



**SAINT LOUIS**  
**UNIVERSITY™**  
— EST. 1818 —

**Cort W. Rudolph, Ph.D.**

*Curriculum Vitae*

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Personal Website: <http://www.cortrudolph.com/>

Laboratory Website: <http://www.sustainableemployabilitylab.com>

Open Science Framework: <https://osf.io/a9yjp/>

GitHub: <http://github.com/cortrudolph>

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*Education & Degrees Awarded*

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<b>Ph.D.</b> (August 2011)	<b>Wayne State University: Detroit, Michigan</b> Thomas C. Rumble Research Fellow <b>Major:</b> Industrial & Organizational Psychology <b>Minor:</b> Statistics & Research Methodology
<b>M.A.</b> (May 2010)	<b>Wayne State University: Detroit, Michigan</b> <b>Major:</b> Industrial & Organizational Psychology <b>Minor:</b> Statistics & Research Methodology
<b>B.A. Magna Cum Laude</b> (June 2006)	<b>DePaul University: Chicago, Illinois</b> <b>Major:</b> Industrial & Organizational Psychology <b>Minor:</b> Writing, Rhetoric, & Discourse

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*Tenured & Tenure Track Faculty Appointments*

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<b>Associate Professor</b> (July 2019)	<b>Saint Louis University: St. Louis, Missouri</b> Faculty of Industrial & Organizational Psychology
<b>Assistant Professor</b> (August 2013)	<b>Saint Louis University: St. Louis, Missouri</b> Faculty of Industrial & Organizational Psychology
<b>Assistant Professor</b> (August 2011)	<b>Florida International University: Miami, Florida</b> Faculty of Industrial & Organizational Psychology Faculty of Quantitative Methods in Psychology

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*Other Affiliations*

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<b>Associate Investigator</b> (May 2018)	<b>Center for Excellence in Population Aging Research (CEPAR)</b> Curtin University: Perth, Australia
<b>Affiliated Scientist</b> (March 2017)	<b>Work Science Center</b> Georgia Institute of Technology: Atlanta, Georgia

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*Books & Edited Volumes*

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Updated 20 September 2021

- [3] Zacher, H. & **Rudolph, C.W.** (Eds.) (2021, In Press). Age and Work: Advances in Theory, Methods, and Practice. Philadelphia, PA: Routledge.
- [2] Baltes, B.B., **Rudolph, C.W.** & Zacher, H. (Eds.) (2019). Work Across the Lifespan. Cambridge, MA: Academic Press.
- [1] **Rudolph, C.W.**, Zacher, H., & Schiebe, S. (Eds.) (2018). Advances in Research on Age in the Workplace and Retirement. Lausanne, CH. Frontiers Media. doi: 10.3389/978-2-88945-393-1

***Refereed Publications (In Order of Acceptance)***

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*Note:* Student co-authors in *italics*. †Web of Science “Highly Cited Paper” (top 1% by citations for field & publication year). \*Scopus “Most Cited Articles” distinction (by citations for a 4-year period)

- [75] Rauvola, R.S. & **Rudolph, C.W.** (2021, In Press). An Operational Integration of Lifespan Development Theories. *Current Psychology*. doi: pending.
- [74] Zacher, H. & **Rudolph, C.W.** (2021, In Press). Researching Employee Experiences and Behavior in Times of Crisis: Theoretical and Methodological Considerations and Implications for Human Resource Management. *German Journal of Human Resource Management*. doi: pending.
- [73] **Rudolph, C.W.** & Zacher, H. (2021, In Press). Raw Data + Analysis Code > Descriptive Statistics. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. doi: pending.
- [72] Katz, I.M., Rauvola, R.S., & **Rudolph, C.W.** (2021, In Press). Feedback Environment: A Meta-Analysis. *International Journal of Selection and Assessment*. doi: 10.1111/ijsa.12350
- [71] Zacher, H., **Rudolph, C.W.**, & Posch, M. (2021, In Press). Individual differences and changes in self-reported work performance during the early stages of the COVID-19 pandemic. *Zeitschrift für Arbeits- und Organisationspsychologie 65(4)*, 188-201. <https://doi.org/10.1026/0932-4089/a000365>
- [70] Rauvola, R.S. & **Rudolph, C.W.** (2021, In Press). Control at Work: An Integrative, Lifespan Informed Review. *Work, Aging & Retirement*. doi: 10.1093/workar/waab015
- [69] Bohlman, C., **Rudolph, C.W.**, & Zacher, H. (2021, In Press). Effects of Proactive Behavior on Within-Day Changes in Occupational Well-Being: The Role of Organizational Tenure and Emotion Regulation Skills. *Occupational Health Science*. doi: 10.1007/s41542-021-00089-2
- [68] **Rudolph, C.W.** & Zacher, H. (2021, In Press). Adapting to involuntary, radical, and socially undesirable career changes. *Current Psychology*. doi: 10.1007/s12144-021-01859-5
- [67] **Rudolph, C.W.** & Zacher, H. (2021, In Press). Family Demands and Satisfaction with Family Life During the COVID-19 Pandemic. *Couple and Family Psychology: Research and Practice*. doi: 10.1037/cfp0000170

- [66] **Rudolph, C.W.** (2021). Improving Careers Science: Ten Recommendations to Enhance the Credibility of Vocational Behavior Research. *Journal of Vocational Behavior, 26*, 103560. doi: 10.1016/j.jvb.2021.103560
- [65] Zacher, H. & **Rudolph, C.W.** (2021). Big Five Traits as Predictors of Perceived Stressfulness of the COVID-19 Pandemic. *Personality and Individual Differences, 175*, 110694. doi: 10.1016/j.paid.2021.110694
- [64] Zacher, H. & **Rudolph, C.W.** (2021). Relationships between Psychological Contract Breach and Employee Well-Being and Career-Related Behavior: The Role of Occupational Future Time Perspective. *Journal of Organizational Behavior, 42(1)*, 84-99. doi: 10.1002/job.2495
- [63] **Rudolph, C.W.**, Katz, I.M., *Ruppel, R.*, & Zacher, H. (2021). A Systematic and Critical Review of Research on Respect in Leadership. *Leadership Quarterly, 32(1)*, 101492. doi: 10.1016/j.leaqua.2020.101492
- [62] Meeker, K.L., Ances, B.M., Gordon, B.A., Lockett, P., **Rudolph, C.W.**, Balota, D.A., Morris, J.C., Fagan, A.M., Benzinger, T.L., & Waring, J.D. (2021). Cerebrospinal A $\beta$ 42 Moderates the Relationship Between Brain Functional Network Dynamics and Cognitive Intra-Individual Variability. *Neurobiology of Aging, 98*, 116-123. doi: 10.1016/j.neurobiolaging.2020.10.027
- [61] **Rudolph, C.W.**, *Rauvola, R.S.*, Costanza, D.P., & Zacher, H. (2020, In Press). Generations and generational differences: Debunking myths in organizational science and practice and paving new paths forward. *Journal of Business & Psychology*. doi: 10.1007/s10869-020-09715-2
- [60] Kniffin, K.M., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S.P., Bakker, A.B., Bamberger, P., Bapuji, H., Bhave, D.P., Choi, V.K., Creary, S.J., Demerouti, E., Flynn, F.J., Gelfand, M.J., Greer, L.L., Johns, G., Kesimal, S., Klein, P.G., Lee, S.Y., Ozcelik, H., Petriglieri, J.L., Rothbard, N.P., **Rudolph, C.W.**, Shaw, J.D., Sirola, N., Wanberg, C.R., Whillans, A., Wilmot, M.P., & Van Vugt, M. (2021). COVID-19 and the Workplace: Implications, Issues, and Insights for Future Research and Action. *American Psychologist, 76(1)*, 63–77. doi: 10.1037/amp0000716
- [59] Zacher, H. & **Rudolph, C.W.** (2021). Individual differences and changes in subjective wellbeing during the early stages of the COVID-19 pandemic. *American Psychologist, 76(1)*, 50–62. doi: 10.1037/amp0000702
- [58] *Rauvola, R.S.* & **Rudolph, C.W.** (2020) On the Limits of Agency for Successful Aging at Work. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 13(3)*, 383-387. doi: 10.1017/iop.2020.61
- [57] **Rudolph, C.W.**, Allan, B., Clark, M., Hertel, G., Hirschi, A., Kunze, F., Shockley, K., Shoss, M., Sonnentag, S., & Zacher, H. (2021). Pandemics: Implications for Research and Practice in Industrial and Organizational Psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 14(1-2)*, 1-35. doi: 10.1017/iop.2020.48

- [56] **Rudolph, C.W.** & Zacher, H. (2020). COVID-19 and careers: On the futility of generational explanations. *Journal of Vocational Behavior*, *119*, 103433. doi: 10.1016/j.jvb.2020.103433
- [55] **Rudolph, C.W.**, *Rauvola, R.S.*, Costanza, D.P., & Zacher, H. (2020). Answers to 10 questions about “generations” and “generational differences” in the workplace. *Public Policy & Aging Report*, *30(3)*, 82-88. doi: 10.1093/ppar/praa010
- [54] **Rudolph, C.W.** & Zacher, H. (2020). “The COVID-19 generation”: A cautionary note. *Work, Aging & Retirement*, *6(3)*, 139-145. doi: 10.1093/workar/waaa009
- [53] Zacher, H. & **Rudolph, C.W.** (2020). Beware of “populist science”! *Zeitschrift für Arbeits- und Organisationspsychologie*, *64(3)*, 202-207. doi: 10.1026/0932-4089/a000334
- [52] **Rudolph, C.W.** & Zacher, H. (2020, In Press). Age inclusive human resource practices, age diversity climate, and work ability: Exploring between- and within-person indirect effects. *Work, Aging and Retirement*. doi: 10.1093/workar/waaa008
- [51] **Rudolph, C.W.**, *Chang, K.*, *Rauvola, R.S.*, & Zacher, H. (2020). Meta-analysis in vocational behavior: A systematic review and recommendations for best practices. *Journal of Vocational Behavior*, *118*, 103397. doi: 10.1016/j.jvb.2020.103397
- [50] *Toomey, E.C.*, **Rudolph, C.W.**, & Zacher, H. (2020). Age-conditional effects of Political skill and empathy on emotional labor: An experience sampling study. *Work, Aging and Retirement*, *7(1)*, 46-60. doi: 10.1093/workar/waaa004
- [49] **Rudolph, C.W.**, Costanza, D.P., *Wright, C.*, & Zacher, H. (2020). Cross-temporal meta-analysis: A conceptual and empirical critique. *Journal of Business & Psychology*, *35(6)*, 733-750. doi: 10.1007/s10869-019-09659-2
- [48] **Rudolph, C.W.**, *Murphy, L.*, & Zacher, H. (2020). A systematic review and critique of research on “healthy leadership.” *Leadership Quarterly*, *31(1)*, 101335. doi: 10.1016/j.leaqua.2019.101335
- [47] Zacher, H. & **Rudolph, C.W.** (2019). Why do we act as old as we feel? The role of occupational future time perspective and core self-evaluations in the relationship between subjective age and job crafting behaviour. *European Journal of Work & Organizational Psychology*, *28(6)*, 831-844. doi: 10.1080/1359432X.2019.1677609
- [46] **Rudolph, C.W.**, Kunze, F. & Zacher, H. (2019). Getting objective about subjective age: Introduction to a special issue. *Work, Aging and Retirement*, *5(4)*, 265-272. doi: 10.1093/workar/waz019
- [45] *Rauvola, R.S.*, **Rudolph, C.W.**, *Ebbert, L.K.*, & Zacher, H. (2020). Person–environment fit and work satisfaction: Exploring the conditional effects of age. *Work, Aging and Retirement*, *6(2)*, 101-117. doi: 10.1093/workar/waz011
- [44] *Kleine, A.K.*, **Rudolph, C.W.**, & Zacher, H. (2019). Thriving at work: A meta-analysis. *Journal of Organizational Behavior*, *40(9-10)*, 973-999. doi: 10.1002/job.2375

- [43] *Katz, I.M., Rudolph, C.W., & Zacher, H. (2019). Age and career commitment: Meta-analytic tests of competing linear versus curvilinear relationships. Journal of Vocational Behavior, 112, 396-416. doi: 10.1016/j.jvb.2019.03.001*
- [42] **Rudolph, C.W.**, Hirschi, A., & Zacher, H. (2018, In Press). Empirical developments in career construction theory. *Journal of Vocational Behavior, 111*, 1-6. doi: 10.1016/j.jvb.2018.12.003
- [41] **Rudolph, C.W.** & McGonagle, A.K. (2019). Exploring age-conditional effects in the emotional labor – perceived work ability linkage: A daily diary study. *Work, Aging and Retirement, 5(2)*, 163-174. doi: 10.1093/workar/way014
- [40] *Bartkoski, T., Herrmann, E., Witt, C., & Rudolph, C.W. (2018). A meta-analysis of hiring discrimination against Muslims and Arabs. Personnel Assessment & Decisions, 4(2), 1. doi: 10.25035/pad.2018.02.001*
- [39] Zacher, H., **Rudolph, C.W.**, *Todorovic, T. & Ammann, D. (2019). Academic career development: A review and research agenda. Journal of Vocational Behavior, 110, 357-373. doi: 10.1016/j.jvb.2018.08.006*
- [38] **Rudolph, C.W.** & Zacher, H. (2018). What are the mechanisms? The black box of neoliberalism. *European Journal of Work & Organizational Psychology, 27(5)*, 556-557. doi: 10.1080/1359432X.2018.1482873
- [37] *Rauvola, R.S., Rudolph, C.W. & Zacher, H. (2019). Generationalism: Problems and implications. Organizational Dynamics, 48(4), 100664. doi: 10.1016/j.orgdyn.2018.05.006*
- [36] Zacher, H., *Esser, L., Bohlmann, C., & Rudolph, C.W. (2019). Age, social identity and identification, and work outcomes: A conceptual model, literature review, and future research directions. Work, Aging and Retirement, 5(1), 24-43. doi: 10.1093/workar/way005*
- [35] Zacher, H., Schmitt, A. Jimmieson, N.L., & **Rudolph, C.W.** (2019). Dynamic effects of personal initiative on engagement and exhaustion: The role of mood, autonomy, and support. *Journal of Organizational Behavior, 40(1)*, 38-58. doi: 10.1002/job.2277
- [34] Kooij, D.T.A.M., Betts, M., Kanfer, R. & **Rudolph, C.W.** (2018). Future time perspective: A systematic review and meta-analysis. *Journal of Applied Psychology, 103(8)*, 867–893. doi: 10.1037/apl0000306
- [33] **Rudolph, C.W.**, Zacher, H., & Schiebe, S. (2017). Editorial: Advances in research on age in the workplace and retirement. *Frontiers in Psychology, 8*, 2147. doi: 10.3389/fpsyg.2017.02147
- [32] Zacher, H. & **Rudolph, C.W.** (2019). Just a mirage: On the incremental predictive validity of subjective age. *Work, Aging and Retirement, 5(2)*, 141-162. doi: 10.1093/workar/wax031

- [31] **Rudolph, C.W.**, Kooij, D.T.A.M., *Rauvola, R.S.*, & Zacher, H. (2018). Occupational future time perspective: A meta-analysis of antecedents and outcomes. *Journal of Organizational Behavior*, *39*(2), 229-248. doi: 10.1002/job.2264
- [30] **Rudolph, C.W.** & Zacher, H. (2018). The kids are alright: Taking stock of generational differences at work. *The Industrial-Organizational Psychologist*, *55*(3), 1-7.
- [29] \***Rudolph, C.W.**, *Rauvola, R.S.*, & Zacher, H. (2018). Leadership and generations at work: a critical review. *Leadership Quarterly* *29*(1), 44-57. doi: 10.1016/j.leaqua.2017.09.004
- [28] *Bohmann, C.*, **Rudolph, C.W.**, & Zacher, H. (2018). Methodological recommendations to move research on work and aging forward. *Work, Aging and Retirement*, *4*(3), 225-237. doi: 10.1093/workar/wax023
- [27] **Rudolph, C.W.**, *Lavigne, K.N.*, *Katz, I.M.*, & Zacher, H. (2017). Linking dimensions of career adaptability to adaptation results: a meta-analysis. *Journal of Vocational Behavior*, *102*, 151-173. doi: 10.1016/j.jvb.2017.06.003
- [26] *Toomey E.C.* & **Rudolph, C.W.** (2018). Age-conditional effects in the affective arousal, empathy, and emotional labor linkage: Within-person evidence from an experience sampling study. *Work, Aging and Retirement*, *4*(2), 145-160. doi: 10.1093/workar/wax018
- [25] †**Rudolph, C.W.**, *Katz, I.M.*, *Lavigne, K.N.*, & Zacher, H. (2017). Job crafting: A meta-analysis of relationships with individual differences, job characteristics, and work outcomes. *Journal of Vocational Behavior*, *102*, 112-138. doi: 10.1016/j.jvb.2017.05.008
- [24] Zacher, H & **Rudolph, C.W.** (2017). Change in job satisfaction negatively predicts change in retirement intentions. *Work, Aging and Retirement*, *3*(3), 284-297. doi: 10.1093/workar/wax009
- [23] Müller, A., Weigl, M., Heiden, B., **Rudolph, C.W.**, & Angerer, P. (2017). The age-related effect of job autonomy on depressive symptoms through selective optimization with compensation: A two-wave panel study. *Work, Aging and Retirement*, *3*(4), 379-392. doi: 10.1093/workar/wax004
- [22] †**Rudolph, C.W.**, *Lavigne, K.N.*, & Zacher, H. (2017). Career adaptability: A meta-analysis of relationships with measures of adaptivity, adapting responses, and adaptation results. *Journal of Vocational Behavior*, *98*, 17-34. doi: 10.1016/j.jvb.2016.09.002
- [21] Harari, M.B. & **Rudolph, C.W.** (2017). The effect of rater accountability on performance ratings: A meta-analytic review. *Human Resource Management Review*, *27*(1), 121-133. doi: 10.1016/j.hrmr.2016.09.007
- [20] *Smith, Z.R.*, Becker, S.P., Garner, A.A., **Rudolph, C.W.**, Molitor, S.J. Oddo, L.E., & Langberg, J.M. (2018). Evaluating the structure of sluggish cognitive tempo using confirmatory factor analytic and bi-factor modeling with parent- and self-report. *Assessment*, *25*(1), 99-111. doi: 10.1177/1073191116653471

- [19] **Rudolph, C.W.** & Zacher, H. (2017). Considering generations from a lifespan developmental perspective. *Work, Aging and Retirement, 3(2)*, 113-129. doi: 10.1093/workar/waw019
- [18] **Rudolph, C.W.**, Clark, M.A., Jundt, D.K., & Baltes, B.B. (2016). Differential reactivity and the within-person job stressor – satisfaction relationship. *Stress & Health, 32*, 449-462. doi: 10.1002/smi.2641
- [17] **Rudolph, C.W.** & Baltes, B.B. (2017). Age and health jointly moderate the influence of flexible work arrangements on work engagement: Evidence from two empirical studies. *Journal of Occupational Health Psychology, 22(1)*, 40-58. doi: 10.1037/a0040147
- [16] *Bleckman, A.M., Guarino, S.N., Russell, W., Toomey, E.C., Werth, P.M., Whitaker, V.L., Rudolph, C.W.* (2016). The future of performance ratings: Collected thoughts from six emerging scholars. *Industrial and Organizational Psychology: Perspectives on Research and Practice, 9(2)*, 334-337. doi: 10.1017/iop.2016.20
- [15] **Rudolph, C.W.** (2016). Lifespan developmental perspectives on working: a literature review of motivational theories *Work, Aging and Retirement, 2(2)*, 130-158. doi: 10.1093/workar/waw012
- [14] **Rudolph, C.W.** (2015). A note of the folly of cross-sectional operationalizations of generations. *Industrial and Organizational Psychology: Perspectives on Research and Practice, 8(03)*, 362-366. doi: 10.1017/iop.2015.50
- [13] **Rudolph, C.W.**, Harari, M.B., & Nieminen, L.R.G. (2015). The effect of performance trend on performance ratings occurs through observer attributions, but depends on performance variability. *Journal of Applied Social Psychology, 45(10)*, 541-560. doi: 10.1111/jasp.12318
- [12] Clark, M.A., **Rudolph, C.W.**, Zhdanova, L., Michel, J. S., & Baltes, B. B. (2017). Organizational support factors and work-family outcomes: Exploring gender differences. *Journal of Family Issues, 38(11)*, 1520-1545. doi: 10.1177/0192513X15585809
- [11] Harari, M.B., **Rudolph, C.W.**, & *Laginess, A.J.* (2014). Does rater personality matter? A meta-analysis of rater big five – performance rating relationships. *Journal of Occupational and Organizational Psychology, 88(2)*, 387-414. doi: 10.1111/joop.12086
- [10] Lucas, T., **Rudolph, C.W.**, Zhdanova, L., *Barkho, E.*, Weidener, N. (2014). Distributive justice for others, collective angst, and support for the exclusion of immigrants. *Political Psychology, 35(6)*, 775-793. doi: 10.1111/pops.12204
- [9] Lucas, T., *Barkho, E.*, **Rudolph, C.W.**, Zhdanova, L., Fakhouri, M., & Thompson, L. (2014) Political affiliation, collective self-esteem and perceived employability of immigrants: Inducing national identity polarizes host-nation employers. *International Journal of Intercultural Relations, 39*, 136-151. doi: 10.1016/j.ijintrel.2013.11.001

- [8] **Rudolph, C.W.**, Michel, J.S., *Harari, M.B., & Stout, T.J.* (2014). Perceived social support and work-family conflict: A comparison of Hispanic immigrants and non-immigrants. *Cross Cultural Management: An International Journal*, *21*, 206-325. doi: 10.1108/CCM-01-2013-0002
- [7] **Rudolph, C.W.** & Baltes, B.B. (2013). Mitigating the impact of stereotypes is more practical than holding people accountable for them. *Industrial and Organizational Psychology: Perspectives on Research and Practice*, *6(4)*, 423-429. doi: 10.1111/iops.12078
- [6] Nieminen, L.R.G., **Rudolph, C.W.**, Baltes, B.B., *Casper, C., Wynne, K.T., Kirby, L.C.* (2013). The combined effects of contextual information and rater bodyweight on performance judgments. *Journal of Applied Social Psychology*, *43*, 527-543. doi: 10.1111/j.1559-1816.2013.01033.x
- [5] **Rudolph, C.W.**, Baltes, B.B., Zhdanova, L.S., Clark, M.A., *Bal, A.C.* (2012). Testing the Structured Free Recall Intervention for reducing the impact of bodyweight-based stereotypes on performance ratings in immediate and delayed contexts. *Journal of Business and Psychology*, *27(2)*, 205-222. doi: 10.1007/s10869-011-9240-7
- [4] *Bal, A.B., Reiss, A.E.B., Rudolph, C.W., & Baltes, B.B.* (2011). Examining positive and negative perceptions of older workers: A meta-analysis. *The Journal of Gerontology: Series B – Psychological Sciences*. *66(6)*, 687-698. Doi: 10.1093/geronb/gbr056
- [3] Baltes, B.B. & **Rudolph, C.W.** (2010). Examining the effect of negative Turkish stereotypes on evaluative workplace outcomes in Germany. *Journal of Managerial Psychology*, *25*, 148-158. doi: 10.1108/02683941011019357
- [2] **Rudolph, C.W.**, Wells, C.L., Weller, M.D., & Baltes, B.B. (2009). A meta-analysis of empirical studies of weight-based bias in the workplace. *Journal of Vocational Behavior*, *74*, 1-10. doi: 10.1016/j.jvb.2008.09.008
- [1] **Rudolph, C.W.** & Baltes, B.B. (2008). Main effects do not discrimination make. *Industrial and Organizational Psychology: Perspectives on Research and Practice*, *1*, 415-416. doi: 10.1111/j.1754-9434.2008.00077.x

***Authored Book Chapters (In Order of Acceptance)***

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*Note:* Student co-authors in *italics*.

- [23] **Rudolph, C.W.** & Zacher (2022, In Press). Research on Age(ing) at Work has “Come of Age.” In H. Zacher & C.W. Rudolph (Eds.) *Age and Work: Advances in Theory, Methods, and Practice*. (pp. XX-XX). Routledge.
- [22] Rauvola, R.S. & **Rudolph, C.W.** (2022, In Press). Integrating Lifespan Development Theories: Implications for the Study of Age(ing) and Work. In H. Zacher & C.W. Rudolph (Eds.) *Age and Work: Advances in Theory, Methods, and Practice*. (pp. XX-XX). Routledge.



- [21] Rauvola, R.S., **Rudolph, C.W.**, & Zacher, H. (2021). Handling Time in Occupational Stress and Well-Being Research: Considerations, Examples, and Recommendations. In P. Harms & P. Perrewé (Eds.) *Research in Occupational Stress & Wellbeing Vol. 19* (pp. 105-135). Bingley, UK: Emerald.
- [20] Zacher, H. & **Rudolph, C.W.** (2021). Managing aging and age-diverse workforces. Fideler, E. F. (Ed.), *The Rowman & Littlefield Handbook on Aging and Work* (pp. 131-148). Rowman & Littlefield Publishers.
- [19] Marcus, J., **Rudolph, C.W.**, & Zacher, H. (2020). An ecological systems framework for work and aging. In D. L. Stone, J. H. Dulebohn, & K. M. Lukaszewski (Eds.) *Research in Human Resources Management: Diversity and Inclusion in Organizations* (pp. 193-222). Charlotte, NC: Information Age Publishing.
- [18] Zacher, H. & **Rudolph, C.W.** (2020). How a dynamic way of thinking can challenge existing knowledge in organizational behavior. in Griep, Y. & Hansen, S.D. *Handbook on the Temporal Dynamics of Organizational Behavior* (pp. 8-25). Cheltenham, UK: Edward Elgar.
- [17] Zacher, H., **Rudolph, C.W.**, & *Rauvola, R.S.*, (2019). Innovating Career counseling to manage the transition to bridge employment and retirement. in K. Maree & C. Wilby (Eds.) *Innovating Career Counselling Theory, Research, and Practice* (pp. 173-192). New York, NY: Springer.
- [16] *Rauvola, R.S.*, **Rudolph, C.W.**, & Zacher, H. (2019). Innovating career counseling for middle-aged and older adults. in K. Maree & C. Wilby (Eds.) *Innovating Career Counselling Theory, Research, and Practice* (pp. 307-331). New York, NY: Springer.
- [15] **Rudolph, C.W.**, Zacher, H., & Baltes, B.B. (2019). Looking forward: A new agenda for studying work across the lifespan. in B.B. Baltes, C.W. Rudolph, & H. Zacher. (Eds.). *Work Across the Lifespan* (pp. 605-623). Cambridge, MA: Elsevier.
- [14] Zacher, H., **Rudolph, C.W.**, & Baltes, B.B. (2019). An invitation to lifespan thinking. in B.B. Baltes, C.W. Rudolph, & H. Zacher. (Eds.). *Work Across the Lifespan* (pp. 1-14). Cambridge, MA: Elsevier.
- [13] **Rudolph, C.W.** & Zacher, H. (2020). Managing employees across the working lifespan. In Hoffman, B., Shoss, M., & Wegman, L. (Eds.), *The Cambridge Handbook of the Changing Nature of Work* (pp. 425-445). Cambridge, UK: Cambridge.
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- [4] **Rudolph, C.W.**, de Lange, A.H., & van der Heijden, B. (2014). Adjustment processes in bridge employment: Where we are and where we need to go. In P. Matthijs Bal & Dorien T.A.M. Kooij & Denise M. Rousseau (Eds.), *Aging Workers and the Employee-Employer Relationship* (pp. 221 – 242). Cham, CH: Springer International Publishing.
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***Works in Edited Volumes***

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*Note:* Student co-authors in *italics*.

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- [2] *Rudolph, C.W. & Toomey, E.* (2016). Workforce aging and retirement. In S.K. Whitbourne (Ed.), *The Encyclopedia of Adulthood and Aging* (pp. 1264-1268). Hoboken, NJ: Wiley.
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***Pre-Prints, Whitepapers, & "Other" Non-Peer Reviewed Works***

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- [5] *Rudolph, C.W. & Zacher, H.* (2021). Employee Wellbeing in the Face of a Pandemic: Organizational and Managerial Responses to COVID-19. *APA Division 14: Society for Industrial & Organizational Psychology Whitepaper*. Available from: <https://www.siop.org/Portals/84/docs/White%20Papers/Visibility/PostCOVID.pdf?ver=P6APUAAH5XKh6f1cg5sFLA%3d%3d>
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*Conference Proceedings*

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Note: Student co-authors in *italics*. \*Academy of Management proceedings “best paper” distinction.

- [8] **Rudolph, C.W.** (2020). How Do Employers Span the Generations? In *Proceedings of the Annual Gerontological Society of America Conference. Innovation in Aging, 4(1)*, 809-809. doi: 10.1093/geroni/igaa057.2940
- [7] *Toomey, E.*, & **Rudolph, C.W.** (2018). The age-conditional effect of political skill on empathy: an experience sampling study. In *Proceedings of the Annual Gerontological Society of America Conference. Innovation in Aging, 2(1)*, 415-415. doi: 10.1093/geroni/igy023.1552
- [6] Thrasher, G., **Rudolph, C.W.**, Baltes, B. B., & Demsky, C. A. (2018). Profiles of resource maintenance: A person-centered examination of SOC strategies. In *Proceedings of the Annual Gerontological Society of America Conference. Innovation in Aging, 2(1)*, p. 862-862. doi: 10.1093/geroni/igy023.3214
- [5] **Rudolph, C.W.** & Zacher, H. (2016). Age-related correlates of career adaptability: a meta-analysis. In *Proceedings of the Annual Gerontological Society of America Conference. The Gerontologist, 56*, 295-296
- [4] **Rudolph, C.W.** & *Sullivan, E.* (2013). Perceived leadership potential as a function of perceived age and physical attractiveness. In *Proceedings of the 2013 Annual Meeting of the European Association of Work and Organizational Psychology*.
- [3] *Wittgenstein J., Harari, M., Allen, J.*, & **Rudolph, C.W.** (2012). When does performance variability matter? The effect of dynamic performance characteristics on rater attributions and performance ratings. In *Proceedings of the 2012 Southern Management Association*.
- [2] \**Nieminen, L.R.G.*, **Rudolph, C.W.**, Casper, C.M., Wynne, K.T., Kirby, L.C., & Baltes, B.B. (2010). The combined effects of contextual information and bodyweight-based bias on performance judgments. In Leslie A. Toombs (Ed.), *Proceedings of the Seventieth Annual Meeting of the Academy of Management (CD)*, ISSN 1543-8643.
- [1] **Rudolph, C.W.**, Baltes, B.B., & Bal, A.C. (2010). The development of a model of the meaning of working for older workers. In *Proceedings of the 2010 Gemeinsamer Kongress der DGGG und der SGG (The Joint Conference of the German Society of Gerontology and Geriatrics and the Swiss Society of Gerontology)*.

*Chaired Symposia*

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- [8] Costanza, D., Gerpott, F., Perry, E., **Rudolph, C.W.**, & Zacher, H. [Presenters listed alphabetically] (2019, November). “We reject your ‘reality’ and substitute our own.” Myths, misconceptions, and misunderstandings about age and age-related phenomena in the workplace. Symposium presented at the Age in the Workplace Small Group Meeting, University of St. Gallen, St. Gallen, Switzerland.

- [7] *Lavigne, K.N. & Rudolph, C.W.* (Co-Chairs) (2018, April). New directions in age stereotype research. Symposium Presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL (USA).
- [6] *Rauvola, R.S. & Rudolph, C.W.* (Co-Chairs) (2018, April). New frontiers in work ability: theory, research, and practice. Symposium Presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL (USA).
- [5] Thrasher, G.R. Bramble, R.J., & **Rudolph, C.W.** (Co-Chairs) (2018, April). The aging workforce: Applying novel methods to difficult questions. Symposium Presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL (USA).
- [4] Thrasher, G.R. & **Rudolph, C.W.** (Co-Chairs) (2017, April). Age and emotional competencies at work. Symposium Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL (USA).
- [3] **Rudolph, C.W.** & *Harari, M.* (Co-Chairs) (2013). Dynamic criteria and performance variability: Where are we now? *Panel discussion* presented at the 28<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- [2] **Rudolph, C.W.**, Baltes, B.B., Reiss, A., Lelchook, A. (Co-Chairs), Pratt, A., Deal, J., Jurkiewicz, C., Pitt-Catsouphes, M., & Sessa, V. (2009). Generational differences at work: Are the causes generational or maturational? Debate presented at the 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- [1] **Rudolph, C.W.** & Baltes, B.B. (Co-Chairs), Finkelstein, L., Hebl, M., Roehling, M. & King, E. (2008). Weight-based bias in the workplace. Panel discussion presented at the 23<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

***Conference Presentations (In Order of Acceptance)***

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*Note:* Student co-authors in *italics*.

- [89] Rauvola, R.S., & **Rudolph, C.W.** (2021, November). Age, control, & work: An integrative lifespan review and research agenda. Poster presented at the Age in the Workplace Small Group Meeting, University of Groningen, Groningen, the Netherlands, EU.
- [88] Schubert, K., Zeschke, M., **Rudolph, C.W.**, & Zacher, H. (2021, September). Auslöser und Konsequenzen von Leerlaufzeiten bei der Arbeit [Antecedents and consequences of idle time at work]. Posterpräsentation auf der 12. Tagung der Fachgruppen Arbeits-, Organisations- und Wirtschaftspsychologie sowie Ingenieurpsychologie der Deutschen Gesellschaft für Psychologie (DGP). [Poster presented at the 12th meeting of the German Psychological Society's (DGP) specialist groups: work, organizational and business psychology, and engineering psychology], Chemnitz, Germany, EU.
- [87] Janzen, R., Posch, M., Weigelt, O., **Rudolph, C.W.**, & Zacher, H. (2021, September). Arbeitsbezogene Ermüdung und Stressreaktivität vor und nach Beginn der COVID-19 Pandemie [Job fatigue and stress reactivity before and during the COVID-19 pandemic]. Posterpräsentation auf der 12.

Tagung der Fachgruppen Arbeits-, Organisations- und Wirtschaftspsychologie sowie Ingenieurpsychologie der Deutschen Gesellschaft für Psychologie (DGP). [Poster presented at the 12th meeting of the German Psychological Society's (DGP) specialist groups: work, organizational and business psychology, and engineering psychology], Chemnitz, Germany, EU.

[86] Haenggli, M., Hirschi, A., **Rudolph, C.W.**, & Peiró, J.M. (2021, September). Dynamiken im Laufbahnmanagement: Erforschung von Effekten innerhalb und zwischen Personen in der Proteischen Laufbahnorientierung, Laufbahnmanagement, und Subjektivem Laufbahnerfolg [Dynamics in career self-management: Research into within and between person effect of protean career orientation, career management, and subjective career success]. Posterpräsentation auf der 12. Tagung der Fachgruppen Arbeits-, Organisations- und Wirtschaftspsychologie sowie Ingenieurpsychologie der Deutschen Gesellschaft für Psychologie (DGP). [Poster presented at the 12th meeting of the German Psychological Society's (DGP) specialist groups: work, organizational and business psychology, and engineering psychology], Chemnitz, Germany, EU.

[85] Posch, M., Janzen, R., Weigelt, O., **Rudolph, C.W.**, & Zacher, H. (2021, September). Ist Resilienz eine Frage der Einstellung? Eine Studie zu Verläufen der Arbeitsmotivation und zur Rolle kognitiver Bewertungen während der COVID-19-Pandemie [Is resilience a matter of mindset? A study on trajectories of work motivation and the role of cognitive appraisals during the COVID-19 pandemic]. Posterpräsentation auf der 12. Tagung der Fachgruppen Arbeits-, Organisations- und Wirtschaftspsychologie sowie Ingenieurpsychologie der Deutschen Gesellschaft für Psychologie (DGP). [Poster presented at the 12th meeting of the German Psychological Society's (DGP) specialist groups: work, organizational and business psychology, and engineering psychology], Chemnitz, Germany, EU.

[84] Zacher, H. & **Rudolph, C.W.** (2021, September). Indirect effects of age on occupational wellbeing through emotion regulation and physiological disease. Symposium auf der 12. Tagung der Deutsche Gesellschaft für Psychologie (DGP) Fachgruppen: Arbeits-, Organisations- und Wirtschaftspsychologie sowie Ingenieurpsychologie [Symposium at the 12th meeting of the German Psychological Society's (DGP) specialist groups: work, organizational and business psychology, and engineering psychology], Chemnitz, Germany, EU.

[83] Zacher, H., **Rudolph, C.W.**, & Posch, M. (2021, September). Individual Differences and Changes in Self-Reported Work Performance During the Early Stages of the COVID-19 Pandemic. Symposium auf der 12. Tagung der Deutsche Gesellschaft für Psychologie (DGP) Fachgruppen: Arbeits-, Organisations- und Wirtschaftspsychologie sowie Ingenieurpsychologie [Symposium at the 12th meeting of the German Psychological Society's (DGP) specialist groups: work, organizational and business psychology, and engineering psychology], Chemnitz, Germany, EU.

[82] Haenggli, M., Hirschi, A., **Rudolph, C.W.**, & Peiró, J.M. (2021, June) Exploring Dynamics in Career Self-Management: A Random Intercept Cross-Lagged Panel Model of Protean Career Orientation, Career Management Behaviors, and Subjective Career Success. Paper presented at the EAWOP Small Group Meeting on Sustainable Careers, Antwerp, Belgium, EU.

[81] **Rudolph, C.W.** (2021, April). Emotional diversity: an unanticipated benefit of the aging workforce. In G. Fisher & G. Petery (Co-Chairs) *Obstacle or Opportunity for the Future of Work: The Age-Diverse Workforce*. IGNITE Symposium conducted at the Annual Conference of the Society for

Industrial and Organizational Psychology, New Orleans, LA. [Conference Moved Online due to COVID-19]

[80] Rauvola, R. S., *Gleason, M.E., Carruth, N.P., Rudolph, C. W., & Zacher, H.* (2021, April). High Time for Continuous Time: Analyzing Longitudinal Data with SEM. Poster Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [Conference Moved Online due to COVID-19]

[79] Rauvola, R.S. *Nyberg, B., Moreno, M.M., & Rudolph, C.W.* (2021, April). Putting O\*NET Back to Work: An Occupational Crosswalk for Archival Research in I/O. Poster Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [Conference Moved Online due to COVID-19]

[78] Cobb, H.R., Murphy, L., Katz, I.M., Thomas, C.L., **Rudolph, C.W.**, Hartman, A.E., & Billeaud, M.L. (2021, April). Are We Measuring Boundaries or Borders? A Review of Boundary Management Scales. Poster Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [Conference Moved Online due to COVID-19]

[77] **Rudolph, C.W.** (Panelist) (2021, April). In M. Shoss & D. Jundt (Co-Chairs) *Tackling Big Issues in Understanding Adaptation: A Discussion Across Research Domains*. Panel Discussion Presented at the Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. [Conference Moved Online due to COVID-19]

[76] **Rudolph, C.W.** (2021, May). Modeling Within-Person Reciprocal Effects of Leadership and Wellbeing. Invited Talk. EAWOP Virtual Conference on COVID-19 Research.

[75] **Rudolph, C.W.** (2020, November). How Do Employers Span the Generations? In B.Kaskie (Chair), *Illuminating the Intersection Between Employers and Experienced Employees: Current Research and Policy Directions: Policy Series Streaming Symposia*. Symposium conducted at the Annual Conference of the Gerontological Society of America, Philadelphia, PA. [Conference Moved Online due to COVID-19]

[74] *Stiles, D. Ma, L., Naseralla, E., Fitterman-Harris, H., & Rudolph, C.W.,* (2020, April). Negative body image and romantic relationship quality: A meta-analysis. Poster presented at the Annual Conference of the Midwestern Psychological Association, Chicago, IL. [Conference Cancelled due to COVID-19]

[73] **Rudolph, C.W.** (2020, April). Emotional diversity: an unanticipated benefit of the aging workforce. In G. Fisher & G. Petery (Co-Chairs) *Hot Topics for the Future of Work: The Future (Age Diverse) Workforce*. IGNITE Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. [Conference Cancelled due to COVID-19]

[72] **Rudolph, C.W.** (Discussant) (2020, April). In Y. Peng & G. Thrasher (Co-Chairs), *A Life of Leading: Emerging Trends in Age-Leadership Research*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. [Conference Cancelled due to COVID-19]

- [71] **Rudolph, C.W.** & *Toomey, E.C.* (2020, April). Age-conditional effects of political skill and empathy on emotional labor: an experience sampling study. In R Guzzo (Chair), *Working and Aging: New Insights into Behavior, Experience, and Performance*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. [Conference Cancelled due to COVID-19]
- [70] *Murphy, L.*, **Rudolph, C.W.**, & Zacher, H. (2020, April). A systematic review and critique of research on “healthy leadership.” Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. [Conference Cancelled due to COVID-19]
- [69] *Salvi, S. Riccardi, C.N.*, **Rudolph, C.W.**, & Costanza, D.P. (2020, April). The narcissism epidemic? a cautionary tale of “generational” differences. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. [Conference Cancelled due to COVID-19]
- [68] Hammond, M. M., Thrasher, G. R., & **Rudolph, C.W.** (2020). An age-gender intersectional investigation into agentic penalties. In G. Thrasher & M. Hammond (Co-Chairs), *Extending Intersections: Emerging Themes in Organizational Intersectionality Research*. Symposium conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. [Conference Cancelled due to COVID-19]
- [67] *Kleine, A.K.*, **Rudolph, C.W.**, & Zacher, H. (2019, October). Thriving at work: A meta-analysis. Poster presented at the 11th Conference of the Section for Work, Organizational and Economic Psychology of the German Psychological Society, Braunschweig, Germany.
- [66] **Rudolph, C.W.**, (2019, November). Stop using cross-lagged panel models. In Costanza, D., Gerpott, F., Perry, E., Rudolph, C.W., & Zacher, H. (Co-Chairs). *“We reject your ‘reality’ and substitute our own.” Myths, misconceptions, and misunderstandings about age and age-related phenomena in the workplace*. Paper presented at the Age in the Workplace Small Group Meeting, University of St. Gallen, St. Gallen, Switzerland.
- [65] **Rudolph, C.W.** & *Chang, K.*, Zacher, H. (2019, November). “Did you control for tenure?” Meta-analytic explorations of the relative influence of chronological age versus organizational tenure on work outcomes. Poster presented at the Age in the Workplace Small Group Meeting, University of St. Gallen, St. Gallen, Switzerland.
- [64] *Rauvola, R.S.* & **Rudolph, C.W.** (2019, November). An operational integration of lifespan development & regulation theories. Paper presented at the Age in the Workplace Small Group Meeting, University of St. Gallen, St. Gallen, Switzerland.
- [63] **Rudolph, C.W.** & Zacher, H. (2019, November). Age inclusive human resource practices, age diversity climate, and job satisfaction: Exploring between- and within-person indirect effects. Poster presented at the Age in the Workplace Small Group Meeting, University of St. Gallen, St. Gallen, Switzerland.



- [62] *Katz, I, Rauvola, R. & Rudolph, C.W.* (2019, April). Feedback environment: A meta-analysis. In Speer, A. (Chair) *Advancements in the Measurement of Performance and the Appraisal Context*. Symposium conducted at the Annual Conference of the Society for Industrial Organizational Psychology, National Harbor, Maryland.
61. Harari, M. & **Rudolph, C.W.** (2019, April). Workplace ostracism: A meta-analysis. Poster presented at the Annual Conference of the Society for Industrial Organizational Psychology, National Harbor, Maryland.
- [60] *Katz, I. M., Murphy, L. D., & Rudolph, C.W.* (2019, April). Attributions link performance to changes in feedback: A policy capturing study. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, Maryland.
- [59] Thrasher, G.R., **Rudolph, C.W.**, Baltes. B.B., & Demsky, C.A. (2018, November). Profiles of resource maintenance: A person-centered examination of SOC strategies. In J. Hamm & J. Heckhausen (Co-Chairs), *Work and Retirement in Old Age: Normative Paths and Individual Agency*. Symposium conducted at the Annual Conference of the Gerontological Society of America, Boston, MA.
- [58] *Toomey, E.C. & Rudolph, C.W.* (2018, November). The age-conditional effect of political skill on empathy: An experience sampling study. In S. Schiebe (Chair), *Aging and Work: The Role of Emotional Factors and Competencies*. Symposium conducted at the Annual Conference of the Gerontological Society of America, Boston, MA.
- [57] Zacher, H. & **Rudolph, C.W.** (2018, September). Selbstregulationsprofile und Arbeits- und Karrierezufriedenheit über die Erwerbslebensspanne. [Self-regulatory profiles and job- and career-satisfaction across the work lifespan]. In Wiese, B.S. & Kauffeld, S. *Selbstregulation im Karrierekontext /Self-regulation in the career context/*. Symposium conducted at the 51 Kongress der Deutschen Gesellschaft für Psychologie [The 51<sup>st</sup> Congress of the German Psychological Society], Frankfurt, Germany.
- [56] *Lavigne, K.N., Weidner, N., & Rudolph, C.W.,* (2018, April). Age stereotypes and leadership: Does an “ideal” leader age exist? In Lavigne, K.N. & Rudolph, C.W. (Co-Chairs), *New Directions in Age Stereotype Research*. Symposium conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- [55] **Rudolph, C.W.** & McGonagle, A.K. (2018, April). Emotional labor and perceived work ability: Considering Age-Conditional effects. In Rauvola, R.S. & Rudolph, C.W. (Co-Chairs), *New Frontiers in Work Ability: Theory, Research, and Practice*. Symposium conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- [54] *Toomey, E.C. & Rudolph, C.W.* (2018, April). Age-conditional effects of socioemotional competencies on daily empathy. In Thrasher, G.R. Bramble. R.J., & Rudolph, C.W. (Co-Chairs), *The Aging Workforce: Applying Novel Methods to Difficult Questions*. Symposium conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- [53] Werth, P.M. & **Rudolph, C.W.** (2018, April). Identifying with my generation: A theoretical predictor of trait narcissism. In Buettner, F.K. & Cox, C.B. (Co-Chairs), *Generational Theory Gets a Trophy: Limitations and Implications of a Popular Concept*. Symposium conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- [52] Zheng, J., Shoss, M.K., & **Rudolph, C.W.** (2018, April). Examining the conditional effects of work ability and job insecurity on well-being. In Rauvola, R.S. & Rudolph, C.W. (Co-Chairs), *New Frontiers in Work Ability: Theory, Research, and Practice*. Symposium conducted at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- [51] Zacher, H. & **Rudolph, C.W.** (2017, November). *Just a mirage: on the construct and predictive validity of subjective age*. Paper presented at the Aging and Work Meeting, Leuphana University of Lüneburg: Lüneburg, Germany.
- [50] **Rudolph, C.W.**, Kooij, D.T.A.M., Rauvola, R.S., & Zacher, H. (2017, November). *Occupational future time perspective: a meta-analysis of antecedents and outcomes*. Paper presented at the Aging and Work Meeting, Leuphana University of Lüneburg: Lüneburg, Germany.
- [49] Rauvola, R.S., **Rudolph, C.W.**, Ebbert, L., & Zacher, H. (2017, November). *Person-environment fit and work satisfaction: the conditional influence of age*. Poster presented at the Aging and Work Meeting, Leuphana University of Lüneburg: Lüneburg, Germany.
- [48] **Rudolph, C.W.** & Zacher, H. (2017, November). *The pervasive misspecification of cohort effects in cross temporal meta-analysis: a cautionary note*. Poster presented at the Aging and Work Meeting, Leuphana University of Lüneburg: Lüneburg, Germany.
- [47] Jundt, D.K. & **Rudolph, C.W.** *Expected Goal Progress Effects on Affect During Goal Pursuit*. In Jundt, D.K. & Beck, J.W. (Co-Chairs), *Current Directions in Modeling Within-Person Dynamics in Self-Regulation Research*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- [46] Katz, I.M., Lavigne, K.N., **Rudolph, C.W.**, & Zacher, H. (2017, April). *Job crafting and work outcomes: a meta-analytic relative weight analysis*. Poster Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- [45] Lavigne, K.N., Katz, I.M., **Rudolph, C.W.**, & Zacher, H. (2017, April). *Linking career adaptability dimensions to adaptation outcomes: a meta-analysis*. Poster Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- [44] Bartkoski, T. J., Herrmann, E.E., Witt, C., & **Rudolph, C.W.** (2017, April). *A meta-analysis of employment discrimination against Muslims and Arabs*. Poster Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- [43] **Rudolph, C.W.** (Discussant) (2017, April). In L. Finkelstein (Chair), *Age Stereotyping and Discrimination: Fresh Looks at an Age-Old Issue*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- [42] Toomey, E.C. & Rudolph, C.W. (2017, April). *Cross-level effects of personality on empathy and emotional labor*. Poster Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- [41] Toomey, E.C. & Rudolph, C.W. (2017, April). Age-conditional effects of within-person empathy on emotional labor. In Thrasher, G.R. & Rudolph, C.W. (Co-Chairs), *Age and Emotional Competencies at Work*. Symposium conducted at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- [40] Rudolph, C.W. & Zacher, H. (2016, November). *Age-related correlates of career adaptability: a meta-analysis*. Paper presented at the annual Gerontological Society of America conference, New Orleans, LA.
- [39] Rudolph, C.W. & Jundt, D.K. (2016, May). *Why betas should not rule metas*. Poster presented at the annual Association for Psychological Sciences convention, Chicago, IL.
- [38] Toomey, E.C., & Rudolph, C.W. (2016, April). Work ability: a mediator in the personal resource – engagement linkage. In G. Fisher and D. Truxillo (Co-Chairs), *Working Longer: Factors Related to Continued Work for Older Workers*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- [37] Toomey, E.C., Werth, P., & Rudolph, C.W. (2016, April). *Considering conditional effects within the performance trend, attribution, rating linkage*. Poster presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- [36] Jundt, D. K., Rudolph, C.W., Werth, P., & Whitaker, V. L. (2016, April). *Examining incremental velocity effects on affective reactions during goal pursuit*. Poster presented at the 31st annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- [35] Rudolph, C.W. (2015, November). *Clarifying the complex relationship between age and career commitment*. Paper presented at the Aging and Work Meeting. University of Limerick: Limerick, Ireland.
- [34] Rudolph, C.W. (2015, November). *Understanding within-person effects of perceived age on leadership ratings: The moderating role of aging stereotypes*. Poster presented at the Aging and Work Meeting, University of Limerick: Limerick, Ireland.
- [33] Mueller, A., Weigl, M., Heiden, B., Rudolph, C.W., & Angerer, P. (2015, May). Depressive symptoms in older employees: age-specific protective effects of job autonomy and selective optimization with compensation. In B. Van der Heijden & J. Wegge (Co-Chairs), *Sustainable Careers and its Antecedents*. Symposium conducted at the bi-annual meeting of the European Association for Work and Organizational Psychology, Oslo, Norway.

- [32] *Toomey, E. & Rudolph, C.W.* (2014, April). *Emotional exhaustion, fatigue, and recovery experiences for bridge employees*. Poster presented at the annual conference of the Midwestern Psychological Association, Chicago, IL.
- [31] *Harari, M.B., Laginess, A.J., Rudolph, C.W.* (2014, May). *A meta-analysis of rater individual differences-rating level relationships*. Poster presented at the 29<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- [30] *Harari M. B., Rudolph, C.W., Viswesvaran, C., & Woodward, M. M.* (2013, August). *Structured interview validities across time: An analysis of stable and dynamic relationships*. Paper presented at the annual meeting of the Academy of Management. Orlando, FL.
- [29] *Harari M. B., Allen, J.W., & Rudolph, C.W.* (2013, August). *Clarifying the role of observer attributions in ratings of dynamic performance*. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.
- [28] *Rudolph, C.W.* (2013, November). *Exploring the role of selective optimization with compensation and work ability on work participation outcomes for older workers*. Paper presented at the Aging and Work Meeting, University of Trento: Rovereto, Italy.
- [27] *Rudolph, C.W. & Sullivan, E.* (2013, May). *Perceived leadership potential as a function of perceived age and physical attractiveness*. Paper presented at the annual meeting of the European Association of Work and Organizational Psychology (EAWOP), Münster, Germany.
- [26] *Lanz, J. & Rudolph, C.W.* (2013, April). *Do incremental theorists penalize others' failure to demonstrate positive change?* Poster presented at the 28<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- [25] *Rutherford, K., Harari, M., & Rudolph, C.W.* (2013, April). *A multidimensional measure of observer attributions for performance*. Poster presented at the 28<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- [24] *Wittgenstein J., Harari, M., Allen, J., & Rudolph, C.W.* (2012, November). *When does performance variability matter? The effect of dynamic performance characteristics on rater attributions and performance ratings*. Paper presented at the 2012 Southern Management Association Conference, Fort Lauderdale, FL.
- [23] *Rudolph, C.W., Harari, M., & Wittgenstein, J.* (2012, November). The influence of performance trends on performance ratings of older and younger salespeople. In McCausland, T.C. & King, E.B. (Co-chairs), *New Views of Age Stereotypes: Form, Prevalence, and Consequences*. Symposium presented at the annual meeting of the Academy of Management, Boston MA.
- [22] *Clark, M.A., Rudolph, C.W., Zhdanova, L., & Baltes, B.* (2012, June). *Gender differences in the relationship between organizational support factors and work-family outcomes*. Poster presented at the Inaugural Conference of the Work and Family Researchers Network, New York, NY.

- [21] **Rudolph, C.W.** & Lucas, T. (2012, April). *Understanding immigrant employability: The role of attitudes and political ideology*. Poster presented at the 27<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- [20] Lucas T. & **Rudolph, C.W.** (2012, January). *Tolerant of Toyota or favorable towards Ford? Liberals and conservatives display aversive biases towards domestic and foreign automobiles*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- [19] **Rudolph, C.W.**, & Baltes, B.B. (2011, May). *Do leader-subordinate age differences impact leadership effectiveness ratings? A meta-analytic approach to relational demography*. Talk given at the 2011 European Association of Work and Organizational Psychology (EAWOP) small group meeting on age cohorts in the workplace. Rovereto, Italy (EU).
- [18] Magomaeva, A.B., Lelchok, A. M., & **Rudolph, C. W.** (2011, August). *Perceptions of Muslims and Arabs: Are they all the same?* Poster presented at the 119<sup>th</sup> Annual Convention of the American Psychological Association, Washington D.C.
- [17] **Rudolph, C.W.**, Nieminen, L.R.G., Zhdanova, L., Early, R., Kotrba, L., Baltes, B.B. s(2011, April). *The role of variability in job satisfaction on turnover intentions*. Poster presented at the 26<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- [16] **Rudolph, C.W.**, Baltes, B.B., & Bal, A.C. (2010). *The development of a model of the meaning of working for older workers*. Poster presented at the Gemeinsamer Kongress der DGGG und der SGG (The Joint Conference of the German Society of Gerontology and Geriatrics and the Swiss Society of Gerontology), Berlin, Germany, (EU).
- [15] **Rudolph, C.W.** & Baltes, B.B. (2010, August) *The role of race and ethnicity in bodyweight-based discrimination*. Poster presented at the 118<sup>th</sup> annual meeting of the American Psychological Association, San Diego, CA.
- [14] Nieminen, L.R.G., **Rudolph, C.W.**, Casper, C. Wynne, K.T., & Baltes, B.B. (2010, August). *The combined effects of contextual information and bodyweight-based bias on performance judgments*. Paper presented at the annual meeting of the Academy of Management, Montreal, QC.
- [13] Lucas, T., Casper, C.M., Barkho, E., **Rudolph, C.W.**, Zhdanova, L., Fakhouri, M., Thompson, L. & Arnetz, B. (2010, June). *Political orientation, social identity and perceived employability of Iraqi immigrants*. Paper presented at the Society for Psychological Study of Social Issues Biennial Conference, New Orleans, LA.
- [12] **Rudolph, C.W.** & Wynne, K.T. (2010). *Examining the construct validity of the Attitudes Toward Islamic Countries Scale (ATICS)*. Poster presented at the 1<sup>st</sup> annual conference of the Society for the Study of Ethnic and Minority Issues (APA Division 45), Ann Arbor, MI.
- [11] Lucas, T., Zhdanova, L., Casper, C., Barkho, E., **Rudolph, C.W.**, Fakhouri, M., Thompson, L., & Arnetz, B. (2010). *Procedural justice for others, collective self-esteem, and perceived employability of*

*Iraqi immigrants*. Poster presented at the 1st annual conference of the Society for the Study of Ethnic Minority Issues (APA Division 45), Ann Arbor, MI.

[10] **Rudolph, C.W.** & Bal, A.C. (2010, April) *Let's not get personal: Power orientation and aversive conflict management*. Poster presented at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

[9] Clark, M., **Rudolph, C.W.**, Zhdanova, L., & Baltes, B.B. (2010, April). *Relationships between organizational support, work-family balance, and work outcomes*. Poster presented at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

[8] Bal, A., Reiss, A., **Rudolph, C.W.**, & Baltes, B.B. (2010, April). A meta-analysis of Positive and negative aspects of ageism. In Kotrba, L., Baltes, B. B., & Cleveland, J. (Co-Chairs), *Age in the Workplace: Positive Implications of an Older Workforce*. Symposium presented at the 25<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

[7] **Rudolph, C.W.** & Baltes, B.B. (2009, August). Demographic differences in the endorsement of negative stereotypes about overweight managers. In Randle, N.W., & Bell, M.P. (Co-chairs), *Is Weight the New Race? Implications of Workplace Weight Discrimination*. Symposium conducted at the annual meeting of the Academy of Management, Chicago, IL.

[6] **Rudolph, C.W.**, Halpert, J.A., & Wynne, K. (2009, April). *I don't like where you are from: evaluations of Arabic job applicants*. Poster presented at the 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

[5] Weller, M.D., **Rudolph, C.W.**, & Baltes, B.B. (2009, April). *Confirmatory factor analysis of the Blacks as managers scales (BAMS)*. Poster presented at the 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

[4] **Rudolph, C.W.**, & Lelchook, A. (2009, April). Towards and integrative model of conflict management and humor styles. In Finkelstein, L., Lelchook, A., & Matarazzo, K. (Co-chairs), *We're not Kidding: Advancements in Research on Humor and Work*. Symposium conducted at the 24<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

[3] **Rudolph, C.W.**, Wells, C.L., Weller, M.D., & Baltes, B.B. (2008, April). *Weight-based bias and evaluative workplace outcomes: A meta-analysis*. Poster presented at the 23<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

[2] Bell, S.T., Villado, A.J., Denning, B.L., & **Rudolph, C.W.** (2007, April). *Revisiting the team demographic diversity and performance relationship: A meta-analysis*. Poster presented at the 22<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

[1] **Rudolph, C.W.** (2006). *The effects of national origin and applicant qualifications on personnel selection decisions*. Paper presented at the 11<sup>th</sup> annual DePaul University Psychology Night. Chicago, IL.

*Invited Talks*

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- [25] **Rudolph, C.W.** (2021, September). Psychological effects of the COVID-19 pandemic: Results of a longitudinal study. *Department of Psychology Brown Bag Series, Central Michigan University.*
- [24] **Rudolph, C.W.** (2021, October). Generations and Generational Differences: Strange and Stranger. *Institute of Health Policy, Management and Evaluation Seminar Series, University of Toronto.*
- [23] **Rudolph, C.W.** (2021, May). Modeling Within-Person Reciprocal Effects of Leadership and Wellbeing. *EAWOP Virtual Conference on COVID-19 Research.*
- [22] **Rudolph, C.W.** (2021, March). Psychological effects of the COVID-19 pandemic: Results of a longitudinal study. *Department of Psychology Colloquium Series, California State University - San Bernardino*
- [21] **Rudolph, C.W.** (2021, February). Psychological effects of the COVID-19 pandemic: Results of a longitudinal study. *Department of Psychology Learning Series, George Mason University*
- [20] **Rudolph, C.W.** (2020, October). Publishing High-Impact Research. Invited Presentation. *Saint Louis University Department of Psychology – Industrial & Organizational Psychology Professional Activities Group (PAG).*
- [19] **Rudolph, C.W.** (2019, November). Lifespan developmental perspectives on aging and work: Theoretical and empirical advancements. *Chair of Organization Studies, University of Konstanz, Konstanz Germany*
- [18] **Rudolph, C.W.** (2019, October). Unpacking theories of “generations.” *National Academies of Science, Engineering, and Medicine, Board of Behavioral, Cognitive, and Sensory Sciences. Committee on the Consideration of Generational Issues in Workforce Management and Employment Practices*
- [17] **Rudolph, C.W.** (2019, September). The cognitive and emotional contributions of older workers to workplaces. *National Academies of Science, Engineering, and Medicine Committee on Population.*
- [16] **Rudolph, C.W.** (2018, November). Generational differences at work: Setting the record straight. Invited Presentation. *Wayne State University.*
- [15] **Rudolph, C.W.** (2018, November). Introduction to open science. Invited Presentation. *Saint Louis University Department of Psychology – Industrial & Organizational Psychology Professional Activities Group (PAG).*
- [14] **Rudolph, C.W.** (2018, February). Debunking common myths and stereotypes of about generations at work. *University of North Carolina – Charlotte.*
- [13] **Rudolph, C.W.** (2018, March). Meta-Analysis Using R. Invited Presentation. *Saint Louis University Data Science Seminar.*

- [12] **Rudolph, C.W.** (2017, December). Generations at Work: Where Do We Stand? Invited Presentation. *Saint Louis University Department of Psychology – Industrial & Organizational Psychology Professional Activities Group (PAG)*.
- [11] **Rudolph, C.W.** (2017, November). The problem with generations. Invited Presentation. *Institute of Psychology, Leipzig University, Leipzig, Germany (EU)*.
- [10] **Rudolph, C.W.** (2017, March). Looking Ahead: Empirical Advancements in Occupational Future Time Perspective. Invited Presentation. *Colorado State University, Fort Collins, CO (USA)*.
- [9] **Rudolph, C.W.** (2014, April). Working Longer: Research on Work Longevity & Sustainable Employability. Invited Presentation. *Wayne State University, Detroit MI (USA)*.
- [8] **Rudolph, C.W.** (2014, February). Things I've Been Thinking About Lately: Recent Research on Work & Aging. Invited Presentation. *University of Missouri Saint Louis, Saint Louis MO (USA)*
- [7] **Rudolph, C.W.** (2014, October). Job Interviewing Skills. Invited Presentation. *Saint Louis University Department of Psychology – Industrial & Organizational Psychology Professional Activities Group (PAG)*.
- [6] **Rudolph, C.W.** (2013, October). An introduction to R. Invited Presentation. *Saint Louis University Department of Psychology – Industrial & Organizational Psychology Professional Activities Group (PAG)*.
- [5] **Rudolph, C.W.** (2013, May). The Psychological Underpinnings of Positive Work Longevity: Recent Research on Factors that Facilitate Sustainable Employability Across the Lifespan. Invited Presentation. *Radboud University, Nijmegen, The Netherlands (EU)*.
- [4] **Rudolph, C.W.** (2011, October). Careers in Industrial and Organizational Psychology. Invited Presentation. *Florida International University Psychology Student Conference, Miami FL*.
- [3] **Rudolph, C.W.** (2011, September). Social Identity, Ethnocentrism, and Attitudes Towards Immigrants. Invited Presentation. *Florida International University Psychology Graduate Student Association, Miami FL*.
- [2] **Rudolph, C.W.** (2008, October). The intersection of I/O Psychology and Human Resources Management: The case for positive work-family interface and diversity-focused practice. Invited Lecture. *Northwood University School of Business Administration, Livonia MI*.
- [1] **Rudolph, C.W.** (2008, February). Towards and integrative theory of weight-based bias in the workplace: The diminishing impact hypothesis. Invited Presentation. *Wayne State University Department of Psychology, Detroit MI*.

### ***Teaching Experience***

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***Associate Professor.*** *Saint Louis University, Saint Louis, MO.* (August 2019 - Present):



- Responsible for teaching graduate level univariate statistics, multivariate statistics, psychometric theory, meta-analysis, and structural equation modeling seminars.

**Assistant Professor.** *Saint Louis University, Saint Louis, MO.* (August 2013 – July 2019):

- Responsible for teaching graduate level personnel psychology, performance appraisal, statistical computing, lifespan developmental perspectives on work & aging, meta-analysis, univariate statistics, multivariate statistics, psychometric theory, and structural equation modeling seminars, and undergraduate courses in introductory psychology, personnel psychology, and psychometric theory.

**Assistant Professor.** *Florida International University, Miami, FL.* (August 2011 – May 2013):

- Responsible for teaching undergraduate level personnel psychology and research methods lectures, and graduate level performance appraisal and statistical methods seminars.

**Graduate Teaching Assistant.** *Wayne State University, Detroit, MI.* (September 2006 – May 2007; January 2008 – May 2008; September 2010 – May 2011):

- Responsible for teaching undergraduate level introductory psychology and statistical methods laboratory courses, and assisting in graduate level multivariate statistics, and structural equation modeling courses.

**Part-Time (Adjunct) Faculty.** *Wayne State University, Detroit, MI.* (May 2007 – August 2007; September 2007 – December 2007; May 2008 – August 2008; September 2008 – December 2008; May 2010 – August 2010; September – December 2010; January 2011 – May 2011):

- Responsible for teaching undergraduate level social psychology, statistical methods, psychology in the workplace lectures, and graduate level psychometric theory seminars.

### ***Professional Experience***

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**Principal Investigator.** *Saint Louis University Sustainable Employability Across the Lifespan (SEAL) Laboratory, Saint Louis, MO* (August 2013 – Present):

- Principal investigator, responsible for overseeing all aspects of research projects, including research design, data analysis, and dissemination of results to conferences and refereed publications.

**Principal Investigator.** *Florida International University Aging, Diversity, and Work Performance Research Group, Miami, FL* (September 2011 – August 2013):

- Principal investigator, responsible for overseeing all aspects of research projects, including research design, data analysis, and dissemination of results to conferences and refereed publications.

**Research Assistant.** *Wayne State University School of Medicine - Division of Occupational and Environmental Health, Detroit MI* (September 2009 – May 2011). Supervisor: Todd Lucas, Ph.D.

- Responsible for the planning, management, and execution of various grant-funded research projects, including the development of experimental materials and procedures, statistical analysis, and communicating results via professional conferences and published reports.

***Ad Hoc Project Consultant.*** *Applied Psychology and Organizational Research Group (APORG).*  
*Wayne State University, Detroit, MI.* (May 2007 – May 2011). Supervisor: John Arnold, Ph.D.

- Responsible for the planning, management and execution of various contracted consulting projects for a variety of clients (e.g., AT&T, Crain Communications, Telcordia, City of Kalamazoo, MI).

***Laboratory Manager & Research Assistant.*** *Diversity & Work-Family Relations Laboratory*  
*Wayne State University, Detroit MI.* (September 2006 – May 2011). Supervisor: Boris B. Baltes, Ph.D.

- Responsible for the planning, management, and execution of various research projects, including the development of experimental materials and procedures, statistical analysis, and communicating results via professional conferences and published reports.
- Responsible for managing a staff of graduate and undergraduate research assistants, coordinating laboratory scheduling and project timing, and various other day-to-day administrative and managerial responsibilities.

***Assessment Specialist.*** *Talent Acquisition and Management, Ford Motor Company, Dearborn, MI.*  
(September 2008 – September 2009):

- Responsible for managing pre-employment assessment for the North American salaried employee selection process across seven functional areas (i.e., manufacturing, marketing, communications, purchasing, product development, information technology, human resources).
- Developed and implemented various structured and technical interview protocols and assessment center tools based on a newly implemented competency framework.
- Developed and implemented a performance management process for use with North American interns, non-salaried, and contract employees.
- Responsible for managing the accuracy of the North American salaried employee applicant tracking and reporting system.
- Served as process manager for the reporting of recruiting, applicant flow, and EEO statistics, as well as various other *ad hoc* statistical analyses to support the recruiting and HR business operations functions.

***Research Assistant.*** *Groups & Teams Lab, DePaul University, Chicago IL.* (September 2005 – June 2006). Supervisor: Suzanne Bell, Ph.D:

- Assisted in the planning of research projects, including performing literature searches, and coding studies for meta-analytic review.

### ***Professional Service***

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#### ***Current & Former College & University Standing Committees***

- SLU Data Science Seminar Faculty Board (Appointed 2018)
- SLU College of Arts & Sciences Career Preparation Committee (2015-2016)

#### ***Departmental Standing Committees***

- SLU Diversity Committee (2015-2019)
- SLU Industrial & Organizational Psychology Program Committee (Since 2013)
- FIU Quantitative Methods Curriculum Committee (Appointed 2012)
- FIU Industrial & Organizational Psychology Area Committee (Appointed 2011)

- FIU Psychology Department Colloquium Committee (Appointed 2011)

***Ad Hoc Departmental Service***

- SLU Psychology Clinical Faculty Search Committee Member (Fall 2021)
- SLU Kent Family Foundation Undergraduate Research Grant Reviewer (Fall 2019)
- SLU Psychology Undecided Majors Fair Department Representative (Fall 2016)
- SLU Psychology I/O Faculty Search Committee Member (Fall 2016)
- SLU Psychology Senior Capstone Project Judge (April 2014; April 2015; April 2017)
- SLU 101 Psychology Department Representative (Summer 2014, 2015, 2016, 2019)
- SLU HS Junior Visit Day - Psychology Department Representative (Spring 2015)
- SLU Minor Fair Psychology Department Representative (Fall 2014)

***Other Professional Service***

- APA Division 14 (SIOP) Schmidt-Hunter Meta-analysis Award Committee (2019; 2020)

***Current Editorships***

- **Consulting Editor: Work, Aging & Retirement** (Cambridge University Press – Appointing Editor: Mo Wang, University of Florida: Appointed 2021).

***Former Editorships***

- **Associate Editor: Journal of Vocational Behavior** (Elsevier Press – Appointing Editor: Nadya A. Fouad, University of Wisconsin – Milwaukee: 2018-2020)

***Current Editorial Board Memberships***

- **The Leadership Quarterly** (Elsevier Press – Appointing Editor: John Antonakis, University of Lausanne: Appointed 2021)
- **Consulting Psychology Journal: Practice and Research** (APA – Appointing Editor: Kenneth Nowak, Envisia Learning: Appointed 2021)
- **Journal of Organizational Behavior** (Wiley – Appointing Editor: Christian Resick, Drexel University: Appointed 2020)
- **Journal of Managerial Psychology** (Emerald – Appointing Editor: Zinta Byrne, Colorado State University: Appointed 2017)
- **Journal of Occupational and Organizational Psychology** (Wiley – Appointing Editor: Sharon Clarke, University of Manchester: Appointed 2016)
- **Journal of Vocational Behavior** (Elsevier Press – Appointing Editor: Nadya A. Fouad, University of Wisconsin – Milwaukee: Appointed 2016; Re-appointed 2021)

***Former Editorial Board Memberships***

- **Editorial Board Member: Work, Aging & Retirement** (Oxford University Press – Appointing Editor: Mo Wang, University of Florida: Appointed 2015-2018; Re-Appointed 2020-2021)

***Guest Editorships***

- **Guest Associate Editor: SAGE Open, SAGE Press** (April 2014, July 2016)
- **Guest Associate Editor: Frontiers in Organizational Psychology** (August 2016)
- **Guest Associate Editor: Journal of Vocational Behavior** (Spring 2017)
- **Guest Associate Editor: Work, Aging and Retirement** (Fall 2017, Fall 2019)

*Ad Hoc Reviewer*

- Translational Issues in Psychological Science (Since 2021)
- Social Science Information (Since 2021)
- Zeitschrift für Arbeits- und Organisationspsychologie (Since 2021)
- Industrial Health (Since 2020)
- Couple and Family Psychology: Research & Practice (Since 2020)
- The Social Science Journal (Since 2020)
- Emotion (Since 2020)
- Current Directions in Psychological Science (Since 2020)
- The Journal of Gerontology: Series B - Psychological Sciences (Since 2020)
- Journal of Management Studies (Since 2020)
- Nordicom Review (Since 2020)
- Social Psychological Bulletin (Since 2020)
- Stress & Health (Since 2020)
- International Journal of Environmental Research and Public Health (Since 2020)
- Personality and Social Psychology Bulletin (Since 2020)
- International Journal of Psychology (Since 2020)
- The Gerontologist (Since 2020)
- International Journal of Manpower (Since 2020)
- The Journal of High Technology Management Research (Since 2020)
- Journal of Environmental Psychology (Since 2020)
- Advances in Methods and Practices in Psychological Science (Since 2020)
- Journal of Happiness Studies (Since 2020)
- Anxiety, Stress, & Coping (Since 2020)
- Personnel Psychology (Since 2020)
- The International Journal of Selection and Assessment (Since 2020)
- Cognition & Emotion (Since 2020)
- American Psychologist (Since 2019)
- Psychology and Aging (Since 2019)
- Review of General Psychology (Since 2019)
- Leadership Quarterly (Since 2019)
- Consulting Psychology Journal: Research & Practice (Since 2019)
- Journal of Management (Since 2018).
- Personnel Assessments & Decisions (Since 2018)
- The Industrial & Organizational Psychologist (Since 2018)
- Career Development International (Since 2018)
- International Journal for Educational and Vocational Guidance (Since 2018)
- The International Journal of Human Resource Management (Since 2017)
- International Journal of Human Resources Development and Management (Since 2017)
- Current Opinion in Behavioral Science (Since 2017)
- Applied Psychology: International Review (Since 2017)
- Current Psychology (Since 2017)
- Journal of Occupational and Organizational Psychology (Since 2016)
- The Spanish Journal of Psychology (Since 2016)
- Journal of Family Issues (Since 2015)

- Nordic Psychology (Since 2014)
- Social Justice Research (Since 2014)
- Work, Aging and Retirement (Since 2014)
- Journal of Applied Psychology (Since 2014)
- The Psychological Record (Since 2013)
- Organizational Psychology Review (Since 2013)
- Journal of Occupational Health Psychology (Since 2012)
- European Journal of Work and Organizational Psychology (Since 2012)
- Human Relations (Since 2012)
- Journal of Managerial Psychology (Since 2012)
- Journal of Applied Social Psychology (Since 2011)
- Journal of Organizational Behavior (Since 2009)

### ***Conference Reviewer***

- International Association of Geriatrics & Gerontology (Since 2016)
- Southern Management Association (Since 2012)
- Academy of Management (Since 2012)
- APA Division 14 – SIOP (Since 2011)

### ***External Grant Reviewer***

- National Science Foundation (NSF) – Division of Social & Economic Sciences (SBE/SES): Science of Organizations (Grant Review Panelist, Fall 2020; Spring 2021)
- Swiss National Science Foundation (SNSF) – Humanities and Social Sciences Division (Reviewed one grant since 2020)
- National Science Foundation (NSF) – Division of Social & Economic Sciences (SBE/SES): Science of Organizations (Reviewed one grant since 2014)
- National Science Foundation (NSF) – Division of Behavioral & Cognitive Sciences: Social Psychology (Reviewed three grants since 2013)

### ***Internal Grant Reviewer***

- Presidents Research Fund (PRF) – Division of Research: Saint Louis University (2014)
- Kent Foundation Award – Department of Psychology: Saint Louis University (2019)

### ***Other Ad Hoc Reviewing***

- SAGE Business & Management: Textbook Reviewer (2014; 2015; 2016)
- SAGE Research Methods: Textbook Reviewer (2016).
- Routledge: Textbook Reviewer (2019)
- Cambridge University Press: Textbook Reviewer (2020)

### ***Current & Former Professional Society Memberships & Affiliations***

- Society for Industrial & Organizational Psychology (SIOP; APA Div. 14)
- Academy of Management (AOM)
- Gerontological Society of America (GSA)
- Associate for Psychological Science (APS)
- American Psychological Association (APA)
- Society for the Psychological Study of Social Issues (SPSSI)

- Society for the Psychological Study of Ethnic Minority Issues (APA Division 45)
- Gateway Industrial/Organizational Psychologists (GIOP)
- Michigan Association of Industrial/Organizational Psychologists (MAIOP)
- Psi Chi (DePaul University Chapter President 2005 – 2006).

### ***Grants, Funding, & Awards***

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#### ***In Preparation and Pending External Grants/Contracts***

- **Funding Source:** Oakland University Faculty Development Award – Oakland University 2021 (Award Amount \$2,500.00)  
**Role:** Consultant to Gregory Thrasher  
**Project Title:** *Refining Leader Age Prototype Theory*

#### ***Under Review External Grants/Contracts***

- None Pending

#### ***Awarded External Grants/Contracts***

- **Funding Source:** Volkswagen Stiftung (Volkswagen Foundation) 2020 (Awarded €50,000.00, Requested €50,000.00)  
**Role:** Co-PI with Prof. Dr. H. Zacher, Ph.D.  
**Project Title:** *Work and Health in the Time of COVID-19: A Longitudinal Study*
- **Funding Source:** Oakland University Department of Management & Marketing Anton-Frankel Incentive Fund Award 2018 (Awarded \$2,500.00, Requested \$2,500.00)  
**Role:** Consultant to G. Thrasher, Ph.D.  
**Project Title:** *The Intersectionality of Leader Gender and Age: An Extension of Role Congruity Theory*
- **Funding Source:** University of North Carolina Charlotte - Faculty Research Grant 2017 (Awarded \$6,000.00, Requested \$6,000.00)  
**Role:** Consultant to A. McGonagle, Ph.D.  
**Project Title:** *Emotional Labor and Perceived Work Ability Fluctuations: Conditional Effects of Age and Pain Symptoms*
- **Funding Source:** University of Missouri Research Council 2015 (Awarded \$8,076.00, Requested \$18,020.00)  
**Role:** Consultant to N. Weidener, Ph.D.  
**Project Title:** *Effects of Age and Performance on Leader Perceptions*
- **Funding Source:** Alfred P. Sloan Center on Aging and Work – Boston College 2013 (Awarded \$5,000.00, Requested \$5,000.00)  
**Role:** Co-PI with B. Baltes, Ph.D.  
**Project Title:** *Age and Health as Moderators of the Influence of Time-Place Management Policies on Work Outcomes*

#### ***Non-Funded External Grants/Contracts***

- **Funding Source:** Mindlin Foundation 1% Microgrant 2018 (Not Funded, Requested \$4,000.00)  
**Role:** PI  
**Project Title:** *Lifespan theories of human psychological development are not well integrated with one-another*
- **Funding Source:** Mindlin Foundation 1% Microgrant 2017 (Not Funded, Requested \$4,000.00)  
**Role:** PI  
**Project Title:** *We know little about how developmental regulation mechanisms work together to support health and wellbeing. Let's change that*
- **Funding Source:** North Carolina Occupational Safety and Health Education and Research Center and NIOSH 2017 (Not Funded, \$10,000.00 requested)  
**Role:** Consultant to A. McGonagle, Ph.D.  
**Title:** *Emotional Labor and Perceived Work Ability Fluctuations: Conditional Effects of Age and Pain Symptoms*
- **Funding Source:** University of Missouri Research Council 2015 (Not Funded, \$30,652.00 Requested)  
**Role:** Consultant to N. Weidener, Ph.D.  
**Project Title:** *Effects of Age and Performance on Leader Perceptions*
- **Funding Source:** Saint Louis County Government 2013 (Not Funded, \$79,944.00 Requested)  
**Role:** Co-PI with K. Wright, E. Murray, E. Sabin, & R. Harvey  
**Project Title:** *Leadership Competencies Assessment RFP*

***Awarded Internal Grants/Contracts***

- **Funding Source:** Saint Louis University Stolle Award – Saint Louis University 2020 (Awarded \$2,5000, Requested \$2,500.00)  
**Role:** PI  
**Project Title:** *Boundary Management: Refinement of the Psychometric Toolkit*
- **Funding Source:** SLU Stroble Award in Health Sciences, 2014 (Awarded \$10,000.00, Requested \$10,000.00)  
**Role:** Co-PI with T. Buchanan, D. Kaufman, L. Willoughby, B. Kirchoff, J. Chibnall, T. Malstrom, L. Shwarz, & G. Grossberg)  
**Project Title:** *Cognitive Screening and Research Participant Registry for Older Adults in the St. Louis Community*
- **Funding Source:** FIU University Graduate School Program Enhancement Grant, 2013 (Awarded \$4,500.00; Requested \$9000.00)  
**Role:** Co-Requester with L. Malloy, S. Pruden, E. Nelson, & B. Reeb-Sutherland)  
**Project Title:** *Support for Psychology Department Colloquium Series*
- **Funding Source:** FIU Psychology Department Program Enhancement Grant, 2012 (Awarded \$975.00; Requested \$975.00)  
**Role:** Sole Requester

**Project Title:** *Support for Membership to the Center for Research Methods and Analysis (CARMA) Consortium*

- **Funding Source:** FIU University Graduate School Program Enhancement Grant 2011 (Awarded \$9,000.00; Requested \$9000.00)  
**Role:** Co-Requester with L. Malloy, S. Pruden, & D. Bagner  
**Project Title:** *Support for Psychology Department Colloquium Series*

#### ***Non-Funded Internal Grants/Contracts***

- **Funding Source:** SLU College of Arts & Sciences 2016 Graduate Student Foreign Travel Fund (Not Funded, \$1,000.00 Requested)  
**Role:** Co-Requester with Rachel Rauvola (SLU I/O Ph.D. Student)  
**Project Title:** *Lifespan Development & Self Regulation: A Comprehensive Analysis*
- **Funding Source:** SLU Reinert Center for Transformative Teaching & Learning: Summer 2014 *Try It!* Mini-Grant Program, 2014 (Not Funded, \$1,000.00 Requested)  
**Role:** Sole Requester  
**Project Title:** *Psychometric Scale Development with Real-World Data*

#### ***Graduate Student Fellowship Proposals***

- **SLU Presidential Fellowship** (2014) – J. Gilberto (Awarded; Turned Down by Student)
- **SLU Graduate Diversity Fellowship** (2015) – D. Vega (Awarded; Accepted by Student)
- **SLU Presidential Fellowship** (2016) – R. Rauvola (Not Awarded)

#### ***Graduate Study: Internal Stipend and Fellowship Funding***

- **Rumble Research Fellowship** (2009-2010) – Wayne State University Graduate School: Full Funding (Tuition & Stipend)
- **Thesis Research Grant** (2009) – Wayne State University Graduate School: \$1,000.00
- **Graduate Research Assistantship** (2008-2009) – Wayne State University, Department of Psychology, Applied Psychology and Organizational Research Group: Full Funding (Tuition & Stipend).
- **Graduate Teaching Assistantship** (2006-2007, 2007-2008, 2010-2011) – Wayne State University Graduate School: Full Funding (Tuition & Stipend).

#### ***Awards***

- **Consulting Psychology Journal: Practice and Research** (2020): “Tough Love” Reviewer Award
- **Journal of Business & Psychology** (2020): Editor Commendation Award for *Cross-Temporal Meta-Analysis: A Conceptual and Empirical Critique*
- **Emerald Literati Awards for Excellence** (2018): Outstanding Author Contributions for *Successful Aging at Work and Beyond: A Review and Critical Perspective*
- **Wayne State University, Department of Psychology** (2011): Ross & Margaret Stagner Memorial Award for Excellence in Psychology (\$500.00)
- **Ford Motor Company** (2009): Global Diversity and Inclusion Recognition for the Promotion of Work-Life Flexibility
- **Wayne State University Department of Psychology** (2008): 1st Place, Graduate Student Poster Competition (\$50.00)



- Michigan Association of Industrial and Organizational Psychologists (2008): 3rd Place, Graduate Student Paper Competition

***Post-Doctoral Researchers Supervised & Mentored***

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- Gretchen Petery (Curtin University, Perth: Western Australia, 2018-2020)  
CEPAR Post-Doctoral Research Fellow Mentor

***Doctoral Dissertations: Chaired***

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- Paul Werth (SLU – Doctoral Dissertation, 2021), **Title:** *Testing the Conservation of Resources Theoretical Spiral Process*
- Rachel Rauvola (SLU – Doctoral Dissertation, 2020), **Title:** *Aging, Control, & Well-Being: A Longitudinal Investigation of Actual, Perceived, and Enacted Control Across Contexts*
- Ian Katz (SLU – Doctoral Dissertation, 2020), **Title:** *Feedback Orientation: A Meta-Analysis*
- Eileen Toomey (SLU – Doctoral Dissertation, 2018), **Title:** *Modeling Job-Demand Conditional Dynamics in Physical and Cognitive Functioning on Changes in Older Workers Wellbeing Over Time*

***Master's Theses: Chaired***

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- Jack Friedrich (SLU – Master's Thesis, 2021), **Title:** *Forthcoming*
- Ryszard Koziel (SLU – Master's Thesis, 2021), **Title:** *Forthcoming*
- Rachel Rauvola (SLU – Master's Thesis, 2019), **Title:** *An Integration of Lifespan Development & Regulation Theories*
- Ian Katz (SLU – Master's Thesis, 2018), **Title:** *The Moderating Role of Implicit Person Theory on Feedback for Various Levels of Performance*
- Paul Werth (SLU – Master's Thesis, 2017), **Title:** *Generational Stereotype Activation: Understanding Self-Reported Narcissism and Theoretical Moderators*
- Eileen Toomey (SLU – Master's Thesis, 2016), **Title:** *When Can Political Skill be Maladaptive? The Moderating Effect of Empathy on Political Skill and Emotional Labor.*
- Michael Harari (FIU – Master's Thesis, 2013); **Title:** *The Role of Internal and External Justifications on Attributions for Extreme Episodes of Performance in a Larger Dynamic Profile.* [Co-Chaired with C. Viswesvaran]

***Master's Thesis & Doctoral Dissertation Committees: Member***

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- Madeline Billeaud (SLU I/O Psychology – Master's Thesis, 2021)
- Amina Avion (SLU Clinical Psychology – Master's Thesis, 2021)
- Madeleine Haenggli (University of Bern, Switzerland – Doctoral Dissertation, 2020)
- Alex Chang (SLU Clinical Psychology – Master's Thesis, 2020)
- Sarah Palmer (SLU I/O Psychology – Master's Thesis, 2020)
- Lauren Murphy (SLU I/O Psychology – Master's Thesis, 2021)
- Andrew Tenbrink (WSU I/O Psychology – Doctoral Dissertation, 2021)
- Sarah McMullin (SLU Cognitive Neuroscience – Doctoral Dissertation, 2019)

- **Victoria Whitaker** (SLU I/O Psychology – Doctoral Dissertation, 2021)
- **Clair Reynolds** (SLU I/O Psychology – Doctoral Dissertation, 2016)
- **Leah Kaylor** (SLU Clinical Psychology – Doctoral Dissertation, 2016)
- **Victoria Whitaker** (SLU University I/O Psychology – Master’s Thesis, 2016)
- **Sarah McMullin** (SLU Experimental Psychology – Master’s Thesis, 2017)

***Doctoral Qualifying Examination Committees: Chaired***

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- **Eileen Toomey** (SLU I/O Psychology – Written & Oral Exam Chair, 2016)
- **Paul Werth** (SLU I/O Psychology – Written & Oral Exam Chair, 2018)
- **Rachel Rauvola** (SLU I/O Psychology – Written & Oral Exam Chair, 2019)
- **Ian Katz** (SLU I/O Psychology – Written & Oral Exam Chair, 2019)

***Doctoral Qualifying Examination Committees: Member***

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- **Haley Cobb** (SLU I/O Psychology – Written & Oral Exam Committee, 2021)
- **Ashley Doonan** (SLU Cognitive Neuroscience – Oral Exam Committee, 2021)
- **Lauren Murphy** (SLU I/O Psychology – Oral Examination Committee, 202)
- **Alex Chang** (SLU Clinical Psychology – Master’s Thesis, 2020)
- **Erick Briggs** (SLU I/O Psychology – Written & Oral Exam Committee, 2021)
- **Amina Avion** (SLU Clinical Psychology – Oral Examination Committee, 2021)
- **Karin Meeker** (SLU Cognitive Neuroscience – Oral Exam Committee, 2019)
- **Samantha Williams** (SLU Cognitive Neuroscience – Oral Exam Committee, 2018)
- **Sarah Guarino** (SLU I/O Psychology – Written & Oral Exam Committee, 2018)
- **Victoria Whitaker** (SLU I/O Psychology – Written & Oral Exam Committee, 2017)
- **Leah Kaylor** (SLU Clinical Psychology – Oral Examination Committee, 2016)