

KORI CALLISON

CURRICULUM VITAE

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EDUCATION

San Diego State University, San Diego, California
B.A. in Psychology – Received May 2007

University of Houston, Houston, Texas
M.A. in Psychology – Defended May 2010
Ph.D in Industrial/Organizational Psychology – Defended July 2012

PUBLICATIONS

- Shoss, M., Callison, K. & Witt, L. A. (In press). Perfect Is Not Always the Enemy of the Good: The Effects of Other-Oriented Perfectionism and Conscientiousness on Helping at Work. *Applied Psychology: An International Review*.
- Perry, S. J., Witt, L. A., Callison, K., & Malka, A. (2013). Developing dedicated service employees: Psychological climate for service and internal service as resources. *Journal of Psychological Issues in Organizational Culture*, 4, 35-52.
- Callison, K. & Rodriguez, J. M. (2012). Choosing the Right HRM Tool: A Review of What is (or Should be) the Difference Between Competency Modeling and Traditional Job Analysis? *Personnel Testing Council Metropolitan Washington*.
- Griffeth, R. W., Witt, L. A., Polk, C., Robinson, S, Thacker, R. & Callison, K. (2011). Assessing the cost of underperformance: A computer programmer example. *The Industrial-Organizational Psychologist*, 48, 13-19.

MANUSCRIPTS WITH REVISIONS REQUESTED

- Zheng, D., Witt, L. A., Waite, E. M., Crepeau, L. J., van Driel, M., McDonald, D. P., & Callison, K. R. (Under review). Effects of Ethical Leadership on Emotional Exhaustion in High Moral Intensity Situations. Requested for second revise & resubmit for publication in *The Leadership Quarterly*.

TECHNICAL REPORTS

- Hunter, E., Gettinger, S., Callison, K., Dubin, D., Luksyte, A., Stewart, R., Volpone, S., & Campion, J. (August, 2008). Technical Report Submitted to Kuraray Describing the Development of Structured Interviews for the Following Job Groups: Process Technician, Engineer, Safety, Instrument and

Electrical, Chemist, Laboratory Analyst, Manager, Shift Supervisor, Accountant, Controller, Sales, Clerical, and Customer Service Representative. Houston, TX: Assessment & Development, Inc.

CONFERENCE PRESENTATIONS

Callison, K., Nelson, T. A., & Witt, L. A. (2014). *Instrumental Aggression and Abusive Supervision: A test of theory*. Presented at the annual meeting of the Academy of Management, Philadelphia, PN.

Rogers, A. & Callison, K. (2014). *Gender Matters: The Effects of Communication technologies on Engagement and Enrichment*. Presented at the annual meeting of the Academy of Management, Philadelphia, PN.

Nelson, T. A. & Callison, K. (2014). *Is it Racism or Something Else? Discussing the Motivation Behind Words*. Presented at the annual meeting of the Academy of Management, Philadelphia, PN.

Zheng, D., Callison, K., Witt, L. A., Romay, S. & Palmer, A. L. (2014). *Effects of Organizational Ethics and Organizational Constraints on Emotional Exhaustion*. Presented at the annual meeting of the Academy of Management, Philadelphia, PN.

Callison, K., Nelson, T. A., & Witt, L. A. (2014). *No More Excuses? Supervisor Excuses and Employee Production Deviance*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Callison, K. Atwater, L. E., Witt, L. A., Kim, K. Y., Elkins, T., Latheef, Z., & Zheng, D. (2014). *Core Self-Evaluations and Abusive Supervision: A Conditional Process Model*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Rogers, A., Callison, K., Penney, L. M., & Reeves, J. N. (2014). *Antecedents and Consequences of the Career Commitment of Employed Mothers*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Nelson, T. A., Fabian, F., Callison, K., Trusty, J., & Calderon, C. (2014). *Leader-member exchange development: Implicit and need to belong theories*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Nelson, T. A., Wright, P., & Callison, K. "Social Death" (2014). *The curvilinear effect of leader-member exchange on ostracism*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Callison, K. (2013). *Looking to the Boss and Only Finding Excuses: A Conditional Process Model*. Presented at the semi-annual meeting of the Academy of Business Research, Jamaica.

Callison, K., & Steffek, E. (2013). *Are i-deals ideal? Idiosyncratic deals, personality, and engagement*. Presented at the annual meeting of the Work, Stress, and Health Conference, Los Angeles, CA.

- Kyoung, Y.K, Atwater, L. E., Latheef, Z., Callison, K., Longacre, T., Zheng, D., & Witt, L.A. (2013, April). *Gender and Reactions to Abusive Supervision: A Conditional Process Model*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston TX.
- Amdurer, E., Krischer, M., & Callison, K. (2011, August). *Do Job Insecure Employees Engage in Bad Behavior*. In Emily Amdurer and Mindy Krischer (Co-Chairs), *Behavioral Outcomes of Job Insecurity*. Presented at the annual meeting of the Academy of Management, San Antonio, TX. Symposium selected as Showcase Symposium for the Organizational Behavior Division.
- Elkins, T., Atwater, L., Callison, K., Latheef, Z., & Kim, K. (2011, August). *Gender, Conflict Handling Style, and Reactions to Abusive Supervision: An Exploratory Examination*. Presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Callison, K., Brown, B. L., & Volpone, S.D. (2011, May). *Dysfunctional Personality Styles Thrive in Political Environments*. Presented at the annual meeting of the Work, Stress, and Health Conference., Orlando, FL
- Callison, K., Volpone, S. D., & Brown, B. L. (2011, May). *The Roles of Ostracism and Supervision in the Racioethnicity-Turnover Relationship*. Presented at the annual meeting of the Work, Stress, and Health Conference., Orlando, FL
- Volpone, S. D., Callison, K., Brown, B. L., & Avery, D. R. (2011, May). *Sexual Orientation Discrimination in the Workplace: Examining the Perpetrator's Perspective*. Presented at the annual meeting of the Work, Stress, and Health Conference., Orlando, FL
- Rogers, A., Callison, K., & Penney, L. (2011, April). *Effects of Age, Support, and Work-Family Resources on Commitment*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago IL.
- 脈韜ubar, B., Huynh, C., Callison, K., & Penney, L. (2011, April). *Free to Hold Back? Autonomy, Emotional Labor, and CWB*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago IL.
- Callison, K., Hoang, H., Volpone, S. D. & Avery, D. R. (2010, August). *Jangle Fallacy Rings Loud and Clear: Establishing Construct Validity for Employee Engagement*. Presented at the annual meeting of the American Psychological Association, San Diego CA.
- Callison, K. (2010, August). *Perfection and a Less Perfect Union: Initiating Structure, Perfectionism, and Emotional Exhaustion*. Presented at the annual meeting of the Academy of Management, Montreal, CA.
- Callison, K. & Penney, L. (2010, April). *Targets of Abusive Supervision: The Role of Engagement and Self-Efficacy*. In Amber Schroeder and Patrick Rosopa (Co-Chairs), *An Examination of the Sources and Targets of Workplace Deviance*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Callison, K., Perry, S., Witt, L. A., & Roth, L. (2009, November). *Effects of Safety Vigilance and Emotional Stability on Emotional Exhaustion*. Presented at the annual meeting of the Work, Stress, and Health Conference., Puerto Rico.

King, W. R., Perry, S. J., Callison, K., Hunter, E. M., & Witt, L. A. (2009, April). *Fit Without Support: The Impact of Supervisor Agreeableness on Burnout*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA

David, E., Callison, K., & Witt, L. A. (2008, April). Person-situation effects on work interference with family: Modeling complex relationships. In T. Britt (Chair), *Implementing strong research designs in the work-family interface*. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA

Sady, K., David, E., Callison, K., & Witt, L. (2008, April). "A" for Ability, "E" for Effort: Performance in Distance Education. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA

PROFESSIONAL EXPERIENCE

Valtera Corporation (formerly Jeanneret & Associates), Houston, TX
Intern/Research Associate, February 2011 – June 2012

- Wrote a proposal (costed at \$3.2 million) for potential project
- Developed potential competency taxonomies
- Facilitated SME sessions for competency and test development
- Coached small group interviewer and assessor training groups
- Developed and assessed scenarios to test writing proficiency skills

Campion & Associates, Houston, Texas

Project Consultant, September 2010

- Participated in revising knowledge/ability tests to evaluate level classification
- Reviewed selection tests to evaluate cultural/gender fairness

City of Houston – Department of Public Works, Houston, Texas

Research Consultant, January 2008 - Present

- Led focus groups to identify causes of turnover
- Developed survey to measure concerns identified during focus groups
- Administered and analyzed collected data
- Presented findings to a 400 person audience during the quarterly managers meeting
- Provided individualized feedback to front-line supervisors
- Developed and facilitated a leadership development training program
- Coordinated efforts to continue the project for a second evaluation (Time 2)
- Facilitated focus groups and site visits as well as mentored junior project members (Time 2)

Men's Wearhouse, Houston, Texas

Research Consultant, June 2008

- Facilitated focus groups to identify and promote high performers

TEACHING EXPERIENCE

University of Houston:

Teaching Fellow

- Intro to Psychology,
 - Fall 2009 (4.76/5 and 4.29/5 overall teaching effectiveness)
 - Spring 2010 (4.33/5 and 3.63/5 overall teaching effectiveness)
 - Summer 2010 (4.90/5 and 4.67/5 overall teaching effectiveness)
 - Fall 2010 (4.82/5 and 4.50/5 overall teaching effectiveness)
 - Summer 2011 (4.89/5 overall teaching effectiveness)
- Cultural Psychology,
 - Spring 2011 (4.48/5 overall teaching effectiveness)
- Intro to Management,
 - Fall 2012 (4.65/5 overall teaching effectiveness)

University of Wisconsin-Stout:

Assistant Professor

- Human Resource Management, Fall 2012 (4.10/5, 4.42/5, and 4.35/5 overall teaching effectiveness)
- Individual and Group Differences, Fall 2012 (4.55/5 overall teaching effectiveness)
- Human Resource Management, Winter 2013 (4.19/5 overall teaching effectiveness)

University of Alaska-Anchorage:

Assistant Professor

- Human Resource Management, Fall, Spring 2013/2014
- Fundamentals of Supervision, Fall, Spring 2013/2014

SERVICE

- Served as reviewer for *Leadership Quarterly*, *Journal of Managerial Psychology*, *Stress and Health*, *SIOP annual conference*, and *AOM annual conference*
- Served as a member of the UW-Stout psychology department curriculum committee
- Served as a member of the UW-Stout psychology master's program advisory committee
- Served as a member of the UAA experiential student learning committee
- Served as a member of the UAA Leadership Initiative Board
- Served as the faculty sponsor for the UAA student SHRM chapter