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## Current

### AACSB Qualifications:

- Tenured Professor of Management in Ellensburg (SA & Participating)
- SU15-SP20 Justification: 6 (A) & 4 (B)

## Education

2007	Ph.D., Management, University of Nebraska-Lincoln, Lincoln, Nebraska
2002	M.B.A., Strategic Management, City University of Seattle, Seattle, Washington
2000	B.S., Human Resource Management, Central Washington University, Ellensburg, Washington

## Professional Experience

2016 - Ongoing	Professor of Management, Central Washington University, Ellensburg, Washington, United States [AACSB Type of Work: Full Time]
2011 - 2016	Associate Professor, Central Washington University, Department of Management, Ellensburg, Washington [AACSB Type of Work: Full Time]
2007 - 2011	Assistant Professor, Central Washington University, Department of Management, Ellensburg, Washington [AACSB Type of Work: Full Time]
2004 - 2007	Research Assistant, The University of Nebraska-Lincoln, Gallup Leadership Institute, Lincoln, Nebraska
2000 - 2004	Human Resource Management, The Boeing Company, Renton, Washington [AACSB Type of Work: Full Time] HRM at the Commercial Airplanes division of The Boeing Company consisting of HR measurement, domestic and international project management, HR planning, employee selection and development, compensation decision making, affirmative action plan development including reports to the OFCCP, grievance and appeal management and collective bargaining for Boeing Engineering.

## Teaching

Quarter	Course Prefix	Course Number	Section	Course Title
Winter Quarter 2026	HRM	381	001	Management of Human Resources
Winter Quarter 2026	MBA	550	001	Leading Human Capital
Winter Quarter 2026	MBA	550	U01	Leading Human Capital
Fall Quarter 2025	BUS	490	001	Cooperative Education
Fall Quarter 2025	HRM	381	001	Management of Human Resources
Fall Quarter 2025	HRM	486	A01	Problems in HRM
Fall Quarter 2025	MBA	550	001	Leading Human Capital
Fall Quarter 2025	MBA	550	D01	Leading Human Capital
Fall Quarter 2025	MBA	550	U01	Leading Human Capital
Summer Quarter 2025	BUS	490	001	Cooperative Education
Summer Quarter 2025	HRM	381	A01	Management of Human Resources
Summer Quarter 2025	MGT	395	A01	Leadership

Spring Quarter 2025	BUS	301	001	Contemp Appr to Pers/Prof Dev
Spring Quarter 2025	HRM	486	001	Problems in HRM
Spring Quarter 2025	MGT	478	001	Leadership Capstone
Winter Quarter 2025	BUS	490	A01	Cooperative Education
Winter Quarter 2025	BUS	495	001	Directed Research
Winter Quarter 2025	HRM	381	001	Management of Human Resources
Winter Quarter 2025	MGT	478	A01	Leadership Capstone
Fall Quarter 2024	HRM	381	001	Management of Human Resources
Fall Quarter 2024	HRM	381	A01	Management of Human Resources
Summer Quarter 2024	HRM	381	A01	Management of Human Resources
Summer Quarter 2024	MGT	386	A01	Princ of Org Behavior
Summer Quarter 2024	MGT	478	A01	Leadership Capstone
Spring Quarter 2024	HRM	486	001	Problems in HRM
Spring Quarter 2024	MGT	382	001	Principles of Management
Spring Quarter 2024	MGT	478	001	Leadership Capstone
Winter Quarter 2024	HRM	381	001	Management of Human Resources
Winter Quarter 2024	HRM	381	A01	Management of Human Resources
Fall Quarter 2023	HRM	381	001	Management of Human Resources
Fall Quarter 2023	HRM	381	A01	Management of Human Resources
Summer Quarter 2023	HRM	381	A01	Management of Human Resources
Summer Quarter 2023	HRM	490	1	HRM Internship
Spring Quarter 2023	HRM	486	001	Problems in HRM
Spring Quarter 2023	MGT	478	001	Leadership Capstone
Winter Quarter 2023	HRM	381	001	Management of Human Resources
Winter Quarter 2023	HRM	381	A01	Management of Human Resources
Fall Quarter 2022	HRM	381	001	Management of Human Resources
Fall Quarter 2022	HRM	381	A01	Management of Human Resources
Fall Quarter 2022	HRM	550	A01	Human Resource Foundations
Fall Quarter 2022	HRM	551	A01	Multinational Human Resources
Summer Quarter 2022	HRM	381	A01	Management of Human Resources
Summer Quarter 2022	HRM	552	A01	Leadership in HRM
Spring Quarter 2022	HRM	486	A01	Problems in HRM
Spring Quarter 2022	MGT	478	A01	Leadership Capstone
Winter Quarter 2022	HRM	381	A01	Management of Human Resources
Winter Quarter 2022	HRM	381	A02	Management of Human Resources
Winter Quarter 2022	HRM	490	001	HRM Internship
Summer Quarter 2021	HRM	381	A01	Management of Human Resources
Summer Quarter 2021	HRM	445	A01	Organizational Staffing
Spring Quarter 2021	HRM	486	A01	Problems in HRM
Spring Quarter 2021	MGT	478	A01	Leadership Capstone
Winter Quarter 2021	HRM	381	A01	Management of Human Resources
Winter Quarter 2021	HRM	381	A02	Management of Human Resources
Fall Quarter 2020	HRM	381	A02	Management of Human Resources

Fall Quarter 2020	HRM	381	A03	Management of Human Resources
Fall Quarter 2020	HRM	550	A01	Human Resource Foundations
Summer Quarter 2020	HRM	381	A01	Management of Human Resources
Summer Quarter 2020	HRM	445	A01	Organizational Staffing
Spring Quarter 2020	HRM	486	001	Problems in HRM
Spring Quarter 2020	MGT	478	001	Leadership Capstone
Winter Quarter 2020	BUS	490	001	Cooperative Education
Winter Quarter 2020	HRM	381	001	Management of Human Resources
Winter Quarter 2020	HRM	381	A01	Management of Human Resources
Winter Quarter 2020	HRM	490	001	HRM Internship
Fall Quarter 2019	HRM	381	002	Management of Human Resources
Fall Quarter 2019	HRM	381	A02	Management of Human Resources
Summer Quarter 2019	HRM	381	A01	Management of Human Resources
Summer Quarter 2019	HRM	445	A01	Organizational Staffing
Summer Quarter 2019	HRM	486	001	Problems in HRM
Summer Quarter 2019	HRM	490	001	HRM Internship
Spring Quarter 2019	BUS	490	1	Cooperative Education
Spring Quarter 2019	HRM	381	1	Management of Human Resources
Spring Quarter 2019	HRM	486	1	Problems in HRM
Spring Quarter 2019	MGT	478	1	Leadership Capstone
Winter Quarter 2019	BUS	490	003	Cooperative Education
Winter Quarter 2019	HRM	381	001	Management of Human Resources
Winter Quarter 2019	HRM	445	A01	Organizational Staffing
Fall Quarter 2018	BUS	490	002	Cooperative Education
Fall Quarter 2018	HRM	381	001	Management of Human Resources
Fall Quarter 2018	HRM	381	002	Management of Human Resources
Summer Quarter 2018	HRM	381	A01	Management of Human Resources
Summer Quarter 2018	HRM	445	A01	Organizational Staffing
Summer Quarter 2018	HRM	486	001	Problems in HRM
Spring Quarter 2018	HRM	486	A01	Problems in HRM
Spring Quarter 2018	MGT	478	001	Leadership Capstone
Winter Quarter 2018	BUS	490	002	Cooperative Education
Winter Quarter 2018	BUS	490	003	Cooperative Education
Winter Quarter 2018	HRM	381	001	Management of Human Resources
Winter Quarter 2018	HRM	486	A01	Problems in HRM
Fall Quarter 2017	HRM	381	001	Management of Human Resources
Fall Quarter 2017	HRM	381	002	Management of Human Resources
Summer Quarter 2017	BUS	490	005	Cooperative Education
Summer Quarter 2017	BUS	490	006	Cooperative Education
Summer Quarter 2017	HRM	445	A01	Organizational Staffing
Summer Quarter 2017	MGT	380	A01	Organizational Management
Spring Quarter 2017	BUS	490	006	Cooperative Education
Spring Quarter 2017	BUS	490	008	Cooperative Education

Spring Quarter 2017	BUS	496	007	Individual Study
Spring Quarter 2017	HRM	486	001	Problems in HRM
Spring Quarter 2017	MGT	478	001	Leadership Capstone
Winter Quarter 2017	BUS	490	006	Cooperative Education
Winter Quarter 2017	HRM	381	001	Management of Human Resources
Fall Quarter 2016	HRM	381	001	Management of Human Resources
Fall Quarter 2016	HRM	381	002	Management of Human Resources
Fall Quarter 2016	MGT	382	002	Principles of Management
Summer Quarter 2016	BUS	490	004	Cooperative Education
Summer Quarter 2016	HRM	381	A01	Management of Human Resources
Summer Quarter 2016	HRM	445	A01	Organizational Staffing
Spring Quarter 2016	BUS	490	2	Cooperative Education
Spring Quarter 2016	BUS	490	4	Cooperative Education
Spring Quarter 2016	BUS	496	5	Individual Study
Spring Quarter 2016	HRM	486	1	Problems in HRM
Spring Quarter 2016	MGT	478	1	Leadership Capstone
Winter Quarter 2016	BUS	490	003	Cooperative Education
Winter Quarter 2016	HRM	381	001	Management of Human Resources
Winter Quarter 2016	HRM	381	A01	Management of Human Resources
Fall Quarter 2015	HRM	381	001	Management of Human Resources
Fall Quarter 2015	HRM	381	002	Management of Human Resources
Summer Quarter 2015	BUS	490	004	Cooperative Education
Summer Quarter 2015	HRM	381	A01	Management of Human Resources
Summer Quarter 2015	HRM	381	A02	Management of Human Resources
Spring Quarter 2015	BUS	495	019	Directed Research
Spring Quarter 2015	HRM	486	001	Problems in HRM
Spring Quarter 2015	MGT	478	001	Leadership Capstone
Winter Quarter 2015	BUS	490	005	Cooperative Education
Winter Quarter 2015	HRM	381	001	Management of Human Resources
Winter Quarter 2015	HRM	381	A01	Management of Human Resources
Fall Quarter 2014	HRM	381	001	Management of Human Resources
Fall Quarter 2014	HRM	381	002	Management of Human Resources
Summer Quarter 2014	BUS	490	004	Cooperative Education
Summer Quarter 2014	HRM	381	A01	Management of Human Resources
Summer Quarter 2014	HRM	381	A02	Management of Human Resources
Spring Quarter 2014	BUS	496	001	Individual Study
Spring Quarter 2014	HRM	381	001	Management of Human Resources
Spring Quarter 2014	HRM	486	001	Problems in HRM
Winter Quarter 2014	BUS	495	012	Directed Research
Winter Quarter 2014	HRM	381	001	Management of Human Resources
Winter Quarter 2014	HRM	381	A01	Management of Human Resources
Summer Quarter 2013	HRM	381	A01	Management of Human Resources
Summer Quarter 2013	HRM	381	A02	Management of Human Resources

Spring Quarter 2013	BUS	490	002	Cooperative Education
Spring Quarter 2013	HRM	381	001	Management of Human Resources
Spring Quarter 2013	HRM	486	001	Problems in HRM
Winter Quarter 2013	BUS	490	004	Cooperative Education
Winter Quarter 2013	HRM	381	001	Management of Human Resources
Winter Quarter 2013	HRM	381	A01	Management of Human Resources
Fall Quarter 2012	HRM	381	001	Management of Human Resources
Fall Quarter 2012	HRM	381	002	Management of Human Resources
Summer Quarter 2012	HRM	381	A01	Management of Human Resources
Summer Quarter 2012	MGT	380	A01	Organizational Management
Spring Quarter 2012	BUS	495	012	Directed Research
Spring Quarter 2012	BUS	495	013	Directed Research
Spring Quarter 2012	HRM	381	001	Management of Human Resources
Spring Quarter 2012	MGT	380	001	Organizational Management
Winter Quarter 2012	HRM	381	001	Management of Human Resources
Winter Quarter 2012	HRM	445	001	Organizational Staffing
Fall Quarter 2011	BUS	495	002	Directed Research
Fall Quarter 2011	HRM	381	002	Management of Human Resources
Fall Quarter 2011	HRM	381	003	Management of Human Resources
Summer Quarter 2011	BUS	490	002	Cooperative Education
Summer Quarter 2011	HRM	381	A01	Management of Human Resources
Summer Quarter 2011	MGT	395	001	Leadership Sport Organiz
Spring Quarter 2011	HRM	381	001	Management of Human Resources
Spring Quarter 2011	HRM	381	002	Management of Human Resources
Spring Quarter 2011	MGT	386	001	Princ of Org Behavior
Winter Quarter 2011	BUS	496	001	Individual Study
Winter Quarter 2011	HRM	381	001	Management of Human Resources
Winter Quarter 2011	HRM	445	001	Organizational Staffing
Fall Quarter 2010	BUS	496	002	Individual Study
Fall Quarter 2010	HRM	381	002	Management of Human Resources
Fall Quarter 2010	MGT	386	001	Princ of Org Behavior
Summer Quarter 2010	BUS	396	001	Individual Study
Summer Quarter 2010	BUS	490	005	Cooperative Education
Summer Quarter 2010	MGT	386	001	Princ of Org Behavior
Summer Quarter 2010	MGT	395	002	Leadership Sport Organiz
Spring Quarter 2010	BUS	490	008	Cooperative Education
Spring Quarter 2010	BUS	495	017	Directed Research
Spring Quarter 2010	HRM	381	002	Management of Human Resources
Spring Quarter 2010	MGT	386	001	Princ of Org Behavior
Winter Quarter 2010	HRM	381	001	Management of Human Resources
Winter Quarter 2010	HRM	445	001	Organizational Staffing
Winter Quarter 2010	MGT	489	001	Strategic Management
Fall Quarter 2009	HRM	381	002	Management of Human Resources

Fall Quarter 2009	HRM	381	D02	Management of Human Resources
Fall Quarter 2009	HRM	381	L01	Management of Human Resources
Fall Quarter 2009	MGT	386	001	Princ of Org Behavior
Summer Quarter 2009	BUS	490	010	Cooperative Education
Summer Quarter 2009	BUS	496	001	Individual Study
Summer Quarter 2009	MGT	383	001	Contemp Mgt Pract
Summer Quarter 2009	MGT	386	001	Princ of Org Behavior
Spring Quarter 2009	BUS	490	008	Cooperative Education
Spring Quarter 2009	BUS	496	001	Individual Study
Spring Quarter 2009	BUS	496	002	Individual Study
Spring Quarter 2009	HRM	381	002	Management of Human Resources
Spring Quarter 2009	MGT	386	001	Princ of Org Behavior
Winter Quarter 2009	HRM	381	001	Management of Human Resources
Winter Quarter 2009	HRM	445	001	Organizational Staffing
Winter Quarter 2009	MGT	386	C01	Princ of Org Behavior
Fall Quarter 2008	HRM	381	002	Management of Human Resources
Fall Quarter 2008	HRM	381	003	Management of Human Resources
Summer Quarter 2008	BUS	490	M02	Cooperative Education
Summer Quarter 2008	MGT	383	001	Contemp Mgt Pract
Summer Quarter 2008	MGT	481	001	Organizational Behavior
Spring Quarter 2008	BUS	490	004	Cooperative Education
Spring Quarter 2008	BUS	490	006	Cooperative Education
Spring Quarter 2008	BUS	496	002	Individual Study
Spring Quarter 2008	HRM	381	002	Management of Human Resources
Spring Quarter 2008	MGT	481	001	Organizational Behavior
Winter Quarter 2008	HRM	381	001	Management of Human Resources
Winter Quarter 2008	HRM	381	003	Management of Human Resources
Fall Quarter 2007	HRM	381	002	Management of Human Resources
Fall Quarter 2007	HRM	381	003	Management of Human Resources
Summer Quarter 2007	BUS	490	004	Cooperative Education
Summer Quarter 2007	MGT	481	001	Organizational Behavior

### Teaching: Other Instructional Activities/Accomplishments/Innovations

Sep 2024 - Jun 2025 [Thesis and SOURCE Advisor](#), Thesis and SOURCE Advisor for Douglas Honors College students [Teaching Innovation: Type: Advising Innovation] [Societal Impact 3 - In a few sentences, please describe the instructional activity and how it is aligned with the SDG(s) selected and/or the CB mission? : Advising diverse scholars through the Douglas Honors College on their thesis and SOURCE presentation(s).] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Gender Equality (CB Selected SDG), Reduced Inequalities (CB Selected SDG)]

- Sep 2021 - Mar 2023 [Nominated for the National Residence Hall Honorary's H.O.P.E. \(Honoring our Professor's Excellence\) Award](#), The National Residence Hall Honorary is a student-led organization at CWU that is focused on service and recognition and is comprised of members who live in the residence halls. Each year we, the members of the organization—as well as students outside of the organization—honor our professor's excellence and hard work through the H.O.P.E. Award. I am happy to share that you have been nominated by one or multiple of your students to receive this award! Faculty are nominated based on the following criteria:
- Instilling a love of learning inside and outside the classroom,
  - Building intentional relationships in and out of the classroom,
  - and Contributing to this student's sense of belonging here at CWU.
- [Teaching Innovation: Type: Other]
- Jun 2019 - Present [New Course Development for HRM Graduate Certificate](#), Developed course descriptions and evaluations for each course in the HRM Graduate Certificate Program:
- Human Resource Foundations- HRM 550 (4 Quarter Hours)  
 Human Resources in Multinational Enterprises- HRM 551 (4 Quarter Hours)  
 Leadership in Human Resources Management- HRM 552 (4 Quarter Hours)  
 Organizational Performance Management- HRM 553 (4 Quarter Hours)  
 Talent Management- HRM 554 (4 Quarter Hours)  
 Human Resource Management Certification Preparation- HRM 560 (4 Quarter Hours)
- [Teaching Innovation: Type: Curriculum Revision]
- Mar 2019 - Jun 2019 [MGT 478 Capstone Projects Example](#), This class has projects that are consistently recognized by media, newspaper, the university and the college. [Teaching Innovation: Type: Other]
- Mar 2018 - Jun 2018 [Internship Example](#) [Teaching Innovation: Type: Other]  
[McNair Scholar mentorship into a PhD program](#) [Teaching Innovation: Type: Advising Innovation]  
[SOURCE Participation](#) [Teaching Innovation: Type: Seminar Participation]  
[Online Exemplar](#) [Teaching Innovation: Type: Other]
- Mar 2017 - Jun 2017 [Thank you letter from student\(s\) example](#), Thank you letter from student(s) example [Teaching Innovation: Type: Other]  
[Thank you letter from student\(s\) example](#), Thank you letter from student(s) example [Teaching Innovation: Type: Other]

## Scholarly Contributions and Creative Productions

### Journal Publication

Completed/Published

#### Additional Activities

1. Avey, J. B., & Holley, E. (2024). Architecting human resource management systems with positive psychological capital. *Organizational Dynamics*, 53(4). [\[Attachment\]](#) [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : This research provides a practical overview for how employers can structure policies and systems to enhance employee well-being at work. This also includes prescriptions for diversity and how it affects well-being. ]
2. Avey, J. B., Newman, A., & Herbert, K. (2023). Fostering employees' resilience and psychological well-being through an app-based resilience intervention. *Personnel Review*, 52(9), 2229-2224. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : In this research I

- developed the content for an App based intervention for resilience. Utilization of this App enhances individual resilience which is a function of individual well-being. ]
3. Holley, E., Thiel, C., & Avey, J. B. (2023). Justice perceptions and reappraisal: A path to preserving employee resilience. *Human Performance, 36*(2), 45–63. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG), Reduced Inequalities (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : This research assesses the role of justice/equity violations and how the violations reduce employee well-being in organizations. ]
  4. Avey, J. B., Agarwal, U. A., & Gill, J. K. (2022). How does abusive supervision hurt employees? The role of positive psychological capital. *International Journal of Productivity and Performance Management, 71*(2), 429–444. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : This article shows how abusive supervisors damage employee well-being, which, in turn, damages employee's abilities at work. ]
  5. A., A. U., Avey, J. B., & Wu, K. (2022). How and when abusive supervision influences knowledge hiding behavior: Evidence from India. *Journal of Knowledge Management, 26*(1), 209–231. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : This article empirically examines how abusive supervisors can damage employee well-being as well as information exchange in organizations. ]
  6. Norman, S., Avey, J. B., Larson, M., & Hughes, L. W. (2020). The development of trust in virtual leader-follower relationships. *Qualitative Research in Organizations and Management: An International Journal, 15*(3), 279–295. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : None of the Above] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : No SDGs]
  7. Agarwal, U., & Avey, J. B. (2020). Abusive supervisors and employees who cyberloaf: Examining the roles of psychological capital and contract breach. *Internet Research, 30*(3), 789–809. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  8. Weber, T. J., & Avey, J. B. (2019). Speaking up when values are aligned: Manager value congruence and the mediating role of employee voice. *Baltic Journal of Management, 14*(4), 578–596. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  9. Weber, T. J., & Avey, J. B. (2019). Speaking up when values are aligned: Manager value congruence and the mediating role of employee voice. *Baltic Journal of Management, 14*(4), 578–596. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  10. Holley, E. C., Wu, K., & Avey, J. B. (2019). The impact of leader trustworthiness on employee voice and performance in China. *Journal of Leadership & Organizational Studies, 26*(2), 179–189. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  11. Li, C., Wu, K., Johnson, D. E., & Avey, J. B. (2017). Going against the grain works: An attributional perspective of perceived ethical leadership. *Journal of Business Ethics, 141*(1), 87–102. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  12. Avey, J. B., Wu, K., & Holley, E. (2015). The influence of abusive supervision and job embeddedness on citizenship and deviance. *Journal of Business Ethics, 129*(3), 721–731. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  13. Palanski, M., Avey, J. B., & Jiraporn, N. (2014). The effects of ethical leadership and abusive

- supervision on job search behaviors in the turnover process. *Journal of Business Ethics*, 121(1), 135–146. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
14. Avey, J. B. (2014). The left side of psychological capital: New evidence on the antecedents of PsyCap. *Journal of Leadership & Organizational Studies*, 21(2), 141–149. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  15. Luthans, B. C., Luthans, K. W., & Avey, J. B. (2014). Building the leaders of tomorrow: The development of academic psychological capital. *Journal of Leadership & Organizational Studies*, 21(2), 191–199. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  16. Larson, M. D., Norman, S. M., Hughes, L. W., & Avey, J. B. (2013). Psychological capital: A new lens for understanding employee fit and attitudes. *International Journal of Leadership Studies*, 8(1), 28–43. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  17. Reichard, R. J., Avey, J. B., Lopez, S., & Dollwet, M. (2013). Having the will and finding the way: A review and meta-analysis of hope at work. *Journal of Positive Psychology*, 8(4), 292–304. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  18. Alkire, T. D., & Avey, J. B. (2013). Psychological capital and the intent to pursue employment with developed and emerging market multinational corporations. *Human Resource Development International*, 16(1), 40–55. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  19. Avey, J. B., Luthans, F., Sweetman, D., Hannah, S. T., & Peterson, C. (2012). Impact of employees' character strengths of wisdom on stress and creative performance. *Human Resource Management Journal*, 22(2), 165–181. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  20. Avey, J. B., Richmond, F. L., & Nixon, D. R. (2012). Leader positivity and follower creativity: An experimental analysis. *Journal of Creative Behavior*, 46(2), 99–118. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  21. Avey, J. B., Wernsing, T. S., & Palanski, M. E. (2012). Exploring the process of ethical leadership: The mediating role of employee voice and psychological ownership. *Journal of Business Ethics*, 107(1), 21–34. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  22. Avey, J. B., Palanski, M. E., & Walumbwa, F. O. (2011). When leadership goes unnoticed: The moderating role of follower self-esteem on the relationship between ethical leadership and follower behavior. *Journal of Business Ethics*, 98(4), 573–582. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  23. Avey, J. B., Wernsing, T. S., & Mhatre, K. H. (2011). A longitudinal analysis of positive psychological constructs and emotions on stress, anxiety and well-being. *Journal of Leadership and Organizational Studies*, 18(2), 216–228. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  24. Avey, J. B., Reichard, R. J., Luthans, F., & Mhatre, K. H. (2011). Meta-analysis of the impact of positive psychological capital on employee attitudes, behaviors, and performance. *Human Resource Development Quarterly*, 22(2), 127–152. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  25. Avey, J. B., Avolio, B. J., & Luthans, F. (2011). Experimentally analyzing the impact of leader positivity on follower positivity and performance. *The Leadership Quarterly*, 22(2), 282–294. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  26. Walumbwa, F. O., Luthans, F., Avey, J. B., & Oke, A. (2011). Authentically leading groups: The mediating role of collective psychological capital and trust. *Journal of Organizational Behavior*, 32(1), 4–24. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  27. Sweetman, D., Luthans, F., Avey, J. B., & Luthans, B. C. (2011). Relationship between positive psychological capital and creative performance. *Canadian Journal of Administrative Sciences*, 28(1), 4–13. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  28. Avolio, B. J., Avey, J. B., & Quisenberry, D. (2010). Estimating return on leadership development investment. *The Leadership Quarterly*, 21(4), 633–644. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  29. Avey, J. B., Luthans, F., Smith, R. M., & Palmer, N. F. (2010). Impact of positive psychological capital on employee well-being over time. *Journal of Occupational Health Psychology*, 15(1), 17–

28. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
30. Norman, S. M., Avey, J. B., Nimnicht, J. L., & Pigeon, N. G. (2010). The interactive effects of psychological capital and organizational identity on employee organizational citizenship and deviance behaviors. *Journal of Leadership and Organizational Studies*, *17*(4), 380-391. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
31. Hughes, L. W., Avey, J. B., & Nixon, D. R. (2010). Relationships between leadership and followers' quitting intentions and job search behaviors. *Journal of Leadership and Organizational Studies*, *17*(4), 351-362. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
32. Avey, J. B., Nimnicht, J. L., & Pigeon, N. G. (2010). Two field studies examining the association between positive psychological capital and employee performance. *Leadership & Organization Development Journal*, *31*(5), 384-401. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
33. Luthans, F., Avey, J. B., Avolio, B. J., & Peterson, S. J. (2010). The development and resulting performance impact of positive psychological capital. *Human Resource Development Quarterly*, *21*(1), 41-67. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
34. Avey, J. B., Luthans, F., & Youssef, C. M. (2010). The additive value of positive psychological capital in predicting work attitudes and behaviors. *Journal of Management*, *36*(2), 430-452. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
35. Avey, J. B., Luthans, F., & Jensen, S. M. (2009). Psychological capital: A positive resource for combating employee stress and turnover. *Human Resource Management*, *48*(5), 677-693. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
36. Avey, J. B., Avolio, B. J., Crossley, C. D., & Luthans, F. (2009). Psychological ownership: Theoretical extensions, measurement and relation to work outcomes. *Journal of Organizational Behavior*, *30*, 173-191. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
37. Hughes, L. W., & Avey, J. B. (2009). Transforming with levity: Humor, leadership, and follower attitudes. *Leadership & Organization Development Journal*, *30*(6), 540-562. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
38. Provaznik, W. J., Hughes, L. W., & Avey, J. B. (2009). Pushing the margins: A dynamic model of idiosyncrasy credit in top management team behavior. *Journal of Business & Leadership: Research, Practice and Teaching*, *5*(2), 1-9. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
39. Clapp-Smith, R. O., Vogelgesang, G. R., & Avey, J. B. (2009). Authentic leadership and positive psychological capital: The mediating role of trust at the group level of analysis. *Journal of Leadership and Organizational Studies*, *15*(3), 227-240. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
40. Avey, J. B., Hughes, L. W., Norman, S. M., & Luthans, K. W. (2008). Using positivity, transformational leadership and empowerment to combat employee negativity. *Leadership & Organization Development Journal*, *29*(2), 110-126. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
41. Luthans, F., Rhee, S., Luthans, B. C., & Avey, J. B. (2008). Impact of behavioral performance management in a Korean application. *Leadership & Organization Development Journal*, *29*(5), 427-443. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
42. Avey, J. B., West, B. J., & Crossley, C. D. (2008). The association between ethnic congruence in the supervisor-subordinate dyad and subordinate organizational position and salary. *Journal of Occupational and Organizational Psychology*, *81*(3), 551-566. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
43. Hughes, L. W., Avey, J. B., & Norman, S. M. (2008). A study of supportive climate, trust, engagement and organizational commitment. *Journal of Business & Leadership: Research, Practice and Teaching*, *4*(2), 51-59. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
44. Avey, J. B., Luthans, F., & Mhatre, K. H. (2008). A call for longitudinal research in positive organizational behavior. *Journal of Organizational Behavior*, *29*(5), 705-711. [\[Attachment\]](#) [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
45. Luthans, F., Avey, J. B., & Patera, J. L. (2008). Experimental analysis of a web-based training

- intervention to develop positive psychological capital. *Academy of Management Learning and Education*, 7(2), 209-221. [\[Attachment\]](#) [Intellectual Contributions: Review Type: Blind Peer Reviewed]
46. Luthans, F., Avey, J. B., Clapp-Smith, R., & Li, W. (2008). More evidence on the value of Chinese workers' psychological capital: A potentially unlimited competitive resource? *International Journal of Human Resource Management*, 19(5), 818-827. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
47. Avey, J. B., Wernsing, T. S., & Luthans, F. (2008). Can positive employees help positive organizational change? Impact of psychological capital and emotions on relevant attitudes and behaviors. *Journal of Applied Behavioral Science*, 44(1), 48-70. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
48. Luthans, F., Norman, S. M., Avolio, B. J., & Avey, J. B. (2008). The mediating role of psychological capital in the supportive organizational climate-employee performance relationship. *Journal of Organizational Behavior*, 29(2), 219-238. [\[Attachment\]](#) [Intellectual Contributions: Review Type: Blind Peer Reviewed]
49. Luthans, F., Avolio, B. J., Avey, J. B., & Norman, S. M. (2007). Positive psychological capital: Measurement and relationship with performance and satisfaction. *Personnel Psychology*, 60(3), 541-572. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
50. Luthans, F., Avey, J. B., Avolio, B. J., Norman, S. M., & Combs, G. M. (2006). Psychological capital development: Toward a micro-intervention. *Journal of Organizational Behavior*, 27, 387-393. [\[Attachment\]](#) [Intellectual Contributions: Review Type: Blind Peer Reviewed]
51. Avey, J. B., Patera, J. L., & West, B. J. (2006). The implications of positive psychological capital on employee absenteeism. *Journal of Leadership and Organizational Studies*, 13(2), 42-60. [\[Attachment\]](#) [Intellectual Contributions: Review Type: Blind Peer Reviewed]

In Press

#### **Additional Activities**

52. Mhatre, K., Weber, T. J., & Avey, J. B. (2026). Leading from Afar: Signaling authentic leadership outside of a company. *Baltic Journal of Management* [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Decent Work & Economic Growth (CB Selected SDG), Life on Land] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : .]
53. Welsh, D. H. B., Avey, J. B., Mhatre, K. H., & Tullar, W. L. (2024). Academic psychological capital: Implications for organizational crises. *Canadian Journal of Administrative Sciences* [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : This study is related to quality education as it examines university graduation and retention rates specifically during times of crisis which leads to student DWFs and withdrawal. This study also contributes to health and well-being directly as the predictor in the study is a form of psychological well-being that can be developed in students with stronger adaptive and developmental properties than grit. ]
54. Dahlin, S., Oja, B., Avey, J. B., & Sullivan, G. (2025). The influence of servant leadership on athletic unit performance: A self-determination theory perspective. *Sport, Business, Management: An International Journal*. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : This research is about building servant leaders for the well-being of followers]
55. Reichard, R. J., Smith, D. J., Avey, J. B., & Mhatre, K. H. (2024). A bibliometric study of positive psychological capital: Investigating intellectual foundations through co-citation and content analyses. *Management Review Quarterly*. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with

(check all that apply)? : Good Health & Well-being (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : .This research is on the history and evolution of studying psychological well being at work and how the field formed as well as identifying key articles that set theoretical assumptions and language. ]

## Proceedings Publication

Completed/Published

### Additional Activities

56. Richmond, L., Nixon, D. R., Nimnicht, J. L., & Avey, J. B. (2010). The effects of leaders' positive messages on followers' psychological capital and creative task performance. *Hawaii International Conference on Business*, 692–708. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
57. Avey, J. B., Nimnicht, J. L., Pigeon, N. G., & Cant, A. G. (2008, October). Two field studies examining the association between positive psychological capital and employee performance. *Institute of Behavioral and Applied Management* [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
58. Avey, J. B., Luthans, F., & Patera, J. L. (2006, Autumn). Experimental analysis of a web-based micro-intervention on the learning and development of positive psychological states. *Gallup Leadership Institute Summit*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
59. Luthans, F., Patera, J. L., & Avey, J. B. (2006, Autumn). The relationship between positive psychological capital and unit sales performance. *Decision Science Institute*. [\[Attachment\]](#) [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]

## Presentation

Completed/Published

### Additional Activities

60. Holley, E., Eberly, M., Agarwal, U., & Avey, J. B. (2024, Winter). What happens to “us” when the light burns out: The impact of burnout on relational attributions and relationship improvement behaviors. In *Western Academy of Management Conference* [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : This research is on social health at work which contributes to employee psychological well-being. ]
61. Reichard, R., Avey, J. B., Smith, D., & Mhatre, K. (2023, Spring). The past, present, and future of positive psychological capital. In *Western Academy of Management Conference* Academy of Management. [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : This presentation was on the foundations for positive psychological capital which is an extension of employee psychological well-being at work. ]
62. Dahlin, S., Avey, J. B., & Oja, B. D. (2023, April). The influence of servant leadership on athletic unit performance: A self-determination theory perspective. In *2023 Pacific Northwest Academy of Legal Studies in Business Conference*. Pacific Northwest Academy of Legal Studies in Business. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Non-blind, Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : This empirical study showed servant leadership is associated with positive psychological well-being benefits in followers in sport organizations. ]
63. Holley, E., Eberly, M., Avey, J. B., & Agarwal, U. (2022, March). The impact of relational attributions

- for positive and negative performance assessments on supervisor-rated employee voice. In *Western Academy of Management* [Attachment] [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
64. Avey, J. B. (2019, Spring). The Mediating Effect of Resilience between Abusive Supervision and Job Satisfaction (with McNair Scholar Program). In *Western Psychological Association National Conference*. [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  65. Pritchard, M. P., & Avey, J. B. (2018, Summer). Latitudes of acceptance in ethical dilemmas: The impact of worldview. In *Academy of Marketing Conference* Academy of Marketing. [Attachment] [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  66. Pritchard, M. P., & Avey, J. B. (2018, Summer). The relationship between worldview and moral recognition in business: Examining patterns of ethical acceptability. In *World Marketing Congress*. World Marketing Congress. [Attachment] [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  67. Holley, E., Wu, K., & Avey, J. (2013, Summer). The voice of a leader: An examination of leader trustworthiness, voice, and performance in China. In *Academy of Management* Academy of Management. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]
  68. Alkire, T. D., & Avey, J. (2012, April). Psychological capital and the intent to pursue employment with developed and emerging market multinational corporations. In *Western Decision Sciences Institute*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
  69. Avey, J., Wu, K., & Holley, E. (2012, November). Trapped with a mad man: The impact of abusive supervision and job embeddedness on citizenship and deviance. In *Southern Management Association Meeting*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
  70. Richmond, L., Nixon, D., Nimnicht, J. L., & Avey, J. B. (2010, Autumn). An investigation of the effects of conveyed positive messages on follower psychological capital and creative task performance. In *Hawaii International Conference on Business*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
  71. Avey, J. B., Mhatre, K., & Reichard, R. J. (2010, April). Meta-analysis of positive psychological capital with desirable employee outcomes. In *Western Psych Association*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
  72. Avey, J. B., Reichard, R., & Mhatre, K. H. (2010, Autumn). A review, synthesis and meta-analysis of positive psychological capital. In *Academy of Management* [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
  73. Avey, J. B., Nixon, D., & Richmond, F. L. (2010, October). Testing the behavioral plasticity hypothesis on leader positivity and follower creativity. In *Institute of Behavioral and Applied Management*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
  74. Wernsing, T. A., & Avey, J. B. (2009, Autumn). Longitudinal analyses of psychological capital on two indicators of employee performance. In *European Congress of Work and Organizational Psychology*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
  75. Provaznik, W. P., Hughes, L. W., & Avey, J. B. (2009, Autumn). Pushing the margins: A dynamic model of idiosyncratic credit in top management team behavior. In *Business and Leadership Symposium*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
  76. Norman, S. M., Larson, M., Hughes, L. W., & Avey, J. B. (2009, Autumn). Leader-follower congruence on transient positive psychological states and its relation to employee attitudes. In *Midwest Academy of Management* [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
  77. Norman, S. M., Hughes, L. W., Larson, M., & Avey, J. B. (2009, Autumn). The role of media savvy in virtual leader-follower relationships. In *Midwest Academy of Management* [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
  78. Peterson, S., Luthans, F., Wernsing, T. S., Avey, J. B., & Avolio, B. J. (2009, Autumn). A longitudinal examination of the relationship between positive psychological resources and employee job performance. In *National Academy of Management* [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]

79. Hughes, L. W., Provaznik, W. J., & Avey, J. B. (2009, October). Dyeing the black sheep: The marginalization of ingroup deviants. In *Great Plains Economics and Business Conference* [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
80. Hughes, L. W., Provaznik, W. J., & Avey, J. B. (2009, October). Dyeing the black sheep: The marginalization of ingroup deviants. In *Great Plains Economics and Business Conference* [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
81. Walumbwa, F. O., Luthans, F., Avey, J. B., & Oke, A. (2008, Autumn). Authentic leadership and team outcomes: The role of emergent states. In *Southern Management Conference*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
82. Avey, J. B. (2008, Autumn). Is envy always bad? Is psychological capital always good? In *Society for Industrial and Organizational Psychology*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
83. Avey, J. B., Avolio, B. J., & Mhatre, K. (2008, Autumn). The impact of transformational leadership on psychological ownership. In *Academy of Management* [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
84. Hughes, L. W., Avey, J., & Norman, S. M. (2008, Autumn). Study of supportive climate, trust, engagement, commitment. In *Fort Hays State University, Business and Leadership Symposium* [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
85. Avey, J. B., Luthans, F., & Luthans, B. C. (2007, Autumn). The relationship between bank employee's positive psychological capital and performance outcomes. In *Midwest Academy of Management*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
86. Avey, J. B., Wernsing, T. S., & Luthans, F. (2007, Autumn). Don't worry, be happy: Examining moderators and mediators of the impact of positivity on attitudes and behaviors. In *Academy of Management*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
87. Avey, J. B., Avolio, B. J., Crossley, C. R., & Luthans, F. (2007, Autumn). Psychological ownership: Theoretical extensions and analysis of a multi-dimensional theory-based measure. In *Academy of Management*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
88. Avey, J. B., West, B. J., & Crossley, C. D. (2007, Autumn). The association between ethnic congruence in the leader-follower dyad and follower organizational position and salary. In *Society for Industrial and Organizational Psychology*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]
89. Hughes, L. W., Avey, J. B., & Norman, S. M. (2006, Autumn). The engagement ring: A study of the roles of supportive climate, trust, and engagement on organizational commitment and performance. In *Academy of Management* [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Editorially Reviewed]

Accepted

#### **Additional Activities**

90. Welsh, D., Avey, J. B., & Tullar, W. (2024, June). Academic psychological capital: Predicting student retention and graduation rates during crisis. In *20th Academy of Innovation, Entrepreneurship, and Knowledge Conference*. Academy of Innovation, Entrepreneurship, and Knowledge. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG), Quality Education (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : This study showed that psychological well being in the form of positive psychological capital was a stronger predictor of student retention and graduation than SAT and GPA. ]
91. Dahlin, S., Oja, B., & Avey, J. B. (2022, Spring). Sport coaches' perceptions of servant leadership and needs satisfaction within college athletics. In *Applied Sport Management Association National Conference*. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual

Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : This empirical study showed servant leadership is associated with positive psychological well-being benefits in followers in sport organizations. ]

92. Dahlin, S., & Avey, J. B. (2022, Spring). The influence of servant leadership on athletic performance: A self-determination theory perspective. In *North American Society of Sport Management*. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed]

## Chapter

Completed/Published

### Additional Activities

93. Wernsing, T. S., & Avey, J. B. (2007). Authentic leadership at work in Clif Bar. In *Managing and Organizations: An Introduction to Theory and Practice*. Sage. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Invited]
94. Avey, J. B., & Luthans, B. (2007). Is there hope for a brand new airplane. In *Managing and Organizations: An Introduction to Theory and Practice*. Sage. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Invited]
95. Luthans, F., & Avey, J. B. (2006). Behaviorism. In *International Encyclopedia of Organizational Studies*. [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Invited]

Accepted

### Additional Activities

96. Mhatre, K., & Avey, J. B. (2025). A multi-dimensional view of psychological ownership . In *Research Handbook on Psychological Ownership and Management*. Edward Elgar Publishing Ltd. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship] [Intellectual Contributions: Review Type: Blind Peer Reviewed] [Societal Impact 1 - Is this scholarship piece aligned with the CB Mission?: Yes] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : None of the Above, Good Health & Well-being (CB Selected SDG)] [Societal Impact 3 - In a few sentences, please describe how this scholarship piece is aligned with the SDG(s) selected and/or the CB mission? : This chapters is on the psychometric properties of an instrument I created to measure psychological ownership. Feelings of Psych ownership relate to permeance, sense of place and self-efficacy which are each components of psychological well-being. ]

## Other

Completed/Published

### Additional Activities

97. Avey, J. B. (2003). Web Publications. *Society of Human Resource Management Whitepaper* [AACSB Scholarly Type: Applied or Integration/Application Scholarship] [Intellectual Contributions: Review Type: Invited]

## Poster Presentation

Completed/Published

### Additional Activities

98. Avey, J. B., & Gill, J. K. (2019, April). Forging a shield from abusive supervisors: Positive psychological capital as a protective mechanism. In *Society of Industrial/Organizational Psychology National Conference*. Society of Industrial/Organizational Psychology. [\[Attachment\]](#) [AACSB Scholarly Type: Basic or Discovery Scholarship]

## Committees - University/College/Department

Dec 2026 - Present [Faculty Distinguished Professor Awards](#), (CWU) [Committee Role: Member]

Sep 2025 - Present [CWU Wildcat Faculty Affiliate \(Football\)](#), (CWU) [Committee Role: Other]  
[Faculty Professional Development](#), (College of Business) [Committee Role: Chair]

Sep 2024 - Sep 2025 Faculty Standards Committee, (CWU) [Committee Role: Member]

Sep 2023 - Mar 2025 CB Associate Dean Selection Committee, (CWU) [Committee Role: Member]

Sep 2023 - Dec 2023 AgForestry Workshop Presenter for College of Business, Dept of Management and Marketing (CWU) [Committee Role: Member]

Sep 2022 - Dec 2022 [Panelist for Sabbatical Preparation- University Service](#), (CWU) [Committee Role: Other]

Mar 2022 - Jun 2026 [University- Faculty Sabbatical Committee](#), (CWU) [Committee Role: Member]

Mar 2022 - Mar 2024 Director of Career Services Search Committee, (CWU) [Committee Role: Member]

Mar 2022 - Jun 2025 Faculty Senate - Senator - alternate, (CWU) [Committee Role: Other]

Mar 2022 - Jun 2022 [Panel Member- CB Faculty Development Committee](#), (CWU) [Committee Role: Other]

Dec 2022 - Dec 2024 [CB Faculty Standards Committee- Chair](#), (CWU) [Committee Role: Chair]

Dec 2020 Faculty Search Committee- TT ENTP, (CWU) [Committee Role: Member]

Mar 2019 - Jun 2022 [HRM Graduate Certificate Lead- Curriculum creation](#), (Management) [Committee Role: Coordinator]

Sep 2018 - Dec 2021 [CB Curriculum Committee](#), (CWU) [Committee Role: Member]

Mar 2018 - Dec 2018 Director of Development CB Search Committee, (CWU) [Committee Role: Member]

Sep 2017 - Dec 2020 [Creation of the HRM Minor](#), (CWU) [Committee Role: Chair]

Sep 2015 - Dec 2015 AACSB Service, (CWU) [Committee Role: Member]

Sep 2014 - Jun 2017 [BFC Task Force- Co Chair](#), (CWU) [Committee Role: Co-Chair]

Sep 2014 - Sep 2017 Budget and Finance Committee, (CWU) [Committee Role: Member]

Dec 2012 - Sep 2013 Faculty Search Committee, (Management) [Committee Role: Chair]

Sep 2011 - Jun 2017 [Faculty Committee](#), (College of Business) [Committee Role: Chair]

Sep 2008 - Jun 2010 Center for Teaching and Learning: Teacher Certificate Sub-Committee, (CWU) [Committee Role: Member]  
Faculty Senate, (CWU) [Committee Role: Member]  
Center for Teaching and Learning, (CWU) [Committee Role: Member]  
Research Standards Committee, (College of Business) [Committee Role: Member]  
Curriculum Innovation Committee, (Management) [Committee Role: Member]

Sep 2008 - Jun 2017 Faculty Search Committee, (Management) [Committee Role: Member]

Sep 2007 - Present [Society of Human Resource Management](#), (CWU) [Committee Role: Chair]

**Service: Other University/Professional/Public**

- Mar 2025 - Present Employment Coordinator, Coordinate employers (e.g., Boeing, Tree Top) hosting HR Majors Events in Ellensburg [Service Title: Faculty Advisor] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : Yes] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: Exposure to professionals, high performance work practices, expanded social and professional networks, birthing internships and jobs] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Quality Education (CB Selected SDG)]  
Academic Fairs, Majors Fairs, Transfer Fairs, College Service: Major fairs from multiple majors for parents, freshmen and transfer students. [Service Title: Faculty Advisor] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : No] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: NA] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : None of the Above]  
Student Chaperone, Leading SHRM students to competitive regional conferences (e.g., 2025 Oregon State University) [Service Title: Faculty Advisor] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : Yes] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: NA] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : None of the Above]
- Mar 2025 - Jun 2025 Faculty Development Committee- Mentorship Talk [Service Title: Presentation] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : No] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: NA] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : None of the Above]
- Sep 2024 - Jun 2025 College Service: MBA Planning Committee, College Service: MBA Planning Committee [Service Title: Committee Member] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : No] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: NA] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : None of the Above]
- Jun 2024 - Sep 2024 [Keynote Speaker- Annual CUPA Conference](#), University, See Attached Doc [Service Title: Presentation] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : Yes] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: Keynote conference presentation on human resilience at work and well-being. ] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG)]
- Mar 2024 - Present Company Tours, Plan and Lead company tours and site visits for LEMA and HR Majors (e.g., Microsoft tour, Iron Horse, Anderson Hay, Tree Top, Minecraft) [Service Title: Faculty Advisor] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : No] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: NA] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : None of the Above]
- Mar 2024 - Jun 2024 [First Friday Speaker- Sticky Cultures](#) CWU, See attached [Service Title: Presentation] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : Yes] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: No SDGs] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : None of the Above]

- Dec 2024 - Mar 2025 **Late Night Leadership**, CWU, See attached [Service Title: Presentation] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : Yes] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: Presentation to CWU students on how to navigate economic growth in careers. ] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Decent Work & Economic Growth (CB Selected SDG)]
- Sep 2023 - Dec 2023 **PSOB Invited Research Presentation**, Professional, For early PhDs and Assistants from R1 schools [Service Title: Mentoring Activities] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : Yes] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: Seminar to mentor junior faculty on research on employee well-being] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG)]
- Mar 2023 - Present **First Friday Speaker**, University Service- Annually speak for CWU- Topic of Performance Management [Service Title: Speech / Presentation at a Community Meeting] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : Yes] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: No SDGs] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : None of the Above]
- Mar 2022 - Jun 2022 **Speaker/Presenter- Western Association of Campus Law Enforcement Administrators**, Western Association of Campus Law Enforcement Administrators, For reference, this group is called Western Association of Campus Law Enforcement Administrators. The organization is going through some changes and is trying to offer training quality to the smaller regional colleges and universities. [Service Title: Presentation] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : Yes] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: Presentation to law enforcement on how principles of psychological well-being affect policing and community social health. ] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : Good Health & Well-being (CB Selected SDG)]
- Mar 2021 - Present **HRM Specialization Coordinator**, Department Service: HRM Specialization Coordinator (Department) [Service Title: Other Professional Service Activities] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : No] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: NA] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : None of the Above]
- Sep 2019 - Present **Campus speaker**, University Service- Various speaking engagement for student success, Late Night Leadership, student clubs and other clubs that are university wide. This also includes Center for Leadership and Community Engagement, SLICE Late Night Leadership and CWU Management Training, other student clubs on campus (e.g., construction management student club) and leadership development work with CWU campus police (no charge). [Service Title: Presentation] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : No] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: NA] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : None of the Above]
- Dec 2018 - Jun 2019 **McNair Scholar Advisor- Jadvir Gill**[Service Title: Mentoring Activities]
- Mar 2015 - Dec 2015 **Keynote Speaker, National Residence Hall Board Annual Meeting Keynote Speaker** [Service Title: Presentation]
- Mar 2015 - Jun 2016 **CB Speaker (one invited) at President's Golden Ticket Banquet** CB Speaker (one invited) at President's Golden Ticket Banquet for High Potential Freshmen [Service Title: Presentation]
- Sep 2014 - Dec 2014 **Keynote Speaker for Freshmen Convocation** [Service Title: Presentation]

Jun 2014 - Sep 2014	Facilitate a Workshop for CWU HR on Succession Planning[Service Title: Speech / Presentation at a Community Meeting]
Mar 2014 - Jun 2014	Panel Speaker Diversity and Inclusion in the Workplace Guest speaking on diversity and inclusion to center for diversity on CWU campus [Service Title: Academic Conference: Panelist]
Sep 2012 - Dec 2012	Whitewater Rafting- Experience Leadership Project for high potential freshmen Fall 2012 [Service Title: Other Professional Service Activities]
Dec 2012 - Jun 2012	Speaker at Student Achievement Professional Development Day 2012 (Habits of Effective People) [Service Title: Invited Lecture]
Dec 2012 - Mar 2013	Guest speaker, Diversity and Social Justice, Guest speaker to Diversity and Social Justice- Presentation on how young African American's can navigate the corporate climate effectively. [Service Title: Presentation]
Mar 2011 - Jun 2011	Speaker at the 5th Annual Leadership Conference by the Center for Leadership and Community Engagement , Speaker at the 5th Annual Leadership Conference by the Center for Leadership and Community Engagement [Service Title: Presentation]
Sep 2008 - Present	Review and Editorial Board, Reviewer for Journal of Leadership and Organizational Studies, The Leadership Quarterly, Reviewer for Academy of Management Journal, Reviewer for Journal of Applied Psychology, Reviewer for Human Resource Management, Reviewer for Journal of Occupational and Organizational Psychology, Reviewer for Journal of Applied Behavioral Science, Reviewer for Journal of World Business, Reviewer for Human Resource Development Quarterly, Reviewer for Journal of Management Studies, Reviewer for Consulting Psychology Journal: Practice and Research, Review Board Member for Journal of Leadership and Organizational Studies [Service Title: Reviewer: Ad Hoc Reviewer for a Journal] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : Yes] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: No SDGs] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : None of the Above]
Sep 2007 - Present	Faculty Advisor, CWU College of Business Society for Human Resource Management [Service Title: Faculty Advisor] [Societal Impact 1 - Is this initiative and/or activity aligned with the CB Mission? : Yes] [Societal Impact 3 - In a few sentences, please describe this initiative and/or activity and how it is aligned with the SDG(s) selected and/or the CB mission?: No SDGs] [Societal Impact 2 - Which United Nations Sustainable Development Goals (SDGs) is this activity/piece/initiative aligned with (check all that apply)? : None of the Above]

## Membership

2008 - Ongoing	Academy of Management European Association of Work and Organizational Psychology Society for Human Resource Management
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## Other: Honors and Awards

Mar 2022 - Jun 2022	National Residence Hall Honory, Excellence in Teaching Award Nominee, Nominee for the 2022 H.O.P.E. (honoring our professor's excellence) award. Nominated by CWU students for making a positive impact to student's lives outside the classroom.
Mar 2021 - Jun 2021	H.O.P.E. Award- National Residence Hall Association, Excellence in Professorship, The H.O.P.E. Award is by student nomination for Honoring Our Professors Excellence
Sep 2019 - Dec 2019	<a href="#">Journal Article: 100 years of scientific evolution of work and organizational psychology: a bibliometric network analysis from 1919 to 2019</a> , Recognition on Research, # 5 most productive work and org psych scholar over last 100 years ( see Table 2). <a href="#">Applied Psychology: An International Review</a> , Article Reviewing Honor

Mar 2019 - Jun 2019 Academy of Management Learning and Education, Scholarly Impact Supplement – Professor Avey listed as number 73 in the world and organizational behavior out of 16, 000 authors. , <http://hermanaguinis.com/AMLEscholarlyimpactsupplement.pdf>

Jun 2018 - Sep 2018 [University of Colorado- Colorado Springs](#), External Faculty Personnel Review

Dec 2018 - Jun 2018 [Boeing](#), Advisor to the winning Boeing Case Competition Team

Dec 2017 - Jun 2017 [Academy of Management Learning and Education](#), Decade Award- Best paper over the course of 10 years

Mar 2016 - Jun 2016 CWU, Distinguished Professor of Research

Dec 2016 - Present [Society of Human Resource Management](#), SHRM Point of Contact, In this role I am the CWU SHRM program interface with the mothership including certification and curriculum recognition.

[Multiple internal and external stakeholders](#), Various Pro-Bono Speaking Engagements , CWU Student Clubs  
 Leadership Conferences  
 Diversity Conferences  
 Debates  
 CWU Golden Ticket Speaker multiple times  
 Yakima Chamber of Commerce  
 Podcast for Yakima Chamber  
 CWU, First Friday Speaker 1-2 times per year  
 CWU, CB, Dept Service, Student Engagement, I attend, support and speak at whatever types of events we hold for student recruitment and engagement. Many of us do this. Attached are several examples such as:  
 Wildcat Day  
 Golden Ticket  
 Freshmen orientations  
 Club orientations  
 Transfer orientations  
 Majors Fairs  
 Setting up internships  
 Writing for CB Alumni Magazine

Dec 2016 - Jun 2016 [Wall Street Journal](#), My Research Highlighted  
[Daily Record](#), My Research Highlighted

Sep 2014 - Jun 2015 College of Business, Excellence in Faculty Research, CB Award for Excellence in Faculty Research 2015  
 College of Business, Excellence in Professional Service, CB award for Excellence in Professional Service (2015)

Dec 2013 - Jun 2013 Emerald Publisher, Research, Emerald Publisher Top 50 papers in Human Resource Management

Sep 2011 - Jun 2012 College of Business Advisory Board, Faculty Excellence Award - Research

Mar 2010 - Jun 2010 Academy of Human Resource Development, Richard A. Swanson Research Excellence Award, Jossey-Bass, A Wiley Imprint and Human Resource Development Quarterly congratulate Fred Luthans, James B. Avey, Bruce J. Avolio, and Suzanne J. Peterson on winning the 2010 Richard A. Swanson Research Excellence Award for their article, The Development and Resulting Impact of Positive Psychological Capital, which appeared in the Spring 2010 issue, Volume 21, Number 1 of Human Resource Development Quarterly. Begun in 1995, the Richard A. Swanson Research Excellence Award is awarded each year by the Academy of Human Resource Development for the outstanding manuscript in each volume of Human Resource Development Quarterly. Award criteria include new knowledge contribution to the field of human resource development; theoretical and/or practical importance of the problem; appropriateness of approach and/or methods used; the extent to which results justify conclusions; and quality of reporting.

- Sep 2009 - Jun 2010 Alumni Association, Excellence in Teaching Award  
Human Resource Management, Impact of Research, Trends show that more and more people are accessing Journal abstracts and articles online. The top five articles downloaded from the Wiley Online Library during 2010 included: 'Psychological Capital: A Positive Resource for Combating Employee Stress and Turnover,' by James B. Avey, Fred Luthans, and Susan M. Jensen. Published in vol. 48, no 5. of Human Resource Management.
- Sep 2008 - Jun 2009 Literati Network Awards for Excellence, Outstanding Paper  
College of Business Advisory Board, Faculty Excellence Award - Research  
Journal of Applied Behavioral Science, Douglas Memorial Award - Honorable Mention
- Sep 2007 - Jun 2008 Southern Management Association, Best Paper  
Academy of Management, Outstanding Reviewer Award
- Sep 2007 - Dec 2008 College of Business Advisory Board, Faculty Excellence Award - Research