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**EDUCATION**

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UNIVERSITY OF OKLAHOMA

PhD., Industrial/Organizational Psychology with secondary focus on Statistics and Measurement (2013)

M.S., Industrial/Organizational Psychology (2010)

B.A., Psychology (2008): Gamma Beta Phi, Phi Kappa Phi

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**ACADEMIC APPOINTMENTS**

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PETER T. PAUL COLLEGE OF BUSINESS & ECONOMICS, UNIVERSITY OF NEW HAMPSHIRE

Morrison Fellow of Diversity (2022-2024)

Associate Professor of Organizational Behavior & Management, Tenured (2021- present)

Assistant Professor of Organizational Behavior & Management (2016-2021)

ALFRED UNIVERSITY

Assistant Professor of Management (2013-2016)

Affiliate Professor of Psychology (2013-2016)

Affiliate Professor of Gender Studies (2013-2016)

UNIVERSITY OF CENTRAL OKLAHOMA

Adjunct Instructor of Management (2012-2015)

GRADUATE COLLEGE, UNIVERSITY OF OKLAHOMA

Professional Ethics Trainer (2010-2012)

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**RESEARCH INTERESTS**

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My research interests broadly focus on increasing equity in the workplace. Most recently, I have focused on workplace policy and institutional interventions both pre-and post- hire to prevent and remedy the social and individual costs of identity-based bias and sexual misconduct.

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**PUBLICATIONS**

## UNDER REVIEW

Crayne, M. P., Shortland, N. D., & **Griffith, J. A.** (round 1, R&R). Moral injury as an occupational health concern. *Journal of Management*.

## IN PREPARATION FOR SUBMISSION

Lovelace, J., Oliver, A., Medeiros, K. E., & **Griffith, J. A.** (revising, preparing to resubmit). Women, leadership, and intrapersonal identity incongruence.

Hardy, J., Medeiros, K. E., **Griffith, J. A.**, & MacDougall, A. (preparing to submit). Gender bias in negotiation. *Journal of Management*.

**Griffith, J. A.**, Potter-Schwartz, M., & Medeiros, K. E. (preparing to submit). Leadership, gender, & helping expectancy violations. *Gender, Work, & Organization*.

Medeiros, K. E., **Griffith, J. A.**, & Friedrich, T. (preparing to submit). Rhetorical framing, consequences, & unethical leadership behaviors. *Academy of Management Learning & Education*.

**Griffith, J. A.**, Medeiros, K. E., & Saxena, M. (in preparation for submission). Workplace sexual harassment and assault representation and sampling. *Organizational Research Methods*.

**Griffith, J. A.**, & Mecca, J. (in preparation for submission). Expectations of veterans, pre-employment assessment, and bias in selection decisions. *Journal of Applied Psychology*.

\* All manuscripts and book chapters currently under review or in preparation have been summarized rather than titled to ensure double-blind peer review

## ARTICLES

Campagna, R., & **Griffith, J. A.** (in press, 2023). [When the gig Isn't Up: The importance \(and relevance\) of trust on gig workers' performance and commitment.](#) *Journal of Trust Research*.

Damadzic, A., Winchester, C., Medeiros, K. E., & **Griffith, J. A.** (2022). [\[Re\]thinking outside the box: A meta-analysis of constraints & creative performance.](#) *Journal of Organizational Behavior*, 43(8), 1330-1357.

Medeiros, K. E., **Griffith, J. A.**, Crayne, M., Shipe, S., Campagna, R., & McIntosh, T. (2022). [Minding the \\$500,000 gap: Accounting for the gender-driven gap in executive severance agreements.](#) *Journal of Business & Psychology*.  
<https://doi.org/10.1007/s10869-021-09785-w>

Medeiros, K. E., Crayne, M., **Griffith, J. A.**, Hardy, J., & Damadzic, A. (2022). [Leader sensemaking style in response to crisis: Consequences and insights from the COVID-19 pandemic.](#) *Personality & Individual Differences*, 187, Article 111406.

**Griffith, J. A.**, Malone, M. F., & Shea, C. (2022). [From Bystander to Ally Among Faculty Colleagues: Construction and Validation of the Bystander Intervention Behavior Scale.](#) *Equality, Diversity, & Inclusion*, 41(2), 273-293.

- Shea, C.M., Malone, M. F. T., **Griffith, J. A.**, Graham, K. J., Staneva, V., & Banyard, V. (2021). [Please feel free to intervene: A longitudinal analysis of the consequences of bystander behavioral expectations.](#) *Journal of Diversity in Higher Education*, <https://doi.org/10.1037/dhe0000348>
- Kukenberger, M., D’Innocenzo, L., Farro, A., & **Griffith, J.A** (2021). [Shared leadership performance relationship trajectories as a function of team interventions and members’ collective personalities.](#) *Leadership Quarterly*, *32I(5)*, Article 101499.
- Griffith, J. A.**, & Medeiros, K. E. (2020). [Expanding the footprint of sexual harassment prevention training: A power, credit, and leadership perspective.](#) *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *13*, 137-141.
- Medeiros, K. E., & **Griffith, J. A.** (2019). [Double-edged scalpel: The trials and triumphs of women surgeons.](#) *Narrative Inquiry in Bioethics special issue: #metoo in surgery: Stories from women surgeons*, *9(3)*, 221-228.
- Gibson, C., Koenig, N., **Griffith, J. A.**, & Hardy, J. (2019). [Selecting for retention: Understanding turnover pre-hire.](#) *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *12(3)*, 338-341.
- Griffith, J. A.**, Baur, J. & Buckley, M. R. (2019). [Creating leadership pipelines: Applying the real options approach to leadership development in organizations.](#) *Human Resource Management Review*, *29(3)*, 305-315.
- Medeiros, K. E., & **Griffith, J. A.** (2019). [#ustoo: How IO psychologists can extend the conversation on sexual harassment and sexual assault through workplace training.](#) *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *12(1)*, 1-19.  
**\*both authors contributed equally**
- Thiel, C. E., **Griffith, J. A.**, Hardy, J., Peterson, D., & Connelly, S. (2018). [Let’s look at this another way: How supervisors can help subordinates manage the threat of relationship conflict.](#) *Journal of Leadership & Organizational Studies*, *25(3)*, 368-380.
- Griffith, J. A.**, Gibson, C., MacDougall, A., Medeiros, K., Hardy, J., & Mumford, M. D. (2018). [Are you thinking what I’m thinking?: Exploring the importance of leader-follower mental model congruence in promoting creative follower performance.](#) *Journal of Leadership & Organizational Studies*, *25(2)*, 153-170.
- Ness, A.M., Johnson, G., Ault, M. K., Taylor, W. D., **Griffith, J. A.**, Connelly, S., Dunbar, N. E., & Jensen, M.L. (2017). [Reactions to ideological websites: The impact of emotional appeals, credibility, and pre-existing attitudes.](#) *Computers in Human Behavior*, *72*, 496-511.
- Anderson, H., Baur, J., **Griffith, J.A.**, & Buckley, M. R. (2017). [What works for you may not work for \(Gen\)Me: Limitations of present leadership theories for new generations.](#) *Leadership Quarterly*, *28 (1)*, 245-260.
- Zeni, T. A., Buckley, R. M., Mumford, M. D., & **Griffith, J. A.** (2016). [Making "sense" of ethical decision making.](#) *Leadership Quarterly*, *27(6)*, 838-855.
- Friedrich, T. L., **Griffith, J. A.**, & Mumford, M. D. (2016). [Collective leadership behaviors: Evaluating the leader, team network, and problem situation characteristics that influence their use.](#) *Leadership Quarterly*, *27(2)*, 312-333.

- Johnson, G., **Griffith, J. A.**, & Buckley, M. R. (2016). [A new model of impression management: Emotions in the "black box" of organizational persuasion.](#) *Journal of Occupational and Organizational Psychology*, 89(1), 111-140.
- Connelly, S., Dunbar, N. E., Jensen, M., **Griffith, J. A.**, Taylor, W., Johnson, G., Hughes, M., & Mumford, M. D. (2016). [Social categorization, moral disengagement, and credibility of ideological group websites.](#) *Journal of Media Psychology*, 28, 16-31.
- Griffith, J. A.**, Thiel, C. E., Connelly, S., & Johnson, G. (2015). [How outstanding leaders lead with affect: An examination of charismatic, ideological, and pragmatic leaders.](#) *Leadership Quarterly*, 26(4), 502-517.
- Davis, J. D., **Griffith, J. A.**, Thiel, C. E., & Connelly, S. (2015). [Development and validation of a measure of emotion regulation at work: Introducing the Workplace Emotion Regulation Preference Inventory \(WERPI\).](#) *Personality and Individual Differences*, 85, 245-250.
- Taylor, W., Johnson, G., Ault, M.\*, **Griffith, J. A.**, Rozzell, B., Connelly, S., Dunbar, N. E., Jensen, M. L., & Ness, A. (2015). [Ideological group persuasion: A within-person study of how violence, interactivity, and credibility features influence online persuasion.](#) *Computers in Human Behavior*, 51, 448-460.
- Thiel, C. E., **Griffith, J. A.**, & Connelly, S. (2015). [Leader-follower interpersonal emotion management: Managing stress by person-focused and emotion-focused emotion management.](#) *Journal of Leadership and Organizational Studies*, 22, 5-20.
- Dunbar, N. E., Connelly, S., Jensen, M. L., Adame, B. J., Rozzell, B., **Griffith, J. A.**, & O'Hair, H. D. (2014). [Fear appeals, message processing cues, and credibility in the websites of violent, ideological, and nonideological groups.](#) *Journal of Computer-Mediated Communication*, 19, 871-899.
- Hughes, M. G., **Griffith, J. A.**, Zeni, T. A., Arsenault, M. L., Cooper, O. D., Johnson, G., Hardy, J. H., Connelly, S., & Mumford, M. D. (2014). [Discrediting in a message board forum: The effects of social support and attacks on expertise and trustworthiness.](#) *Journal of Computer-Mediated Communication*, 19, 325-341.
- Thiel, C. E., Hill, J., **Griffith, J. A.**, & Connelly, S. (2014). [Political tactics as affective events: Implications for individual perception and attitude.](#) *European Journal of Work and Psychology*, 23(3), 419-434.
- Barrett, J. D., Vessey, W. B., **Griffith, J. A.**, Mracek, D., & Mumford, M. D. (2014). [Predicting scientific creativity in leaders: The role of adversity, collaborations, and work strategies.](#) *Creativity Research Journal*, 26(1), 39-52.
- Griffith, J. A.**, Connelly, S., & Thiel, C. E. (2014). [Emotion regulation and intragroup conflict: When more distracted minds prevail.](#) *International Journal of Conflict Management*, 25(2), 148-170.
- Byrne, C. L., Nei, D. S., Barrett, J. D., Hughes, M. G., Davis, J. L., **Griffith, J. A.**, Harkrider, L. N., Hester, K. S., Angie, A. D., Robledo, I. C., Connelly, S., O'Hair, H. D., & Mumford, M. D. (2013). [Online ideology: A comparison of website communication and media use.](#) *Journal of Computer-Mediated Communication*, 18, 25-39.
- Thiel, C. E., Connelly, S., & **Griffith, J. A.** (2012). [Leadership and emotion management for complex tasks: Different emotions, different strategies.](#) *Leadership Quarterly*, 23(3), 517-533.
- Griffith, J. A.**, Connelly, S., & Thiel, C. E. (2011). [Leader deception influences on leader-member exchange and subordinate organizational commitment.](#) *Journal of Leadership and Organizational Studies*, 18, 508-521.

- Thiel, C. E., Connelly, S., & **Griffith, J. A.** (2011). [The influence of anger on ethical decision-making: Comparison of a primary and secondary appraisal.](#) *Ethics & Behavior*, 21(5), 380-403.
- Gooty, J., Connelly, S., **Griffith, J. A.**, & Gupta, A. (2010). [Leadership, affect, and emotions: A state of the science review.](#) *Leadership Quarterly*, 21(6), 979-1004.

### BOOK CHAPTERS

- Griffith, J. A.**, Bowes-Sperry, L., & Cheung, H.K, (invited, 2023). The role of bystanders in the #metoo movement. In A. O’Leary-Kelly & S. Rawski (Eds.), *Spotlights & shadows: What the #metoo movement highlights and hides about sexual harassment.*
- Friedrich, T. L. & **Griffith, J. A.** (2023). [Assessment and selection for creative performance.](#) In R. Reiter-Palmon & S. Hunter (Eds.), *Handbook of organizational creativity* (2nd ed., pp. 207-222). Waltham, MA, US: Elsevier Publishing.
- Griffith, J. A.** & Medeiros, K. E. (2020). [Gender \(under\)representation in the CIP Model: Reconsidering outstanding leadership through a gender lens.](#) In J. Lovelace and S. T. Hunter (Eds.), *Charismatic, ideological, and pragmatic leadership: Multiple pathways to success* (pp. 200-224). NYC, NY: Routledge.
- Gutsche, K., & **Griffith, J. A.** (2017). [Automating motivation: A workplace analysis of service technicians and the motivational impact of automated assistance.](#) In Y. Hara & D. Karagiannis (Eds.), *Serviceology for services* (5<sup>th</sup> ed., pp. 101- 108). Vienna, Austria: Springer International.
- Hughes, M. G., **Griffith, J. A.**, Byrne, C. L., Nei, D. S., Harkrider, L. N., Zeni, T. A., Shipman, A. S., Connelly, S., Mumford, M. D., & O’Hair, H. D. (2016). [Examining online communication: A method for the quantitative analysis of qualitative data.](#) In J. E. Jones & M. L. Baran (Eds.), *Advances in knowledge acquisition, transfer, and management: Mixed methods research for improved scientific study* (pp. 213 – 235). Hershey, PA: IGI Global.
- Griffith, J. A.**, Zeni, T. A., & Johnson, G. (2015). [Utilizing emotions for ethical decision making in leadership.](#) In T. Issa & R. Wolf (Eds.), *Advances in business strategy and competitive advantage: International business ethics and growth opportunities* (pp. 188 – 205). Hershey, PA: IGI Global.

### MEASUREMENT INSTRUMENTS

- Ness, A. M., Johnson, G., Ault, M. K., Taylor, W. D., **Griffith, J. A.**, Connelly, S., Dunbar, N. E., & Jensen, M. L. (2017). *Immigration Ideology Intentions Measure*. APA PsycTests.
- Connelly, S., Dunbar, N. E., Jensen, M. L., **Griffith, J.**, Taylor, W. D., Johnson, G., Hughes, M., & Mumford, M. D. (2016). *Web Content Rating and Coding Process*. APA PsycTests.
- Connelly, S., Dunbar, N. E., Jensen, M. L., **Griffith, J.**, Taylor, W. D., Johnson, G., Hughes, M., & Mumford, M. D. (2016). *Website Credibility Rating Scales*. APA PsycTests.

Taylor, W. D., Johnson, G., Ault, M. K., **Griffith, J. A.**, Rozzell, B., Connelly, S., Jensen, M. L., Dunbar, N. E., & Ness, A. M. (2015). *Ideology Attitudes Scales*. APA PsycTests.

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## OPEN SCIENCE COLLABORATIONS

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Tierney, W., Hardy, J. H., III., Ebersole, C., Leavitt, K., Viganola, D., Clemente, E., Gordon, M., Dreber, A.A., Johannesson, M., Pfeiffer, T., Hiring Decisions Forecasting Collaboration, & Uhlmann, E.L. (2020). [Creative destruction in science](#). *Organizational Behavior and Human Decision Processes*, 161, 291–309.. **(Member of Forecasting Collaboration)**.

Delios, A., Clemente, E., Wu, T., Tan, H., Wang, Y., Gordon, M., Viganola, D., Chen, Z., Dreber, A., Johannesson, M., Pfeiffer, T., Generalizability Tests Forecasting Collaboration, & Uhlmann, E. (in press, 2022). [Examining the context sensitivity of research findings from archival data](#). *Proceedings of the National Academy of Sciences*. **(Member of Forecasting Collaboration)**.

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## TECHNICAL REPORTS

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Zelin, A. I., Ruggs, E. N. Anderson, A. J., **Griffith, J. A.**, & Chueng, H. K. (2021). [SIOP Diversity Climate Executive Report](#). *Executive Report sponsored by The Committee for Ethnic and Minority Affairs (CEMA), Women's Inclusion Network (WIN), and LGBT Committee*.

**Griffith, J.A.**, Mecca, J., & Vaughn, D. (2019). Assessment differences in veteran and non-veteran job applicants: Phase 2. *Project summary report submitted to Modern Hire (formerly Shaker International)*.

**Griffith, J.A.**, Mecca, J., & Vaughn, D. (2018). Assessment differences in veteran and non-veteran job applicants: Phase 1. *Project summary report submitted to Modern Hire (formerly Shaker International)*.

**Griffith, J. A.** (2017). NSF SciSIP proposal overview. *Preliminary research report submitted to Swarm Vision, Inc.*

**Griffith, J. A.** (2013). Applied behavior analysis (ABA) and state medicaid programs. *Research report submitted to Oklahoma Mental Health and Substance Abuse Services, Policy and Planning Division*.

Connelly, S., Jensen, M., Dunbar, N., **Griffith, J. A.**, Taylor, W., Johnson, G., Ault, M., & Ness, A. (2013). The role of website design and content in communicating extreme ideologies: Phase 2. *Annual report submitted to the National Science Foundation (Project # 120028)*.

Connelly, S., Jensen, M., Dunbar, N., **Griffith, J. A.**, Taylor, W., Adame, B., Johnson, G., Ault, M., & Rozzell, B. (2012). The role of website design and content in communicating extreme ideologies: Phase 1. *Annual report submitted to the National Science Foundation (Project # 120028)*.

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## COLLOQUIA, PRESENTATIONS, & INVITED TALKS

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Alonso, N., Bhattacharyya, B., Bowes-Sperry, L., Chueng, H. K., **Griffith, J. A.**, Kingsley, M., Kish-Gephart, J., Moergen, K., O’Leary-Kelly, A., Raver, J., Rawski, S., Workman-Stark, A.\* (August 2023). Sexual harassment research following #MeToo: Opportunities in the shadows and spotlight [Caucus]. Academy of Management Annual Conference, Boston, MA.

*\* Participants listed alphabetically*

**Griffith, J.** (Chair) (April 2023). Leveling the playing field: A collection of inclusive approaches to assessment [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. Cubrich, M., Sloan, M., Frost, C., & Shepherd, W. (April, 2023). Validating A Multi-Method Approach for Predicting Inclusive Mindset Behaviors. Dai, Y., & Plants, A. (2023). Reducing Disability Bias with Chat-Based Interviews. Flores, C., & Mecca, J. (2023). Examining the Effect of Gender on Self-Assessment in a Selection Setting.

Mezzapelle, J. L. (Chair) (April 2023). Reading the Room: Context and Perceptions of Workplace Sexual Harassment [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. Rawski, S. L., Monzani, L., Djurdjevic, E., & Priya, K. (2023). The Interactive Effect of Organizational Tolerance for Sexual Harassment & Leader Character on Direct Bystander Intervention Intentions. Medeiros, K. E., **Griffith, J. A.**, & Sawyer, K. B. (2023). What are ‘Safe Spaces’?: Workplace Design and Perceptions of Safety. Mezzapelle, J. L. & Reiman, A. (2023). Do Workplace Sexual Harassment Claimants’ Gender Identity and Race Influence Assumptions about the Harassment Incident?

Martin, M. (Chair), Saboe, K. (Moderator), Bish, A. (Panelist), Cerasoli, C. (Panelist), **Griffith, J.** (Co-author), Mecca, J. (Panelist), Oliver, K. (Panelist). (April 2023). Driving Action Through Inclusion Analytics [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Hardy, J., Medieros, K., **Griffith, J.**, MacDougall, A. (April 2022) Third-party agents as a tool for disrupting mechanisms of gender bias. Poster accepted for inclusion in the 37th annual Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

**Griffith, J. A.** (March 2022). Creating Inclusive Cultures. Panelist. University of New Hampshire’s annual Women in Business Conference.

Farro, A., Kukenberger, M., D’Innocenzo, L., & **Griffith, J. A.** (August 2021). Collective social identity and shared leadership: Effects of gender diversity, salience, & beliefs. Paper accepted for presentation at the 81st annual meeting of the Academy of Management, Virtual Conference.

Damadzic, A., Winchester, C., Medeiros, K. E., & **Griffith, J. A.** (May 2021). [Re]thinking outside the box: A meta-analytic review of constraints and creative performance.

- In, C. Haught Tromp (chair) *Constraints and Creativity*. Symposium submitted to APA Virtual Convention.
- Medeiros, K. E., **Griffith, J. A.**, & Friedrich, T. (April 2021). What's in a frame?: The effect of ethical case framing and outcomes on perceptions and behavior. Invited talk at Warwick Business School's Applied Organizational Psychology seminar.
- Lovelace, J., Medeiros, K. E., & **Griffith, J. A.** (April 2021). Interpersonal identity incongruence: Unpacking the black box of women's leadership development. In V. Burke & A. A. Grandey (Co-Chairs), *Diversity of cognitive approaches to understanding the gender gap in leadership*. Symposium at the 36<sup>th</sup> annual meeting of the Society for Industrial & Organizational Psychology (Online due to Covid-19).
- Griffith, J. A.** (April 2021). What's new with the CIP Model of Leadership? Novel advancements and applications. Panelist. Presented at the 36<sup>th</sup> annual meeting of the Society for Industrial & Organizational Psychology (Online due to Covid-19).
- Medeiros, K.E., Crayne, M.P., **Griffith, J.A.**, Hardy, J.H., & Damadzic, A. (April 2021). Leader sensemaking in response to crisis: Consequences and insights from COVID-19. Presented at the 36<sup>th</sup> annual meeting of the Society for Industrial & Organizational Psychology (Online due to Covid-19).
- Griffith, J.A.** (April 2021). A Hundred million reasons to walk away: Beyond dichotomous taxonomies of turnover. In C. Gibson (Chair), *Selecting for retention: Reducing turnover pre-hire*. Symposium at the 36<sup>th</sup> annual meeting of the Society for Industrial & Organizational Psychology (Online due to Covid-19).
- Griffith, J.A.** (Oct. 2020). [Banking on leniency: How idiosyncrasy credits impact responses to sexual harassment](#). Working paper presentation for the Social Sexual Behavior / Sexual Harassment Virtual Research Collaborative.
- Griffith, J.A.**, & Medeiros, K. E. (August 2020). Critical conditions: Reactions to the gender and sexual harassment of female surgeons. In S. Restubog (Chair). [Victimization in domestic and work contexts: Victim and third party perspectives](#). Symposium presented at the 80th annual meeting of the Academy of Management. Vancouver, BC, CA. (Conference online due to COVID-19)
- Medeiros, K. E., **Griffith, J. A.**, & Damadzic, A. (June 2020). Leading under constraints: A meta-analytic review of constraints and creativity. In C. Mavros (Chair). *Leadership & Creativity*. Symposium accepted for presentation at the Institute of Work Psychology International Conference. Sheffield, UK. (Conference canceled due to COVID-19)
- Griffith, J. A.**, & Medeiros, K. E.\* (June 2020). [Beyond hashtags: Advancing the research & prevention of workplace sexual harassment](#). Invited talk for Gateway IO Psychology group. St. Louis, MO.  
\*Both presenters contributed equally
- Griffith, J.A.** (April 2020). Top Trends Roundtable Forum and Communities of Engagement. Invited guest to facilitate sexual harassment table by SIOP Membership Committee (Kristy Kay, Emily Champion, Allison Gabriel, Amatia Golbodaghi, & Tiffany Poepelman). Alternative session, 35th annual meeting for



- the Society of Industrial–Organizational Psychology. Austin, TX, US. (Conference canceled due to COVID-19)
- Gibson, C., & **Griffith, J. A.** (April 2020). In J. Hardy & E. Linnabery (Co-chairs). *SIOP Select: Show Us How It's Done! Real-World Scientist-Practitioner Collaborations*. Special Session, 35th annual meeting for the Society of Industrial–Organizational Psychology. Austin, TX, US. (Conference canceled due to COVID-19)
- Griffith, J. A.**, & Medeiros, K. E. (April 2020). Who run the world? : Gender (under)representation in the CIP Model. In K. Walters & J. Lovelace (Co-chairs). *What's new with the CIP Model of Leadership? Novel advancements and applications*. Symposium, 35th annual meeting for the Society of Industrial–Organizational Psychology. Austin, TX, US. (Conference canceled due to COVID-19)
- Griffith, J. A.**, Mecca, J., & Vaughn, D. (April 2020). Pre-hire assessment differences in veteran and non-veteran job applicants. In P. J. Reiley & A. Kabins (Co-chairs), *Attacking on all fronts: Examining the stages of military veteran transition*. Symposium, 35th annual meeting for the Society of Industrial – Organizational Psychology. Austin, TX, US. (Conference canceled due to COVID-19)
- Griffith, J. A.** (August 2019). Booting sexual harassment prevention efforts: Discussing recommendations from 2016 EEOC Task Force. Served as moderator of a panel discussion at the 79th annual meeting of the Academy of Management. Boston, MA, US.
- Shea, C., Malone, M. **Griffith, J. A.**, & Graham, K. (August 2019). Bystander intervention in bias incidents in the academic workplace: Interrupting incivility. Paper presented at the 79th annual meeting of the Academy of Management. Boston, MA, US.
- Griffith, J. A.**, & Medeiros, K. E. (August 2019). The interactive effects of gender and managerial discretion on follower perceptions of and responses to leader denials. In A. Farro (Chair), *Gender as a substantive variable in leadership studies: Individual and team level perspectives*. Symposium presented at the 79th annual meeting of the Academy of Management. Boston, MA, US.
- Campagna, R., & **Griffith, J. A.** (July 2019). When the gig isn't up: The influence of employment arrangement and psychological contract type of effort and performance. Paper accepted for presentation to the 2019 International Association for Conflict Management. Dublin, Ireland.
- Kukenberger, M., D'Innocenzo, L., Farro, A., & Griffith, J. A. (July 2019). Driving positive shared leadership performance trajectories through team interventions and composition. Paper accepted for presentation to the 14th annual INGroup Conference. Lisbon, Portugal.
- Griffith, J. A.**, Medeiros, K.E., & MacDougall, A. (April 2019). The academic job market. Doctoral consortium panel session at the 34th annual meeting for the Society of Industrial–Organizational Psychology. National Harbor, MD, US.
- \*All panelists contributed equally.*
- Medeiros, K. E., **Griffith, J. A.**, Crayne, M., & Antonik, C. (April 2019). Hit me with your best plot: Presenting science with impact. Interactive session presented at the

- 34th annual meeting for the Society of Industrial–Organizational Psychology. Washington, D. C.
- Kukenberger, M., Farro, A., **Griffith, J. A.**, & D’Innocenzo, L. (March 2019). Shared leadership performance relationships Trajectories as impacted by team interventions and members’ collective personalities. Invited presentation at the 27th Annual Kravis–de–Roulet Leadership Conference. Claremont, CA, US.
- Griffith, J. A.**, Baur, J., & Buckley, M. R. (August 2018). Beyond the ballot box: How political identity influences interpersonal judgments at work. Paper presented at the 78<sup>th</sup> annual meeting of the Academy of Management. Chicago, IL, US
- Griffith, J. A.**, Baur, J., Buckley, M. R., & Cardy, R. (August 2017). To ask or not to ask: Factors impacting employee raise-seeking behavior. Paper presented at the 77<sup>th</sup> annual meeting of the Academy of Management. Atlanta, GA, US
- Griffith, J. A.** & Medeiros, K. E. (August 2017). Training that transfers: Exploring sexual assault prevention that works. In F. Afiouni (Chair), *Sexual Harassment in the Workplace and Beyond: Exploring Perspectives from Around the Globe*. Symposium presented to the 77<sup>th</sup> annual meeting of the Academy of Management. Atlanta, GA, US
- Gutsche, K. & **Griffith, J. A.** (July 2017). Automating Motivation: A workplace analysis of service technicians and the motivational impact of automated assistance. Paper presented to the 5<sup>th</sup> International Conference on Serviceology (ICServ2017). Vienna, Austria.
- Griffith, J. A.**, Gibson, C., Medeiros, MacDougall, A., & Hardy, J. (April 2017). Begin with the end in mind: Rethinking outstanding leadership outcomes. In B. H. Neely & S. T. Hunter (Co-chairs), *The CIP Model of Leadership: Research Advancements and New Directions*. Symposium presented to the 32<sup>nd</sup> annual meeting for the Society of Industrial–Organizational Psychology. Orlando, FL, US
- Anderson, H. J., Baur, J., E., **Griffith, J. A.**, & Buckley, M. R. (September 2016). What works for you might not work for (Gen)Me: Generational implications of leadership theories. Paper presented at the 2016 Meeting of the Southern Management Association. Charlotte, NC, US
- Griffith, J. A.**, Baur, J. E., & Buckley, M. R. (August 2016). Insourced leadership: Applying the real options approach to leadership development. Paper presented at the 76<sup>th</sup> annual meeting of the Academy of Management. Anaheim, CA, US
- Zeni, T. A., Buckley, M. R., Mumford, M. D., & **Griffith, J. A.** (October 2015). Ethical decision making by business leaders: The impact of cognitive biases and strategies. Paper presented at the 2015 Southern Management Association Conference. St. Pete, FL, US
- Thiel, C. E., **Griffith, J. A.**, Hardy, J., Peterson, D., & Connelly, S. (August 2015). Let’s look at this another way: Relationship conflict and interpersonal emotion management. Paper presented at the 75<sup>th</sup> annual meeting of the Academy of Management. Vancouver, BC, CA

- Ness, A., Johnson, G., Ault, M. K., Taylor, W., **Griffith, J. A.**, Connelly, S., Dunbar, N., & Jensen, M. (May 2015). Emotional appeals, credibility cues, and viewers' attitudes on ideological persuasion. Poster presented at the 27<sup>th</sup> annual conference of the Association for Psychological Science. New York City, NY, US.
- Griffith, J. A.**, Connelly, S., Thiel, C. E., & Johnson, G. (August 2014). How outstanding leaders lead with affect: Examining charismatic, ideological, and pragmatic leaders. Presented during the divisional session Leaders can be outstanding, but why? Implications from leaders' traits, affect, and relationships. Paper presented at the 74<sup>th</sup> annual meeting of the Academy of Management. Philadelphia, PA, US.
- Griffith, J. A.**, Johnson, G., Hughes, M., Gibson, C., Cooper, O., Hocker, E., Connelly, S., & Mumford, M. D. (May 2014). "What would you say you do here?" The real world effects of lurkers on Internet message board forums. Poster presented at the 26<sup>th</sup> annual conference of the Association for Psychological Science. San Francisco, CA, US.
- Johnson, G., **Griffith, J. A.**, & Buckley, M. (May 2014). A new model of impression management: Emotions in the "black box" of organizational persuasion. Poster presented at the 26<sup>th</sup> annual conference of the Association for Psychological Science. San Francisco, CA, US.
- Friedrich, T. L., **Griffith, J. A.**, & Mumford, M. D. (May 2014). Network characteristics and leader use of collective influence tactics. Poster presented at the 29<sup>th</sup> annual meeting for the Society of Industrial-Organizational Psychology. Honolulu, HA.
- Johnson, G., **Griffith, J. A.**, Buckley, M. R. (May 2014). A new model of impression management: Emotions in the "black box" of organizational persuasion. Poster presented at the 3<sup>rd</sup> Annual University of Oklahoma Psychology Department Graduate and Undergraduate Research Fair, Norman, Ok, US.
- Dunbar, N., Connelly, S., Jensen, M., Adame, B., Rozzell, B., **Griffith, J. A.**, & O'Hair, H. D. (June 2013). A comparison of the persuasive tactics in the websites of violent, ideological, and non-ideological groups. Paper presented at the annual conference for the International Communication Association, London, England.
- Connelly, S., Dunbar, N., Jensen, M., **Griffith, J. A.**, Taylor, W., Johnson, G., Hughes, M., & Mumford, M. D. (May 2013). Social categorization, moral disengagement, and credibility of ideological group websites. Paper presented at the 25<sup>th</sup> annual meeting of the Association for Psychological Science. Washington, D. C.
- Barrett, J. D., Vessey, W. B., **Griffith, J. A.**, Mracek, D. L., Johnson, G., Peterson, D. R., & Mumford, M. D. (May 2013). It's (not) the journey: How adversity, collaborations, and strategies influence scientific creativity. Poster presented at the 2<sup>nd</sup> Annual University of Oklahoma Psychology Department Graduate and Undergraduate Research Fair, Norman, Ok, US.
- Johnson, G., Connelly, S., & **Griffith, J. A.** (May 2013). The asymmetrical effects of negative emotions in failure feedback. Poster presented at the 2<sup>nd</sup> Annual University of Oklahoma Psychology Department Graduate and Undergraduate Research Fair, Norman, Ok, US.

- Johnson, G., **Griffith, J.A.**, & Connelly, S. (April 2013). Negative emotions in failure feedback: When feeling bad is good. Poster at the 28th annual meeting for the Society of Industrial-Organizational Psychology, Houston, TX, US.
- Thiel, C. E., Connelly, S., & **Griffith, J. A.** (April 2013). When bossy is better: Leader-facilitated emotion management and job stress. Poster presented at the 28th annual meeting for the Society of Industrial-Organizational Psychology, Houston, TX, US.
- Barrett, J., Vessey, B., **Griffith, J. A.**, Mracek, D., Johnson, G., Peterson, D., & Mumford, M. D. (April 2013). Eureka! How adversity, collaborations, and work strategies influence scientific creativity. Presented during the interactive poster session *Not Just Another Brick in the Wall: Fostering Disruptive Innovation*. Poster presented at the 28th annual meeting for the Society of Industrial-Organizational Psychology. Houston, TX, US.
- Griffith, J. A.**, Connelly, S., Thiel, C. E., & Johnson, G. (May 2012). Emotion regulation in groups: How leader-facilitated emotion regulation strategies combat conflict. Poster presented at the 1<sup>st</sup> Annual University of Oklahoma Psychology Department Graduate and Undergraduate Research Fair, Norman, Ok, US.
- Griffith, J. A.** (May 2012). When you smile, the whole world smiles with you: How outstanding leaders use emotion to communicate and influence others. Poster presented at the 1<sup>st</sup> Annual University of Oklahoma Psychology Department Graduate and Undergraduate Research Fair, Norman, Ok, US.
- Griffith, J. A.**, Connelly, S., Thiel, C. E., & Johnson, G., (April 2012). Emotion regulation and intragroup conflict: When more distracted minds prevail. Presented during the interactive poster session *Can't We all Get Along?* Interactive poster presented at the 27th annual meeting for the Society of Industrial-Organizational Psychology, San Diego, CA, US.
- Thiel, C. E., Connelly, S., & **Griffith, J. A.** (March 2012). Anger and ethical decision-making: An examination of primary and secondary appraisals. Paper presented at the Sixth ORI Research Integrity Conference, Washington, D. C.
- Thiel, C. E., Connelly, S., **Griffith, J. A.**, Bagdasarov, Z., & Johnson, J. J. (April 2011). The influence of primary and secondary anger appraisals on ethical decision-making. Poster presented at the 26th annual meeting for the Society of Industrial-Organizational Psychology, Chicago, IL, US.
- Griffith, J. A.**, Connelly, S., & Hill, J. (April 2010). Leader deception influences on leader-member exchange and subordinate organizational commitment. Poster presented at the 25th annual meeting for the Society of Industrial-Organizational Psychology, Atlanta, GA, US.
- Griffith, J. A.** (May 2009). The influence of emotion regulation on affective conflict in groups. Presented at Lunch Bunch at the University of Oklahoma, Norman, Ok, US.

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## MEDIA AND PRESS

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Contributor, [ForbesWomen](#) (May 2020 – present).

New Hampshire Business Review. (2022, March). [Severance pay gaps between genders.](#) *Down to Business* podcast.

Ray, R. (2022, March). [UNH researchers find significant gender pay gap in executive severance.](#) *Union Leader*.

Cahn, N. (2020, April). [Women and the frontlines of COVID-19.](#) *Forbes*.

Dishman, L. (2019, Dec.) [These are your bad boss stories.](#) *Fast Company*.

Vozza, S. (2019, Oct.) [10 ways men can help close the gender gap for female coworkers.](#) *Fast Company*.

Griffith, J. (2019, June). [Politics and the workplace: How to hire and get hired in an increasingly polarized world.](#) *Recruiter.com*.\*

\*Finalist, 2019 Recruiting Brief MVP Award, Diversity & Inclusion division

Iafelice, E. (2019, May). [From military to civilian life: Hiring veterans.](#) *Shaker International Press Release*.

Salter, N. (2019, May). [#metoo: The role of leaders in preventing sexual harassment.](#) *Ohio State University's Lead Read Review*.

Medeiros, K., & Griffith, J. (2019, May). [#ustoo: How can we best make a difference?](#) *Cambridge Core Blog*.

Ray, R. (2019, May). [UNH Researcher say companies need to get schooled on sexual harassment training.](#) *UNH Newsroom*.

Moore, D. (2019, March). [Deal with it.](#) *UNH Today*.

Vozza, S. (2018, Dec.). [How you might unwittingly be making your bad boss even worse.](#) *Fast Company*.

Russell, N., & Stewart, P. A. (2018, April). [What Zuckerberg's face actually said during his testimony to congress.](#) *NewsWeek*.

Russell, N., & Stewart, P. A. (2018, April). [Scientists break down what 3 of Mark Zuckerberg's facial expressions during his blockbuster congressional hearings reveal.](#) *Business Insider*.

Zeni, T. A. (2017, February). [Ethical problems in business start with biases in judgment.](#) *London School of Economics and Political Science Business Review*.

Krauss Whitbourne, S. (2012, Sept.). [Why being lied to hurts us so much.](#) *Psychology Today*.

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## TRAINING AND TEACHING EXPERIENCE

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PETER T. PAUL COLLEGE OF BUSINESS & ECONOMICS, UNIVERSITY OF NEW HAMPSHIRE

[Executive Development Program](#) Instructor (2022–Present)

- Emotional Intelligence

- Teams & Team Building
- Conflict & Resolution (2)
- Belonging, Engagement, & Retention
- Building a Developmental Culture (2)
- Equitable & Inclusive Search Practices (2)
- Designing Effective Employee Onboarding (2)

Associate Professor of Organizational Behavior & Management (2021- Present)

- Leading in Diverse Organizations (undergraduate)
- Talent Acquisition (undergraduate)
- Human Resource Management (MBA)

Assistant Professor Organizational Behavior & Management (2016-2021)

- Managing Yourself & Leading Others (MBA)
- Staffing Organizations (undergraduate)
- Behavior in Organizations (undergraduate)

ALFRED UNIVERSITY

Assistant Professor of Management (2013-2016)

- Organizational Behavior (undergraduate)
- Global Management & Leadership Dynamics (MBA)
- Human Resource Management (undergraduate)
- Business Statistics & Research Methods (undergraduate)
- Modern Issues in HRM (MBA)
- Work Motivation (undergraduate/MBA)
- Teams in Organizations (undergraduate)
- People Analytics (undergraduate/MBA)

Affiliate Professor of Gender Studies (2013-2016)

- Gender in Organizations (undergraduate)

Affiliate Professor of Psychology (2014-2015)

- Industrial/Organizational Psychology (undergraduate)

UNIVERSITY OF CENTRAL OKLAHOMA

Adjunct Instructor of Management (2012-2015)

- The Art of Leadership (undergraduate)
- Organizational Behavior (undergraduate)
- Building Effective Teams (undergraduate)
- Organizational Theory (undergraduate)

COLLEGE OF ARTS & SCIENCES, UNIVERSITY OF OKLAHOMA

Instructor of Psychology (2011)

- Leadership (undergraduate)
- Statistics & Research Methods (undergraduate)

GRADUATE COLLEGE, UNIVERSITY OF OKLAHOMA

Professional Ethics Trainer (2010-2012)

- Responsible Conduct of Research & Professional Ethics Trainer (graduate, approx. 12 intensive weekend seminar sessions)

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**ADVISING & MENTORSHIP**

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UNDERGRADUATE HONORS THESIS

- Jones, J. (2014). Increasing motivation in high turnover, high burnout industries.
- Newman, K. (2011). The dark triad & leadership.

PAUL COLLEGE UNDERGRADUATE HONORS DESIGNATION SUPERVISOR

- Andreasson, S. (2017). The perspective of internal stakeholders: The evaluation of employee perception of corporate social responsibility and how it leads to job satisfaction and affective commitment.
- Keane, M. (2017). How to maximize workplace creativity through balancing intrinsic and extrinsic motivation.
- Sihombing, V. (2017). Relationship-based leadership in the workplace: Followership as a route to organizational citizenship behavior.

UNDERGRADUATE INDEPENDENT RESEARCH SUPERVISOR

- Parnigoni, A., LaBonte, A., & Britt, L. (2019). The road not taken: Exploring gender driven divergence in the multiple pathways to leadership model.
- Grandmaison, K. (2018). Motivation at which workplace?: A comparison of motivators across work contexts.
- Martin, L. (2016). A comparison of leadership styles and their effectiveness in customer service industries.
- George, K. (2016). Future directions for women at work: The impact of social and organizational expectation asymmetry on leadership aspirations.
- Curry, L. (2015). Perceptions of the impact of gender over career history.

[McNAIR BUSINESS SCHOLARS PROGRAM](#)

- Advisor
  - Blodgett-Duran, F. (2023). Organizational helping behaviors & inclusive culture.
- External mentor (2021-present)
- Business Liaison (2021- present)

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## PROFESSIONAL SERVICE

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### SERVICE TO THE COMMUNITY

- [NASA Astrophysics Division of the Science Mission Directorate](#), Inclusion, Diversity, Equity, & Accessibility (IDEA) Practitioner database (2022-present)
- [Center for Victim Research](#), Pro-bono research and consulting (2020-present)

### SERVICE TO THE DISCIPLINE

- [Sexual Harassment Academic Research Consortium \(SHARC\)](#), Assistant Director (2021 - Present)
- [Raymond A. Katzell Award in IO Psychology](#), Reviewer (SIOP, 2021- 2022), Chair (SIOP, 2023)
- [Getting I-O into Intro Textbooks \(GIT SIOP\) Task Force](#), Member, (SIOP, 2021-2022)
- [Women's Inclusion Network](#), Committee Member, Climate subgroup (SIOP, 2019-2022)
- [Hebl Grant for Reducing Gender Inequalities](#), Reviewer (SIOP, 2018, 2020)
- [Jeanneret Award for Excellence Committee](#), Reviewer (SIOP, 2017-2019)
- Engagement Committee, Member (SMA, 2017-2019)
- Associate Editor
  - Frontiers in Psychology (Impact Factor: 4.23) (2019-2022)
- Action Editor
  - SAGE Open (2017- 2018)
- Ad Hoc & Invited Reviewer (2012-present)
  - Journal of Management, The Leadership Quarterly, Human Resource Management Review, Organizational Psychology Review, Occupational Health Science, Business Horizons, Journal of Managerial Psychology, Journal of Occupational & Organizational Psychology, Public Administration Review, European Journal of Work & Organizational Psychology, Journal of Computer-Mediated Communication, Human Communication Research, Human Performance, Applied Psychology, Engineering Ethics, International Journal of Conflict Management, Public Library of Science (PLoS)
- Conference Submission Reviewer (2011-present)
  - Society of Industrial/Organizational Psychology (SIOP), Academy of Management (AOM) in OB, HR, Methods, GDO, & MOC Divisions, Southern Management Association (SMA)
- Grant Submission Reviewer (2022 - present)
  - National Science Foundation (Science of Organizations program)

### SERVICE TO THE UNIVERSITY



- [Faculty Contributor, National Science Foundation Grant through the University of New Hampshire - ADVANCE Partnership \(#1726351\): Faculty Intervention Guide & Decision Tool for Improving the Academic Workplace \(UNH, 2018 - 2022\)](#)
  - Core member of the research team, assisted with idea generation & scenario development for a bystander intervention training tool focused on reducing bias driven incidents in academic environments
- Online Programs Coordinator & Faculty Liaison (AU, 2014-2015)

#### SERVICE TO THE COLLEGE

- [Center for Business Analytics](#), Faculty Associate (2023- Present)
- Business Analytics Faculty Advisory Committee, Member (UNH, 2021-2022)
- Center for Business Analytics Director Search Committee, Member (UNH, 2021)
- Master Teaching Workshop, Presenter (UNH, 2020)
  - Talk title: Evidence-based strategies & practices for inclusive teaching
- [Undergraduate Research Conference](#), Judge for First Year Innovation & Research Experience ([FIRE](#)) Division (UNH, 2020, 2021)
- [Paul Scholars](#) Discussion Group, Advisor (UNH)
  - Discussion topic (2019): Implicit bias
  - Discussion topic (2021): Relationships & success
- [Paul College Diversity & Inclusion Working Group](#) (UNH), Co-Chair (2021-present), Member (2018-2021)
- [Holloway Competition](#), 1st & 2nd round judge (UNH, 2019), Championship Round Moderator (UNH, 2017)
- Business Ethics Lecturer Search Committee, Member (UNH, 2017)
- Paul College Behavioral Lab Committee, Member (UNH, 2016-present)
- Assessment & Evaluation Committee, Chair (AU, 2014-2015)
- MBA Council, Member (AU, 2013-2015)

#### SERVICE TO THE DEPARTMENT

- Management Department Promotion & Tenure Committee (UNH, 2022- present)
- Journal Ranking Task Force (2022-2023)
- Department Ambassador for [Postdoctoral Diversity & Innovation Scholars](#) (UNH, 2020- 2022)
- MSHR Task Force, Member (UNH, 2018)
- Strategic HR & Analytics Curriculum Task Force, Member (UNH, 2016-2021)
- Management Curriculum Committee, Chair (AU, 2013-2015)

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#### GRANTS, AWARDS, AND HONORS

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Nye-Lengerman, K., Houtenville, A., Gray, E., **Griffith, J. A.**, & Karhan, A. (2023, submitted). Employer Assistance & Resource Network on Disability Inclusion

- (EARN) @ UNH. *Department of Labor & Office of Disability Employment Policy*. (under review, \$10M)
- Griffith, J.A.** (2023). Creating equitable and inclusive hiring practices by identifying pre-employment sources of stereotype-based penalties for military veteran populations. *Paul College Research Excellence in Business Analytics* (awarded \$15,000).
- Griffith, J. A.** (2023). [UNH Sustainability Award](#) - Faculty Campus & Community Engagement. *University of New Hampshire Sustainability Institute*.
- Paul College Diversity, Equity, & Inclusion Committee. (2023). [UNH Sustainability Award](#) - Staff Campus Community & Engagement. *University of New Hampshire Sustainability Institute*.
- IncludeU® (2023). J. Brent Loy 2022 Innovators of the Year. IncludeU® research & development team: Christine Shea, Kate Siler, Karen Graham, Mary Malone, & **Jennifer Griffith**.
- Griffith, J. A.** (2021). [UNH Outstanding Assistant Professor](#). *University of New Hampshire*.
- Griffith, J. A.** (2021). [Gold UNH Sustainability Award](#). *University of New Hampshire Sustainability Institute*.
- Griffith, J. A., & Medeiros, K. E.\*** (2020). When sharing is not caring: Reducing the spread of sexual harassment content & behavior. *Facebook Foundational Integrity Research Grant*. (unfunded, \$69,775)  
\*Authors contributed equally
- Griffith, J. A. & Medeiros, K. E.\*** (2019). Advancing women in the workplace through sexual harassment prevention interventions. *SIOP Visionary Grant* (semi-finalist for \$100,000 award).  
\*Authors contributed equally
- Campagna, R., **Griffith, J. A.**, Kukenberger, M., & Orliac, P. (2019). Development & Promotion of Human Capital Strategy & Analytics Track. *Peter T. Paul College Innovation Fund* (awarded \$17,000).
- Potter, S., Stapleton, J., Smith, K., Stevens, C., & **Griffith, J. A.** (2019) Workplace sexual harassment: Impacts on career attainment and family leave in New Hampshire, *UNH CoRE Pilot Research Partnership* (unfunded, \$30,000)
- Griffith, J. A.** (2019) Environmental mechanisms of workplace idea theft. *Paul Summer Grant for Research Excellence* (awarded \$15,000).
- Griffith, J. A.**, Campagna, R., Kukenberger, M., & Harvey, P. (2018) Development of People Analytics Curriculum for Integration into ADMN 575. *Peter T. Paul College Innovation Fund* (awarded \$12,000).
- Griffith, J. A.** (2018). Summer Research Support Grant, *Peter T. Paul College of Business & Economics*. (awarded \$4,000).
- Medeiros, K. E., & **Griffith, J. A.** (2017). Diving into the shark tank: A dual perspective investigation of idea evaluation and selection processes. *SIOP Small Grant program*. (unfunded, \$7500).

**Griffith, J.A.** (2012). Graduate Student Travel Grant, *University of Oklahoma, Graduate College* (awarded \$900).

**Griffith, J. A.** (2011–2012). Graduate Teaching Fellowship, *University of Oklahoma, Graduate College in conjunction with the Learning, Teaching, and Writing Center*.

**Griffith, J. A.** (2008–2013). Graduate Research Assistantship, *University of Oklahoma, Department of Psychology in conjunction with the Center for Applied Social Research* (awarded \$21,000 annually).

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## PROFESSIONAL DEVELOPMENT

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[Research & Engagement Academy](#) (UNH, 2020)

[Introduction to Inclusive Teaching](#) (UNH, 2019)

[SafeZones Faculty Training](#) (UNH, 2019)

[Fundamentals of Active Learning](#) (UNH, 2018)

[Fundamentals of Online Instruction](#) (UNH, 2018)

Graduate Teaching Academy (OU, 2011)

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## PROFESSIONAL MEMBERSHIPS

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Society of Industrial/Organizational Psychology

Academy of Management (OB, GDO, & MOC Divisions)

Southern Management Association

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## CONSULTING ENGAGEMENTS AND EXPERIENCE

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[Co-Founder, WC Research Group](#) (2019–present)

- Conduct training / program evaluation and organizational culture audits with a specific focus on workplace diversity, equity, and inclusion, and sexual harassment and assault
- Develop recommendations for fostering inclusivity and improving workplace training outcomes

[Fellow, Prevention Innovations Research Center, University of New Hampshire, College of Liberal Arts](#) (2018–present)

- Act as a research partner & consultant on issues related to social cognition & workplace factors (e.g., culture) as relevant for the prediction and prevention of sexual harassment & assault in the workplace

[Research Advisor, HireVue \(formerly Shaker International & Modern Hire\)](#) (2017–present)

- Act as a research partner and advisor on projects relating to bias in selection & turnover

[Director, Modern Work Lab](#) (2017–present)

- Recruit and mentor undergraduate students at UNH who are interested in translating research into workplace solutions, including recommendations for

selection and assessment systems, leadership development, and workplace training programs.

Senior Research Consultant, Oklahoma Department of Commerce, Workforce & Employment Research in Economic & Business Policy (2014)

- Conducted workforce planning and business policy research for workforce investment boards (WIBs) & local businesses
- Prepared economic impact reports for WIBs & local businesses
- Assisted business leaders with relocation research detailing areas of the state that were the most economically beneficial given their business strategy and workforce needs

Project Manager & Behavioral Health Research Analyst, Oklahoma Department of Mental Health & Substance Abuse Services (ODMHSAS), Policy & Planning Division (2013)

- Managed ODMHSAS & Oklahoma Health Care Authority transition to a new diagnostic system & changes to HR policy
- Developed evidence-based health policy & practice reports as a foundation of legislative policy & agency planning
- Assisted with grant proposal writing on various behavioral health projects
- Developed selection criteria for potential job candidates in a targeted mental health discipline & training needs within the Oklahoma mental health system

Project Manager, National Science Foundation Grant (# 120028) through the Center for Applied Social Research at the University of Oklahoma- Ideological Groups, Ideological Leaders, & Online Communication (2011-2013)

- Created and implemented content analysis systems to examine differences in interactivity, credibility, and persuasion on 100 group websites
- Designed experimental studies examining the influence of website characteristics and interactivity in website credibility & persuasion
- Performed statistical analysis for both descriptive purposes (e.g., correlation, means, standard deviations) and inferential purposes (e.g., discriminant function analysis, factor analysis, multiple regression, ANCOVA)
- Prepared & presented presentations, technical reports, & project summaries for grant sponsors and affiliates

Project Consultant, Devon Energy, Talent Management & Organizational Development (2012-2013)

- Served as subject matter expert in leadership in partnership with a talent management specialist
- Developed and evaluated scales for the selection, promotion, and development of leaders within the organization

Project Manager, Department of Defense Contract through the Center for Applied Social Research at the University of Oklahoma- Communication Strategies for Online Communities (2010-2011)

- Supervised graduate students during development, implementation, and evaluation of a series of contract-sponsored research projects

- Prepared technical reports, quarterly reports, project summaries, & presentations for contract sponsors
- Performed statistics analysis for descriptive purposes (e.g., correlations, means, standard deviations) and inferential purposes (e.g., longitudinal analyses)
- Assisted with various completion of tasks needed for contract closure (e.g., contract completion reports, finalized & compiled data analysis, research analyst debriefing, project completion overview presentation for contract sponsors)

Research Analyst, *Department of Defense Contract through the Center for Applied Social Research at the University of Oklahoma - Communication Strategies for Online Communities* (2008-2010)

- Developed multiple training programs to facilitate online communication
- Created evaluation systems to independently assess sponsor communication programs
- Prepared technical reports, quarterly reports, project summaries, & presentations for contract sponsors and affiliates

Associate Coordinator, Nebraska Book Company (2005-2008)

- Coordinated weekly assignments & monitored progress of retail team members
- Assisted in shipping, receiving, & invoicing of retail items & textbooks
- Assisted in purchasing & invoicing of textbooks & other academic reference materials
- Assisted in staffing & training new employees