

CHARLICE HURST
Assistant Professor
Mendoza College of Business
The University of Notre Dame
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ACADEMIC POSITIONS

- 2014-Present Assistant Professor, Department of Management
Mendoza College of Business, University of Notre Dame
- 2010-2014 Assistant Professor, Organizational Behavior
Ivey Professor in Leadership
Ivey Business School, Western University, Canada

EDUCATION

- PhD University of Florida, 2010
Major: Organizational Behavior
- IMBA Moore School of Business, 2004
Majors: French, Economics
University of South Carolina
- BA Harvard College, 1994
Harvard University
Concentrated in Biological and Social Anthropology

PEER-REVIEWED PUBLICATIONS

- MacMillan, K., Hurst, C., Jung, Y., & Howell, J. (2020). Who says there's a problem? Preferences for the sending and receiving of prohibitive voice. *Human Relations*, 73, 1049-1076.
- Hurst, C., Simon, L.S., Jung, Y. & Pirouz, D. (2019). Are "bad" employees happier under bad bosses? Differing effects of abusive supervision on low and high primary psychopathy employees. *Journal of Business Ethics*, 158, 1149-1164.
- Simon, L.S., Hurst, C., Kelley, K., & Judge, T.A. (2015). Understanding cycles of abuse: A multi-motive approach. *Journal of Applied Psychology*, 100, 1798-1810.
- Judge, T.A., Simon, L., & Hurst, C, Kelley, K. (2014). What I experienced yesterday is who I am today: Relationship of work motivations and behaviors and behaviors to within-individual variation in the five-factor model traits. *Journal of Applied Psychology*, 99, 199-221.

- Judge, T.A., Livingston, B.L., & Hurst, C. (2012). Do nice guys—and gals—really finish last? The joint effects of sex and agreeableness on income. *Journal of Personality & Social Psychology, 102*, 390-407.
- Judge, T.A., Hurst, C., & Simon, L. (2009). Does it pay to be smart, attractive, or confident (or all three)?: Relationships among general mental ability, physical attractiveness, core self-evaluations, and income. *Journal of Applied Psychology, 94*, 742-755.
- Judge, T.A., Fluegge Woolf, E., & Hurst, C. (2009). Is emotional labor more difficult for some than for others? A multilevel, experience-sampling study. *Personnel Psychology, 62*, 57-88.
- Judge, T.A. & Hurst, C. (2008). How the rich (and happy) get richer (and happier): Relationship of core self-evaluations to trajectories in attaining work success. *Journal of Applied Psychology, 93*, 849-863.
- Judge, T. A., & Hurst, C. (2007). Capitalizing on one's advantages: Role of core self-evaluations. *Journal of Applied Psychology, 92*, 1212-1227.

BOOK CHAPTERS

- Hurst, C., Kammeyer-Mueller, J.D., & Livingston, B. A. (2011). The odd one out: How newcomers who are different become adjusted. In C. Wanberg (Ed.), *Frontiers of Organizational Socialization*. NY: Oxford University Press.
- Judge, T.A., Woolf, E.F., Hurst, C., & Livingston, B. (2008). Leadership. C. L. Cooper & J. Barling (Eds.), *Handbook of Organizational Behavior* (Ch. 18, pp. 334-352). Sage Publications.
- Judge, T. A., & Hurst, C. (2007). The benefits and possible costs of positive core self-evaluations: A review and agenda for future research. In D. Nelson & C. L. Cooper (Eds.), *Positive organizational behavior* (pp. 159-174). London, UK: Sage Publications.
- Gentry, R. J., Hurst, C., & Shen, W. (2006). Power and politics in relay CEO succession. In C. A. Schriesheim and L. L. Neider (Eds.), *Power and Influence in Organizations: New Empirical and Theoretical Perspectives*, pp. 105-128. Hartford, CT: Information Age Publishing, Inc.

WORKING PAPERS

- Hurst, C., Kammeyer-Mueller, J., Livingston, B., & Barnes, T. When resolve falters: Poor fit with adviser reduces the benefits of proactive personality to newcomers. *Writing stage*.

- Hurst, C., Nichols, A., Kelley, K., and Klinger, R. Variability in core self-evaluations (CSE): How state CSE fluctuates, why it matters, and whose CSE is most variable. *Preparing for submission*.
- Hurst, C., Simon, L., & Jung, Y.S. Tell them something good: Interpersonal capitalization with coworkers as an avenue to well-being and performance. *Preparing for submission*.
- Hurst, C., Simon, L., & MacMillan, K. The influence of interpersonal instability on coworker ambivalence and deviance. *Writing stage*.
- Jung, Y. & Hurst, C. The [self-confident] good soldier: Core self-evaluations, interpersonal relationships, and organizational citizenship behavior. *Writing stage*.
- Jung, Y., Hurst, C., MacMillan, K., & Konrad, A. Gentleness—not strength—cracks the hardest shells: The effects of tentative and assertive voice on evaluations of employees. *Writing stage*.
- MacMillan, K., Jung, Y., Hurst, C. Who says there’s a problem? The sending and receiving of prohibitive voice. *Revise-and-resubmit at Human Relations*.
- Woolum, A., Erez, A., & Hurst, C. The relativity of performance: How self-concept congruence affects evaluations of competence and performance. *Writing stage*.

Select CONFERENCE PRESENTATIONS & PROCEEDINGS

- Graff, D., Sendak, C., Hurst, C., & Kelly, E. (2019). The “preferential option” in the context of just wages: What does it mean to prioritize the poor in the movement to end wage discrimination? *Annual Catholic Social Teaching Conference at the University of Notre Dame*. Notre Dame, IN.
- Graff, D., & Hurst, C. (2018). Introduction to the Just Wage Framework and Tool. *Just Wage Symposium*. Washington, DC.
- Grabarski, M., Konrad, A., & Hurst, C. (2017). Can’t silence me: When employees can’t speak up. *Academy of Management Proceedings*.
doi:10.5465/AMBPP.2017.17388
- Hurst et al. (2017). Building effective allyship in organizational and educational contexts. *Annual Meeting of the Academy of Management*. Atlanta, GA.
- Eury, J.L., Hurst, C., Knippen, J., Kossek, E.E., & Livingston, B. (2015). Changing the conversation about work-life in the academy to transform organizations. *Annual meeting of the Academy of Management*. Vancouver, BC, Canada.

- Hurst, C., Simon, L., MacMillan, K., & Howell, J. (2014). "You made me do it!": The relationship of victim traits and variability with coworker ambivalence and incivility. *Annual meeting of the Academy of Management*. Philadelphia, PA.
- Hurst, C., Knippen, J., & de Luque, M.S. (2014). What does 'having it all' really mean? Enriching the discussion to empower the answers to questions of balance in academia. *Annual meeting of the Academy of Management*. Philadelphia, PA.
- MacMillan, K., Jung, Y., Hurst, C. (2014). The influence of regulatory focus and core self-evaluations on employee voice. *Annual meeting of the Administrative Sciences Association of Canada*. Muskoka, Ontario.
- Jung, Y. & Hurst, C. (2014). Power of powerful/powerless speech in employee voice: Recipients' reactions to assertive/tentative speaking-up. *Annual meeting of the Association for Psychological Science*. San Francisco, CA.
- Simon, L, Hurst, C., Jung, Y., & Pirouz, D. (2014). The "psychopathic advantage"? The effects of trait psychopathy on work engagement and the moderating role of abusive supervision. *Annual meeting of the Society for Industrial & Organizational Psychology*. Honolulu, HI.
- Hurst, C. (2013). *Define "Have it All": A candid discussion of the pursuit of balance in academia*. All-academy professional development workshop at the annual meeting of the Academy of Management. (Knippen, J.M. & de Luque, M.S., co-organizers). Orlando, FL.
- Jung, Y. & Hurst, C. (2013). *Core self-evaluations, workplace exchange relationships, and organizational citizenship behavior*. *Annual meeting of the Society for Industrial & Organizational Psychology*. Houston, TX.
- Hurst, C., Kammeyer-Mueller, J.D., & Livingston, B.A. (2012). *The odd one out: How newcomers who are different become adjusted*. *Annual meeting of the Academy of Management*. Boston, MA.
- Hurst, C. (2012). *Balancing Acts: The intersection of motherhood and scholarly endeavors*. Symposium (Charles, A.C. & Simms, S.V.K. , organizers). *Annual meeting of the Academy of Management*. Boston, MA.
- Hurst, C., Lamont, B., & Olivas-Lujan, M. (2012). *The good, the bad, the ugly: How to choose research collaborators, survive pitfalls, & juggle multiple projects*. Panel discussant. *Annual meeting of the KPMG PhD Project Management Doctoral Students Association*. Boston, MA.
- Judge, T.A., Simon, L., & Hurst, C. (2012). Placing personality in context: Relationship of work attitudes, perceptions, and behaviors to within-individual variation in the

five-factor model traits. *Annual meeting of the Society for Industrial & Organizational Psychology*. San Diego, CA.

Hurst, C. & Judge, T.A. (2010). *Tell them something good: The outcomes of disclosing positive news to coworkers*. Presented at the annual meeting of the Academy of Management. Montreal, Canada.

Hurst, C. & Judge, T.A. (2007). Relationship of core self-evaluations to career success trajectories. *Annual meeting of the Academy of Management*. Philadelphia, PA.

Judge, T.A., Fluegge Woolf, E., & Hurst, C. (2006). The affective consequences of emotional labor: A multilevel, experience-sampling study. *Annual meeting of the Academy of Management*. Atlanta, GA.

ACADEMIC SERVICE

- Co-organized the inaugural Black Students of Notre Dame Alternative Investment Trek (2019)
- Member of the editorial board of the *Academy of Management Journal* (2017-2019)
- Workshop facilitator on scholarly writing for the PhD Project's Management Doctoral Students Association (2017)
- Representative-at-large for the Gender & Diversity in Organizations Division of the Academy of Management (2015 – 2018)
- Judge for Best Student Paper Award for the Gender & Diversity in Organizations Division of the Academy of Management (2017)
- Judge for Best Dissertation Award for the Organizational Behavior Division of the Academy of Management (2016, 2017)
- Roundtable Discussant at the Academy of Management Human Resources Division Doctoral Consortium (2017-2019)
- Workshop facilitator for the PhD Project's Management Doctoral Students Association annual conference (2017)
- Reviewer for the annual meeting of the Academy of Management (2005-Present)
- Presentation on the role of business in racial justice for the Higgins Labor Studies Program at the University of Notre Dame (2017)
- Presentation on abusive leadership and workplace practices for the Higgins Labor Studies Program at the University of Notre Dame (2016)

Ad Hoc Reviewer

Academy of Management Review
Personnel Psychology

GRADUATE STUDENT ADVISING (WESTERN UNIVERSITY, ONTARIO)

- Yongsuhk Jung, Ivey Business School (Air Force Academy, Republic of Korea)
- Karen McMillan, Ivey Business School (McMaster University)

PhD Dissertation Committees (Western University, Ontario)

- Ellen Choi, Ivey Business School (2017)
- Tatjana Ilic-Balas, Department of Industrial/Organizational Psychology at Western University, Canada (2013)
- Katherine Breward, Ivey Business School (2011)

SELECT MEDIA MENTIONS & INTERVIEWS

<i>USA Today</i>	<i>CBS News</i>	<i>Los Angeles Times</i>
<i>Financial Post</i>	<i>The Washington Post</i>	<i>Huffington Post</i>
<i>National Public Radio</i>	<i>The Globe & Mail</i>	<i>ABC News</i>
<i>Christian Science Monitor</i>	<i>Canadian Business</i>	<i>Psychology Today</i>

NON-ACADEMIC WORK EXPERIENCE**Third Path (2010-2018)**

Provide assistance with planning and administering data collection for evaluation of programs intended to help professionals and work groups reduce work-family conflict and thrive in work and life.

Nonprofit Consultant (1995-2000/2002-2004)

The NonProfit Network, Columbia, SC

Assisted a range of nonprofit organizations with management and fundraising issues including building and sustaining effective board leadership, development of results-oriented programs, and establishment of secure funding bases.

Volunteer Instructor (2002-2005)

Junior Achievement, Columbia, SC & Gainesville, FL

Introduced business principles to elementary and middle school children and led them in experiential exercises to reinforce concepts.

Volunteer NGO consultant (Summer 2002)

Winrock International, Accra, Ghana

Engaged in strategic planning, program development, and grants research for a local, family-run nongovernmental organization aimed at environmentally sustainable poverty reduction and provided final assessment of the organization to Winrock International.

Project Coordinator (2001-2002)

NCR Corporation, Columbia, SC and London, UK

Developed and managed various aspects of internal and external projects, including rollout of new computers to 30,000 employees and installation of self-service retail systems in large grocery chain in the United Kingdom.

REFERENCES

Timothy A. Judge
Joseph A. Alutto Chair in Leadership Effectiveness
Management and Human Resources Department
Fisher College of Business
The Ohio State University
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