

**James G. Field, Ph. D.**  
Curriculum Vitae  
(Updated September 2024)

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Department of Management  
John Chambers College of Business and Economics  
West Virginia University  
Morgantown, WV 26506  
Email: [jamesfield6912@gmail.com](mailto:jamesfield6912@gmail.com)  
Phone: (304) 677-0791  
Online: [Faculty Page](#) | [Personal Website](#) | [Google Scholar](#)

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## EMPLOYMENT

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### West Virginia University, John Chambers College of Business and Economics

Associate Professor of Management	2022 – Present
Program Coordinator, M.S. in <a href="#">Human Resource Leadership</a>	2022 – Present
Assistant Professor of Management	2017 – 2022

### Marshall University, Lewis College of Business

Business Instructor	2011 – 2013
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### Consultant

metaBUS	2010 – Present
CMI2	2024 – Present
Center for Learning and Performance (Memphis, TN)	2011 – 2016

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## EDUCATION

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<b>Ph.D.</b>	<b>Virginia Commonwealth University</b> OB and HRM	2013 – 2017
<b>M.B.A.</b>	<b>Marshall University</b>	2009 – 2011
<b>B.S.</b>	<b>Glenville State University</b> Business Administration	2004 – 2008

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## RESEARCH INTERESTS

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- Employee performance and turnover
- Cross-cultural differences
- Meta-analysis, publication bias, and outlier detection
- Open science, big data, meta-science
- Survey design, multi-level modeling, daily diary studies
- Employee recovery, motivation, and well-being

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## PUBLICATIONS (Over 12,000 Citations on Google Scholar)

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1. Marcoci, A., Wilkinson, D. P., Abatayo, A. L., Baskin, E., Buchanan, E. M., Capitán, S., ... & Wintle, B. (in press). Predicting the replicability of social and behavioural science claims from the COVID-19 Preprint Replication Project with structured expert and novice groups. *Nature Human Behaviour*. Preprint available at <https://osf.io/preprints/metaarxiv/xdsjf>.

2. Slemp, G. R., Field, J. G., Ryan, R. M., Forner, V. W., Van den Broeck, A., & Lewis, K. J. (in press) Interpersonal supports for basic psychological needs and their relations with motivation, well-being, and performance: A meta-analysis. *Journal of Personality and Social Psychology*. doi: <https://doi.org/10.1037/pspi0000459>
3. Field, J. G., Bosco, F. A., Kraichy, D., Uggerslev, K. L., & Geiger, M. K. (2021). More alike than different? A comparison of variance explained by cross-cultural models. *Journal of International Business Studies*, 52, 1797-1817. doi: [10.1057/s41267-021-00428-z](https://doi.org/10.1057/s41267-021-00428-z)  
\*Visit <https://casst.shinyapps.io/gen1/> to interact with the results reported in this paper.  
\*See <https://osf.io/32c4y/> for corresponding data files and analytic script
4. Zhou, S. & Field, J. G. (2021). Many forces at play: Ethical dilemmas in academic research. *Industrial and Organizational Psychology*, 14, 360-366. doi: <https://doi.org/10.1017/iop.2021.75>.
5. Field, J. G., Kepes, S., Bosco F. A. (2021). How trustworthy is our cumulative scientific knowledge on turnover? *Journal of Business and Psychology*, 36, 349-365. doi: [10.1007/s10869-020-09687-3](https://doi.org/10.1007/s10869-020-09687-3)  
\*Visit <https://metasen.shinyapps.io/gen1/> to interact with cumulative sensitivity analysis app introduced in this paper.
6. Slemp, G. R., Field, J. G., Cho, A. S., (2020). A meta-analysis of autonomous relative to controlled forms of teacher motivation. *Journal of Vocational Behavior*. doi: [10.1016/j.jvb.2020.103459](https://doi.org/10.1016/j.jvb.2020.103459)  
\*See <https://osf.io/9eyxw/> for corresponding data files and analytic script.
7. Bosco, F. A., Field, J. G., Larsen, K. R., Chang, Y., Uggerslev, K. L., (2020). Advancing meta-analysis with knowledge management platforms: Using metaBUS in psychology. *Advancement in Methods and Practices in Psychological Science*, 3, 124-137. doi: [10.1177/2515245919882693](https://doi.org/10.1177/2515245919882693)
8. Banks, G. C., Field, J. G., Oswald, F. L., O'Boyle, E. H., Landis, R. S., Rogelberg, S., G., & Rupp, D., E. (2019). Answers to 18 Questions About Open Science Practices. *Journal of Business and Psychology*, 34, 257-270. doi: [10.1007/s10869-018-9547-8](https://doi.org/10.1007/s10869-018-9547-8)
9. Bennett, A. A., Bakker, A. B., & Field, J. G. (2018). Recovery from work-related effort: A meta-analysis. *Journal of Organizational Behavior*, 39, 262-275. doi: [10.1002/job.2217](https://doi.org/10.1002/job.2217)
10. Lakens, D., Adolphi, F. G., Albers, C. J., Anvari, F., Apps, M. A. J., Argamon, S. E., ... Zwaan, R. A. (2018). Justify your alpha. *Nature Human Behavior*, 2, 168-171. doi: [10.1038/s41562-018-0311-x](https://doi.org/10.1038/s41562-018-0311-x). \*Preprint available at <https://psyarxiv.com/9s3y6>.
11. Bosco, F. A., Aguinis, H., Field, J. G., Pierce, C. A., & Dalton, D. R. (2016). HARKing's threat to organizational research: Evidence from primary and meta-analytic sources. *Personnel Psychology*, 69, 709-750. doi: [10.1111/peps.12111](https://doi.org/10.1111/peps.12111)
12. Bosco, F. A., Steel, P., Oswald, F. O., Uggerslev, K., Field, J. G. (2015). Cloud-based meta-analyses to bridge science and practice: Welcome to metaBUS. *Personnel Assessment and Decisions*, 1, 3-17. doi: [10.1111/peps.12111](https://doi.org/10.1111/peps.12111)
13. Open Science Collaboration. (2015). Estimating the reproducibility of psychological science. *Science*, 349, 1258-1260. doi: [10.1126/science.1261190](https://doi.org/10.1126/science.1261190)  
\*[Ranked as a Top 5 breakthrough article by *Science*]
14. Bosco, F. A., Aguinis, H., Singh, K., Field, J. G., & Pierce, C. A. (2015). Correlational effect size benchmarks. *Journal of Applied Psychology*, 100, 431-449. doi: [10.1037/a0038047](https://doi.org/10.1037/a0038047)  
\*[Data files available [here](#)]

15. Open Science Collaboration. (2012). An open, large-scale, collaborate effort to estimate the reproducibility of psychological science. *Perspectives on Psychological Science*, 7, 657-660. doi:[10.1177/1745691612462588](https://doi.org/10.1177/1745691612462588)

## BOOK CHAPTERS

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16. Götz, M. & Field, J. G. (2022). Data sharing and data integrity. In K. R. Murphy (Ed), *SIOP Frontiers: Data, Methods, and Theory in Organizational Sciences*. Oxford, UK: Taylor & Francis.
17. Bosco, F. A. & Field, J. G. (2022). Using other peoples' data: implications of reliance on meta-analysis and archival data. In K. R. Murphy (Ed), *SIOP Frontiers: Data, Methods, and Theory in Organizational Sciences*. Oxford, UK: Taylor & Francis.
18. Open Science Collaboration (2017). Maximizing the reproducibility of your research. In S. O. Lilienfeld & I. D. Waldman (Eds.), *Psychological Science Under Scrutiny: Recent Challenges and Proposed Solutions*. New York, NY: Wiley.
19. Open Science Collaboration. (2014). The Reproducibility Project: A model of large-scale collaboration for empirical research on reproducibility. In V. Stodden, F. Leisch, & R. Peng (Eds.), *Implementing Reproducible Computation Research* (A Volume in The R Series) (pp. 299-323). New York, NY: Taylor & Francis.

## MANUSCRIPTS UNDER REVIEW

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- Geiger, M. Field, J. G., Follmer, K. B., Hu, X., McIntyre, N. H., & Price, K. L. [manuscript title hidden to preserve anonymity during blind review process]. *Journal of Organizational Behavior*. (Under second round review).
- Banks, G. C. et al., [manuscript title hidden to preserve anonymity during blind review process]. *Journal of Management*. (Under first round review).

## SAMPLE OF MANUSCRIPTS IN PREPARATION

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- O., Sachdeva, Dennis, A. T., O'Boyle, E. A., Field, J. G., & Wyrembelski, D. [manuscript title hidden to preserve anonymity during blind review process]. Target: *Journal of Applied Psychology*.
- Bosco, F. A., Field, J. G., & Kraichy, D. [manuscript title hidden to preserve anonymity during blind review process]. Target: *Psychological Bulletin*
- Bosco, F. A., Field, J. G., Rubenstein, A. L., Kepes, S., Oswald, F. L., & Sheng, Z.. [manuscript title hidden to preserve anonymity during blind review process]. Target: *Psychological Bulletin*
- Keener, S. K., Kepes, S., MacDaniel, X., McDaniel, M. A., Field, J. G. [manuscript title hidden to preserve anonymity during blind review process]. Target: *Psychological Methods*
- Field, J. G. Introducing Meta-Sen: A comprehensive sensitivity analysis tool for meta-analytic datasets. Target: *Psychological Methods*

Open Science Collaboration. The SCORE Project: Assessing and predicting replicability of social-behavioral science findings. (Target: *Nature*)

[\*For more project information please visit these links:

[https://docs.google.com/document/d/16JpGOqXO2KsPCU13otoonS2\\_I3zNnruz8QHx\\_KxJZc/edit](https://docs.google.com/document/d/16JpGOqXO2KsPCU13otoonS2_I3zNnruz8QHx_KxJZc/edit);

## CONFERENCE PRESENTATIONS & PROCEEDINGS

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1. Field, J. G. & Geiger, M. K. (October, 2023). A guide to open science in management research. (Professional Development Workshop, Southern Management Association, St. Pete, FL.
2. Geiger, M., Field, J. G., Geiger, M. K., Williams, D. W., & Glosenber, A. (2023, August) Advancing entrepreneurship science with meta-analysis. Professional Development Workshop, Academy of Management, Boston, MA.
3. Lynch, I., Field, J. G., & Bosco, F.A. (2023, August). Interacting with one million management findings: A metaBUS project tutorial and new R package. Professional Development Workshop, Academy of Management, Boston, MA.
4. Field, J. G., (2022, April). Data sharing and data integrity. In K. R. Murphy (Chair), Organizational frontiers series presents data, methods and theory in the organization. Panel discussion presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
5. Field, J. G., (2022, April). Using other peoples' data: Implications of reliance on meta-analysis and archival data. In K. R. Murphy (Chair), Organizational frontiers series presents data, methods and theory in the organization. Panel discussion presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
6. Field, J. G., & Bosco, F. A. (2021, November). Using meta-Sen to assess the trustworthiness of meta-analytic findings. Professional development institute to be presented at the annual meeting of the Southern Management Association, New Orleans, LA.
7. Chang, Y., Field, J. G., Bosco, F. A., & Uggerslev, K. L., (2020, April). Using metaBUS to locate, synthesize, and visualize I-O research findings. Master tutorial to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
8. Kay, K., Campion, E., Gabriel, A., Golbodaghi, A., Poepelman, T., et al. (2020, April). Top trends roundtable forum and communities of engagement kickoff. Alternative session to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
9. Field, J. G., Bosco, F. A., Kepes, S. (2019, October). A spoonful of medicine for meta-analysis: Introducing Meta-Sen. Professional development institute presented at the annual meeting of the Southern Management Association, Norfolk, VA.
10. Bosco, F. A., Oswald, F. L., Field, J. G., & Uggerslev, K. L. (2019, May). Visualizing one million applied psychology findings. Paper presented at the meeting of the European Association of Work and Organizational Psychology, Turin, Italy.
11. Field, J. G., Geiger, M., Bosco, F. A., Kraichy, D. G., & Uggerslev, K. L. (2019, April). Global effect size benchmarks: Assessing culture, region, and country differences. Paper to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
12. Field, J. G., Bosco, F. A., Uggerslev, K. L. (November, 2018). Using metaBUS to summarize and visualize one million organizational research findings. Professional development institute presented at the annual meeting of the Southern Management Association, Lexington, KY.

13. Field, J. G., Bosco, F. A., Kepes, S., (November, 2018). A comprehensive sensitivity analysis tool for meta-analyses. Professional development institute presented at the annual meeting of the Southern Management Association, Lexington, KY.
14. Field, J. G., Bosco, F. A., Kepes, S., McDaniel, M. A., List, S. K. (August, 2018). Introducing a comprehensive sensitivity analysis tool for meta-analytic reviews. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
15. Bennett, A. A., Field, J. G., Bosco, F. A. (August, 2018). Bringing meta-analytic evidence into the classroom: Teaching with metaBUS. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
16. Field, J. G., Geiger, M., Langlinais, L. A., List, S. K., & Bosco, F. A. (April, 2018). A large-scale relative importance analysis to assess the performance of job performance theories. In C. Williams (Chair), *Bias or Difference: The Impact of Gender Across Domains*. Presenter symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
17. List, S. K., Field, J. G., McDaniel, M. A. (April, 2018). Contingent reward leadership's effect on organizational citizenship behaviors. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
18. Field, J. G., Kepes, S., Bosco, F. A., & McDaniel, M. A. (2017, October). A comprehensive sensitivity analysis guide for meta-analyses. Professional development institute presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.
19. Banks, G. C., Field, J. G., Oswald, F. L., O'Boyle, E. H., Landis, R. S., & Rogelberg, S., G. Multiple perspectives on open science practices: Myths, urban legends, kernels of truth, and realities. Panel symposium conducted at the annual meeting of the Academy of Management, Atlanta, GA.  
\*Selected by the All-Academy Theme as a "showcase symposium"
20. Field, J. G., & List, S. K. A large-scale relative importance analysis to assess the performance of job performance theories. In V. Z. Chen (Chair), *Science-practice interface: Meta-analyzing theories for performance implications*. Presenter symposium conducted at the annual meeting of the Academy of Management, Atlanta, GA.
21. Wingate, J. & Field, J. G. *Assessing the relative importance of predictors of state stress using meta-analytic data*. Paper to be presented at the annual meeting of the American Psychological Association's Work, Stress, Health, Minneapolis, MN.
22. Field, J.G., Kepes, S., Bosco, F. A. *How trustworthy is our cumulative knowledge on turnover?* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
23. Wingate, J. & Field, J. G. *Assessing the relative importance of predictors of state stress using meta-analytic data*. Paper presented at VCU's 20<sup>th</sup> annual graduate student research symposium.
24. Bosco, F. A., Field, J. G., Uggerslev, K. L., Steel, P., Kepes, S. *metaBUS: Leveraging one million published findings to conduct instant meta-analyses*. Workshop to be presented at the annual meeting of the International Convention of Psychological Science, Vienna, Austria.

25. Steel, P., Field, J. G., Bosco, F. A., Uggerslev, K. A., (2016, August). *Generating instant custom meta-analyses: A metaBUS tutorial for synthesizing management research*. PDW presented at the annual meeting of the Academy of Management, Anaheim, CA.
26. Field, J. G., Baker, C. A., Bosco, F. A., McDaniel, M. A., & Kepes, S. (2016, April). *The extent of p-hacking in I-O psychology*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
27. Uggerslev, K. L., Bosco, F. A., Steel, P., & Field, J. G., (2016, April). *Using metaBUS for literature searches and generating instant meta-analyses*. Master tutorial presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
28. Field, J. G. (2016, January). *Developing consensus ontologies: An iterative approach to classify thousands of constructs in the metaBUS database*. Presentation given at the metaBUS Taxonomy Development Workshop, Scottsdale, AZ
29. Field, J. G., Mihm, D. C., O' Boyle, E. H., Bosco, F. A., Uggerslev, K. L., Steel, P. (2015, August). *An examination of the funding-finding relation in the field of management*. Paper presented at the meeting of the Academy of Management, Vancouver, BC. doi: 10.5465/AMBPP.2015.17463abstract
30. Field, J. G., Munc, A. H., Bosco, F. A., Uggerslev, K. L., Steel, P. (2015). *Effect size benchmarks for common I-O topics around the globe*. Poster presented at the meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA. \*Awarded *Best International Paper*
31. Bosco, F. A., Uggerslev, K. L., Steel, Field, J. G., (2015). *Generating instant meta-analyses using the metaBUS database and construct taxonomy*. Master tutorial presented at the meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
32. Bosco, F. A., Uggerslev, K. L., Steel, P., Aguinis, H., Field, J. G., Pierce, C. A., Munc, A. H., Daniel, J. M., Allen, D. G., Widlak, I., Sarkar-Barney, S. T., & Sriram, N. (2015). *Using science-mapping and meta-analysis to bridge the scientist-practitioner divide*. Alternative session presented at the meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
33. Bosco, F. A., Aguinis, H., Kepes, S., Gabriel, A. S., & Field, J. G. (2014, August). Assessing the impact of nonresponse bias: A “big science” approach. In F. A. Bosco & P. Steel (Chairs), *The “big science” revolution in management: Possibilities, technology, and applications*. Symposium conducted at the meeting of the Academy of Management, Philadelphia, PA. doi: 10.5465/AMBPP.2014.16949symposium
34. Bosco, F. A., Singh, K., & Field, J. G. (2014, May). *Mapping I-O psychology: Content and trends from 1980 to 2010*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
35. Field, J. G., Bosco, F. A., & Pierce, C. A. (2013, August). Variability in effect-size magnitude as a function of sample type. In C. Wiese & J. Marcus (Co-Chairs), *Investigating Understudied Moderators in Meta-Analysis*. Symposium conducted at the meeting of the Academy of Management, Orlando, FL. doi: 10.5465/AMBPP.2013.17079symposium  
[Data files available [here](#)]

36. Bosco, F. A., Aguinis, H., Singh, K., Field, J. G., & Pierce, C. A., (2013, August). Effect-size magnitude benchmarks: Implications for scientific progress and statistical inferences. In E.H O' Boyle (Chair), *Philosophy of Science*. Paper presented at the meeting of the Academy of Management, Orlando, FL. doi: 10.5465/AMBPP.2013.16542abstract
37. Field, J. G., & Bosco, F. A. (2012, September). *Knowledge management relies on employee attraction and retention: Insights from meta-analysis*. Invited presentation for West Virginia Division of Personnel Human Resources Conference, Beckley, WV.
38. Bosco, F. A., Field, J. G., & Pierce, C. A. (2012, August). *Accommodational plasticity in organizational science: Influence of hypothesis framing on effect size*. Paper presented at the meeting of the Academy of Management, Boston, MA.  
[Published in *Academy of Management Best Paper Proceedings*]

## **OTHER PRESENTATIONS AND INVITED COLLOQUIA**

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39. Field, J. G. (2023, April). To sample or not to sample: Examining the effect of cross-cultural models on response rates across time and contexts. Management Department Brown Bag Series, John Chambers College of Business and Economics, West Virginia University, Morgantown, WV.
40. Field, J. G. (2021, October). Research ethics in I-O Psychology. Learning Series presentation to be given at the Department of Psychology, George Mason University, Fairfax, VA.  
\*Presentation materials can be found: <https://jamiefield.github.io/research/gmu2021>
41. Field, J. G. (2020, April). Using Organizational Data to Promote Evidence-Based Management. Professional Development Workshop presented to the Industrial Relations Student Association, West Virginia University, Morgantown, WV.
42. Field, J. G. (2020, February). *A meta-presentation: Tools for building trustworthy cumulative knowledge*. Brown bag seminar and workshop held at the Department of I/O Psychology, Virginia Tech, Blacksburg, VA.  
\*Presentation materials can be found here: <https://jamiefield.github.io/research/vt2020>
43. Field, J. G. (2016, October). *How open-access to big data can narrow the science-practice gap: A demonstration of the metaBUS platform*. Brown bag seminar and workshop held at the Department of Psychology, George Mason University, Fairfax, VA.

## **RESEARCH FUNDING**

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- Field, J. G., (PI). *All the world's a stage: A meta-analytic review of inferred personality based on digital footprints*. John Chambers College of Business and Economics 2021 Summer Research Support, \$13,000 (2021, Summer).
- Field, J. G., (PI). *Much ado about nothing: The extent of p-hacking in organizational research*. John Chambers College of Business and Economics 2020 Summer Research Support, \$13,000 (2020, Summer).
- Field, J. G., (PI). *More alike than different? A comparison of variance explained by cross-cultural models*. John Chambers College of Business and Economics 2019 Summer Research Support, \$13,000 (2019, Summer).
- Field, J. G., (PI). *How trustworthy is our cumulative scientific knowledge on turnover?*. John Chambers College of Business and Economics 2018 Summer Research Support, \$13,000 (2018, Summer).

Field, J. G. (PI). *Introducing a Comprehensive Sensitivity Analysis Tool for Meta-Analytic Reviews*. John Chambers College of Business & Economics Research Grant, \$3,100 (2018, Spring).

Field, J. G. (PI). *A sensitivity analysis for relative importance weights in the meta-analytic context: A step towards narrowing the theory-empiricism gap in turnover*. Virginia Commonwealth University's Graduate School 2016-2017 Dissertation Award, \$23,000.

Field, J. G. (PI). *A sensitivity analysis for relative importance weights in the meta-analytic context: A step towards narrowing the theory-empiricism gap in turnover*. SIOP's Dissertation Scholarship, \$3,000.

## **metaBUS FUNDING**

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Bosco, F. A., Uggerslev, K. L., Steel, P., & Oswald, F. L. (co-PIs) (2017). Communicating One Million HRM Research Findings. Society for Human Resource Management (SHRM) Foundation grant, \$75,000.

Social Sciences and Humanities Research Council Community and College Social Innovation Fund Grant, Using and expanding metaBUS tools for locating and synthesizing research findings. (\$167,000). 03/2016-03/2020. K Uggerslev as Applicant, P. Steel and G. Gregson as CoInvestigators, F. Bosco, F. Fabian, and R. Wiggins as Collaborators. Includes committed matching funds from CCAL (see next entry).

Steel, P., Uggerslev, K., & Bosco, F. Facilitating evidence-based practice. Canadian Centre for Advanced Leadership in Business. (\$145,000). Social Sciences and Humanities Research Council Insight Grant, Fostering the Public understanding of science: Informing evidence-based practice and evidence-based education through the metaBUS project. (\$239,680). K Uggerslev as Applicant, P. Steel as Co-investigator.

Bosco, F. A. (PI), Kepes, S., Brooks, P. (co-PIs), Uggerslev, K., Steel, P. (co-Investigators) (2015). *Research curation as a vehicle for scientific insight and the public understanding of science*. VCU Presidential Research Quest Fund, \$50,000.

Bosco, F. A., & Steel, P. (PIs), Uggerslev, K. L., Sriram, N., Kepes, S., McDaniel, M. A. (co-applicants) (2014). *Field mapping: An archival protocol for social science research findings*. [Digging into Data Challenge](#). Total funding: \$247,881 (National Science Foundation, \$123,093 USD; Social Sciences and Humanities Research Council, \$124,788

Steel, P., Bosco, F. A., & Uggerslev, K. (2014). *Advancing leadership studies through the metaBUS project*. Canadian Centre for Advanced Leadership in Business, \$108,000.

Bosco, F. A., Uggerslev, K. L., Steel, P. (co-PIs), McDaniel, M. A., Kepes, S., & Sriram, N. (coapplicants) (2014). *Bridging communication gaps in HR by mapping constructs and findings*. Society for Human Resource Management (SHRM) Foundation grant, \$140,000.

## **AWARDS**

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2023-2024 John Chambers College of Business and Economics Dean's Distinction in Industrial or Community Engagement in Teaching Nominee

2022-2023 John Chambers College of Business and Economics Dean's Distinction in Industrial or Community Engagement in Teaching Nominee



- 2021-2022 John Chambers College of Business and Economics Dean's Distinction in Teaching Award Nominee
- 2018-2019 John Chambers College of Business and Economics Dean's Distinction in Research Award Nominee
- 2017 Dean's Scholar Award from the VCU School of Business
- 2015 Field, J. G., Munc, A. H., Bosco, F. A., Uggerslev, K. L., Steel, P. (2015). *Effect size benchmarks for common I-O topics around the globe*. Poster presented at the meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.  
\*Awarded *Best International Paper*
- 2012 Bosco, F. A., Field, J. G., & Pierce, C. A. (2012, August). *Accommodational plasticity in organizational science: Influence of hypothesis framing on effect size*. Paper presented at the meeting of the Academy of Management, Boston, MA.  
[Published in *Academy of Management Best Paper Proceedings*]

## TEACHING EXPERIENCE

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### West Virginia University<sup>ab</sup>

Business Research Methods (MANG 434)  
Decision Analytics (MANG 426; BADM 523; BADM 641)  
HR Analytics (HRMG 525)  
Managing Individuals and Teams (BCOR 370)  
Organizational Behavior (MANG 422)

<sup>a</sup> I have experience teaching undergraduate and graduate courses across modalities (i.e., online, in-person) over varying term durations (i.e., six, eight, and 16 weeks).

<sup>b</sup> Evaluations have been higher than 4.5 out of 5.0 on a consistent basis

### Virginia Commonwealth University

Organizational Behavior (MGMT 319)

### Marshall University

Business and Society (MGT 419) and a variety of other business-related courses

## PROFESSIONAL SERVICE

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### Ad-hoc Reviewer

*Journal of Applied Psychology, Psychological Methods, Journal of Business and Psychology, Organizational Psychology Review, Group and Organizational Management,*

### Webmaster

Southern Management Association

### Guest Editor

Advancing Entrepreneurship Science with Meta-Analysis – *Journal of Business Venturing Insights*

### Founding Member

Academy of Management Interest Group – Knowledge Integration, Synthesis, and Engineering (KnISE)

### Ambassador

Center for Open Science

## **Committee Member**

West Virginia-Ireland Trade Commission (for more information, see [here](#))

## **UNIVERSITY, COLLEGE, AND DEPARTMENT SERVICE**

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### **Department**

Program Coordinator, M.S. in Human Resource Leadership Program  
M.S. in Human Resource Management Program Committee  
M.S. in Human Resource Leadership Program Committee  
Ph.D. Program Committee  
Ph.D. Qualifying Paper Committee  
Ph.D. Comprehensive Exam Committee  
D.B.A. in Management Committee  
Research Awards Committee  
Search Committee Chair  
Search Committee Member  
Management Department Research Speaker Series Committee  
Artificial Intelligence Taskforce  
CARMA Live Webcast Coordinator

### **College**

Graduate Programs Committee  
Information Technology Committee

### **University**

Faculty Senate  
Graduate Scholarship and Fellowship Committee  
Shared Governance Committee

## **MENTORING AND ADVISING**

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### **Dissertation Committee Chair:**

Mingang K. Geiger  
- Completed in 2021  
- 2021 SIOP Lee Hakel Graduate Student Scholarship Award Winner  
- Placement: Duquesne University, Palumbo-Donahue School of Business

### **Dissertation Committee Member:**

Huaizhong Chen  
- Completed in 2019  
- Placement: Tulane University, Freeman School of Business

## **PROFESSIONAL AFFILIATIONS**

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- Academy of Management
- Southern Management Association
- Society for Industrial and Organizational Psychology
- Society for Human Resource Management
- Society for the Improvement of Psychological Science
- Open Science Framework

## REFERENCES

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- 1. Frank Bosco, Ph.D.**  
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