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Department of Psychology
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Education

- **The University of Akron, Ph.D., Industrial/Organizational Psychology (2007)**
 - Dissertation: *Suppressing positive emotional displays at work: An analysis of the individual and organizational consequences among nurses*
 - **The University of Akron, M.A., Psychology (2004)**
 - Thesis: *The effects of arousal on attributions of causality and leadership perceptions during crisis*
 - **Virginia Tech, B.S., Psychology with Honors, Summa Cum Laude (2002)**
 - Minors: Biology, Literature
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Professional Employment: Teaching Experience

- **The College of New Jersey, Department of Psychology, Ewing, NJ**
Associate Professor (July 2007 – Present)
Courses taught:
 - Orientation to Psychology (PSY096)
 - Exploring the Psychology Profession (PSY098)
 - Design & Statistical Analysis (PSY203)
 - Organizational Psychology (PSY267)
 - Research Seminar (PSY299)
 - Psychology of Leadership (PSY360)
 - Industrial Psychology (PSY364)
 - Personnel Selection & Placement (PSY366)
 - Seminar on Performance Management (PSY374)
 - Seminar on Organizational Change (PSY374)
 - Collaborative Research (PSY390/PSY492)
 - Senior Seminar on Self-Regulation (PSY470)
- **Rutgers, The State University of New Jersey, School of Management and Labor Relations, Piscataway, NJ**
Adjunct Faculty (May 2008 – May 2011)
Courses taught:
 - Creating and Managing Organizational Change (graduate; 38:533:685)
 - HR Decision Making: Data-Based Decisions (graduate; 38:533:542)

- **John Carroll University, Department of Psychology**, University Heights, OH
Adjunct Faculty (August 2006 – December 2006)
Course taught:
 - Performance Evaluation and Goal Setting (PS459)
 - **The University of Akron**, Akron, OH
Instructor (August 2002 – May 2007)
Courses taught:
 - Introduction to Psychology (3750:100)
 - Social Psychology (3750:340)
 - Industrial/Organizational Psychology (3750:380)
 - Quantitative Methods in Psychology (3750:110)
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Professional Employment: Consulting Experience

- **Georgian Court University**
Training Facilitator (August 2014)
 - Developed and delivered a training workshop on flipped classrooms and online pedagogies for over 100 faculty.
 - Taught best practices and conducted training on technologies that facilitate online learning for students in a wide variety of disciplines.
- **Novo Nordisk Inc.**
Contract Consultant (December 2010 – August 2014)
 - Developed and delivered training on HR metrics and statistical analyses to clients to aid in the interpretation of organizational data.
 - Analyzed and interpreted organizational data pertaining to performance rating distributions, benefit programs, and managerial coaching to contribute to new policy development.
 - Evaluated long-term outcomes associated with hiring professional staff from different recruitment sources inside and outside of the organization.
 - Collaborated with organizational colleagues to develop professional and scholarly publications to increase their industry visibility.
- **Kiefer Research & Consulting, LLC**
Contract Consultant (August 2009 – June 2011)
 - Developed materials for managers and ratees to guide the objective-setting and rating calibration processes for performance appraisal in the pharmaceuticals industry.
 - Provided research support to identify best practices concerning forced distribution approaches to performance management.

- **The Timken Company**
Contract Consultant (July 2006 – July 2007)
 - Developed a technical competency model for a family of engineering positions that was subsequently validated and used to guide career paths for employees in technical specialist positions.
 - Organized and facilitated focus groups with engineers and key stakeholders to collect competency data.
 - **AON Consulting**
Contract Consultant (April 2005 – July 2005)
 - Conducted extensive performance appraisal interviews with food service managers to collect task performance and turnover data that were subsequently used to validate a client's new selection system.
 - **The Center for Organizational Research, The University of Akron**
Contract Consultant (March 2005 – August 2005)
 - Advised clients in the Education industry on training programs appropriate for older adults and trainees with physical disabilities.
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Scholarship

Note: For all research products, underlined names are current or former students.

Refereed Journal Publications

Takahashi, I., Walsh, G., Yang, Z., **Dahling, J.J.**, & Schaarschmidt, M. (in press). Effects of service employees' negative personality traits on emotional labour and job satisfaction: Evidence from two countries. *Management Decision*. (Impact factor: 1.53).

Gabriel, A.S., Calderwood, C., Bennett, A.A., Wong, E., **Dahling, J.J.**, & Trougakos, J.P. (in press). Examining recovery experiences among working college students: A person-centered study. *Journal of Vocational Behavior*. (Impact factor: 3.05).

Jones, B.R., Wiley, S., LoPilato, A., & **Dahling, J.J.** (in press). One of us? When leaders use subtle identity performances to build trust among in-groups and out-groups. *Group Processes & Intergroup Relationships*. (Impact factor: 2.24)

Thompson, M.N., & **Dahling, J.J.** (in press). Employment and poverty: Why work matters in understanding poverty. *American Psychologist*. (Impact factor: 4.86).

Calderwood, C., Bennett, A.A., Gabriel, A.S., Trougakos, J.P., & **Dahling, J.J.** (2018). Too anxious to help? Off-job affective rumination as a linking mechanism between work anxiety and helping. *Journal of Occupational and Organizational Psychology*, 91, 681-687. (Impact factor: 2.89)

Rodgers, C., & **Dahling, J.J.** (2018). Self-regulatory correlates of spitefulness. *Personality and Individual Differences, 123*, 257-259. (Impact factor: 1.97)

Butt, S.M., **Dahling, J.J.**, & Hansel, K.R. (2017). Ask and you shall receive? Right-wing authoritarianism shapes reactions to religious accommodation requests at work. *Personality and Individual Differences, 104*, 258-261. (Impact factor: 1.97)

Dahling, J.J. (2017). Exhausted, mistreated, or indifferent? Explaining deviance from emotional display rules at work. *European Journal of Work and Organizational Psychology, 26*, 171-182. (Impact factor: 2.64)

Dahling, J.J., Gabriel, A.S., & MacGowan, R. (2017). Understanding typologies of feedback environment perceptions: A latent profile investigation. *Journal of Vocational Behavior, 101*, 133-148. (Impact factor: 3.05)

Dahling, J.J., & Gutworth, M.B. (2017). Loyal rebels? A test of the normative conflict model of constructive deviance. *Journal of Organizational Behavior, 38*, 1167-1182. (Impact factor: 4.23. Finalist for 2017 JOB Best Paper Award).

Dahling, J.J., & Lauricella, T.K. (2017). Linking job design to subjective career success: A test of self-determination theory. *Journal of Career Assessment, 25*, 371-388. (Impact factor: 1.63)

Thompson, M.N., **Dahling, J.J.**, Chin, M.Y., & Melloy, R. (2017). Integrating job loss, unemployment, and re-employment with social cognitive career theory. *Journal of Career Assessment, 25*, 40-57. (Impact factor: 1.63)

Zou, W., & **Dahling, J.J.** (2017). Workplace spirituality buffers the effects of emotional labor on employee well-being. *European Journal of Work and Organizational Psychology, 26*, 768-777. (Impact factor: 2.64)

Albert, M.A., & **Dahling, J.J.** (2016). Learning goal orientation and locus of control interact to predict academic self-concept and performance in college students. *Personality and Individual Differences, 97*, 245-248. (Impact factor: 1.97)

Bennett, A.A., Gabriel, A.S., Calderwood, C., **Dahling, J.J.**, & Trougakos, J.P. (2016). Better together? Examining patterns of recovery experiences for employee well-being. *Journal of Applied Psychology, 101*, 1635-1654. (Impact factor: 4.64)

Chawla, N., Gabriel, A.S., **Dahling, J.J.**, & Patel, K. (2016). Feedback dynamics are critical to improving performance management systems. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 9*, 260-266. (Impact factor: 1.75).

Dahling, J.J., & Ruppel, C.L. (2016). Learning goal orientation buffers the effects of negative feedback on self-efficacy and task reattempt interest. *Learning and Individual Differences, 50*, 296-301. (Impact factor: 1.42).

- Dahling, J.J.**, Taylor, S.R., Chau, S.L., & Dwight, S. (2016). Why does coaching matter? A multilevel model linking managerial coaching effectiveness and frequency to sales goal attainment. *Personnel Psychology*, *69*, 863-894. (Impact factor: 5.52).
- Dahling, J.J.**, & Whitaker, B.G. (2016). When can feedback-seeking behavior result in a better performance rating? Investigating the moderating role of political skill. *Human Performance*, *29*, 73-88. (Impact factor: 1.13).
- Dahling, J.J.**, Wiley, S., Fishman, Z.A., & Loihle, A. (2016). A stake in the fight: When do heterosexual employees resist organizational policies that deny LGB equality? *Organizational Behavior and Human Decision Processes*, *132*, 1-15. (Impact factor: 2.26)
- Sayre, G.M., & **Dahling, J.J.** (2016). Surveillance 2.0: How personality qualifies reactions to social media monitoring policies. *Personality and Individual Differences*, *90*, 254-259. (Impact factor: 1.97)
- Walsh, G., **Dahling, J.J.**, Schaarschmidt, M., & Brach, S. (2016). Effects of emotional labor among service employees with two jobs: Investigating moderated mediation models. *Journal of Service Management*, *27*, 534-562. (Impact factor: 3.41).
- Dahling, J.J.**, & Librizzi, U. (2015). Integrating the theory of work adjustment and attachment theory to predict job turnover intentions. *Journal of Career Development*, *42*, 215-228. (Impact factor: 1.48).
- Dahling, J.J.**, O'Malley, A.L., & Chau, S.L. (2015). Effects of feedback motives on inquiry and performance. *Journal of Managerial Psychology*, *30*, 199-215. (Impact factor: 1.55).
- Kuyumcu, D., & **Dahling, J.J.** (2014). Constraints for some, opportunities for others? Interactive and indirect effects of Machiavellianism and organizational constraints on task performance ratings. *Journal of Business and Psychology*, *29*, 301-310. (Impact factor: 2.58)
- Tenenbaum, R.Z., Byrne, C.J., & **Dahling, J.J.** (2014). Interactive effects of physical disability severity and age of disability onset on RIASEC self-efficacies. *Journal of Career Assessment*, *22*, 272-287. (Impact factor: 1.63).
- Conklin, A.M., **Dahling, J.J.**, & Garcia, P.A. (2013). Linking affective commitment, career decision self-efficacy, and outcome expectations in social cognitive career theory. *Journal of Career Development*, *40*, 68-83. (Impact factor: 1.48)
- Dahling, J.J.**, Melloy, R., & Thompson, M.N. (2013). Financial strain and regional unemployment as barriers to job search self-efficacy: A test of social cognitive career theory. *Journal of Counseling Psychology*, *60*, 210-218. (Impact factor: 3.34)
- Dahling, J.J.**, & Thompson, M.N. (2013). Detrimental relations of maximization with academic and career attitudes. *Journal of Career Assessment*, *21*, 278-294. (Impact factor: 1.63)

- Dahling, J.J.**, Winik, L., Schoepfer, R., & Chau, S.L. (2013). Evaluating contingent workers as a recruitment source for full-time positions. *International Journal of Selection and Assessment*, *21*, 222-225. (Impact factor: 1.03)
- Randolph, K.L., & **Dahling, J.J.** (2013). Interactive effects of proactive personality and display rules on emotional labor in organizations. *Journal of Applied Social Psychology*, *43*, 2350-2359. (Impact factor: 1.44)
- Thompson, M.N., Nitzarim, R.S., Her, P., & **Dahling, J.J.** (2013). A grounded theory exploration of undergraduate experiences of vicarious unemployment. *Journal of Counseling Psychology*, *60*, 421-431. (Impact factor: 3.34)
- Whitaker, B.G., & **Dahling, J.J.** (2013). The influence of autonomy and supervisor political skill on the use and consequences of peer intimidation. *Human Performance*, *26*, 353-373. (Impact factor: 1.13).
- Wiley, S., & **Dahling, J.J.** (2013). Being Penn State: The role of Joe Paterno's prototypicality in the Sandusky sex-abuse scandal. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *6*, 152-155. (Impact factor: 1.75).
- Dahling, J.J.**, Chau, S.L., Mayer, D.M., & Gregory, J.B. (2012). Breaking rules for the right reasons? An investigation of pro-social rule breaking. *Journal of Organizational Behavior*, *33*, 21-42. (Impact factor: 4.23)
- Dahling, J.J.**, Chau, S.L., & O'Malley, A.L. (2012). Correlates and consequences of feedback orientation in organizations. *Journal of Management*, *38*, 530-545. (Impact factor: 8.08)
- Thompson, M.N. & **Dahling, J.J.** (2012). Perceived social status and learning experiences in Social Cognitive Career Theory. *Journal of Vocational Behavior*, *80*, 351-361. (Impact factor: 3.05)
- Byrne, C.J., Morton, D.M., & **Dahling, J.J.** (2011). Spirituality, religion, and emotional labor in the workplace. *Journal of Management, Spirituality, & Religion*, *8*, 299-315. (Impact factor: N/A)
- Dahling, J.J.**, & O'Malley, A.L. (2011). Supportive feedback environments can mend broken performance management systems. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *4*, 201-203. (Impact factor: 1.75)
- Diefendorff, J.M., Erickson, R.E., Grandey, A.A., & **Dahling, J.J.** (2011). Emotional display rules as work unit norms: A multilevel analysis of emotional labor among nurses. *Journal of Occupational Health Psychology*, *16*, 170-186. (Impact factor: 3.77)
- Bott, J.P., Snell, A.F., **Dahling, J.J.**, & Smith, B.N. (2010). Predicting individual score elevation in an applicant setting: The influence of individual differences and situational perceptions. *Journal of Applied Social Psychology*, *40*, 2774-2790. (Impact factor: 1.44)

- Dahling, J.J., & Perez, L.A.** (2010). Older worker, different actor? Linking age and emotional labor strategies. *Personality and Individual Differences*, 48, 574-578. (Impact factor: 1.97)
- Dahling, J.J., & Thompson, M.N.** (2010). Contextual supports and barriers to academic choices: A policy-capturing analysis. *Journal of Vocational Behavior*, 77, 374-382. (Impact factor: 3.05)
- Thompson, M.N., & **Dahling, J.J.** (2010). Image Theory and career aspirations: Indirect and interactive effects of status-related variables. *Journal of Vocational Behavior*, 77, 21-29. (Impact factor: 3.05)
- Chau, S.L., **Dahling, J.J.**, Levy, P.E., & Diefendorff, J.M. (2009). A predictive study of emotional labor and turnover. *Journal of Organizational Behavior*, 30, 1151-1163. (Impact factor: 4.23; Finalist for 2009 JOB Best Paper Award)
- Dahling, J.J.**, Whitaker, B.G., & Levy, P.E. (2009). The development and validation of a new measure of Machiavellianism. *Journal of Management*, 35, 219-257. (Impact factor: 8.08)
- Whitaker, B.G., **Dahling, J.J.**, & Levy, P.E. (2007). The development of a feedback environment and role clarity model of feedback-seeking behavior. *Journal of Management*, 33, 570-591. (Impact factor: 8.08)

Book Chapters and Refereed Proceedings

- Patel, K.R., Silva, R., & Dahling, J.J. (2019). Leveraging feedback orientation in the workplace: Directions for research and practice. In L. Steelman & J. Williams (Eds.), *Feedback in the workplace: Bringing research and practice together* (pp. XX-XX). New York: Springer.
- Dahling, J.J.**, & Chau, S.L. (2018). Moving beyond “The Great Debate”: Recasting developmental 360 feedback in talent management. In A. Church, D. Bracken, J. Fleenor, & D. Rose (Eds.), *Handbook of Strategic 360 Feedback* (pp. XX-XX). New York: Oxford University Press.
- Schnatter, K.M., **Dahling, J.J.**, & Chau, S.L. (2017). Examining career pathing through the lens of identity theories. In K. Black, S. Corlett, & R. Warhurst (Eds.), *Identity as a foundation for human resource development* (pp. 53-66). London, UK: Routledge.
- Dahling, J.J.** (2017). Succeeding in academic careers in industrial/organizational psychology. In S.G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology* (2nd ed., pp. 1551-1553). Thousand Oaks, CA: Sage.
- Dahling, J.J.**, Kay, S.A., & Vargovic, N. (2015). Eyes on the prize: A longitudinal study of

action-state orientation, affect, and academic self-regulation. In C.E.J. Härtel, W.J. Zerbe, & N.M. Ashkanasy (Eds.), *Research on emotion in organizations* (Vol. 11, pp. 423-441). Bingley, UK: Emerald Group Publishing.

Dahling, J.J., & Johnson, H.-A. (2013). Motivation, fit, confidence, and skills: How do individual differences influence emotional labor? In A.A. Grandey, J.M. Diefendorff, and D.E. Rupp (Eds.), *Emotional labor in the 21st century: Diverse perspectives on emotion regulation at work* (pp. 57-78). New York, NY: Psychology Press/Routledge.

Gutworth, M.B., Morton, D.M., & **Dahling, J.J.** (2013). Managing organizational deviance: Focusing on causes, not symptoms. In D. Svyantek & K. Mahoney (Eds.), *Received wisdom, kernels of truth, and boundary conditions in organizational studies* (pp. 153-180). Charlotte, NC: Information Age Publishing.

Dahling, J.J., Kuyumcu, D., & Librizzi, E. (2012). Machiavellianism, unethical behavior, and well-being in organizational life. In R.A. Giacalone and M.D. Promislo (Eds.), *Handbook of unethical work behavior: Implications for individual well-being*. (pp. 183-194). Armonk, NY: M.E. Sharpe, Inc.

Dahling, J.J., Ritchie, S.A., Chau, S.L., Schoepfer, R., & Dwight, S. (2012). A multilevel model linking managerial coaching effectiveness to sales performance. In L.A. Toombs (Ed.), *Proceedings of the Seventy-First Annual Meeting of the Academy of Management* (CD). ISSN: 1543-8643.

Morton, D.M., Byrne, C.J., **Dahling, J.J.**, & Chau, S.L. (2011). Spirituality, religion, and emotional labor in the workplace. In L.A. Toombs (Ed.), *Proceedings of the Seventieth Annual Meeting of the Academy of Management* (CD). ISSN: 1543-8643.

Manuscripts under Review

Patel, K.R., & **Dahling, J.J.** (2018). How important is word-of-mouth to college students when considering jobs? A policy-capturing study of organizational attraction. *Journal of Vocational Behavior*.

Sayre, G., Grandey, A.A., & Dahling, J.J. (2018). Understanding emotional labor through regulatory focus and fit. *Journal of Management*.

Thompson, M.N., & **Dahling, J.J.** (2018). Employment and poverty: Why work matters in understanding poverty. *American Psychologist*.

Manuscripts in Preparation

Dahling, J.J., Riordan, J.B., Wetreich, B., & Gargano, C. (2018). Challenges and opportunities in employee coaching.

- Dahling, J.J., & Patel, K.R.** (2018). A social information processing theory of feedback orientation in the workplace.
- Dahling, J.J., & Schnatter, K.** (2018). Occupational identity buffers the effects of surface acting on employee authenticity and job satisfaction: A social identity account of emotional labor.
- Firnhaber, J., Dahling, J.J., Hughes, J., & Wiley, S. (2018). The Daddy Dilemma: Femininity and poor worker stigmas lower men's intentions to take parental leave in the United States.
- Levine, B., & Dahling, J.J. (2018). Using leader emotions to elicit collective action: A test of the EASI Model.
- Rodgers, C.E., Dahling, J.J., Aitken, J., & Emmert, A. (2018). "Happy holidays" or "Merry Christmas"? Understanding hostile reactions toward religious inclusivity in the workplace. *Cultural Diversity & Ethnic Minority Psychology*.
- Shah, S., Dahling, J.J., & Hansel, K. (2018). Comparing personal religiosity and spirituality as predictors of career callings among college students. *Journal of Career Assessment*.

Refereed Conference Presentations

- Gabriel, A.S., Calderwood, C., **Dahling, J.J.**, Bennett, A., Trougakos, J.P., & Wong, E.M. (2019, May). *Examining recovery experiences among working college students: A latent profile investigation*. Paper accepted at the 2019 Congress of the European Association of Work and Organizational Psychology, Turin, Italy.
- Albert, M.A., & Dahling, J.J. (2019, April). *Causes and consequences of ghosting in the employee recruitment process*. Poster presented at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, D.C.
- Patel, K.R., & Dahling, J.J. (2019, April). *A social information processing theory of feedback orientation*. Poster presented at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, D.C.
- Roberts, A.A., Levy, P.E., **Dahling, J.J.**, Riordan, B.G., & O'Malley, A.L. (2019, April). Don't just look back, you're not going that way: Using feedback to look forward. In A.A. Roberts & P.E. Levy (Chairs), *Feedback just ahead: The future of feedback is before us*. Symposium presented at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, D.C.

- Shah, S., Dahling, J.J., & Patel, K.R. (2019, April). *The effects of the model minority stereotype on South Asian leadership perceptions*. Poster presented at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, D.C.
- Hillen, N., Dahling, J.J., & Dariano, J. (2018, April). *Effects of religion, spirituality, and values fit on organizational attraction*. Poster presented at the 33rd Annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Levitt, M., & Dahling, J.J. (2018, April). *Is gender a feature of follower prototypes? Exploring implicit followership*. Poster presented at the 33rd Annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Patel, K.R., & Dahling, J.J. (2018, April). *A policy-capturing study of word of mouth and organizational attraction*. Poster presented at the 33rd Annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Rodgers, C.E., Aitken, J., Emmert, A., & Dahling, J.J. (2018, April). *Happy holidays? Explaining reactions to inclusive religious events at work*. Poster presented at the 33rd Annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Sayre, G.M., Grandey, A.A., & Dahling, J.J. (2018, April). Understanding emotional labor through regulatory focus and fit. In D. Magill (Chair), *The Influence of Contextual Factors on Emotional Labor Processes*. Symposium presented at the 33rd Annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Shah, S., Dahling, J.J., Thompson, M.N., & Hansel, K. (2018, April). *Effects of religion and spirituality on career calling perceptions*. Poster presented at the 33rd Annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Young, S.F., **Dahling, J.J.**, McCauley, C., McNeal, K.D., Riordan, B.G., Rotolo, C.T., White, C.N., & Wiita, N.E. (2018, April). Panelist, *User-Driven Leader Feedback Tools*. Discussion panel presented at the 33rd Annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Dahling, J.J.**, Nakai, Y., Rada, T.B., & Salter, N.P. (2017, April). Panelist, *SIOP Teaching Tools Available for Industrial-Organizational Psychology Classes*. Discussion panel presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Gutworth, M.B., & **Dahling, J.J.** (2017, April). *Examining peer reactions to constructive and destructive deviance*. Poster presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Albert, M.A., & Dahling, J.J. (2017, March). Learning goal orientation and locus of control interact to predict academic self-concept and performance in college students. Poster presented at the 2017 meeting of the Eastern Psychological Association, Boston, MA.

Chin, M.Y., Melloy, R., **Dahling, J.J.**, & Thompson, M.N. (2016, August). Integrating job loss, unemployment, and re-employment with social cognitive career theory. In M.N. Thompson (Chair), *Considering Implications of Unemployment among Adult Workers and Adolescents*. Symposium presented at the 2016 Meeting of the American Psychological Association, Denver, CO.

Trougakos, J.P., Gabriel, A.S., Bennett, A.A., **Dahling, J.J.**, & Calderwood, C. (2016, August). Re-energizing through work recovery: Predictors and results of recovery profiles. In C. Zhang & G.M. Spreitzer (Chairs), *Human Energy in Work Organizations: A Look at the Everyday*. Symposium presented at the 2016 Meeting of the Academy of Management, Anaheim, CA.

Walsh, G., Yang, Z., **Dahling, J.J.**, & Albrecht, A.K. (2016, June). *Relationships between service employees' negativistic personality traits, emotional labor, and job satisfaction: Evidence from two individualistic countries*. Paper presented at the 11th Meeting of the Royal Bank International Research Conference, Wuxi, China.

Butt, S., Hansel, K., **Dahling, J.J.**, & Migton, A. (2016, April). *Ask and you shall receive? Reactions to religious accommodation requests*. Poster presented at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Dahling, J.J., Szijjártó, L., & Šram, Z. (2016, April). A latent profile analysis of the dark triad. In S.-H. Lin & R. Johnson (Chairs), *New and Emerging Research on the Dark Triad of Personality*. Symposium presented at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Dahling, J.J., Walsh, G., Schaarschmidt, M., & Brach, S. (2016, April). Twice as nice: Consequences of surface acting among dual job holders. In A.A. Grandey (Chair), *Emotion Regulation at Work: Expanding the Strategies and Consequences*. Symposium presented at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Gutworth, M.B., & **Dahling, J.J.** (2016, April). Testing the normative conflict model of constructive deviance. In M.B. Gutworth & J.J. Dahling (Chairs), *Deviance for the right reasons? Understanding Constructive Deviance at Work*. Symposium presented at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Quijada, A., & **Dahling, J.J.** (2016, March). *Seek, process, and apply: Feedback orientation's effect on feedback and performance*. Poster accepted at the 2016 meeting of the Eastern Psychological Association, New York, NY.

Cushenberry, L., **Dahling, J.J.**, O'Malley, A., & Tonidandel, S. (2015, May). Panelist, *Industrial and Organizational Psychology at Liberal Arts and Other Teaching-Focused Colleges: Opportunities and Challenges*. Invited discussion panel presented at the 2015 Annual Meeting of the Association for Psychological Science, New York, NY.

Gabriel, A.S., MacGowan, R.L., & **Dahling, J.J.** (2015, May). Patterns of the supervisor feedback environment: Links with employee outcomes. In F. Anseel (Chair), *Strategies for Improving the Outcomes of Feedback Interventions*. Invited symposium presented at the 17th Annual Conference of the European Association of Work and Organizational Psychology, Oslo, Norway.

Gabriel, A.S., Bennett, A, **Dahling, J.J.**, & Calderwood, C. (2015, April). Understanding patterns of workplace recovery experiences. In A.S. Gabriel & A. Bennett (Chairs), *Rethinking Recovery: New Trends, Extensions, and Considerations*. Symposium presented at the 2015 Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Levine, B., **Dahling, J.J.**, & Aw Young, S.H. (2015, April). *Mediators of the relationship between leader emotions and follower conformity*. Poster presented at the 2015 Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Mahoney, K., **Dahling, J.J.**, & Buboltz, W. (2015, April). *Emotional labor and work engagement among counseling psychologists*. Poster presented at the 2015 Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Ruppel, C., & **Dahling, J.J.** (2015, April). *Learning goal orientation and reactions to negative feedback*. Poster presented at the 2015 Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Sayre, G., **Dahling, J.J.**, Igou, E., & Van Tilburg, W.A. (2015, April). *New extensions of the middle initial effect*. Poster presented at the 2015 Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Schnatter, K., & **Dahling, J.J.** (2015, April). Occupational identity buffers the effects of surface acting on authenticity and satisfaction. In J.J. Dahling & A.S. Gabriel (Chairs), *Connecting Social Identities to Well-Being in the Workplace*. Symposium presented at the 2015 Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Whitaker, B.G., & **Dahling, J.J.** (2015, April). *Image enhancement motives and political skill impact feedback-seeking behavior*. Poster presented at the 2015 Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Whitaker, B.G., & **Dahling, J.J.** (2014, November). *Political skill moderates the image enhancement motive, feedback seeking, and task performance links*. Paper presented at the 2014 Meeting of the Southern Management Association, Savannah, GA.

Dahling, J.J., Kay, S.A., & Vargovic, N. (2014, July). *Eyes on the prize: A longitudinal study of action-state orientation, affect, and academic self-regulation*. Paper presented at the 9th International Conference on Emotions and Work Life (EMONET IX), Philadelphia, PA.

Dahling, J.J., Walsh, G., Schaarschmidt, M., & Brach, S. (2014, July). *Effects of emotional*

labor among service employees with two jobs: Investigating moderated mediation models. Paper presented at the 9th International Conference on Emotions and Work Life (EMONET IX), Philadelphia, PA.

Note: All-Conference Best Paper Award winner

Dahling, J.J., & Melloy, R. (2014, July). Understanding the effects of long-term unemployment on well-being: Mediating and moderating conditions. In M.N. Thompson (Chair), *Labor Market Considerations and Career Development: Implications across the Lifespan for Workers and Families*. Symposium presented at the 11th Biennial Conference of the Society for Vocational Psychology, Coimbra, Portugal.

Wiley, S., Hermann, C., Strobridge, D., & **Dahling, J.J.** (2014, June). *The role of stigma in men's gender egalitarian behavior.* Paper presented at the Society for the Psychological Study of Social Issues (SPSSI) Biennial Conference, Portland, OR.

Dahling, J.J., & Gutworth, M.B. (2014, May). Mentoring undergraduates wishing to go into I/O-related fields. In L. Cushenbery, S.A. Stelman, & A.L. Hetrick (Chairs), *Mentoring Undergraduate Students in I/O Psychology*. IGNITE symposium presented at the 2014 Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Dahling, J.J., Taylor, S.A., Chau, S.L., & Dwight, S. (2014, May). Linking managerial coaching effectiveness and frequency to sales goal attainment. In D. Bracken (Chair), *Manager as Coach: Defining, Developing, and Measuring Effectiveness*. Paper presented at the 2014 Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Gabriel, A.S., Grandey, A.A., Beal, D.J., Chi, N.-W., **Dahling, J.J.**, Daus, C., & Diefendorff, J.M. (2014, May). Panelist, *The Future of Emotional Labor: Discussing Hopes and Fears*. Discussion panel presented at the 2014 Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Lauricella, T.K., & **Dahling, J.J.** (2014, May). *Applying self-determination theory to predict career adjustment.* Poster presented at the 2014 Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Lauricella, T.K., & **Dahling, J.J.** (2014, May). *Workplace fitness promotion and exercise behavior.* Poster presented at the 2014 Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Tumminia, A., & **Dahling, J.J.** (2014, May). *Effects of self-worth contingencies on perceptions of organizational prestige.* Poster presented at the 2014 Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Thompson, M.N., Nizarim, R., Her, P., & **Dahling, J.J.** (2013, August). Ending the cycle: Grounded theory exploration of undergraduate experiences of vicarious unemployment. In M.N. Thompson (Chair), *Centralizing Unemployment in Vocational Theory, Research,*

and Practice. Symposium presented at the 2013 Annual Convention of the American Psychological Association, Honolulu, HI.

Gutworth, M., Grandey, A.A., & **Dahling, J.J.** (2013, May). *Run or repair? Regulating identity threat from organizational scandal*. Poster presented at the 25th Annual Convention of the Association for Psychological Science, Washington, D.C.

Dahling, J.J., & Chau, S.L. (2013, April). Going above and beyond: Prosocial motivation impacts customer service ratings. In A.S. Gabriel & J.J. Dahling (Chairs), *Understanding Employee Motivation to Perform Emotional Labor*. Symposium presented at the 2013 Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Dahling, J.J., & Wallace, S. (2013, April). *Family-work enrichment weakens the effects of workplace stressors and stress*. Poster presented at the 2013 Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Kuyumcu, D., & **Dahling, J.J.** (2013, April). *Interactive effects of Machiavellianism and organizational constraints on task performance*. Poster presented at the 2013 Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Melloy, R., **Dahling, J.J.**, & Thompson, M.N. (2013, April). *Effects of financial strain and unemployment on job search self-efficacy*. Poster presented at the 2013 Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Tenenbaum, R.Z., Byrne, C.J., & **Dahling, J.J.** (2013, April). *Effects of physical disabilities and onset age on career self-efficacies*. Poster presented at the 2013 Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Winik, L., **Dahling, J.J.**, Schoepfer, R., & Chau, S.L. (2013, April). *Evaluating contingent workers as a recruitment source for full-time positions*. Poster presented at the 2013 Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Dahling, J.J., Amrhein, R., Boff, G., Tenenbaum, R., Feldman, A., & Ruppel, C. (2012, August). What's my motivation? A qualitative study of emotional labor goals. In A.S. Gabriel & J.M. Diefendorff (Chairs), *Organizational Influences on Emotion Processes at Work*. Symposium presented at the 2012 Annual Meeting of the Academy of Management, Boston, MA.

Dahling, J.J., Ritchie, S.A., Chau, S.L., Schoepfer, R., & Dwight, S. (2012, August). A multilevel model linking managerial coaching effectiveness to sales performance. In M.J. Kavanaugh (Chair), *Employee Assessment: The Role of Feedback on Performance*. Symposium presented at the 2012 Annual Meeting of the Academy of Management, Boston, MA.

Dahling, J.J., Thompson, M.N., & Chau, S.L. (2012, April). *Regretful choices: Detrimental*

effects of maximization on academic and career attitudes. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Dahling, J.J., & Chau, S.L. (2012, April). *Antecedents and consequences of emotional display rule dissonance*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Gutworth, M.B., & **Dahling, J.J.** (2012, April). *Applying the normative conflict model to organizational deviance*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Thompson, M.N., & **Dahling, J.J.** (2011, September). *Understanding motivation and career aspirations: Integrating self-determination theory into vocational psychology*. Paper presented at the 2011 Vocational Designing and Career Counseling Conference, Padova, Italy.

Morton, D., Byrne, C., & **Dahling, J.J.**, & Chau, S.L. (2011, August). *Spirituality, religion, and emotional labor in the workplace*. Paper presented at the 2011 Annual Meeting of the Academy of Management, San Antonio, TX.

Thompson, M.N., **Dahling, J.J.**, Hsu, W.-C., & Kithinji, C.M. (2011, August). *Effects of social status on learning experiences in Social Cognitive Career Theory*. Poster presented at the 119th Annual Conference of the American Psychological Association, Washington, D.C.

Dahling, J.J., O'Malley, A., & Chau, S.L. (2011, April). *Moderating effects of image enhancement motives on feedback environment outcomes*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Lamm, M.S., **Dahling, J.J.**, & Thompson, M.N. (2011, April). *A policy-capturing study of reactions to customer service failures*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Neyman, D.A., **Dahling, J.J.**, & Thompson, M.N. (2011, April). *Social network centrality, career satisfaction, and career self-efficacy in college*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Randolph, K.L., & **Dahling, J.J.** (2011, April). *Proactive personality and task significance in the emotional labor process*. Paper presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Thompson, M.N., **Dahling, J.J.**, Reiter, A.N., & Mazur, K. (2010, August). *Are there different types of psychological entitlement? Validation evidence for the Psychological Entitlement Scale*. Poster session presented at the 118th Annual Conference of the American Psychological Association, San Diego, CA.

- Conklin, A.M., Garcia, P., Dahling, J.J., & Dougherty, B. (2010, April). *Bases of commitment to academic majors and expected career outcomes*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Dahling, J.J.,** Chau, S.L., O'Malley, A.A., Reiter, A., & Mazur, K. (2010, April). *Antecedents and consequences of feedback orientation in organizations*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Dahling, J.J.,** Gianvito-Seeds, M., Dudley-Meislahn, N., & Chau, S.L. (2010, April). *Faking it well: Effects of surface acting on task performance*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Dahling, J.J., & Johnson, H.-A.** (2010, April). *Promoting good service: Effects of trait and state regulatory focus on emotional labor*. Symposium presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Neyman, D.A., & Dahling, J.J. (2010, April). *Narcissistic entitlement: Implications for organizational attraction*. Interactive poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Dahling, J.J.,** Chau, S.L. & Gregory, J.B. (2009, August). *When good intentions go astray: A study of pro-social rule breaking*. Symposium presented at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.
- Dahling, J.J., & Johnson, H.-A.** (2009, August). *Promoting good service: A study of emotional labor and regulatory focus*. Paper presented at the 2009 Annual Meeting of the Academy of Management, Chicago, IL.
- Dahling, J.J., & Perez, L.A.** (2009, April). *Older worker, different actor? Linking age and emotional labor*. Poster session presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Dahling, J.J., & Chau, S.L.** (2008, April). *Work-status congruence: Implications for supervisor-subordinate and organizational outcomes*. Poster session presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Diefendorff, J.A., Erickson, R.E., Grandey, A.A., & **Dahling, J.J.** (2008, April). *A multilevel analysis of emotional labor among nurses*. Paper presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Dahling, J.J.,** Whitaker, B.G., & Levy, P.E. (2007, April). *The development of a new measure of Machiavellianism*. Poster presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Whitaker, B.G., **Dahling, J.J.**, & Nordlund, M. (2007, April). *The effects of warnings and elaborations on selection device utility*. Poster presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

Dahling, J.J., Chau, S.L., Whitaker, B.G., Hanneman, C. & Graham, K. (2006, April). An Identity Level – Emotional Intelligence Model of Procedural Justice. Poster presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Whitaker, B.G. & **Dahling, J.J.** (2006, April). The interaction of role clarity and social skills on the feedback seeking and organizational outcomes link. Poster session presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Dahling, J.J. (2005, August). Factors influencing observers' attributions of causality for workplace leadership failures. Poster session presented at the 113th Annual Conference of the American Psychological Association, Washington, D.C.

Bott, J.P., Snell, A.F., & **Dahling, J.J.** (2005, April). Predicting within-person elevation: A comparison of individual differences and situational perceptions. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Dahling, J.J. & Whitaker, B.G. (2005, April). The interaction of goal orientation and social skills on feedback-seeking behavior. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Whitaker, B.G. & **Dahling, J.J.** (2005, April). A feedback environment – role clarity model of feedback-seeking behavior. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Whitaker, B.G., **Dahling, J.J.**, Chau, S.L. & Swee, H. (2005, April). A study of measurement invariance using MIMIC modeling. Poster presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Memberships & Affiliations

- Academy of Management (Organizational Behavior & Human Resources Divisions)
- Association for Psychological Science
- Society for Industrial & Organizational Psychology
- Society for Vocational Psychology

Service to the College and Profession

Department-Level Contributions

- Member, Promotions Committee (spring 2017 – fall 2017)
- Chair, Ad Hoc Committee to Update Disciplinary Standards (fall 2014)
- Member, Search Committee: Tenure-Track Developmental Psychology (fall 2014)
- Member, Department Resources Committee (fall 2014 – present)
- Interim Chair, Department of Psychology (spring 2013)
- Member, Grievance Committee (fall 2011-spring 2015)
- Member, Advisory Committee (fall 2011-present)
- Chair, Search Committee: Tenure-Track Social Psychology (fall 2011-spring 2012)
- Member, Assessment Committee (spring 2011-present)
- Member, Strategic Planning Committee (fall 2010-spring 2011)
- Member, Adjunct Committee (fall 2010-spring 2011)
- Coordinator, Industrial/Organizational Specialization program (fall 2009-fall 2012)
- Member, Colloquia Committee (fall 2009 – fall 2012)
- Chair, PIPER Committee (spring 2008 – present)
- Member, Academic Programs Committee (fall 2007 – spring 2013)
- Co-Chair, Psi Chi Honor Society (fall 2007-spring 2009)
- Member, Course & Career Advising Committee (fall 2007-spring 2009)

School-Level Contributions (School of Humanities & Social Sciences)

- Coordinator, Annual HSS Student Survey Project (fall 2010-present)
- Coordinator, Student Workshop Series (fall 2010)
- Member, Priority Classroom Review Committee (fall 2009)

Institution-Level Contributions (The College of New Jersey)

- Member & Co-Chair, Committee on Strategic Planning & Priorities (fall 2014-present)
- Chair, Search Committee: Director of Instructional Technology (spring 2014)
- Member, Support of Scholarly Activity (SOSA) Committee (fall 2013-spring 2014)
- Ad-hoc Member, All-College Academic Integrity Board (fall 2010-present)
- Co-Chair, Teaching & Learning Program Council (fall 2010-spring 2013)
- Member, Search Committee: School of Business Tenure-Track Faculty (fall 2008)

Professional Contributions

- Member, George C. Thornton III Graduate Scholarship Award Committee, Society for Industrial and Organizational Psychology (Summer 2018-present)
- Member, Education & Training Committee, Society for Industrial and Organizational Psychology (fall 2015-present)
- Member, S. Rains Wallace Dissertation Award Committee, Society for Industrial and Organizational Psychology (fall 2011-summer 2016)
 - Chair, 2015 and 2016
- Member, Task Force on Online Degree Programs, Society for Industrial and Organizational Psychology (fall 2009-spring 2010)
- Journal Review Board Membership:
 - *Journal of Organizational Behavior* (2018-present)
 - *Journal of Service Management* (2014-2015)

- *The Industrial and Organizational Psychologist* (2013-2016)
 - Journal Ad Hoc Reviewing:
 - *Academy of Management Review*
 - *Administration & Society*
 - *Applied Psychology: An International Review*
 - *European Journal of Information Systems*
 - *European Journal of Personality*
 - *European Journal of Work and Organizational Psychology*
 - *Experimental Aging Research*
 - *Human Resource Development Review*
 - *Human Resource Management Journal*
 - *International Journal of Nursing Studies*
 - *Journal of Business Ethics*
 - *Journal of Career Development*
 - *Journal of Economic Behavior & Organization*
 - *Journal of Management*
 - *Journal of Management, Spirituality, and Religion*
 - *Journal of Managerial Psychology*
 - *Journal of Neuroscience, Psychology, and Economics*
 - *Journal of Occupational and Organizational Psychology*
 - *Journal of Personality Assessment*
 - *Journal of Vocational Behavior*
 - *Library & Information Science Journal*
 - *Management Research Review*
 - *Motivation & Emotion*
 - *Organizational Behavior and Human Decision Processes*
 - *Personality and Individual Differences*
 - *Psychology and Aging*
 - *Review of Sociology*
 - *The Service Industries Journal*
 - *Work & Stress: An International Journal of Work, Health, and Organizations*
 - Book Ad Hoc Reviewing
 - Psychology Press
 - London & Mone (2015), *Employee Engagement through Effective Performance Management*
 - McGraw-Hill
 - Ivancevich et al. (2015), *Essentials of Organizational Behavior & Management*
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End of CV