

**CHARLICE HURST**  
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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

#### **REFEREED JOURNAL ARTICLES (AUTHOR ORDER DETERMINED BY CONTRIBUTION)**

- Simon, L.S., Hurst, C., Kelley, K., & Judge, T.A. (2015). Understanding cycles of abuse: A multimotive 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., Jung, Y., Simon, L., & Pirouz, D. Are "Bad" Employees Happier Under Bad Bosses? Differing effects of abusive supervision on low and high primary psychopathy employees. *Under review at Journal of Business Ethics*.

Hurst, C., Kammeyer-Mueller, J., Barnes, T. & Livingston, B. When there is no point to proactivity: The influences of race and gender differences in leader-newcomer dyads on newcomer adaptation. *Preparing for submission to Academy of Management Journal in August 2017*.

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. *Under revision for submission to a second journal in March 2017*.

Hurst, C., Simon, L., & Jung, Y.S. Tell them something good: Interpersonal capitalization with coworkers as an avenue to well-being and performance. *Under revision for submission to a second journal in April 2017.*

Jung, Y. & Hurst, C. The [self-confident] good soldier: Core self-evaluations, interpersonal relationships, and organizational citizenship behavior. *Preparing for submission to Journal of Applied Psychology in May 2017.*

Jung, Y. & Hurst, C. Influence of sender communication style, core self-evaluations, and gender on reactions to employee voice. *Preparing for submission to Journal of Applied Psychology in June 2017.*

### **RESEARCH IN PROGRESS**

Hurst, C., Simon, L., & MacMillan, K. (writing stage). The influence of interpersonal instability on coworker ambivalence and deviance.

Hurst, C., McGinn, K., Tenbrunsel, A., & Jones, E. Reducing work-family conflict and career barriers: A 3-year negotiation intervention with military couples. Pilot testing of intervention materials in progress.  
\*Final author order for publication to be determined

Grabaski, M., Konrad, A., & Hurst, C. (writing stage). Can't silence me: When employees can't speak up. *Submitted for consideration to be included on the program of the annual meeting of the Academy of Management.*

### **CONFERENCE PRESENTATIONS**

Hurst, C. (2016). A necessary conversation: Overcoming menstruation stigma to enhance women's lives and careers. Harvard Business School Gender Symposium. Cambridge, MA.

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. Symposium titled "Experiences and Outcomes of Ambivalence in Interpersonal Workplace Relationships" at the annual meeting of the Academy of Management in 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., 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*. Symposium titled “Organizational Socialization: Taking the Next Steps” (Wanberg., C. & Yongjun, C., organizers) at the 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) at the 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 at the annual meeting of the KPMG PhD Project Management Doctoral Students Association. Boston, MA.
- Rouse, Michael, Charlice Hurst, Sisir Sharma and Greg Zaric. (2012). *Meta-analysis: Workplace wellness programs*. Sun Life Wellness Institute Breakfast 2012. Toronto, Canada.
- Rouse, Michael, Charlice Hurst, Sisir Sharma and Greg Zaric. (2012) *The business case for workplace wellness programs*. Presented at *Wellbeing At Work 2012* conference. Manchester, UK.

- Rouse, M.J., Hurst, C., Sarma, S., Zaric, G.S. (2013). *Do They Make a Difference? Workplace Wellness Programs: A Meta-analysis*. British Academy of Management Conference Proceedings, September.
- 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. & Livingston, B.A. (2011). *Do core self-evaluations widen the gender wage gap? The influence of core self-evaluations, gender, and perceived sex discrimination on income*. Symposium "A Closer Look at Core Self-Evaluations" at the annual meeting of the Academy of Management. San Antonio, TX
- Livingston, B., Judge, T.A., & Hurst, C. (2011). *Do nice guys—and gals—really finish last? The joint effects of sex and agreeableness on earnings*. Presented at the annual meeting of the Academy of Management. San Antonio, TX.
- 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. (2008). *The questions we don't ask: Work-family issues among low-wage workers*. Organizer of symposium presented at the annual meeting of the Academy of Management. Anaheim, CA.
- Ophir, R., Berkley, R., Hurst, C., & Mello, J. (2008). *If, when, and how: Combining parenting and academic life*. Professional development workshop panelist at the annual meeting of the Academy of Management. Anaheim, CA.
- Hurst, C. (2007). *The poor are still with us: Acknowledging the viewpoints of low-wage workers*. Organizer of showcase symposium conducted at the annual meeting of the Academy of Management. Philadelphia, PA.
- Hurst, C. & Judge, T.A. (2007). *Relationship of core self-evaluations to career success trajectories*. Annual meeting of the Academy of Management. Philadelphia, PA.
- Hurst, C. & Judge, T.A. (2007). *Capitalizing on one's advantages: Role of core self-evaluations*. Invited poster presentation at the annual meeting of the Society for Industrial & Organizational Psychology. New York, NY.
- Hurst, C. (2006). *Critical responses to the Katrina crisis: Developing an agenda for future research and action*. Organizer of professional development workshop conducted at the annual meeting of the Academy of Management. Atlanta, GA.

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.

#### **RESEARCH CONTRACTS AND GRANTS**

Hurst, C., (\$5,268). SSHRC Internal Research Award. October 2012 to September 2013.

Hurst, C. (\$4,673). SSHRC Reapplication Assistance Award. July 2012 to July 2014.

Hurst, C. (Co-PI) & Pirouz, D. (Co-PI). (\$4,000). *The influence of psychopathy on leadership and social influence processes*. Ian O. Ichnatowycz Institute for Leadership. June 2012 to June 2013.

Hurst, C. (Co-PI) & Pirouz, D. (Co-PI). (\$4,000). *The influence of psychopathy on leadership and social influence processes*. Ian O. Ichnatowycz Institute for Leadership. August 2011 to May 2012.

Hurst, C. (\$2500/year). Ivey Alumni Association/Toronto Faculty Fellowship in Business Leadership. January 2011-January 2014.

Rouse, M. (PI), Zaric, G., Hurst, C., & Sharma, S. (\$482,000) *A meta-analysis of Canadian workplace wellness programs and experimental study of the impact of Sunlife Financial's HealthyRETURNS Program on employee wellness, productivity and 2-Year health care costs*. Sun Life Wellness Institute. May 2011 to May 2015.

Hurst, C. (\$6500). *The well-being and behavioral outcomes of disclosing positive news to coworkers*. Auzenne Dissertation Award, University of Florida. August 2009 to May 2010.

#### **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)**

Tatjana Ilic-Balas, Department of Industrial/Organizational Psychology at Western University, Canada (2013)

Katherine Breward, Ivey Business School (2011)

#### **Master's Thesis Committees (Western University, Ontario)**



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.