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Education

Ph.D. Bowling Green State University
August, 2000
Industrial-Organizational Psychology
Minor: Quantitative Psychology

M.A. University of Hartford
September, 1996
General Experimental Psychology
Specialization: Industrial Psychology

B.A. Emory University
May, 1994
Psychology
Minor: Philosophy

Employment

University of Arizona

2016-present Eller Professor of Management & Organizations
2020-2021,
2006-2012 Co-Director, Doctoral Program in Management & Organizations
2014-2019 Department Head, Management & Organizations
2013-2016 Robbins Professor of Management
2012-2014 Assistant Department Head, Department of Management & Organizations
2006-2013 Associate Professor of Management & Organizations
2005-present Courtesy appointment in Psychology
2002-2006 Assistant Professor of Management and Policy (department changed names 2006)

Louisiana State University

2000-2002 Assistant Professor of Psychology

Publications

* denotes current or former doctoral student for all sections below

Refereed Journal Articles

1. *Ganster, M., Gabriel, A.S., Ezerins, M., Rosen, C., *Chawla, N., *MacGowan, R., & Slaughter, J. E. (2024). Understanding coping at work during socio-environmental jolts: A person-centered investigation. *Journal of Business and Psychology*, 39, 619-641.
2. *Evans, J. B., Slaughter, J. E., & *Ganster, M. (2023). Sins of commission and omission: The implications of an active-passive categorization of counterproductive work behavior. *Journal of Business Ethics*, 187, 97-117.
3. *Cooper, D. A., Slaughter, J. E., Gilliland, S. W. (2021). Reducing injuries, malingering, and workers' compensation costs by implementing overt integrity testing. *Journal of Business and Psychology*, 36, 495-512.
4. Gabriel, A. S., *MacGowan, R. L., *Ganster, M., & Slaughter, J. E. (2021). The influence of COVID-induced job search anxiety and conspiracy beliefs on job search effort: A within-person investigation. *Journal of Applied Psychology*, 106, 657-573.
5. Gabriel, A. S., *Ganster, M., Slaughter, J. E., & *MacGowan, R. L. (2021). The emotional complexities of the COVID-19 pandemic and organizational life. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14, 85-89.
6. Slaughter, J. E., Gabriel, A. S., *Ganster, M., Vaziri, H., *MacGowan, R. L. (2021). Getting worse or getting better? Understanding the antecedents and consequences of emotion profile transitions during COVID-19-induced organizational crisis. *Journal of Applied Psychology*, 106, 1118-1136.
7. Slaughter, J. E., *Cooper, D. A., Gilliland, S. W. (2020). Good apples in good barrels: Conscientious people are more responsive to code enforcement. *Journal of Occupational and Organizational Psychology*, 93, 834-860.
8. *Chawla, N., Gabriel, A. S., da Motta Veiga, S., Slaughter, J. E. (2019). Does feedback matter for job search self-regulation? It depends on feedback quality. *Personnel Psychology*, 72, 513-541.
9. *Evans, J. B., Slaughter, J. E., Ellis, A. P. J., & Rivin, J. (2019). Gender and the evaluation of humor at work. *Journal of Applied Psychology*, 104, 1077-1087.
Featured in: Washington Post, Forbes, Financial Times, Chicago Tribune, CNBC, Seattle Times, Philadelphia Inquirer, Daily Mail UK, Inc., Harper's Bazaar, MSN, Arizona Big Media, KVOA Television, Ellen DeGeneres Show

10. *Kausel E. E., Slaughter, J. E., *Evans, J. M., & *Stein, J. (2019). Do findings from laboratory experiments on preferential selection generalize to cognitively-oriented tasks? A test of two perspectives. *Journal of Business and Psychology*, 34, 587-601.
11. *Kausel, E. E., Culbertson, S. S., Leiva, P. I., Slaughter, J. E., & Jackson, A. T. (2015). Too arrogant for their own good? Why and when narcissists dismiss advice. *Organizational Behavior and Human Decision Processes*, 131, 33-50.
12. Slaughter, J. E., Cable, D. M., & Turban, D. B. (2014). Changing job seekers' image perceptions during recruitment visits: The moderating role of belief confidence. *Journal of Applied Psychology*, 99, 1146-1158.
13. Slaughter, J. E., *Christian, M. S., Podsakoff, N. P., Sinar, E. F, & Lievens, F. (2014). On the limitations of using situational judgment tests to measure interpersonal skills: The moderating influence of employee anger. *Personnel Psychology*, 67, 847-885.
14. Slaughter, J. E., *Kausel, E. E., & Quiñones, M. A. (2011). The decoy effect as a covert influence tactic. *Journal of Behavioral Decision Making*, 24, 249-266.
15. *Christian, M. S., *Garza, A. S, & Slaughter, J. E. (2011). Work engagement: A quantitative review and test of its relations with task and contextual performance. *Personnel Psychology*, 64, 89-136.
16. *Kausel, E. E., & Slaughter, J. E. (2011). Narrow personality traits and organizational attraction: Evidence for the complementary hypothesis. *Organizational Behavior and Human Decision Processes*, 114, 3-14.
17. *Becker, W. J., Connolly, T., & Slaughter, J. E. (2010). The effect of job offer timing on job acceptance, performance, and turnover. *Personnel Psychology*, 63, 223-241.
18. Bonaccio, S., Dalal, R. S., Highhouse, S., Ilgen, D. R., Mohammed, S., & Slaughter, J. E. (2010, author response). Taking workplace decisions seriously: This conversation has been fruitful! *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 455-464. (Last four authors contributed equally and are listed alphabetically.)
19. Dalal, R. S., Bonaccio, S., Highhouse, S., Ilgen, D. R., Mohammed, S., & Slaughter, J. E. (2010, focal article). What if industrial-organizational psychology decided to take workplace decisions seriously? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 386-405. (Last four authors contributed equally and are listed alphabetically.)
20. Slaughter, J. E., & Greguras, G. J. (2009). Initial attraction to organizations: The influence of trait inferences. *International Journal of Selection and Assessment*, 17, 1-18.
21. Slaughter, J. E., & Greguras, G. J. (2008). Bias in performance ratings: Disentangling the role of positive versus negative escalation. *Human Performance*, 21, 414-426.

22. Goldman, B. M., Slaughter, J. E., Schmit, M. J., Wiley, J. W., & Brooks, S. M. (2008). Perceptions of discrimination: A multiple-needs model perspective. *Journal of Management*, 34, 952-977.
23. Slaughter, J. E. (2007). Effects of two selection batteries on decoy effects in job-finalist choice. *Journal of Applied Social Psychology*, 37, 76-90.
24. Slaughter, J. E., *Bagger, J., & *Li, A. (2006). Context effects on group-based employee selection decisions. *Organizational Behavior and Human Decision Processes*, 100, 47-59.
25. Slaughter, J. E., *Richard, E. M., & *Martin, J. H. (2006). Comparing the efficacy of direct estimates and policy capturing weights for predicting job choice. *Organizational Research Methods*, 9, 285-314.
26. Slaughter, J. E., & Zickar, M. J. (2006). A new look at the role of insiders in newcomer socialization. *Group and Organization Management*, 31, 264-290.
27. Cropanzano, R., Slaughter, J. E., & Bachiochi, P. D. (2005). Organizational justice and Black applicants' reactions to affirmative action plans. *Journal of Applied Psychology*, 90, 1168-1184.
28. Slaughter, J. E., Bulger, C. A., & Bachiochi, P. D. (2005). Black applicants' reactions to affirmative action plans: Influence of perceived procedural justice, anticipated stigmatization, and anticipated remediation of previous injustice. *Journal of Applied Social Psychology*, 35, 2437-2476.
29. Slaughter, J. E., Stanton, J. M., Mohr, D. C., & Schoel, W. A. III. (2005). The interaction of attraction and selection: Implications for college recruiting and Schneider's ASA model. *Applied Psychology: An International Review*, 54, 419-441.
30. Slaughter, J. E., Zickar, M. J., Highhouse, S., & Mohr, D. C. (2004). Personality trait inferences about organizations: Development of a measure and assessment of construct validity. *Journal of Applied Psychology*, 89, 85-103.
31. Slaughter, J. E., & Highhouse, S. (2003). Does matching up features mess up job choice? Boundary conditions on attribute-salience effects. *Journal of Behavioral Decision Making*, 16, 1-15.
32. Slaughter, J. E., Sinar, E. F., & Bachiochi, P. D. (2002). Black applicants' reactions to affirmative action plans: Effects of plan content and previous experience with discrimination. *Journal of Applied Psychology*, 87, 333-344.
33. Highhouse, S., Zickar, M. J., Thorsteinson, T. J., Stierwalt, S. L., & Slaughter, J. E. (1999). Assessing company employment image: An example in the fast-food industry. *Personnel Psychology*, 52, 151-172.

34. Slaughter, J. E., Sinar, E. F., & Highhouse, S. (1999). Decoy effects and attribute-level inferences. *Journal of Applied Psychology*, 84, 823-828.
35. Zickar, M. J., & Slaughter, J. E. (1999). Examining creative performance over time using hierarchical linear modeling: An illustration using film directors. *Human Performance*, 12, 211-230.

Book Chapters and Other Publications

36. Slaughter, J. E., & Allen, D. G. (2024). Essential of employee recruitment: Individual and organizational perspectives—An introductory chapter. In Slaughter, J. E., & Allen, D. G. (Eds). *Essentials of Employee Recruitment: Individual and Organizational Perspectives* (pp. 1-10). New York: Routledge.
37. Allen, D. G., & Slaughter, J. E. (2024). Key trends and future directions in recruitment research, according to AI (sort of). In Slaughter, J. E., & Allen, D. G. (Eds). *Essentials of Employee Recruitment: Individual and Organizational Perspectives* (pp. 389-398). New York: Routledge.
38. Slaughter, J. E., *Zhang, Z., & Roth, P. (2024). Recruiting in a politically divided age. In Slaughter, J. E., & Allen, D. G. (Eds). *Essentials of Employee Recruitment: Individual and Organizational Perspectives* (pp. 327-349). New York: Routledge.
39. *Evans, J. B., Slaughter, J. E., Ellis, A. P. J., & Rivin, J. (2019). Making jokes during a presentation helps men but hurts women. *Harvard Business Review*, online.
40. Slaughter, J. E., & *Evans, J. B. (2019, 2017). Organizational image and reputation. In R. W. Griffin (Ed.), *Oxford Bibliographies in Management*. New York: Oxford University Press.
41. Lievens, F., & Slaughter, J. E. (2016). Employer image and employer branding: What we know, and what we need to know. In F. P. Morgeson (Ed.), *Annual Review of Organizational Psychology and Organizational Behavior* (vol. 3, pp. 407-440). Palo Alto, CA: Annual Reviews.
42. Slaughter, J. E., & *Reb, J. (2016). Decision making processes. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology* (2nd edition). Thousand Oaks, CA: Sage.
43. Slaughter, J. E., & *Kausel, E. E. (2013). Employee selection decisions. In S. Highhouse, R. Dalal, & E. Salas (Eds.), *Judgment and decision making at work* (pp. 57-79). New York: Routledge.
44. Slaughter J. E. (2012). Program developers should focus on internalization, not participation. *American Journal of Health Promotion* (invited commentary, based on Christian, Garza, & Slaughter, 2011).

45. Slaughter, J. E., & *Kausel, E. E. (2009). The neurotic employee: Theoretical analysis of the influence of narrow facets of neuroticism on cognitive, social, and behavioral processes relevant to job performance. In J. Martocchio & H. Liao (Eds.), *Research in Personnel and Human Resources Management* (vol. 28, pp. 265-341). Bingley, UK: Emerald Insight.
46. Slaughter, J. E., & *Reb, J. (2007). Decision making processes. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*. Thousand Oaks, CA: Sage.
47. Zickar, M. J., & Slaughter, J. E. (2002). Computational modeling. In S. G. Rogelberg (Ed.), *Handbook of research methods in industrial-organizational psychology* (pp. 184-197). Boston: Blackwell.

Book

48. Slaughter, J. E., & Allen, D. G. (Eds.) (2024). *Essentials of Employee Recruitment: Individual and Organizational Perspectives*. New York: Routledge.

Works in Progress

*Zhang, Z., Cable, D. M., & Slaughter, J. E. The long shadow of first impressions: How employees' initial impressions of organizational image affect employment relationships.

*Evans, J. B., Slaughter, J. E., & Yu, S. *Influence of leader curiosity displays on intellectual stimulation and creative performance*. Collecting data for third of three studies.

Slaughter, J. E., *Ganster, M., *Zhang, Z., & *Bi, K. *Leader personality and emotional exhaustion*. Collecting data.

Slaughter, J. E., *Zhang, Z., *Ganster, M., *MacGowan, R. L., & *Bi, K. *Reducing the impact of weekly job search setbacks*. Writing manuscript.

Slaughter, J. E., *Bi, K., & *Evans, J. B. *Effects of humor successes and success rates: The moderating impact of age*.

Chaired Symposia

Allen, D., & Slaughter, J. E. (2024, August). *The future of recruitment research and practice*. Symposium chaired at the eighty-first annual conference of the Academy of Management, Chicago, Illinois.

Slaughter, J. E., & Zhang, Z. (2024, April). *New directions in research on recruitment and job choice*. Symposium chaired at the thirty-ninth annual conference of the Society for Industrial and Organizational Psychology, San Diego, California.

- Van Hoye, G., & Slaughter, J. E. (2014, August). *New directions in employer branding research: Managing organizations' image as an employer*. Symposium chaired at the seventy-first annual conference of the Academy of Management, Philadelphia, Pennsylvania.
- Slaughter, J. E. (2012, April). *New directions in research on recruitment in organizations*. Symposium chaired at the twenty-seventh annual conference of the Society for Industrial and Organizational Psychology, San Diego, California.
- Slaughter, J. E. (2002, April). *New directions in research on reactions to affirmative action*. Symposium chaired at the seventeenth annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Slaughter, J. E. (2001, April). *Integrating image and fit in applicant attraction research*. Symposium chaired at the sixteenth annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Panel Discussions and Discussant Roles

- Slaughter, J. E. (2024, April). Panelist in D. G. Allen (Chair), *The present and future of recruitment in a complex and evolving societal context*. Panel discussion presented at the Thirty-ninth annual conference of Society for Industrial and Organizational Psychology, Chicago, IL.
- Slaughter, J. E. (2019, August). Discussant in K. Y. T. Yu (Chair), *Employer branding and images: Extending the boundaries of current knowledge*. Symposium presented at the seventy-fifth annual conference of the Academy of Management, Boston, MA.
- Slaughter, J. E. (2019, April). Discussant in D. Zhang (Chair), *Employee selection: Insights from behavioral decision making*. Symposium presented at the thirty-fourth annual conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- Slaughter, J. E. (2018, August). Discussant in K. Y. T. Yu (Chair), *Employer knowledge and organizational images: New insights from novel contexts*. Symposium presented at the seventy-fifth annual conference of the Academy of Management, Chicago, IL.
- Slaughter, J. E. (2012, April). Panelist in R. Dalal & S. Highhouse (Chairs), *The judgment and decision-making perspective on core industrial/organizational psychology topics*. Panel discussion presented at the twenty-seventh annual conference of Society for Industrial and Organizational Psychology, San Diego, California.
- Slaughter, J. E. (2009, April). Panelist in S. Bonaccio & R. Dalal (Chairs), *The role of decision-making in industrial/organizational psychology*. Panel discussion presented at the twenty-fourth annual conference of Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

Slaughter, J. E. (2006, April). Panelist in D. Schleicher (Chair), *Making the move from psychology to business schools: Issues to consider*. Panel discussion presented at the twenty-first annual conference of Society for Industrial and Organizational Psychology, Dallas, Texas.

Conference Presentations

1. Cable, D. M., Slaughter, J. E., & Zhang, Z. (2024, August). *First impressions: Newcomers' initial organizational images and psychological contract orientations*. Presented at the annual conference of the Academy of Management, Chicago, IL.
2. Ganster, M. L., Rosen, C. C., Zhang, Z., Slaughter, J. E., & MacGowan, R. L. (2024, April). Feeling political? An exploration of ambient political conversations during job search. In J. E. Slaughter & Z. Zhang (chairs), *New directions in research on recruitment and job search*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
3. Smith, R., Gilliland, S. W., & Slaughter, J. E. (2024, April). *Using overt integrity testing to predict driving accidents*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
4. Slaughter, J. E., Zhang, Z., Ganster, M. L., Gabriel, A. S., MacGowan, R. L., Chawla, N., & Bi, K. (2024, April). Reducing the negative impact of weekly job search setbacks. In J. E. Slaughter & Z. Zhang (chairs), *New directions in research on recruitment and job search*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
5. *MacGowan, R. L., Ganster, M., Chawla, N., & Slaughter, J. E. (2022, August). *The influence of challenge and hindrance appraisals on search behavior and impression management*. Presented at the annual conference of the Academy of Management, Seattle, WA.
6. *Evans, J. B., Slaughter, J. E., & Yu, S. J. (2022, August). *Curiosity led the cat: The impact of leader curiosity and gender on team performance*. Presented at the annual conference of the Academy of Management, Seattle, WA.
7. *Evans, J. B., & Slaughter, J. E. (2022, April). *Leader curiosity displays and team performance: Do female leaders have an advantage?* Presented at the annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
8. *MacGowan, R. L., *Ganster, M., & Slaughter, J. E. (2021, August). *How COVID-induced job search anxiety affects new labor market entrants' job search and well-being*. Presented at the annual conference of the Academy of Management.
9. Evans, J. B., Slaughter, J. E., & *Ganster, M. (2021, April). Tossing and turning: The intrapersonal effects of active and passive CWB. In J. B. Evans & M. Ganster (Chairs), *Does*

breaking bad hurt? Intrapersonal consequences of counterproductive work behavior.
Symposium presented the annual conference of Society for Industrial and Organizational Psychology, New Orleans, LA.

10. Belinda, C., *Christian, M. S., Long, E., *Welsh, D., & Slaughter, J. (2020, August). *An integrative self-control framework for unethical behavior: Exploring the roles of sleep, mindfulness, and moral identity.* Paper presented at the annual conference of the Academy of Management, Vancouver, BC.
11. *Evans, J. B., Slaughter, J. E., Ellis, A. P. J., & Rivin, J. (2019, April). *Gender and the evaluation of humor at work.* Paper presented at the thirty-fourth annual conference of the Society for Industrial and Organizational Psychology, Washington, DC.
12. *Evans, J. B., & Slaughter, J. E. (2018, April). *Validation of an active-passive scale of counterproductive work behavior.* Paper presented at the thirty-third annual conference for the Society for Industrial and Organizational Psychology, Chicago, Illinois.
13. *Chawla, N., Gabriel, A. S., da Motta Veiga, S. P., & Slaughter, J. E. (2017, August). When no news is not good news: The importance of quality feedback during job search. In N. Chawla & A. S. Gabriel (Chairs), *What contributes to job search self-regulation? Understanding individual and contextual factors.* Symposium presented at the seventy-fourth annual conference of the Academy of Management, Atlanta, GA.
14. *Kausel, E. E., Culbertson, S. S., Jackson, A. T., Leiva, P. I., & Slaughter, J. E. (2016, April). Why narcissists dismiss advice: A test of two mechanisms. In S. Lin & R. E. Johnson (Chairs), *New and emerging research on the dark triad of personality.* Symposium presented at the thirty-first annual conference of the Society for Industrial and Organizational Psychology, Anaheim, California.
15. Cooke, E. D., *Christian, M. S., *Welsh, D. T., & Slaughter, J. E. (2015, August). *Sleep deprivation and unethical behavior: Examining the role of moral disengagement and moral awareness.* Paper presented at the seventy-second annual conference of the Academy of Management, Vancouver, British Columbia.
16. *Cooper, D. A., Slaughter, J. E., & Gilliland, S. W. (2015, August). *Integrity testing and workers' compensation: Accounting for job tenure and time at work.* Paper presented at the seventy-second annual conference of the Academy of Management, Vancouver, British Columbia.
17. Slaughter, J. E., & *Anderson, J. S. (2015, April). *Expanding current measures of deviance to include passive counterproductive work behavior.* Paper presented at the thirtieth annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, Pennsylvania.
18. Podsakoff, N. P., Slaughter, J. E., & Koput, K. W. (2014, August). The cost of conscientiousness: The personal costs of dependability and achievement striving in social

contexts. In N. P. Podsakoff (Chair), *Changing conversations in management*. Symposium presented at the seventy-first annual conference of the Academy of Management, Philadelphia, Pennsylvania.

19. *Cooper, D. A., Slaughter, J. E., & Gilliland, S. W. (2014, August). *Good apples in good barrels: Ethical code enforcement, conscientiousness, and unethical behavior*. Paper presented at the seventy-first annual conference of the Academy of Management, Philadelphia, Pennsylvania.
*Runner-up, best student convention paper, AOM HR Division
20. *Cooper, D. A., Slaughter, J. E., & Gilliland, S. W. (2014, May). Reducing workers' compensation costs: The influence of implementing integrity testing. In D. S. Ones (Chair), *Evidence-based Practice in pre-employment integrity testing: Validity, applicability, and usability*. Symposium conducted at the twenty-ninth annual conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
21. Slaughter, J. E., & *Anderson, J. S. (2013, August). Understanding the separate bases of passive versus active counterproductive work behavior. In J. S. Anderson (Chair), *Broadening antecedents and revealing processes that lead to counterproductive work behaviors*. Symposium conducted at the seventieth annual conference of the Academy of Management, Orlando, Florida.
22. *Kausel, E. E., Culbertson, S. T., Leiva, P., & Slaughter, J. E. (2013, April). *Infatuated by their own reflections: Why narcissists won't listen*. Paper presented at the twenty-eighth annual conference of the Society for Industrial and Organizational Psychology, Houston, Texas.
23. *Kausel, E. E., Slaughter, J. E., *Feldman, J., *Evans, J. M., & *Stein, J. (2012, April). *How the 2008 U.S. presidential election increased post-preferential selection task performance for minorities and White women*. Paper presented at the twenty-seventh annual conference of the Society for Industrial and Organizational Psychology, San Diego, California.
24. Slaughter, J. E., Cable, D. M., & Turban, D. B. (2012, April). Antecedents and consequences of belief confidence in recruitment. In J. E. Slaughter (Chair), *New directions in research on recruitment in organizations*. Symposium conducted at the twenty-seventh annual conference of the Society for Industrial and Organizational Psychology, San Diego, California.
25. *Feldman, J., & Slaughter, J. E. (2011, August). *The role of ability and motivation to fit in predicting person-organization fit perceptions*. Paper to be presented at the sixty-eighth annual conference for the Academy of Management, San Antonio, Texas.
26. *Khaw, M. W., *Christian, M. S., & Slaughter, J. E. (2011, April). *Sleep deprivation, moral disengagement and cheating*. Paper presented at the twenty-sixth annual conference for the Society for Industrial and Organizational Psychology, Chicago, Illinois.

27. Slaughter, J. E., *Feldman, J., *Kausel, E. E., & *Christian, M. S. (2010, August). *Personality moderators of the relation between feedback sign and post-feedback performance*. Paper presented at the seventieth annual conference of the Academy of Management, Montreal, Quebec, Canada.
28. Slaughter, J. E., & Sinar, E. F. (2010, April). *Anger influences the validity of situational judgment tests*. Paper presented at the twenty-fifth annual conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
29. Slaughter, J. E., & *Feldman, J. (2009, August). *Personality change in organizational settings*. Paper presented at the sixty-ninth annual conference of the Academy of Management, Chicago, Illinois.
30. *Becker, W. J., Connolly, T., & Slaughter, J. E. (2008, April). *Hiring and performance consequences of offer delay: An archival study*. Paper presented at the twenty-third annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
31. *Kausel, E., & Slaughter, J. E. (2008, April). Predicting organizational attractiveness: The importance of narrow personality traits. In C. Harold (Chair), *The role of employer image on recruitment processes and outcomes*. Symposium presented at the twenty-third annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
32. *Christian, M. S., & Slaughter, J. E. (2007, August). *Work engagement: A meta-analytic review and directions for research in an emerging area*. Paper presented at the sixty-seventh annual conference of the Academy of Management, Philadelphia, PA.
33. Harold, C. M., & Slaughter, J. E. (2007, August). *Organization personality perceptions and attraction: The role of P-O fit and recruitment information*. Paper presented at the sixty-seventh annual conference of the Academy of Management, Philadelphia, PA.
34. Slaughter, J. E., *Kausel, E. E., *Stein, J., *Evans, J. M., & *Schmader, T. (2007, August). *Stigmatizing effects of race-based preferential selection*. Paper presented at the sixty-seventh annual conference of the Academy of Management, Philadelphia, PA.
35. Slaughter, J. E., & Quiñones, M. A. (2007, April). *The decoy effect as a covert personnel selection influence tactic*. Paper presented at the twenty-second annual meeting of the Society for Industrial and Organizational Psychology, New York, New York.
36. Goldman, B. M., Schmit, M. J., Slaughter, J. E., Wiley, J., & Brooks, S. (2006, August). Perceptions of a litigious climate: A multiple-needs perspective. In J. Greenberg (Chair), *Organizational justice and public concern*. Symposium presented at the sixty-sixth annual conference of the Academy of Management, Atlanta, Georgia.
37. Harold, C. M., & Slaughter, J. E. (2006, August). *A longitudinal investigation of job search and trait inferences about organizations*. Paper presented at the sixty-sixth annual conference of the Academy of Management, Atlanta, Georgia.

38. Slaughter, J. E., *Bagger, J., & *Li, A. (2006, April). *Accountability influences decoy effects on group-based selection decisions*. Paper presented at the twenty-first annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
39. Slaughter, J. E., & *Li, A. (2006, April). The origin of trait inferences about organizations. In C. Harold (Chair), *Toward an understanding of the antecedents of initial organizational attraction*. Symposium presented at the twenty-first annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
40. Ellis, A. P. J., Osicki, M., & Slaughter, J. E. (2005, April). *9/11 revisited: Were employee attitudes really unaffected?* Paper presented at the twentieth annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
41. Schmit, M. J., Goldman, B. M., Slaughter, J. E., Wiley, J., & Brooks, S. (2005, April). Relationship of organizational fairness and intent to file discrimination charges. In L. Snyder (Chair), *Predicting diversity-related outcomes: Examining the role of justice*. Symposium presented at the twentieth annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, California.
42. *Bourgeois, N. T., & Slaughter, J. E. (2004, April). *Effects of RJP's on applicant judgments of organizational attractiveness*. Paper presented at the nineteenth annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
43. Cropanzano, R., Slaughter, J. E., & Bachiochi, P. D. (2004, April). Black applicants' reactions to affirmative action plans: The interactive role of distributive, procedural, and interactional justice. In D. Steiner (Chair), *Perceptions of justice in personnel selection: International and minority perspectives*. Symposium conducted at the nineteenth annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
44. Slaughter, J. E., *Bagger, J., & *Li, A. (2004, April). *Context effects on group-based personnel selection decisions*. Paper presented at the nineteenth annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
45. Slaughter, J. E., Greguras, G. J., & *Sellers, E. A. (2004, April). Organization personality perceptions: Issues of and beyond person-organization fit. In B. R. Dineen (Chair), *Current person-based and message-based approaches to understanding recruitment*. Symposium conducted at the nineteenth annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
46. *Rockford, D. G., & Slaughter, J. E. (2003, April). *Recruiter inferences from résumé characteristics*. Paper presented at the eighteenth annual conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.
47. Slaughter, J. E., Greguras, G. J., *Mehta, K. R., & *Russ, M. J. (2003, April). *Escalation bias in performance appraisal: Effects of responsibility and rater perspective*. Paper

presented at the eighteenth annual conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.

48. Slaughter, J. E. (2002, November). *Comparing the efficacy of policy-capturing weights and direct estimates for predicting future job choices*. Paper presented at the annual conference of the Society for Judgment and Decision Making, Kansas City, Missouri.
49. Slaughter, J. E., Bulger, C. A., & Bachiochi, P. D. (2002, April). Expanding previous models of Black applicants' reactions to affirmative action plans: Mediators, moderators, and message framing. In J. E. Slaughter (Chair), *New directions in research on reactions to affirmative action*. Symposium presented at the seventeenth annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
50. Slaughter, J. E., & *Konstantinou, N. (2002, April). *Boundary conditions on context effects in selection decision making*. Paper presented at the seventeenth annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
51. Slaughter, J. E., & *Richard, E. M. (2002, April). *Direct estimates versus policy capturing in job choice research*. Paper presented at the seventeenth annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
52. Stanton, J. M., Slaughter, J. E., Mohr, D. C., & Schoel, W. A., III (2001, August). *Potential homogenizing effects of attraction and selection*. Paper presented at the sixty-first annual meeting of the Academy of Management, Washington, DC.
53. Slaughter, J. E., & Zickar, M. J. (2001, April). *Questions about adverse impact answered by investigations utilizing computer simulation*. Paper presented at the sixteenth annual conference of the Society for Industrial and Organizational Psychology, San Diego, California.
54. Slaughter, J. E., Zickar, M. J., Highhouse, S., Mohr, D. C., Steinbrenner, D. A., & O'Connor, J. A. (2001, April). Personality trait inferences about organizations: Development of a measure and tests of the congruence hypothesis. In J. E. Slaughter (Chair), *Integrating Image and Fit in Applicant Research*. Symposium presented at the sixteenth annual conference of the Society for Industrial and Organizational Psychology, San Diego, California.
55. Slaughter, J. E., & Highhouse, S. (2000, May). *Context-dependent job choice: Enhancing the salience of favorable job attributes*. Paper presented at the seventh biennial Behavioral Decision Research in Management Conference, Tucson, Arizona.
56. Mohr, D. C., Aziz, S., Slaughter, J. E., Steinbrenner, D. A., & Zickar, M. J. (2000, April). *Employee and supervisor reactions to a performance appraisal system*. Paper presented at the fifteenth annual conference of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

57. Slaughter, J. E. (2000, April). *Ceilings on validity: Exploring potential causes and solutions*. Paper presented at the fifteenth annual conference of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
58. Bachiochi, P. D., Sinar, E. F., & Slaughter, J. E. (1999, August). *Mentoring experiences of minority interns and attraction to the company*. Paper presented at the one hundred seventh annual conference of the American Psychological Association, Boston, Massachusetts.
59. Sinar, E. F., Slaughter, J. E., & Bachiochi, P. D. (1999, April). *The minority internship experience: Factors influencing employment intentions*. Paper presented at the fourteenth annual conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
60. Slaughter, J. E., Sinar, E. F., & Bachiochi, P. D. (1999, April). *Diversity enhancement plans, fairness perceptions, and job pursuit intentions*. Paper presented at the fourteenth annual conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
61. Slaughter, J. E., & Zickar, M. J. (1999, April). Climates for socialization and effective career-entry facilitation activities. In D. A. Major (Chair), *Current issues in organizational socialization research*. Symposium conducted at the fourteenth annual conference of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
62. Slaughter, J. E. (1998, August). *Examining skill acquisition during training using a personal control framework*. Paper presented at the one hundred sixth annual conference of the American Psychological Association, San Francisco, California.
63. Highhouse, S., Zickar, M. J., Thorsteinson, T. J., Stierwalt, S. L., & Slaughter, J. E. (1998, April). Company employment image in fast food: Perceptions of teenagers and retirees. In S. Highhouse (Chair), *Image is everything? Corporate image and applicant attraction*. Symposium conducted at the thirteenth annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
64. Sinar, E. F., Slaughter, J. E., & Hakel, M. D. (1998, April). *Quantifying the 'crud factor': Exploring a limitation to research interpretation*. Paper presented at the thirteenth annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
65. Slaughter, J. E., Sinar, E. F., & Highhouse, S. (1998, April). *Decoy effects on internal promotion decisions*. Paper presented at the thirteenth annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
66. Zickar, M. J., & Slaughter, J. E. (1998, April). *Modeling longitudinal performance of Hollywood film directors*. Paper presented at the thirteenth annual conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.

67. Slaughter, J. E. (1997, August). *Organizational citizenship behavior: Discussion, review, and reformulation*. Paper presented at the fifty-sixth annual conference of the Academy of Management, Boston, Massachusetts.
68. Slaughter, J. E. (1997, March). *Training performance on the Minitab statistical package: Dispositional and situational predictors*. Paper presented at the annual Industrial-Organizational/Organizational Behavior student conference, Roanoke, Virginia.

Funding and Grants

- *Barker, S. B., & Slaughter, J. E. (co-PIs). (2011). *Diving into the shark tank: The role of P-O and personality fit on outside agent decisions to join entrepreneurial ventures*. \$2,500 in direct costs. Faculty small grant from the McGuire Center for Entrepreneurship, University of Arizona.
- Gilliland, S. W. (PI), & Slaughter, J. E. (co-PI). (2006-2008). *Outsourcing HR in small and mid-sized businesses: Value creation through strategic win-win-wins*. \$35,060 in direct costs from the Society for Human Resource Management.
- Slaughter, J. E. (PI), Cable, D. M. (co-PI), & Turban, D. B. (co-PI). *Qualitative and quantitative investigation of the development and influence of employer knowledge before, during, and after formal recruitment*. \$429,007 in total costs. Submitted to National Science Foundation. *Not funded*.
- Slaughter, J. E. (2003-2004). (PI). *Integrating marketing and recruitment: Emerging issues in organization personality perceptions*. \$5,241 in direct costs. Faculty small grant from Office of Research and Graduate Studies, University of Arizona.
- Slaughter, J. E., & Stanton, J. M. (1999). (Co-PIs). *Potential homogenizing effects of applicant screening using biographical data*. \$14,700 in direct costs from the Procter & Gamble Corporation.

Courses Taught

University of Arizona

Human Resource Management (full-time MBA elective, evening MBA, executive MBA, PhD)
Negotiation (undergraduate)
Managerial Decision Making (undergraduate)
Leadership (undergraduate)
Management & Organizational Behavior (full-time MBA core)
Organizational Behavior (PhD, undergraduate)
Foundations of Business for Scientists (Master's)

Executive Education through University of Arizona

Royal Academy of Management, Oman (Leader Decision Making)
High Impact Leadership Program (Individual, Team, and Leader Decision Making)
Tucson Airport Authority (Leader Decision Making)

Arizona Healthcare Leadership Academy (Human Resources; Staffing and Motivating)
Ventana Medical Systems (Leader Decision Making)
Pima County Attorney's Office (Feedback and Coaching)
BHP Billiton (Managerial Assessment)
Business Leader Competency Program (Conflict Management and Negotiation)

Louisiana State University

Introductory Psychology (undergraduate)
I-O Psychology (undergraduate)
Personnel Selection (PhD)

Consulting and Applied Research

Clients and Partners

Royal Automotive Group
Safer Hires
Salt River Project
Seattle City Light
Tucson Police Department
Tucson Electric Power
Merchants Information Solutions
State of New York
Applied Psychological Techniques
Development Dimensions International
BASF
Procter & Gamble
Bowling Green State University
The Andersons
Ohio Bureau of Employment Services
National Society of Black Engineers

Projects

Selection Test Development and Evaluation
Performance Management Systems Development and Evaluation
Job Analysis
Training Design, Delivery, and Evaluation
Corporate Image and Recruitment Assessment
Sponsored Research

Service

National/International

Associate Editor:

Journal of Business and Psychology (2009-2012)

Editorial Board:

Journal of Applied Psychology (2008-present)

Journal of Business and Psychology (2012-present)

Journal of Management (2006-2009)
Journal of Occupational and Organizational Psychology (2009-2015)
Negotiation and Conflict Management Research (2006-present)
Personnel Psychology (2011-present)
Personnel Assessment and Decisions (2013-present)

Ad-hoc reviewer:

Academy of Management Journal
Organizational Behavior and Human Decision Processes
Journal of Management
Journal of Behavioral Decision Making
Human Resource Management
Journal of Business and Psychology
Journal of Applied Social Psychology
Applied Psychology: An International Review
Journal of Occupational and Organizational Psychology

Conference submission reviewer, SIOP; AOM OB; AOM HR; APA

Grant proposal reviewer, NSF, Innovation & Organizational Science

Grant proposal reviewer, Ghent University, Belgium

External promotion and tenure reviewer: Temple University, University of Richmond, University of Minnesota, University of Arkansas, University of Texas-San Antonio

External promotion review for Full Professor or Chaired Professor: Purdue University, Rutgers University, Cleveland State University, Auburn University, Cornell University, University of Arkansas

Member, Membership Committee, SIOP

Member, Awards Committee, SIOP

Member, Strategic Program Planning Committee, SIOP

Member and Chair, Small Grants Review Committee, SIOP

Visibility Committee, SIOP

Best Paper Committee, AOM OB Division

Member, Institutional Review Board, Walter R. McDonald & Associates

UA

Advisor, Eller Management Association Student Club	24-
Eller College Search Committee, Director of Executive Education (Chair)	22
Eller College Executive Education Committee	21-22
Eller College Advisory Committee	19, 22-
Eller Marketing Department Academic Program Review Committee	23
Department Faculty Search Committee (Chair)	23-24
Department Faculty Status Committee (Chair)	(19), 22
Eller College Search Committee, Associate Director of Development	17-18
Eller College Diversity and Inclusion Committee	16-17
Eller College Search Committee, Senior Director of Development	16
Eller College Faculty Status Committee	13-14, 20-21
University Graduate Council	11-14
Honors College Committee to Develop Leadership Curriculum	12
Department Co-Director, Doctoral Program	06-12, 20-21

Department Doctoral Student Recruitment Committee	04-06
Department Faculty Chair	07-08, 19, 22-23
Department Colloquium Coordinator	02-03
Department Faculty Performance Evaluation Committee	03, 06, 08, 10-11, 22
Department Search Committee for Administrative Associate	03
Department of Psychology I-O Graduate School Preparation Mentor	03-
Faculty Mentor, Arizona Assurance Scholars Program	09-10
Faculty Advisor, Society for Human Resource Management	04-07
Eller College Research & Doctoral Studies Committee	06-10, 20-21
Eller College Web Redesign Team	04
Eller College Philanthropy Day Participant	05

Dissertation Committees: Jessica Bagger, Jaewon Ko, Matthew Pearsall, Michael Christian, Jennifer Anderson, Dylan Cooper (Chair), Trevor Spoelma, Jon Evans (Chair), Nitya Chawla, Rebecca MacGowan, Mahira Ganster

Comprehensive Exam Committees: Jaewon Ko, Joel Evans, Trina Callie (Higher Education), Michael Christian, Jordan Stein, Edgar Kausel, Jessica Siegel, Mike Mai, David Welsh, Dylan Cooper, Eugene Paik, Trevor Spoelma, Jon Evans, Nitya Chawla, Denton Hatch, Mahira Ganster

Master's Thesis Committees: Edgar Kausel (Chair), William Becker, Joël Feldman (Chair), Jennifer Anderson, Dylan Cooper, Mike Mai, Mahira Ganster, Zixu Zhang, Ke Bi (chair)

Undergraduate Honors Thesis Chair: Mel Khaw (Psychology), Colleen Miller (Psychology), Alexandra Morrison (Psychology), Maggie Wiemeyer, Shruthi Shah (Psychology), Denton Hatch (Psychology), Samantha Getzen (Psychology), Kamryn Smith

LSU

Dissertation Committees: John Ford, James Martin, Joseph Ricks (minor professor, Marketing)

Comprehensive Exam Committee: Kim Andrepont (Higher Education)

Master's Thesis Committee: Natalie Bourgeois (Chair)

Honors' Thesis Committees: Elizabeth Bourgeois (Chair), Donna Rockford (Chair)

Local Community

Human Resources Committee, Congregation Anshei Israel, Tucson	10-14
Governance Committee, Congregation Anshei Israel, Tucson	24

Honors and Awards

UA

Elected Fellow, Association for Psychological Science	23
Elected Fellow, Society for Industrial and Organizational Psychology	22
Eller Professorship	16-
Arizona Academic Leadership Institute Participant	14-15
Stephen P. Robbins Professorship	13-16
Brian Lesk Faculty Fellowship	06-12
Outstanding Reviewer Award, AOM OB Division	06, 13
Included among Top-Rated SIOP Poster Submissions	06
Student Alumni Association Outstanding Educator	04

LSU

Council on Research Summer Stipend	02
Faculty Mentor for Recipient of McNair Award for Research in the Sciences	01
Alpha Lambda Delta Award for Superior Instruction of Freshman Students	00, 01, 02

BGSU

American Psychological Association Dissertation Award	99
University Dissertation Fellowship	99
Bonnie A. Sandman Scholarship in I-O Psychology	99
Michigan Association of I-O Psychologists Student Research Award Finalist	98, 99
Sigma Xi Student Research Award	99
American Psychological Association Student Travel Award	98
I-O Academic Challenge Summer Fellowship	98

Professional Affiliations

Academy of Management	97-
Association for Psychological Science (Fellow, 2023)	09-
American Psychological Association	94-09
Society for Industrial and Organizational Psychology (Fellow, 2022)	96-