JEFFERY A. LePINE

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W.P. Carey School of Business
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EDUCATION

Michigan State University – Ph.D. Organizational Behavior, 1998
Florida State University – M.S. Management, 1993
University of Connecticut – B.S. Finance, 1986

ACADEMIC EXPERIENCE

PetSmart Chair in Leadership, Department of Management, W. P. Carey School of Business, Arizona State University, 2011-present

Professor, Department of Management, W. P. Carey School of Business, Arizona State University, 2011-present

Darden Restaurants Diversity Management Professor, Department of Management, Warrington College of Business, University of Florida, 2004-2011.

Professor, Department of Management, Warrington College of Business, University of Florida, 2006-2011.

Associate Professor, Department of Management, Warrington College of Business, University of Florida, 2002-2006

Assistant Professor, Department of Management, Warrington College of Business, University of Florida, 1998-2002

RESEARCH INTERESTS

How managers and organizations can foster the functioning and effectiveness of individuals and teams, especially in the context of challenging events and circumstances

FUNDED RESEARCH

- Early Career Scheme (ECS), Research Grants Council (RGC), Honk Kong. "The Dual Nature of Employee Nostalgia: Affection- and Longing-Oriented Nostalgia and Their Effects on Employee Outcomes". HK$ 303,805 ($40K US), Collaborator, Primary Investigator, Jenny Kim
- Office of Naval Research. Supplement to "Task Interdependence in Multiteam Systems: Synergy, Process Loss and the Moderating Impact of Communication and Team Member Diversity" to examine effects of communication and sleep, and to build agent-based

model, $550,000. Co-PI with JR Hollenbeck, Michigan State University and SE Humphrey, Penn State University

- U.S. Army Research Institute for the Behavioral and Social Sciences. “Task Interdependence in Multiteam Systems: Synergy, Process Loss and the Moderating Impact of Communication and Team Member Diversity” (W911NF2110319, 9/30/21 – 9/29/24, $1,617,024). Co-PI with JR Hollenbeck, Michigan State University and SE Humphrey, Penn State University. ASU subaward, RC113209-ASU, $481,114
- National Aeronautics and Space Administration, Human Research Program. “Understanding and Preventing Crew Member Task Entrainment” (NNX15AK77G; Program Announcement Number NNJ13ZSA002N-ILSRA, 06/01/2015-12/31/2022, $1,052,455), Primary Investigator. International Space Station Expeditions 55/56, 57/58, 59/60
- National Institutes of Health, “Diagnosis and Therapy of Drug and Chemical Toxicity, $1,647,073, co-investigator (Primary Investigator: B. Moudgil), 2004-2007

HONORS

- Elected Fellow, Academy of Management, 2024
- Elected Fellow, American Psychological Association, 2010
- Elected Fellow, Society for Industrial & Organizational Psychology, 2010

AWARDS

- W.P. Carey School of Business Dean’s Distinguished Career Research Award, 2025
- *Organizational Research Methods* Best Article Award, 2020. For "Divided we fall: How ratios undermine research in strategic management" (with T. Certo, J. Busenbark, and M. Kalm).
- *Personnel Psychology* Best Article Award, 2018. For “Are workplace friendships a mixed blessing? Exploring tradeoffs of multiplex relationships and their associations with job performance” (with J. Methot, N. Podsakoff & J. Christian).
- Outstanding Doctoral Professor, W.P. Carey School of Business, 2015
- Editorial Board Outstanding Reviewer Award, *Academy of Management Journal*, 2012
- William A. Owens Scholarly Achievement Award, 2012 (with Rich & Crawford), from the Society for Industrial and Organizational Psychology. For publication judged to have the highest potential impact for Industrial and Organizational Psychology: "Job engagement: Antecedents and effects on job performance" (*Academy of Management Journal*)
- University of Florida Research Foundation Professorship, 2010
- Academy of Management, Cummings Scholar Award for Career Research Achievements in Organizational Behavior, 2005
- Society for Industrial and Organizational Psychology, Distinguished Early Career Contributions Award, 2004
- *Journal of Operations Management* Best Paper Published (with M. Pagell), 2002: “Multiple case studies of team effectiveness in manufacturing organizations”

- American Society for Training and Development Outstanding Research Article of the Year (with Colquitt & Noe), 2000: "Toward an integrative theory of training motivation: A meta-analytic path analysis of 20 years of research (*Journal of Applied Psychology)*"

PROFESSIONAL SERVICE and EXPERIENCE

Associate Editor:

- *Journal of Applied Psychology* (2015-2020)
- *Academy of Management Review* (2008-2011)

Editorial Boards:

- *Academy of Management Review* (2012-present)
- *Academy of Management Journal* (2007-present)
- *Journal of Applied Psychology* (2002-2008, 2012-present)
- *Personnel Psychology* (2004-2008, 2011-present)
- *Journal of Organizational Behavior* (2002-2008, 2012-present)
- *Academy of Management Discoveries* (2013-2016)
- *Organizational Behavior and Human Decision Making Processes* (2007-2019, 2024-present)
- *Research in Occupational Stress and Well Being* (2012-2021)
- *Journal of Management* (1999-2002, 2005-2008)
- *Journal of Occupational and Organizational Psychology* (2004-2008)

Ad hoc reviewer:

- *Administrative Science Quarterly*
- *Organizational Science*
- *Psychological Bulletin*
- *Organizational Behavior and Human Decision Processes*
- *Human Performance*
- *Organizational Research Methods*
- *Group and Organizational Management*
- *Psychological Science in the Public Interest*
- *Journal of Management Studies*

Other (workshops, panels, committees, symposium organizer, chair, discussant, etc.)

- Academy of Management, OB Division, Cummings Early to Mid-Career Scholarly Achievement Award Committee, 2024.
- Academy of Management, OB Division, Chair, Best Paper Award Committee, 2020.
- Academy of Management, OB Division, Best Paper Award Committee, 2005, 2009, 2017.
- ASU Macro Meets Micro Doctoral Consortium Panelist. 2016.
- ASU Macro Meets Micro Doctoral Consortium Panelist. 2015.
- Academy of Management, Mentoring Graduate Students: Tips, Best Practices, and Life-Changing Stories from the Experts (Speaker), 2014.

- Academy of Management, OB New Member Networking and Research Forum (Speaker/Facilitator), 2014.
- Exploring the Social Foundations of Effective Team Processes and Outcomes (Discussant). 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI, April 2014.
- Society for Industrial and Organizational Psychology, Mentoring Graduate Students: Scientific Findings and Practical Tips, 2014
- Academy of Management, OB Division New Member Networking and Research Forum, 2013.
- Academy of Management, Reviewing in the Rough: A Professional Development Workshop for Doctoral Students and Junior Faculty, 2012.
- Academy of Management, OB Division New Member Networking and Research Forum, 2011.
- Academy of Management, Reviewing Theoretical Papers: A Workshop with *AMR* Editors (with A. Hillman and M.A. Carpenter).
- Academy of Management, HR Divisions Doctoral Student and Junior Faculty Consortia, Editor's Panel, 2010
- Academy of Management, OB Division Doctoral Student and Junior Faculty Consortia, Editor's Panel, 2009
- Academy of Management, HR Division Doctoral Student and Junior Faculty Consortia, Editor's Panel, 2009
- Academy of Management, HR Division Junior Faculty Consortium Committee, Chair, 2005, 2006, 2007
- Society for Industrial and Organizational Psychology, External Awards Committee, 2006
- Society for Industrial and Organizational Psychology, Early Career Award Committee, 2005, 2006, 2007, 2008, 2013, 2014
- Academy of Management, HR Division, Executive Committee, 2004-present
- Academy of Management, HR Division Communications Committee, 2003-2004
- Academy of Management, OB & HR Division, Program Committees
- Society for Industrial and Organizational Psychology, Program Committees
- Society for Industrial and Organizational Psychology, William A. Owens Scholarly Achievement Award Committee, 2000, 2003
- Society for Industrial and Organizational Psychology, S. Rains Wallace Dissertation Research Award Committee, 2003

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

- Academy of Management
- American Psychological Association
- American Psychological Society
- Society for Industrial and Organizational Psychology

PHD STUDENT SUPERVISION & DISSERTATION COMMITTEES

- Sunghyun Chang, Arizona State University (**primary advisor**), current student (1st year)

- Josh Sweeten, Arizona State University (**primary advisor)**, current student (2nd year)
- Teresa Aires, Universidade Nova de Lisboa (**co-chair**), current student (3rd year)
- Eunjeong Kwon, Arizona State University (**chair**), current student (5th year)
- Devin Flake, Arizona State University (**co-chair**), current student (5th year)
- Min Yu, Arizona State University (**committee**), PhD 2025, University of Wyoming
- Soohyun Yoon, Arizona State University (**chair**), PhD 2025, Hong Kong Baptist University
- Grace Ho, Arizona State University (**committee**), PhD 2025, Southern Methodist University
- Kristen Raney, Arizona State University (**co-chair)**, PhD 2024, Post Doc at University of Virginia
- Manuel Vaulont, Arizona State University (**chair**); PhD 2021; Hong Kong University of Science and Technology; Northeastern University (2023)
- John Bush, Arizona State University (**chair**); PhD 2020; University of Missouri; University of Central Florida (2022)
- Dorit Bitter, University of Jerusalem, School of Business Administration (**committee)**; PhD (2016)
- Ji Koung Kim, Arizona State University (**chair**); PhD 2019; Texas A&M University, Michigan State University (2024)
- Daniel Newton, Arizona State University (**chair**); PhD 2018; University of Missouri; University of Iowa (2019)
- Amy Bartels, Arizona State University (**co-chair**); PhD 2018; University of Nebraska
- Melissa Chamberlin, Arizona State University (**chair**); PhD, 2017; Iowa State University
- Jamie Seo, Arizona State University (**co-chair**); PhD, 2016; California State University, Fullerton
- Brooke Buckman, Arizona State University (**chair**); PhD, 2014; Florida International University
- Yiwen Zhang, Arizona State University (**chair**); PhD, 2013, University of Hong Kong
- Jennifer Cox, University of Florida, School of Journalism and Communication (**committee**), PhD, 2012; Salisbury University
- Eean Crawford, University of Florida (**chair**), PhD, 2011; University of Iowa
- Jessica Methot, University of Florida (**chair**), PhD, 2010; Rutgers University
- Jessica Rodell, University of Florida, (**committee**), PhD, 2010; University of Georgia
- Cindy Zapata-Phelan, University of Florida (**committee**), PhD, 2008; Georgia Tech, Texas A&M (2014), Notre Dame (2019)
- Erin Fluegge, University of Florida (**committee**), PhD 2008; Southern Missouri State University
- Nathan Podsakoff, University of Florida (**chair**), PhD, 2007; University of Arizona
- Brent Scott, University of Florida (**committee)**, 2007; PhD, 2007; Michigan State University
- Bruce Louis Rich, University of Florida (**chair**), PhD, 2006; Cal State University, San Marcos
- Christine Jackson, University of Florida (**committee)**, PhD 2004; Purdue University, Wayne State (2015)

- Robert Eric Wild, University of Florida (**committee)**, PhD 2004; Private Sector
- Vilmos Misangyi, University of Florida (**committee)**, PhD, 2002; Penn State University
- Misty Loughry, University of Florida (**committee)**, PhD, 2001; Georgia Southern

MS THESIS COMMITTEES AND DIRECTED STUDY SUPERVISION

Robert Chico, Arizona State University, Organizational Leadership, Winter 2022
Kristine Beaird, Arizona State University, School of Letters and Sciences, Fall 2012

TEACHING EXPERIENCE

- Micro-organizational Behavior, Ph.D. Seminar
- Organizational Behavior, Ph.D. Seminar
- Research Methods, Ph.D. Seminar, Elective
- Human Resource Management, Ph.D. Seminar, Elective
- Scale Development and Test Construction, Ph.D. Elective
- Meta-analysis, Ph.D. Elective
- Groups and Teams, Ph.D. Seminar, Elective
- Organizational Behavior, MBA Core, MSM Core
- Managing Groups and Teams, MBA Core and Elective
- Training and Development, MBA Elective
- Organizational Behavior, Undergraduate
- Human Resource Management, Undergraduate
- Various Command and Control Related Courses, United States Air Force

OTHER PROFESSIONAL EMPLOYMENT

1986-1992: Captain, United States Air Force
1984-1986: Product Budget Analyst Co-op, Richardson Vicks, Inc. Wilton, Connecticut

REFEREED RESEARCH ARTICLES (Ph.D. student when majority of work was conducted in italics)

Yoon, S., Kwon, E., LePine, J.A., Aurora, S.R., *Newton, D.W.,* & Wellman, N.M. (in press). Designing fulfilling and productive workdays: Effects of task meaningfulness sequences on daily engagement and performance". *Journal of Applied Psychology.*

Dragoni, L.D., Hymer, C.B., *Yoon, S.,* LePine, J.A., Woodroff, T.T., Young, L.V., & Li, H. (in press). Leader ambidexterity in goal orientation and team adaptive performance. *Journal of Applied Psychology.*

Crawford, E.R., Yoon, S. LePine, J.A., *Buckman, B.,* & *Rich, B.L.* (in press). Integrating the motivational effects of transformational leadership and follower job performance: A personal engagement perspective. *Journal of Leadership and Organizational Studies.*

Kim, *J., Yoon*, *S*., LePine, J.A., Wang, D., & Waldman, D.A. (2026). When supervisor helping motives backfire: The role of supervisor meddling and perspective taking. *Personnel Psychology* 79, 5-24.

Hamrick, A.B., Zafar, S., LePine, J.A., & Wesson, M. (2025). A watched pot never boils: How appraisals of supervisor remote monitoring influence remote workers' voice and silence. *Work and Stress* 39, 293-328.

Galvin, B., Badura, K. L., LePine, J. A., & LePine, M. A. (2024). A theoretical integration of leader emergence and effectiveness: Over, Under and Congruent Emergence. *Journal of Organizational Behavior* 45, 295-312.

Kim, J. K., LePine, J. A., Zhang, Z., & Baer, M. D. (2022). Sticking out versus fitting in: A social context perspective of ingratiation and its effect on social exchange quality with supervisors and teammates, *Journal of Applied Psychology* 107, 95-108.

Mathieu, J.E., Luciano, M.M., D'Innocenzo, L., Klock, E.A., & LePine, J.A. (2020). The development and construct validity of a team process survey measure. *Organizational Research Methods* 23, 399-431.

Newton, D., LePine, J.A., *Kim, J.K.,* Wellman, N., & *Bush, J.T.* (2020). Taking engagement to task: The nature and functioning of task engagement across transitions. *Journal of Applied Psychology* 105, 1-18.

Certo, S. T., *Busenbark, J. B*., *Kalm, M.,* & LePine, J. A. (2020). Divided we fall: How ratios undermine research in strategic management. *Organizational Research Methods* 23, 211-237.

- *Organizational Research Methods* Best Article of the Year Award, 2020.

Wellman, N., *Newton, D. W., Wang, D.,* Wei, W., Waldman, D. A., & LePine, J. A. (2019). Meeting the need or falling in line? The effect of laissez-faire formal leaders on informal leadership. *Personnel Psychology* 72, 337-359.

Kim, J. K., LePine, J. A., & Chun, J. U. (2018). Stuck between a rock and a hard place: Contrasting Upward and Downward Effects of Leaders' Ingratiation. *Personnel Psychology* 71, 495-518.

Chamberlin, M., Newton, D.W., & LePine, J.A. (2018). A meta-analysis of empowerment and voice as transmitters of high-performance managerial practices to job performance. *Journal of Organizational Behavior* 39, 1296-1313.

Bush, J. T., LePine, J. A. & *Newton, D. W*. (2018). Teams in transition: An integrative review and synthesis on team task transitions and propositions for future research. *Human Resource Management Review* 28, 423-433.

Byron, K., Peterson, S. J., Zhang, Z., & LePine, J. A. (2018). Realizing challenges and guarding against threats: Interactive effects of regulatory focus and stress on performance.

Journal of Management 44, 3011-3037.

Chamberlin, M., Newton, D. W., & LePine, J. A. (2017). A meta-analysis of voice and its promotive and prohibitive forms: Identification of key associations, distinctions, and future research directions. *Personnel Psychology* 70, 11-71.

- Second most cited paper in *Personnel Psychology* since 2017c

Methot, J. R., LePine, J. A., *Podsakoff, N. P*., & Christian, J.L. (2016). Are workplace friendships a mixed blessing? Exploring tradeoffs of multiplex relationships and associations with job performance. *Personnel Psychology* 69, 311-355

- *Personnel Psychology* Best Article of the Year Award (2016, awarded in 2018 at the Annual Meetings of the Academy of Management)
- Profiled in *The New York Times* (Melissa Dahl), https://www.nytimes.com/2018/05/28/smarter-living/why-office-friendships-can-feel-so-awkward.html
- Profiled on NPR's *Morning Edition* http://www.npr.org/2016/06/21/482900150/researchers-study-the-consequences-of-work-based-friendships
- Summarized in *Harvard Business Review,* May 2017, David Burkus https://hbr.org/2017/05/work-friends-make-us-more-productive-except-when-they-stress-us-out
- Profiled by the *Association for Psychological Science* https://www.psychologicalscience.org/news/minds-business/the-mixed-blessing-of-workplace- friendships-2.html

Methot, J.R. & LePine, J. A. (2016). Too close for comfort? Investigating the nature and functioning of work and non-work role segmentation preferences. *Journal of Business and Psychology* 31, 103-123.

Bolino, M. C., Harvey, J. Hsiung, H., & LePine, J. A. (2015). "Well, I'm tired of tryin'!" Organizational citizenship behavior and citizenship fatigue. *Journal of Applied Psychology* 1100, 55-74.

Zhang, Y., LePine, J. A., *Buckman, B. R.* & Wei, F. (2014). It's not fair…or is it? The influence of leadership on the role of justice as an explanation for relationships among work stressors and job performance. *Academy of Management Journal*, 57, 675-697.

Crawford, E. R. & LePine, J. A. (2013). A configural theory of team processes: Accounting for the Structure and of taskwork and teamwork. *Academy of Management Review, 38*, 32-48.

Colquitt, J. A., LePine, J. A., *Piccolo, R. F., Zapata, C. P. & Rich, B. L*. (2012). Explaining the justice-performance relationship: Trust as exchange deepener or trust as uncertainty reducer? *Journal of Applied Psychology*, *97*, 1-15.

LePine, J. A., *Buckman, B., Crawford, E, R.,* & *Methot, J. R.* (2011). A review of research on personality in teams: Accounting for pathways spanning levels of theory and analysis. *Human Resource Management Review*, *21,* 311-330.

Colquitt, J. A., LePine, J. A., *Zapata, C. P., & Wild, R. E.* (2011). Trust in typical and high reliability contexts: Building and reacting to trust among firefighters. *Academy of Management Journal*, *54*, 999-1015.

Crawford, E., LePine, J. A., & *Rich, B. L.* (2010). Linking job demands and resources to employee engagement and burnout: A theoretical extension and meta-analytic test. *Journal of Applied Psychology, 95*, 834-848.

- Most highly cited paper published in *JAP since 2010*

Rich, B. L., LePine, J. A., & *Crawford, E. R.* (2010). Job engagement: Antecedents and effects on job performance. *Academy of Management Journal, 53*, 617-635.

- Society of Industrial and Organizational Psychologists, William A. Owens Scholarly Achievement Award, 2012. For publication judged to have the highest potential impact for Industrial and Organizational Psychology.
- Second most highly cited paper in AMJ since 2010.

LePine, J. A., *Piccolo, R. F., Jackson, C. L.,* Mathieu, J. E., & *Saul, J. R.* (2008). A Meta-Analysis of teamwork processes: Tests of a multidimensional model and relationships with team effectiveness criteria. *Personnel Psychology, 61,* 273-307.

Colquitt, J. A., *Scott, B. A.,* & LePine, J. A. (2007). Trust, trustworthiness, and trust propensity: A Meta-analytic test of their unique relationships with risk taking and job performance. *Journal of Applied Psychology, 92,* 902-927.

Podsakoff, N. P., LePine, J. A., & LePine, M. A. (2007). Differential challenge—hindrance stressor relationships with job attitudes, turnover intentions, turnover, and withdrawal behavior: A meta-analysis. *Journal of Applied Psychology, 92,* 438-454.

Misangyi, V. F., LePine, J. A., Algina, J., & *Goeddeke, F, Jr.* (2006). The adequacy of repeated measures regression for multilevel research designs, *Organizational Research Methods, 9,* 5-28.

Judge, T. A., LePine, J. A., *Rich, B. L.* (2006). Loving yourself abundantly: Relationship of the narcissistic personality to self and other perceptions of workplace deviance, leadership, and task and contextual performance. *Journal of Applied Psychology, 91,* 762-776*.*

Misangyi, V. F., Elms, H., *Greckhamer, T.,* & LePine, J. A. (2006). A new perspective on a fundamental debate: A multi-level approach to industry, corporate, and business-unit effects. *Strategic Management Journal, 27,* 571-590*.*

LePine, J. A. (2005). Adaptation of teams in response to unforeseen change: Effects of goal difficulty and team composition in terms of cognitive ability and goal orientation. *Journal of Applied Psychology, 90,* 1153-1167.

LePine, J. A., *Podsakoff, N. P.,* & LePine, M. A. (2005). A meta-analytic test of the challenge stressor—hindrance stressor framework: An explanation for inconsistent relationships among stressors and performance. *Academy of Management Journal, 48,* 764-775.

LePine, J. A., LePine, M. A., & *Jackson, C.* (2004). Challenge and hindrance stress: Relationships with exhaustion, motivation to learn, and learning performance. *Journal of Applied Psychology, 89,* 883-891.

Jackson, C. & LePine, J. A. (2003). Peer responses to the weakest link: A test of LePine and Van Dyne's Model. *Journal of Applied Psychology, 88,* 459-475.

LePine, J. A. (2003). Team adaptation and post-change performance: Effects of team composition in terms of members' cognitive ability and personality. *Journal of Applied Psychology, 88,* 27-39.

Erez, A., LePine, J. A., Elms, H. (2002). Effects of rotated leadership and peer evaluation on the functioning and effectiveness of self-managed teams: A quasi-experiment. *Personnel Psychology, 55,* 929-948.

Pagell, M., & LePine, J. A. (2002). Multiple case studies of team effectiveness in manufacturing organizations. *Journal of Operations Management, 20,* 619-639.

- *Journal of Operations Management,* Best Paper Published Award (2002)

LePine, J. A., Hollenbeck, J. R., Ilgen, D. R., Colquitt, J. A., & Ellis, A. (2002). Gender composition, situational strength, and team decision-making accuracy: A criterion decomposition approach. *Organizational Behavior and Human Decision Processes, 88,* 445-475.

Colquitt, J. A., Hollenbeck, J. R., Ilgen, D. R., LePine, J. A., & Sheppard, L. D. (2002). Computer-assisted communication and team decision making performance: The moderating effect of openness to experience. *Journal of Applied Psychology, 87,* 402-410.

LePine, J. A., Erez, A., & Johnson, D. E. (2002). The nature and dimensionality of organizational citizenship behavior: A critical review and meta-analysis. *Journal of Applied Psychology, 87,* 52-65.

LePine, J. A., & Van Dyne, L. (2001). Voice and cooperative behavior as contrasting forms of contextual performance: Evidence of differential effects of Big-Five personality characteristics and general cognitive ability. *Journal of Applied Psychology, 86,* 326-336.

LePine, J. A., & Van Dyne, L. (2001). Peer responses to low performers: An attributional model of helping in the context of groups. *Academy of Management Review, 26,* 67-84. *Reprinted in, Annual Editions: Organizational Behavior 02/03.*

Colquitt, J. A., LePine, J. A., & Noe, R. (2000). Toward an integrative theory of training motivation: A meta-analytic path analysis of 20 years of research. *Journal of Applied Psychology, 85,* 678 – 707.

- American Society for Training and Development Outstanding Research Article of the Year (2000)

LePine, J. A., Colquitt, J. A., & Erez, A. (2000). Adaptability to changing task contexts: Effects of general cognitive ability, conscientiousness, and openness to experience. *Personnel Psychology, 53,* 563-593.

Pagell, M., & LePine, J. A. (1999). Characteristics of the manufacturing environment that influence team success. *Production and Inventory Management Journal, 40,* 21-25.

- *Reprinted in "Annual Editions: Production and Operations Management."*

Wagner, J. A., III, & LePine, J. A. (1999). Effects of participation on performance and satisfaction: Additional meta-analytic evidence. *Psychological Reports, 84,* 719-725.

LePine, J. A., & Van Dyne, L. (1998). Predicting voice behavior in work groups. *Journal of Applied Psychology, 83,* 853-868.

Hollenbeck, J. R., Ilgen, D. R., LePine, J. A., Colquitt, J. A., & Hedlund, J. (1998). Extending the multilevel theory of team decision making: Effects of feedback and experience in hierarchical teams. *Academy of Management Journal, 41,* 269-282.

- *Reprinted in "Annual Editions: Organizational Behavior 00/01."*

Hollenbeck, J. R., Colquitt, J. A., Ilgen, D. R., LePine, J. A., & Hedlund, J. (1998). Accuracy decomposition and team decision making: Testing theoretical boundary conditions. *Journal of Applied Psychology, 83,* 494-500.

Van Dyne, L., & LePine, J. A. (1998). Helping and voice extra-role behavior: Evidence of construct and predictive validity. *Academy of Management Journal, 41,* 108-119.

LePine, J. A., Hollenbeck, J. R., Ilgen, D. R., & Hedlund, J. (1997). Effects of individual differences on the performance of hierarchical decision making teams: Much more than g. *Journal of Applied Psychology, 82,* 803-811.

EDITORIALS

LePine, J. A., and Wilcox-King, A. (2010). Developing novel theoretical insight from reviews of existing theory and research. *Academy of Management Review,* 35, 506-509.

SCHOLARLY BOOK CHAPTERS (Ph.D. student when majority of work was conducted in italics)

Kim, J.K. & LePine, J. A. (2019). Employee engagement: The past, the present, and the future. In A. Wilkinson, N. Bacon, S. Snell, & D. Lepak (Eds.), *Sage Handbook of Human Resource Management*, 2nd ed., pp. 371-386. Los Angeles, C: Sage Publications.

Newton, D. W & LePine, J. A. (2018). Organizational Citizenship Behavior and Engagement: "You Gotta Keep 'em Separated!" In P.M. Podsakoff, S.B. MacKenzie, & N.P. Podsakoff (Eds.), *Oxford Handbook of Organizational Citizenship Behavior,* pp. 43-54. New York: Oxford University Press.

Chamberlin, M., LePine, J. A., *Newton, D. W.,* & Van Dyne, L. (2018). Employee participation. In D. S. Ones, N. Anderson, C. Viswesvaran, & K. Sinangil (Eds.), *Handbook of Industrial, Work, and Organizational Psychology,* 2nd ed., Vol. 2 pp. 405-431. Los Angeles: Sage Publications.

LePine, J.A.; *Newton, D.W.,* & *Kim, J. K.* (2017). "Organizational Citizenship Behaviors (OCBs)." In R. Griffin (Ed.), *Oxford Bibliographies in Management.* New York: Oxford University Press.

LePine, J. A., *Methot, J. R., Crawford, E. R., & Buckman, B*. (2012). A model of positive relationships in teams: The role of instrumental, friendship, and multiplex social network ties. In L. Eby & T. Allen (Eds.), *Personal Relationships at Work* (pp. 173-194). New York: Routledge.

Judge, T. A. & LePine, J. A., (2007). The bright and dark sides of personality: Implications for personnel selection in individual and team contexts. J. Langan-Fox, C. Cooper, & R. Klimoski (Eds.), *Research Companion to the Dysfunctional Workplace: Management Challenges and Symptoms* (pp. 332-355). Cheltenham, UK: Edward Elgar Publishing.

LePine, J. A., LePine, M. A., & *Saul, J. R.* (2007). Relationships among work and non-work challenge and hindrance stressors and non-work and work effectiveness criteria: A model of cross domain stressor effects. In P. Perrewe and D. Ganster (Eds.), *Research in Occupational Stress and Well-being* (Vol. 6, pp. 35-72). New York: Elsevier.

LePine, J. A., Hanson, M., Borman, W., & Motowidlo, S. J. (2000). Contextual performance and teamwork: Implications for staffing. In G. R. Ferris & K. M. Rowland (Eds.), *Research in Personnel and Human Resources Management* (Vol. 19, pp. 53 - 90). Stamford, CT: JAI Press.

Ilgen, D. R., LePine, J. A., & Hollenbeck J. R. (1997). Effective decision making in multinational teams. In P. C. Earley & M. Erez (Eds.), *New perspectives in international industrial-organizational psychology* (pp. 377-409). San Francisco: Jossey-Bass.

Hollenbeck, J. R., LePine, J. A., & Ilgen, D. R. (1996). Adapting to roles in decision making teams. In K. R. Murphy (Ed.), *Individual differences and behavior in organizations* (pp. 300-333). San Francisco: Jossey Bass.

PRACTITIONER-FOCUSED ARTICLES AND OTHER REPORTS

Hamrick, A.B., Thiel, C., Zafar, S., LePine, J., & Wesson, M. (2025). Research: A better way to keep tabs on your remote workforce. *Harvard Business Review.*

LePine, J.A. The secret to productivity isn't working faster—It's doing things in the right order. *Quartz Media,* (July 8, 2016), *https://qz.com/726451/the-secret-to-productivity-isnt-working-faster-its-doing-things-in-the-right-order/*

Hollenbeck, J. R., Ilgen, D. R., LePine, J. A., & Hedlund, J. (1995). *Sex composition and decision-making accuracy in groups and teams*. Technical report, Armstrong Laboratory, Brooks Air Force Base, San Antonio, Texas.

TEACHING-FOCUSED MATERIALS (TEXTBOOKS & DIGITIAL COURSEWARE)

LePine, M. A., Fadil, P. LePine J. A., & Reuer, J. J. (2020). *Connect Master Management 2.0.* McGraw-Hill.

- *Digital-first courseware, including a comprehensive reader (Management e-book) with embedded content, activities, and assessments, all designed around principles of adaptive learning, learner engagement, and application.*

Colquitt, J. A., LePine, J. A., & Wesson, M. J. *Organizational Behavior: Improving performance and commitment in the workplace,* Burr Ridge, IL: McGraw-Hill Irwin. (1st Edition 2009, 2nd Edition 2011, 3rd Edition 2013, 4th Edition 2015, 5th Edition 2017, 6th Edition 2019, 7TH Edition, 2021, 8th Edition, 2023, 2025 Release).

Colquitt, J. A., LePine, J. A., & Wesson, M. J. (2010). *Organizational Behavior: Essentials for Improving Performance and Commitment.* New York: McGraw Hill.

SYMPOSIA, PRESENTATIONS, & POSTERS (Ph.D. student when majority of work was conducted in italics)

Kim, J., Yoon, S., LePine, J.A., Wei, W., Wang, D., Koo, H., & Waldman, D. Unpacking the effects of supervisor unfounded confidence via supervisor meddling and emotional labor. Presented at the Annual Meetings of the Academy of Management, Philadelphia PA, , July 2026.

Kwon, *E*., *Yoon*, *S*., LePine, J., *Cannon*, *M*. Kabra, A. & Blocker, V.E. A Looming Vulnerability Perspective on Work-Related Imagined Interactions. Presented at the Annual Meetings of the Academy of Management, Copenhagen, Denmark, July 2025.

Blocker, V., Boora, L., Seo, D., Hemsley, R., Burgess, B., Hollenbeck, J., Kabra, A., Humphrey, S., Watson, M., Luciano, M., *Kwon*, *E*., *Yoon*, *S*., LePine, J.A., & Griffin, D. Symposium:

Architecting Empirical Frontiers: National Infrastructure to Investigate Multi-team systems. Presented at the 20th Annual Conference of INGRoup., Rotterdam Netherlands, July, 2025.

Aires, T., Castanheira, F., & LePine, J.A. Is AI a blessing or a curse? A challenge-hindrance framework perspective on employee behavior. Poster presented at the 22nd European Congress of Work and Organizational Psychology, Prague, Czech Republic, May 2025.

Kwon, *E., Yoon*, *S., Cannon, M*., & LePine, J.A. Exploring the role of pre-teamwork in multiteam systems. Presented at a symposium (Architecting Empirical Frontiers: National Infrastructure to Investigate Multiteam Systems) at the Annual Meetings of the Academy of Management, Chicago, August 2024.

LePine, J.A., Wellman, N., & *Newton, D.W.* Riding the Engagement Cascade: Effects of Task Sequences on Engagement and Performance. Presented at the 2024 NASA Human Research Program Investigators' Workshop, Galveston TX.

LePine, J.A. Understanding and Preventing Crew Member Task Entrainment: Findings from a Multimethod Program of Research, NNX15AK77G. Human Research Program Group, Houston, TX.

LePine, J. A*., Yoon, S., Kwon, E.* Exploring the Implications of Task Sequences on Daily Engagement. Presented at a symposium (Dealing with Task Transitions in Modern Organizational Life: Insights from Emerging Research) at the Annual Meetings of the Academy of Management, Boston, August 2023.

Yoon, S., LePine, J.A., Wellman, N., Trinh, M.P., & *Newton, D.W.* Exploring the Implications of Task Sequences and Break Structures in Multifacted Work. Presented at a Symposium (Innovative IO Psychology Research for Future Space Exploration) at the 38st Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA, April 2023.

LePine, J.A., Wellman, N., & *Newton, D.W*. Starting Fast and Finishing Strong: An Emergent Theory of Task Sequences in Crew Members' Multifaceted Work. Presented at the 2023 NASA Human Research Program Investigators' Workshop, Galveston TX.

Kim, J., Yoon, S. LePine, J. A., Wu, W., & *Wang, D.* Leader Obstructive Proactivity: When Leadership Claiming Fails. Presented at a symposium (Leadership Claiming and Granting: Scale Development, Antecedents, and outcomes) at the Annual Meetings of the Academy of Management, Seattle, August 2022.

Newton, D.W., LePine, J.A., & Wellman, N. The implications of anticipating upcoming tasks on current task engagement and effectiveness. Presented at a virtual symposium at the 2022 NASA Human Research Program Investigators' Workshop.

Yoon, S., & LePine, J.A. It's time for a break! The nature and functioning of breakwork in multifacted jobs. Presented at the Annual meetings of the Academy of Management, 2021. *Academy of Management Proceedings.*

Wellman, N., LePine, J.A., & *Williams, R.* Cracking the glass ceiling: An expanded consideration of information processing in female leader emergence. Presented in an asynchronous symposium (Broadening our sight on gender and leader emergence: New considerations for research and practice) at the Annual Meeting of the Academy of Management, 2020.

Certo, S.T., *Albader, L., Kalm, M.,* LePine, J.A. Time to unpack: Industry, corporate, and business segment effects on the components of ROA. Presented in an asynchronous paper session (Examining the long-run dynamics of firm performance) at the Annual Meeting of the Academy of Management, 2020.

Newton, D.W., LePine, J.A., & Wellman, N. Taking your eye off the ball: The consequences of anticipatory engagement. Presented at a symposium (Teams in SIRIUS: A 4-month isolation analog) at the 2020 NASA Human Research Program Investigators' Workshop. Galveston, Texas, January 2020.

Kim, J.K., LePine, J.A., Zhang, Z. & Baer, M. The role of team context in how ingratiation affects exchange quality with targets and observers. Presented in a paper session (Interpersonal Dynamics, Chair, J. Dinh) at the Annual Meetings of the Academy of Management, Boston, MA, August 2019.

Newton, D.W., LePine, J.A., & Wellman, N. A dynamic view of task engagement. Poster presented at 2019 NASA Human Research Program Investigators' Workshop. Galveston, Texas, January 2019.

Certo, S.T., Busenbark, J.R., *Kalm, M.* & LePine, J. How scaling variables by firm size limits knowledge accumulation in strategic management. Presented in a paper session (New Applications, Techniques, and Concerns in Regression Analysis, Chair, J.F. Dawson) at the Annual Meetings of the Academy of Management, Chicago, IL, August 2018.

LePine, J. A. Team Task Switching and Entrainment on the International Space Station: Exploring Multiteam Membership, Systems, and Networks to Understand and Enable Crew Functioning and Effectiveness. Joint CSA/ESA/JAXA/NASA Increments 55/56 Science Symposium. Houston, Texas, January 2018.

Newton, D.W., LePine, J.A., & Wellman, N. Effectiveness in Multifaceted Work: Engagement As a Mixed Blessing in Transitions to Different Tasks. Poster presented at the 2018 NASA Human Research Program Investigators' Workshop. Galveston, Texas, January 2018.

Newton, D., LePine, J.A., Wellman, E. M., Kim, J.K., & Bush, J.T. The spillover effects of employee engagement during task transitions. Presented in a Symposium (Difficult but Necessary: Longitudinally Examining Change and Adaptation for Individuals and Teams, chair, Greg Stewart) at the Annual Meetings of the Academy of Management, Atlanta, GA, August 2017.

Certo, S. T., Busenbark, J.B., *Kalm, M.,* & LePine, JA. Divided we fall: How ratios undermine strategy research. Presented in a paper session (Strategic Management and Paradigms: Strategy & Research Philosophy, Chair, Steve Gove) at the Annual Meetings of the Academy of Management, Atlanta, GA, August 2017.

Wellman, E. M., *Newton, D.W.,* & LePine, J. A. Laissez-faire leadership and informal leader behavior. Presented in a paper session (Informal and Shared Leadership, Chair, Ned Wellman) at the Annual Meetings of the Academy of Management, Atlanta, GA, August 2017.

Newton, D.W., LePine, J.A., & Wellman, N. Living in the past or moving on? The effects of crew member task engagement following task transitions. Poster presented at the 2017 NASA Human Research Program Investigators' Workshop. Galveston, TX, 2017

Kim, J. K., Newton, D. W., LePine, J. A., & Nahrgang, J. D. Power of the Powerless: A Process Model of Power Seeking in Teams. Presented in a paper session (Power in Organizations, Chair, Rellie Rachel Derfler-Rozin) at the Annual Meetings of the Academy of Management, Anaheim, CA, August 2016.

Newton, D. W., LePine, J. A., Wellman, N., *Kim, J. K.,* & *Bush, J. T.* Residual Engagement and it's Implications to Subsequent Engagement and Effectiveness. Presented in a symposium (The Paradox of Predictability and Change in Teams, Organizer, Lisa Dragoni) at the Annual Meetings of the Academy of Management, Anaheim, CA, August 2016.

Chamberlin, M., Newton, D. W., & LePine, J. A. A Meta-analytic Examination of Voice and its Promotive and Prohibitive Forms. Presented in a symposium (An Exploration of Promotive/Prohibitive Content and Diversity Effects of Voice, Chair Yurianna Kim) at the Annual Meetings of the Academy of Management, Anaheim, CA, August 2016.

Newton, D. W., LePine, J. A., Wellman, N., & *Kim, J. K.* Residual Engagement and the Cost of Switching from Team to Individual Tasks. Presented at the Annual Meetings of INGRoup (Interdisciplinary Network for Group Research), Helsinki, Finland, July 2016.

Wellman, N., *Newton, D.*, LePine, J.A., & Waldman, D. Team Composition and Dynamic Leadership Emergence. Presented in a symposium (Managing Human Capital in Dynamic Team Environments, Mathieu & Wolfson; Co-Chairs). 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA, April 2016.

Newton, D.W., LePine, J.A., & Wellman, N. Understanding and preventing crew-member task entrainment. Poster presented at the 2016 NASA Human Research Program Investigators' Workshop. Galveston, TX, 2016

Chamberlin, M., Newton, D., & LePine, J.A. Empowerment and voice as Transmitters of High-Performance Managerial Practices to job Performance. Presented in a symposium (Effects of Employee Voice, Chair Felipe Andreas Guzman) at the Annual Meetings of the Academy of Management, Vancouver, British Columbia, 2015.

Wellman, N., *Newton, D.,* & LePine, J.A. Filling the void" Laissez-fair supervision and informal leadership behavior. Presented in a symposium (Climbing the Social Hierarchy of Groups: When, How, and to What Ends? Chair Crystal I.C. Fahr & Ned Wellman) at the Annual Meetings of the Academy of Management, Vancouver, British Columbia, 2015.

Kim, J.K., Chun, J.U.K., & LePine, J. A. The influence of leaders' upward behaviors on leader effectiveness and promotability. Presented in a symposium (Leader Behaviors, Chair Merlijn Venus) at the Annual Meetings of the Academy of Management, Vancouver, British Columbia, 2015.

Newton, D. Chamberlin, M., & LePine, J. A. Is it time to speak up for voice behavior? A critical examination and meta-analysis of the constructs uniqueness and contribution to job performance. Presented in a symposium (Speaking up but under what context, Chair *Melissa Chamberlin*) at the Annual Meetings of the Academy of Management, Philadelphia, PA, 2014.

LePine, J. A., *Crawford, E. R.,* & Downes, P. From compositions to configural structures: An emerging view of team processes and teamwork. Presented in a symposium (Changing Conversations in Management Research) at the Annual Meetings of the Academy of Management, Philadelphia, PA, 2014.

Methot, J. R., & LePine, J. A. The impact of ambivalent friendships on network brokerage, network turbulence, and work environment. Presented in a symposium (Experiences and outcomes of ambivalence in interpersonal workplace relationships) at the Annual Meetings of the Academy of Management, Philadelphia, PA, 2014.

Crane, B., *Crawford, E. R.* & LePine, J. A. The role of leaders' questions on subordinate trust and engagement. Presented in a symposium (Engagement: Examining its Role as a Motivational Concept, LePine & Chamberlin Chairs and Organizers). 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI, April 2014.

Methot, J. R., & LePine, J. A. Unpacking Functions of Workplace Friendships and Links to Job Performance. Poster Presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI, April 2014.

Methot, J. R., & LePine, J. A. Unpacking the Functions of Positive Workplace Relationships: Building and Testing a Theory of Business Friendships and their Link to Job Performance Presented in a symposium (Positive Relationships at Work: Expanding the Empirical Foundations of an Emerging Research Domain) at the Annual Meetings of the Academy of Management, Boston, MA. August 2013.

Buckman, B. R., LePine, J. A., *Crawford, E. R., & Rich, B. L.* Psychological Conditions and Engagement: An Integrated Model of Transformational Leadership. Presented in a symposium (Predictors and Outcomes of Work Engagement) at the Annual Meeting of the Academy of Management, Boston, MA. August 2012.

Crawford, E. R., & LePine, J. A. Team Task Interdependence: Traditional Composition versus Social Network Configurations. Presented in a symposium (Team Design: Looking Back and Moving Forward) at the Annual Meeting of the Academy of Management, San Antonio, TX. August 2011.

Methot, J. R., LePine, J. A., *Podsakoff, N. P.,* & Siegel, J. L. Multiples Ties and Job Performance: Beyond Instrumental and Friendship Networks. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA, April 2010.

Crawford, E. R., & LePine, J. A. Teamwork Processes: A Social Network Perspective. Presented in a symposium at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA, April 2010.

Methot, J. R. & LePine, J. A. The Moderating Role of Voice on the Job Satisfaction and Turnover Relationship. Presented in a symposium at the Annual Meeting of the Academy of Management, Chicago, IL, August, 8-11 2009.

Crawford, E., Rich, B. L., & LePine, J. A. Not all Demands are Equal: A Meta-analysis of Job Demands-Resources with Employee Engagement. Presented in a symposium at the Annual Meeting of the Academy of Management, Chicago, IL, August, 8-11 2009.

Zhang, Y., Rich, B. L., & LePine, J. A. Transformational Leadership and Job Performance: The Mediating Role of Job Engagement. Presented in an Interactive Paper Session at the Annual Meeting of the Academy of Management, Chicago, IL, August, 8-11 2009.

Methot, J. R. & LePine, J. A. Proactive Boundary Management: Examining the Functionality of Role Segmentation Preferences. Poster presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA, April 2009.

Podsakoff, N. P., Saul, J. R., Rich, B. L., & LePine, J. A. Challenge and hindrance stressors, situational strength, and employee performance: A field study. Presented in a

symposium at the Annual Meeting of the Academy of Management, Philadelphia, PA, August 4-8, 2007.

Rich, B. L., & LePine, J. A. Job engagement: More than just old wine in a new bottle. Presented in a symposium at the Annual Meeting of the Academy of Management, Philadelphia, PA, August 4-8, 2007.

Piccolo, R. F., Zapata-Phelan, C. P., LePine, J. A., Colquitt, J. A., & *Rich, B. L*. Justice as performance: Trust as social exchange or trust as uncertainty reduction? Presented in a symposium at the Annual Meeting of the Academy of Management, Philadelphia, PA, August 4-8, 2007.

Rich, B. L., & LePine, J. A. Job engagement: Construct validation and relationships with job satisfaction, job involvement, and intrinsic motivation. Presented in a symposium at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York City, April 2007.

Saul, J. R., LePine, J. A., & LePine, M. A. Cross-domain relationships among work and nonwork challenge and hindrance stressors and nonwork and work criteria. Presented in a symposium at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York City, April 2007.

Colquitt, J. A., LePine, J. A., *Zapata-Phelan, C. P., Wild, R. E.* Trust in urgent and routine contexts: Building and reacting to trust among firefighters. Presented in a symposium at the Annual Meeting of the Academy of Management, Honolulu, HI, August 5-10, 2005

LePine, J. A. Research on team composition from two perspectives. Presented in a symposium at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA, April 2005.

Podsakoff, N. P., LePine, J. A., & LePine, M. A. Can stress reduce withdrawal? A meta-analysis using the hindrance-challenge framework. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA, April 2005.

Rich, B. L., Judge, T. A., & LePine, J. A. Narcissism: Relationships of inflated self-perceptions to organizational outcomes. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA, April 2005.

Piccolo, R. F., LePine, J. A., & Jackson, C. L. Toward a better understanding of group process: A meta-analysis of relationships among contextual group process, group performance, and member satisfaction. Presented in a symposium at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA, April 2005.

Colquitt, J. A., *Scott, B. A.,* LePine, J. A. Cognitive and affective antecedents of trust: A meta-analytic test. Presented in a symposium at the Annual Meeting of the Academy of Management, New Orleans, LA, August 6-11, 2004

Podsakoff, N. P., LePine, J. A., & LePine, M. A. A meta-analysis of stress and performance: Assessing the challenge—hindrance framework. Poster presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL, April 2004.

Rich, B. L., Judge, T. A., & LePine, J. A. Narcissism: Relationship of self-love to task and contextual performance. Presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL, April 2004.

Van Dyne, L. & LePine, J. A. Group-Level voice in organization: Antecedents and consequences. Presented in a symposium at the Annual Meeting of the Academy of Management, Seattle, WA, August 3-6, 2003.

Pagell, M., & LePine, J. A. Multiple case studies of team effectiveness in manufacturing organizations. Presented in a Best Papers session at the Annual Meeting of the Academy of Management, Seattle, WA, August 3-6, 2003.

Jackson, C. L. & LePine, J. A. Peer Responses to Low Performers as Forms of Organizational Citizenship Behaviors. Presented in a symposium at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL, April 2003.

Colquitt, J. A., LePine, J. A., *Rich, B. L., Piccolo, R. F*. Fairness heuristic theory: A field test. Presented in a symposium at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL, April 2003.

Elms, H, *Misangyi, V. F., Greckhamer, T*., & LePine, J. A. Corporate strategy *does* matter: A hierarchical linear modeling approach to industry, corporate, and firm effects. Presented at the 22nd Annual International Conference of the Strategic Management Society, Paris, France, 2002.

LePine, J. A. Effects of Team Composition on Team Adaptation and Performance. Poster presented at the Annual Conference at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada, 2002.

LePine, M. A., LePine, J. A., & *Jackson, C. L.* Effects of Challenging and Hindrance Stress on Performance and Strain. Presented in a symposium at the Annual Conference at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada, 2002.

Colquitt, J. A., LePine, J. A., & Noe, R. Toward an integrative theory of training motivation: A meta-analytic path analysis of 20 years of research. Presented at the Annual Conference of the American Society for Training and Development, Orlando, FL, 2001.

LePine, J. A., Erez, A., & Johnson, D. E. The meaning and dimensionality of organizational citizenship behavior: A meta-analysis. Poster presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA, 2001.

Jackson, C., & LePine, J. A. *Wild, R. E.,* & Van Dyne, L. Specifying and predicting peer responses to low performing group members. Poster presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA, 2000.

LePine, J. A., & *Wild, R. E*. Effects of sex composition on group performance: Are they experienced? Poster presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA, 2000.

LePine, J. A., Colquitt, J. A., & *Purdy, C.* Adaptation to changing task contexts: Effects of general cognitive ability, openness, and conscientiousness. Presented in a symposium at the Annual Meeting of the Academy of Management, Chicago, IL, August 6-11, 1999.

Ilgen, D. R., Hollenbeck, J. R., LePine, J. A., Sheppard, L., Ellis, A., & Moon, H. Team decision making under conditions of changing situational demands: A paradigm for team research. Poster presented at the 3rd Australian Industrial and Organizational Psychology Conference, Brisbane Australia, June 26-27, 1999.

Elms, H., LePine, J. A., & Tosi, H., 1999. "Ethics, Incentives, and Monitors: Individual Differences and Governance." University of Virginia, Darden Graduate School of Business Administration, Olsson Center for Applied Ethics.

LePine, J. A. Using simulations to study adaptation in teams: A $TIDE^2$ example. Presented in a symposium at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA, 1999.

LePine, J. A., & Van Dyne, L. Measuring and predicting voice behavior in different group contexts. Presented in a symposium at the 14th Annual Conference of the Society for Industrial/Organizational Psychology, Atlanta, GA, 1999.

LePine, J. A., Hollenbeck, J. R., Ilgen, D. R., Colquitt, & Ellis, A. Using criterion decomposition to enhance decision making team performance. Poster presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA, 1999.

Colquitt, J. A., LePine, J. A., & Noe, R. A. Trainee attributes & attitudes revisited: A meta-analytic structural equation modeling analysis of research on training motivation. Presented at the presented at the Annual Meeting of the Academy of Management, San Diego, CA, 1998.

Hollenbeck, J. R., Colquitt, J. A., Ilgen, D. R., LePine, J. A., & Hedlund, J. Accuracy decomposition and team decision making: Testing theoretical boundary conditions. Poster presented at

the 13th Annual Conference of the Society for Industrial/Organizational Psychology, Dallas, Texas, 1998.

LePine, J. A., Hollenbeck, J. R., & Ilgen, D. R. Predicting Adaptation in Teams: Dealing with non-programmed change in the course of task performance. Presented at the Command and Control Research and Technology Symposium. Monterey California, 1998

LePine, J. A., & Van Dyne, L. Predicting voice behavior in organizations: Much more than (dis)satisfaction. Interactive paper session presented at the Annual Meeting of the Academy of Management, Boston, MA, 1997.

LePine, J. A., Hollenbeck, J. R., Ilgen, D. R., and Hedlund, J. Individual differences and performance in hierarchical decision making teams. Poster presented at the 12th Annual Conference of the Society for Industrial/Organizational Psychology, St. Louis, Missouri, 1997.

Van Dyne, L. & LePine, J. A. Helping and voice extra-role behavior viewed from multiple perspectives over six months: Evidence of construct and predictive validity. Presented at the Annual Meeting of the Academy of Management, Cincinnati, Ohio, 1996.

Hollenbeck, J. R., Ilgen, D. R., Hedlund, J., Colquitt, J. A., and LePine, J. A. The multilevel theory of team decision making: Replication and Extension. Poster presented at the 11th Annual Conference of the Society for Industrial/Organizational Psychology, San Diego, CA, 1996.

Hollenbeck, J. R., Ilgen, D. R., LePine, J. A., & Hedlund, J. The multilevel theory of team decision making: Extensions and interventions. Paper presented at the First Annual International Conference on Command and Control Research. Washington, DC: National Defense University, 1995.

Ooten, H. A. & LePine, J. A. "The discovery of strategic environmental information and the use of computer technology: The dilemmas of what, when, and how much. Paper presented at the Decision Science Institute Annual Meeting, Honolulu, Hawaii. November, 1994.