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Human Resource Studies Department
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EDUCATION

- PhD University of Florida, Gainesville, FL
Management/ Organizational Behavior, March 2009
GPA: 3.93
Dissertation: The Second Shift Revisited
Committee: Timothy A. Judge (chair), John D. Kammeyer-Mueller (chair), Amir Erez,
James Algina
- MBA University of Kentucky, Lexington, KY, August 2004
Management/Marketing
GPA: 4.0 (Summa cum Laude)
- BA University of Kentucky, Lexington, KY, May 2003
Communication
- BBA University of Kentucky, Lexington, KY, May 2003
Marketing
GPA: 4.0 (Summa cum Laude)

REFEREED JOURNAL ARTICLES

1. Kammeyer-Mueller, J. D., Livingston, B. A., & Liao, H (in press). Perceived similarity, proactive adjustment, and organizational socialization. *Journal of Vocational Behavior*.
2. Zapata-Phelan, C., Colquitt, J., Scott, B., & Livingston, B. A (2009). Procedural Justice, Interactional Justice, and Task Performance: The Mediating Role of Intrinsic Motivation. *Organizational Behavior and Human Decision Processes*, 108, 93-105.
3. Judge, T. A., & Livingston, B. A. (2008). Is the gap more than gender? A longitudinal analysis of gender, gender role orientation, and income. *Journal of Applied Psychology*, 93, 994-1012.
4. Livingston, B. A., & Judge, T. A. (2008). Emotional responses to work-family conflict: An examination of gender role orientation among working women. *Journal of Applied Psychology*, 93, 207-216.

BOOK CHAPTERS AND INVITED ARTICLES

1. Judge, T. A., Fluegge, E., Hurst, C., & Livingston, B. A. (2007). Leadership. In C. L. Cooper & J. Barling (Eds.), *Handbook of organizational behavior*. Sage Publications.
2. Judge, T. A., Fluegge, E., Hurst, C., & Livingston, B. A. (2006). Charismatic and

transformational leadership: A review and agenda for future research. In G. Blickle & A. Witzki (Eds.), *Zeitschrift für Arbeits und Organisationspsychologie* (Journal of Work and Organizational Psychology), 50, 203-214.

3. Hurst, C., Kammeyer-Mueller, J. D., & Livingston, B. A. (authors alphabetical). Similarity, Difference, and Socialization: How Newcomers Who Are Different Become Adjusted. To be included in C. Wanberg (Ed.) *SIOF Frontiers Series* (2012).

MANUSCRIPTS UNDER REVIEW

1. Judge, T. A., Livingston, B. A., & Hurst, C. Do nice guys—and gals—really finish last? The joint effects of sex and agreeableness on earnings. *Journal of Personality and Social Psychology—Revise and Resubmit*.
2. Livingston, B. A. Bargaining behind the scenes: Spousal negotiation, labor and work-family burnout: *Organizational Behavior and Human Decision Processes*, 10-26-10.

RESEARCH IN PROGRESS (WRITING STAGE)

1. Hurst, C., Livingston, B. A., & Kammeyer-Mueller, J. D. Naughty or Nice: Effects of Gender on Perceptions of Female Competitors. Target Journal: *Journal of Applied Psychology*.
2. Livingston, B. A., Schilpzand, P., & Erez, A. Not what you expected to hear: Accented messages and their effect on company choice. Target journal: *Journal of Experimental Social Psychology*
3. Livingston, B. A. When I think you think like I do: Similarity in gender role traditionalism and work-family outcomes. Target Journal: *Journal of Vocational Behavior*.
4. Hurst, C. & Livingston, B. A. Core self evaluations and perceived gender discrimination. Target Journal: *Journal of Applied Psychology*.
5. Livingston, B. A., & Hurst, C. Racial identification and perceived discrimination. Target journal: *Journal of Applied Psychology*.
6. Livingston, B. A., Judge, T. A., & Woolf, E. F. Working with the dead: Emotional labor of morticians. Target journal: *Journal of Applied Psychology*.
7. Livingston, B. A., Schilpzand, P., Piccolo, R., & Judge, T. A. Assessing risk: Development and test of a two-dimensional model of risk preference. Target journal: *Journal of Personality*.

RESEARCH IN PROGRESS (DATA COLLECTION STAGE)

1. Livingston, B. A., Hurst, C., & Kammeyer-Mueller, J. D. The construct of cattiness: Defining and understanding a colloquialism. Target journal: *Journal of Personality and Social Psychology*.

RESEARCH IN PROGRESS (PLANNING STAGE)

1. Howell, J., Hurst, C., & Livingston, B. A. (authors alphabetical). Work-family conflict and transformational leadership amongst coaches. Target Journal: *Academy of Management*

Journal.

2. Hurst, C. & Livingston, B. A. Pregnancy leave and job satisfaction. Target journal: *Journal of Applied Psychology*.
3. Judge, T. A., Livingston, B. A. & Kammeyer-Mueller, J. D. Gender and job/life satisfaction. Target Journal: *Journal of Applied Psychology*.
4. Kammeyer-Mueller, J. D., & Livingston, B. A. Socialization and work-group diversity. Target Journal: *Personnel Psychology*.
5. Livingston, B. A. Racial diversity and basketball recruiting. Target journal: *Personnel Psychology*.
6. Livingston, B. A., Hurst, C., & Trau, R. Social networks in diversity research creation. Target journal: *Academy of Management Journal*.
7. Livingston, B. A., & Vanderpool, C. Gender role traditionalism, negotiation and the gender wage gap. Target journal: *Journal of Applied Psychology*.
8. Livingston, B. A. & Wagner, K. C. Street harassment: A grounded theory approach. Target journal: *Administrative Science Quarterly*.

RESEARCH GRANTS AND AWARDS

2010-2011 Center for Advanced Human Resource Studies Research Grant: \$20,000

2009 Best Reviewer Award: Academy of Management Careers Division

2008 Best Reviewer Award: Academy of Management Gender and Diversity in Organizations Division

SACE Research Fellowship 2006-2007, \$3,160

Graduate Student Union Travel Grant: August 2006 and November 2007, \$250 each

2004 Rice University MBA Case Competition: Top 5 Elevator Pitch

2004 Sports Marketing Certification from University of Kentucky Sports Marketing Academy

RESEARCH IN THE NEWS / PUBLIC RELATIONS

1. Washington Post: "Study ties wage disparities to outlook on gender roles."
[<http://www.washingtonpost.com/wp-dyn/content/article/2008/09/21/AR2008092102529.html?hpid=topnews>]
2. Time Magazine: "Sexist attitudes and the wage gap."
[<http://www.time.com/time/health/article/0,8599,1843323,00.html>]
3. Fox News: America's Election Headquarters. September 22, 2008. Interview with Martha MacCallum. [transcript: <http://www.foxnews.com/story/0,2933,426543,00.html>]

4. ABC News Now: Money Matters. October 1, 2008. Interview with Jackie Hyland. [link to video: <http://abcnews.go.com/video/playerIndex?id=5931988>]
5. Newsweek: "Male Chauvinism = Big Paycheck?"
<http://blog.newsweek.com/blogs/labnotes/archive/2008/09/22/male-chauvinism-big-paycheck.aspx>
6. BBC News: "Men with Sexist Views 'Earn More.'"
<http://news.bbc.co.uk/1/hi/health/7625173.stm>
7. LiveScience: "Men with Traditional Views on Sex Roles Earn More Money."
<http://www.livescience.com/culture/080922-traditional-men.html>

CONFERENCE PRESENTATIONS

1. Livingston, B. A. [August, 2010]. *When I think you think like I do: Similarity in gender role traditionalism and work-family outcomes*. Paper presented at annual meeting of the Academy of Management, Montreal, Quebec, Canada.
2. Livingston, B. A. [April, 2010]. *Bargaining behind the scenes: Gender roles and work-family burnout*. Symposium presented at annual meeting of the Society of Industrial and Organizational Psychologists, Atlanta, GA.
3. Kammeyer-Mueller, J., Livingston, B. A., & Liao, H. [August, 2009]. *Proactive newcomer adjustment behavior and work group diversity*. Symposium presented at annual meeting of Academy of Management, Chicago, IL.
4. Hurst, C. A., Bell, M. P., Livingston, B. A., & Berry, D. (August, 2008). *The questions we don't ask: Work-family issues among low-wage families*. Symposium presented at annual meeting of Academy of Management, Anaheim, CA.
5. Kammeyer-Mueller, J., Livingston, B. A., & Liao, H. (May, 2008). *Odd man (or woman) out: demographic dissimilarity and the socialization of newcomers*. Paper presented at annual meeting of the Society of Industrial and Organizational Psychologists, San Francisco, CA.
6. Livingston, B. A. & Williams, S. M. (November, 2007). *The Early Bird Gets the Worm: The Effects of Pre-Entry Job Search on Career Outcomes*. Paper presented at the annual meeting of the Southern Association of Colleges and Employers, San Antonio, TX.
7. Kammeyer-Mueller, J., Livingston, B. A., & Liao, H. (August, 2007). *Odd man (or woman) out: demographic dissimilarity and the socialization of newcomers*. Paper presented at annual meeting of Academy of Management, Philadelphia, PA. Selected for Best Paper Proceedings.
8. Livingston, B. A. (August, 2007). *Gender role congruity in marriage: Impact on career outcomes and decision-making*. Paper presented at annual meeting of Academy of Management, Philadelphia, PA.
9. Schilpzand, P., Livingston, B. A., & Judge, T. A. (April, 2007). *The cognitive underpinnings of helping in the workplace*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychologists Conference, New York, NY.

10. Fluegge-Woolf, Livingston, B. A., & Judge, T. A. (April, 2007). *Working with the dead: The emotional labor of funeral home employees*. In *Effects of work demands on employee health and well-being*. Symposium conducted at the annual meeting of the Society of Industrial and Organizational Psychologists Conference, New York, NY.
11. Colquitt, J. A., Zapata-Phelan, C. P., Scott, B. A., & Livingston, B. A. (August, 2006). *The effects of procedural and interactional justice on self-set goals and intrinsic motivation*. In J. A. Colquitt & J. Greenberg (Chairs), *Organizational justice threads in mainstream management fabric*. Symposium conducted at the annual meeting of the Academy of Management, Atlanta, GA.
12. Hurst, C., & Livingston, B. A. (August, 2006). *Social identity and the Katrina crisis*. In C. Hurst (Coordinator), *Critical responses to the Katrina crisis: Developing an agenda for future research and action*. PDW conducted at the annual meeting of the Academy of Management, Atlanta, GA.
13. Livingston, B. A., Schilpzand, P., & Erez, A. (August, 2006). *The effects of accents on message evaluation: the interaction of voice and content*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
14. Piccolo, R., Livingston, B. A., Schilpzand, P., & Judge, T. A. (May, 2006). *An examination of dispositional risk*. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychologists Conference, Dallas, TX.

CONSULTING EXPERIENCE

- Cornell University Athletic Association Lecture: "Leading Your Team" [October, 2010]
- National Association of Women MBA's "Gender and Emotions" Panel Presentation [March 2009]
- University of Florida/Shands Hospital Master Educator Presentation: "Managing your time; Managing your life." [Spring 2009]
- University of Florida/Shands Hospital Anaesthesiologists: "How to utilize behavioral interviewing when selecting medical residents." [Fall 2008]
- Hawaiian Tropic International Marketing Department: "Job Satisfaction and Work-Family Issues." [Fall 2006]
- University of Kentucky Start-up Company Phyllo-Tech: Marketing research [Spring 2004]

TEACHING EXPERIENCE

Cornell University

ILRHR 4620 Staffing Organizations
 Fall 2009 Course rating (5.0 scale): 3.82. Instructor rating (5.0 scale): 4.09
 Spring 2010 Course rating (5.0 scale): 4.81. Instructor rating (5.0 scale): 4.69

ILRHR 5600 Introduction to Human Resource Management
 Spring 2010 Course rating (5.0 scale): 4.80. Instructor rating (5.0 scale): 4.80.

University of Florida

MAN 3240 Fall 2006 Sole Instructor: Organizational Structure and Behavior (Management required course)
Fall 2008 Sole Instructor: Distance-learning, Online-mediated Human Resource Management (Management required course)
2006 Course rating (5.0 scale): 4.72 (Department mean: 4.21)
2008 Course rating (5.0 scale): 4.69/4.41/4.80 (Department mean: 4.21)

MAN 4301 Spring 2008 Sole Instructor: Human Resource Management (Management required course)
Spring 2009 Sole Instructor: Distance-learning, Online-mediated Human Resource Management (Management required course)
2008 Course Rating (5.0 scale): 4.62 (Department mean: 4.27)
2009 Course Rating (5.0 scale): 4.28/4.73 (Department mean: 4.32)

MAN 3240 Teaching assistant for distance learning course (3 semesters)
MAN 4301 Teaching assistant for distance learning course (3 semesters)

PROFESSIONAL ACTIVITIES

- 2006-2008 Editor, Newsletter, Gender and Diversity in Organizations Division, Academy of Management
- Ad-hoc Reviewer, Academy of Management Journal
- Ad-hoc Reviewer, Sex Roles
- Ad-hoc Reviewer, Journal of Personality
- Ad-hoc Reviewer, Human Performance
- Ad-hoc Reviewer, Human Relations
- Ad-hoc Reviewer, Journal of Applied Social Psychology
- Ad-hoc Reviewer, Journal of Organizational Behavior
- Editorial Board Member, Psychology of Women Quarterly
- Reviewer, Academy of Management Annual Convention: Gender and Diversity in Organizations and Careers Divisions
- Committee Member, Sage Scholarly Contributions Award, Gender and Diversity in Organizations Division
- Committee Member, Scholarly Achievement Award, Human Resources Division

UNIVERSITY SERVICE

Advisor for Honors Theses and Independent Studies for credit, University of Florida

- Pierre Delinois, 2007
- Nate Edenfield, 2007
- Javier Espinoza, 2007
- Jonathan Shiver, 2007
- Katherine Snyder, 2007
- Lucus Haugen, 2008
- Keely Smith, 2008
- Barbara Fox, 2009

Advisor for Student Research Assistants, University of Florida

- Arayna Egan, 2006-2007
- Claudia Ramirez, 2006-2007
- Colleen Walsh, 2007

Faculty Advisor for Student Credit Internships, Cornell University

- Ashley Daniels, Spring 2010
- Derek Punches, Spring 2010
- Robert Maher, Fall 2010
- Natasha Moses, Fall 2010
- Ali Zaid, Fall 2010
- Kalisha Desources, Spring 2011
- Yena Kim, Spring 2011
- Grace Jang, Spring 2011
- Kelsey McNamara, Spring 2011
- Anna Favrot, Spring 2011

Faculty Advisor for Honors Theses and Independent Studies for credit, Cornell University

- Taylor Desrosiers, 2010-2011
- Ashley Daniels, 2010-2011

Advisor for Student Research Assistants, Cornell University

- Saranya Srinivasan, 2010-2011
- Sam Liu, 2010-2011
- Richard Marks, 2010-2011

Advisor for Doctoral Students, Cornell University

- Chelsea Vanderpool, 2010-current

PROFESSIONAL AFFILIATIONS

- American Association of University Women
- Academy of Management
- American Psychological Association
- Society of Industrial and Organizational Psychologists
- Society of Personality and Social Psychology