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EDUCATION

Doctor of Philosophy

August 2009

Major: Organizational Behavior
Minor: Industrial/Organizational Psychology
Michigan State University, East Lansing, MI

Bachelor of Arts

May 2002

Majors: Psychology and Communication Studies, Graduated with Honors
University of Michigan, Ann Arbor, MI

PROFESSIONAL EXPERIENCE

2016-Present Associate Professor of Management (with tenure)
Department of Management, Purdue University

2016-Present Associate Professor (courtesy appointment since 2011)
Department of Psychological Sciences, Purdue University

2009-2016 Assistant Professor of Management
Department of Management, Purdue University

2004-2009 Graduate Research Assistant
Department of Management, Michigan State University

2002-2004 Marketing Coordinator
Borders Group, Ann Arbor, MI

REFEREED JOURNAL PUBLICATIONS (†current or former student)

Wilson, K. S., †Baumann, H. M., Matta, F. K., Ilies, R., & Kossek, E. E. (in press). Misery loves company: An investigation of couples' interrole conflict congruence. *Academy of Management Journal*.

Ilies, R., Wagner, D. T., Wilson, K. S., Ceja, L., Johnson, M. D., DeRue, D. S., & Ilgen, D. R. (2017). Flow at work and basic psychological needs: Effects on well-being. *Applied Psychology: An International Review*, 66, 3-24.

Wilson, K. S., DeRue, D. S., Matta, F. K., Howe, M., & Conlon, D. E. (2016). Personality similarity in negotiations: Testing the dyadic effects of similarity in interpersonal traits and the use of emotional displays on negotiation outcomes. *Journal of Applied Psychology, 101*, 1405-1421.

*Featured in New York Magazine: <http://nymag.com/scienceofus/2017/05/when-it-comes-to-negotiating-two-jerks-are-better-than-one.html>

Goh, Z., Ilies, R., & Wilson, K. S. (2015). Supportive supervisors improve employees' daily lives: The role supervisors play in the impact of daily workload on life satisfaction via work-family conflict. *Journal of Vocational Behavior, 89*, 65-73.

Wilson, K. S., & †Baumann, H. M. (2015*). Capturing a more complete view of employees' lives outside of work: The introduction and development of new interrole conflict constructs. *Personnel Psychology, 68*, 235-282.

*Advance online publication June 2014. doi: 10.1111/peps.12080

❖ Lead article

Wilson, K. S., Sin, H. P., & Conlon, D. E. (2010). What about the leader in leader-member exchange? The impact of resource exchanges and substitutability on the leader. *Academy of Management Review, 35*, 358-372.

❖ Lead article

Ilies, R., Wilson, K. S., & Wagner, D. T. (2009). The spillover of daily job satisfaction onto employees' family lives: The facilitating role of work-family integration. *Academy of Management Journal, 52*, 87-102.

Barnes, C. M., Hollenbeck, J. R., Wagner, D. T., DeRue, D. S., Nahrgang, J. D., & Schwind, K. M. (2008). Harmful help: The costs of backing-up behavior in teams. *Journal of Applied Psychology, 93*, 529-539.

Ilies, R., Schwind, K. M., Wagner, D. T., Johnson, M. D., DeRue, D. S., & Ilgen, D. R. (2007). When can employees have a family life? The effects of daily workload and affect on work-family conflict and social behaviors at home. *Journal of Applied Psychology, 92*, 1368-1379.

* Rosabeth Moss Kanter Award for Excellence in Work-Family Research Finalist

Ilies, R., Schwind, K. M., & Heller, D. (2007). Employee well-being: A multi-level model linking work and nonwork domains. *European Journal of Work and Organizational Psychology, 16*, 326-341.

OTHER PUBLICATIONS (†current or former student)

†Law-Penrose, J. C., Wilson, K. S., & †Taylor, D. L. (2016). Leader-member exchange (LMX) from the resource exchange perspective: Beyond resource predictors and outcomes of LMX. In T. N. Bauer & B. Erdogan (Eds.), *The Oxford Handbook of Leader-Member Exchange* (Vol 1: pp. 55-66). Oxford, UK: Oxford University Press.

Wilson, K. S., Conlon, D. E., & Koopman, J. (2011). Fairness and consumer behavior: A WWJD (what would justice do?) analysis. In M. A. Rahim (Ed.), *Diversity, conflict, and leadership: Current topics in management* (Vol. 15: pp. 63-92). New Brunswick, NJ: Transaction Publishers.

Schwind, K. M. (2007). *The future of human resource management: Emerging HRM needs and tools*. Alexandria, VA: Society for Human Resource Management Foundation.

UNDER REVIEW

†Kleshinski, C. E.*, Wilson, K. S.*, & Kossek, E. E. (revise & resubmit). [Title removed to protect review process.] *Academy of Management Review*.

*the first two authors contributed equally; ordering is alphabetical.

Perrigino, M. B., Dunford, B. B., & Wilson, K. S. (revise & resubmit). [Title removed to protect review process.] Full manuscript invited to the *Academy of Management Annals*.

WORKING MANUSCRIPTS

Wilson, K. S., Conlon, D. E., & Murnighan, J. K. Callings and sensemaking: The role of interacts in the genesis and interpretation of artistic career choices (Status: Preparing for submission to *Personnel Psychology*).

Wilson, K. S., †Kleshinski, C. E., †Law-Penrose, J. C., Sin, H.P. Leader-member exchange and belongingness: Understanding both leaders' and members' citizenship behaviors (Status: Collecting additional data before submission to *Academy of Management Journal*).

Mishina, Y., Dimotakis, N., Wilson, K. S., Devers, C. E., Alexander, B. N. How emotional language can influence investors and analysts. *Working Manuscript*.

Dunford, B. B., Wilson, K. S., Tay, L., & Boss, R. W. Progressive withdrawal in burned out departments: A multi-level burnout withdrawal model. *Working Manuscript*.

Wilson, K. S., Ilies, R., & De Pater, I. E. The management of emotion in work and family: Interpersonal antecedents and outcomes of a novel source of work-family conflict. *Working Manuscript*.

†Law-Penrose, J. C., Wilson, K. S., & †Chen, H. What do we know about job performance? A field level review of meta-analytic findings among individual attributes, attitudes, motivation and job performance. *Working Manuscript*.

CHAired CONFERENCE SESSIONS

Wilson, K. S., & Dahm, P. C. (Chairs). *Family Matters: The Influence of Close Others on Employee Identity, Attitudes, and Well-being*. Symposium* co-chairperson at the 2016 Academy of Management Annual Meeting, Anaheim, CA.

*This symposium was chosen to be a showcase (high-quality and high potential) symposium

Wilson, K. S., & Glomb, T. M. (Chairs). *New Perspectives on the Study of Work-Life Processes and Health*. Symposium co-chairperson at the 2012 Academy of Management Annual Meeting, Boston, MA.

Ilies, R., & Schwind, K. M. (Chairs). *Processes Linking Work and Family Domains: Taking a Dynamic Approach*. Symposium co-chairperson at the 2006 Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.

CONFERENCE PRESENTATIONS

Wilson, K. S. *Misery loves company: An investigation of employee and significant other family-to-work conflict*. Part of a showcase symposium* titled: *Family matters: The influence of close others on employee identity, attitudes, and well-being*, K. S. Wilson and P. C. Dahm (Chairs), presented at the 2016 Academy of Management Annual Meeting, Anaheim, CA.

*Showcase symposium are high quality and well-rated symposium with the potential to draw a large audience due to the nature of the topic

Wilson, K. S., DeRue, D. S., Howe, M., & Conlon, D. E. *Personality similarity in negotiations: Testing the dyadic effects of similarity in interpersonal traits and the use of emotional displays on negotiation outcomes*. Part of the symposium: *The role of individual differences in negotiation*, S. Sharma (Chair), presented at the 2016 Academy of Management Annual Meeting, Anaheim, CA.

Law-Penrose, J., & Wilson, K. S. *Nexus of identity: Understanding the role of the leader in subjective and objective career success*. Part of the symposium: *Psychological perspectives in leading organizations: Opportunities and challenges*, R. Raveendran (Chair), presented at the 2016 Academy of Management Annual Meeting, Anaheim, CA.

Wilson, K.S., Baumann, H. M., Ilies, R., Kossek, E. E., & Matta, F. *Misery loves company: An investigation of employee and significant other similarity in family-to-work conflict*. Part of symposium: *Beyond the Individual: Crossover processes in work and family domains*, M. Matias and S. Tement (Chairs), presented at the 2016 Work Family Researchers Network Conference, Washington, DC.

Kossek, E. E., Rupp, D. E., Wilson, K. S., Porter, C., & Law-Penrose, J. *Leaders as psychological resources driving engagement on and off the job*. Part of the symposium: *Enrichment across boundaries: New perspectives on the work-life interface*, C. M. Kelly and K. Strauss (Chairs), presented at the 2015 Academy of Management Annual Meeting, Vancouver, BC.

Dunford, B. B., Wilson, K. S., Tay, L., & Boss, W. *Department burnout and individual performance: A burnout withdrawal crossover model*. Paper presented in the Featured Top Rated Posters Session at the 2015 Society for Industrial and Organizational Psychology Annual Conference, Philadelphia, PA.

Kossek, E. E., Wilson, K. S., & Law-Penrose, J. C. *Work-family interventions: Developing leader and organizational capabilities*. Symposium presented at the 2015 International Community Work and Family Conference, Malmo, Sweden.

Baumann, H. M., & Wilson, K. S. *Examining work-family enrichment as an autonomously motivated experience of resource investment*. Part of the symposium: *The scales of work and life: Moving work-life balance research forward*, L. M. Graves (Chair), presented at the 2014 Academy of Management Annual Meeting, Philadelphia, PA.

Baumann, H. M., Wilson, K. S., Kossek, E. E., & Ilies, R. *Family-to-work conflict and coworker rated citizenship behavior: The role of partner agreement*. Part of the symposium: *Organizational dynamics and families: New perspectives*, E. E. Kossek and M. Hyland (Chairs), presentation at the 2014 Work Family Researchers Network Conference, New York, NY.

Wagner, D. T., & Wilson, K. S. *Work-family integration and the spillover from job to life satisfaction*. Part of the symposium: *Novel approaches to affective spillover*, R. Ilies and Z. W. C. Goh (Chairs), presentation at the 2014 Society for Industrial and Organizational Psychology Annual Conference, Honolulu, HI.

Wilson, K. S., Baumann, H. M., & Taylor, D. L. *Work-family conflict in dual earner couples and the intervening role of exchange relationships at home: A test of actor, partner and mediation effects*. Paper presented at the 2013 International Conference of Work and Family, Barcelona, Spain.

Baumann, H. M., & Wilson, K. S. *Conflict between employees' work, family, and personal lives and relationships with health outcomes*. Part of the symposium: *New perspectives on the study of work-life processes and health*, K. S. Wilson and T. M. Glomb (Chairs), presentation at the 2012 Academy of Management Annual Meeting, Boston, MA.

Wilson, K. S., & Ilies, R. *What employees do at work matters for the family: How emotional labor impacts family life*. Part of the roundtable session: *Work-life balance: Family, social, and organizational support* presented at the 2011 Academy of Management Annual Meeting, San Antonio, TX.

Taylor, D. L., Baumann, H. M., & Wilson, K. S. *Work-family conflict crossover and the role of exchange relationships at home*. Part of the roundtable session: *Work to life and life to work conflict: The role of affect and resource depletion* presented at the 2011 Academy of Management Annual Meeting, San Antonio, TX.

Baumann, H. M., Taylor, D. L., & Wilson, K. S. *Work-Family Conflict: Crossover in Dual-Earner Couples*. Interactive poster session presented at the 2011 Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Mishina, Y., Dimotakis, N., Fulmer, I. S., & Wilson, K. S. *Style over substance: How emotional linguistic styles can influence shareholder perceptions*. Paper presented at the 2010 Strategic Management Society Annual Conference, Rome, Italy.

Wilson, K. S. *The Behavioral Antecedents of Different Forms of Work-Family Conflict*. Interactive poster session presented at the 2010 Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA.

Wagner, D. T., Wilson, K. S., & Ilies, R. *Nice, but do you mean it? Customer reactions to employee affective display during service encounters*. Part of the symposium: *What makes customers tick...and ticked off? Affect, justice, and emotions in customer service*, D. T. Wagner and R. Ilies (Chairs), presentation at the 2008 Academy of Management Annual Meeting, Anaheim, CA.

Schwind, K. M., Sin, H. P., & Conlon, D. E. *Leader-member exchange and leader outcomes*. Part of the symposium: *Multi-Level and Multi-Perspective Research in Leader-Member Exchange*, D. Major and K. Oborn (Chairs), presentation at the 2008 Society for Industrial and Organizational Psychology Annual Conference, San Francisco, CA.

Ilies, R., Schwind, K. M., & Wagner, D. T. *Job satisfaction extending over the work-family boundary: Spillover to satisfaction and mood at home*. Paper presented at the 2007 Academy of Management Annual Meeting, Philadelphia, PA.

Schwind, K. M., Willaby, H., Conlon, D. E., & Murnighan, J. K. *The genesis and early determinants of artistic careers*. Poster presented at the 2007 Society for Industrial and Organizational Psychology Annual Conference, New York, NY.

Schwind, K. M., Ilies, R., & Heller, D. *Employee well-being: A multilevel model linking work and family domains*. Poster presented at the 2007 Society for Industrial and Organizational Psychology Annual Conference, New York, NY.

Ilies, R., Schwind, K. M., Wagner, D. T., & Ilgen, D. R. *Intraindividual antecedents and outcomes of work-family conflict: Workload, affect, and social behavior*. Paper presented at the 2006 International Forum CRITEOS, Lisbon, Portugal.

Schwind, K. M., & Ilies, R. *Core self-evaluations and psychological well-being: Further validation using multiple methodologies and rating perspectives*. Part of the symposium: *New Directions in Core Self-Evaluations Research*, D. Heller and D. L. Ferris (Chairs), presentation at the 2006 Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.

Ilies, R., Schwind, K. M., Wagner, D. T., & Ilgen, D. R. *When do employees have a family life? The effects of daily workload and affect on work-family conflict and social activities at home*. Part of the symposium: *Processes Linking Work and Family Domains: Taking a Dynamic Approach*, R. Ilies and K. M. Schwind (Chairs), presentation at the 2006 Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.

Barnes, C. M., Ilies, R., Hollenbeck, J. R., Nahrgang, J. D., & Schwind, K. M. *Happy to Help or Help to be Happy? Moderators in the Causal Relationships between Positive Affect and Altruism*. Part of the symposium: *Examinations of Mood and Extra-Role Behavior*, I. S. Fulmer and C. M. Barnes (Chairs), presentation at the 2006 Academy of Management Annual Meeting, Atlanta, GA.

Wagner, D. T., Ilies, R., & Schwind, K. M. *A Dynamic Analysis of Need Fulfillment and Well-Being at Work and Home*. Part of the Symposium: *Dynamic Work Processes and Well-Being: Testing Affective Events Theory via Experience Sampling Design*, R. Ilies and D. T. Wagner (Chairs), presentation at the 2006 Academy of Management Annual Meeting, Atlanta, GA.

INVITED PRESENTATIONS

Wilson, K. S. (September 2016). *Dyadic work-nonwork mechanisms: A relational approach to studying inter-role experiences*. Research presented in the Work, Family and Time Workshop at the University of Minnesota, Minneapolis, MN.

Baumann, H. M. & Wilson, K. S. (September 2011). *The employee as a whole person: Investigating conflict between employees' work, family, and personal lives*. Paper presented to the I/O Psychology Area, Department of Psychology, Indiana University-Purdue University Indianapolis, Indianapolis, IN.

RESEARCH INTERESTS

Work-Nonwork Interface, Resources, and Leadership

HONORS AND AWARDS

2016 Favorite Business School MBA Professor

Poets & Quants

- <http://poetsandquants.com/2016/08/17/favorite-business-school-professors-teaching-mbas/4/>

2013-Present Distinguished/Outstanding Teacher

Krannert School of Management, Purdue University

- Awarded to recognize faculty and courses that received excellent student ratings

2015 SIOP Poster Award

The following paper was recognized as a Featured Top Rated Poster at the 2015 Society for Industrial and Organizational Psychology Annual Conference in Philadelphia, PA:

- Dunford, B. B., Wilson, K. S., Tay, L., & Boss, W. *Department burnout and individual performance: A burnout withdrawal crossover model*.

2014 Faculty Mentor Recognition Award Nominee

Purdue Graduate Student Government

- Nominated by current and former doctoral students for this award, which recognizes Purdue University graduate faculty for outstanding mentoring of graduate students

2013 Purdue Research Foundation International Travel Grant (\$700 in travel funds)

Office of the Vice President for Research, Purdue University

- Awarded to help fund international conference or travel activities

2012 Teaching for Tomorrow Award (\$1000 in faculty development funds)

Purdue University

- Awarded to recognize junior faculty for their teaching accomplishments and future potential with regards to student learning

2011 John and Mary Willis Young Faculty Scholar Award (\$5,000 in research funds)

Krannert School of Management, Purdue University

- Awarded to recognize junior faculty for their strong research potential and facilitate future research pursuits

Rosabeth Moss Kanter Award for Excellence in Work-Family Research Finalist

The following paper was a finalist (top five) for the Center for Families at Purdue University and Boston College Center for Work and Family annual award:

- Ilies, R., Schwind, K. M., Wagner, D. T., Johnson, M. D., DeRue, D. S., & Ilgen, D. R. (2007). When can employees have a family life? The effects of daily workload and affect on work-family conflict and social behaviors at home. *Journal of Applied Psychology*, 92, 1368-1379.

2009 SIOP Lee Hakel Graduate Student Scholarship (\$3,500)

Society for Industrial and Organizational Psychology

- Awarded to recognize achievement in a graduate career and to support the dissertation work of students in the field of industrial-organizational psychology

2008 Summer Support Fellowship (\$5,000)

Michigan State University

- Awarded to selected graduate students in order to facilitate their dissertation and summer research pursuits

2006 Research Enhancement Award (\$500)

Michigan State University

- Awarded to selected graduate students in order to facilitate and support their research pursuits

TEACHING EXPERIENCE

Leadership, Professor

Purdue University, Spring 2013 to Present

- Masters elective leadership course
- Rated a Distinguished and Outstanding Teacher for this course

Individual Behavior in Organizations, Professor

Purdue University, Spring 2011 to Present

- PhD Seminar in organizational behavior

Introduction to Organizational Behavior, Professor

Purdue University, Fall 2010 to Present

- Undergraduate core organizational behavior course
- Rated a Distinguished and Outstanding Teacher for this course

Research Methods II, Guest Speaker

Purdue University, Spring 2014

- Guest speaker on publishing in I/O Psychology PhD seminar

Corporate Social Responsibility, Guest Lecture

Purdue University, Summer 2011

- Guest lecture for Master's (MSIA) course

Management Skills, Instructor

Michigan State University, Spring and Summer 2006

- Undergraduate organizational behavior course

Managing Human Resources, Instructor

Michigan State University, Summer 2007 and 2008

- Undergraduate human resource management course

Negotiation and Conflict Resolution, Teaching Assistant

Michigan State University, Spring 2008

- Weekend MBA negotiation course

UNIVERSITY SERVICE

Dissertation Committees

- Chris J. Hartwell, Member of Dissertation Committee, Department of Management, Purdue University (2015)
- Lauren Kuykendall, Member of Dissertation Committee, Department of Psychological Sciences, Purdue University (2015)
- Heidi M. Baumann, Chair of Dissertation Committee, Department of Management, Purdue University (2013)
 - Recipient of the Bilsland Dissertation Fellowship from Purdue University, which is awarded to outstanding PhD candidates
- David L. Taylor, Member of Dissertation Committee, Department of Management, Purdue University (2012)

Master's Thesis & Research Paper Committees

- Catherine Kleshinski, Advisor for the 606/2nd year paper requirement, Department of Management, Purdue University (2016)
- Lauren Gasque, Member of Master's Thesis Committee, Department of Psychological Sciences, Purdue University (2013)

Management Department Committees

- OBHR Undergraduate Task Force (2016)
- OBHR Lecturer Search Committee (2016)
- OBHR PhD Program Committee (2013 to present)
- OBHR PhD Prelim Exam Committee (2010 to present)
- OBHR Lecturer and Visitor Search Committee (2015)

- OBHR Faculty Search Committee (2012)
- OBHR PhD Program Selection Committee (2009-2010)

Other Service

- Faculty panelist for the 2016 Ignite/Admit Weekend for Krannert Masters programs
- Facilitated a 2014 Leadership and Teams Workshop for high potential Krannert applicants
- Judge for the 2014 OBHR 330 Case Competition
- Judge for the 2012 Krannert Human Capital Case Competition

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Academy of Management

Society for Industrial and Organizational Psychology (SIOP Scholar as of 2012)

American Psychological Association

Work and Family Researchers Network

2005 Academy of Management New Doctoral Student Consortium Participant

2008 Academy of Management HR Division Doctoral Student Consortium Participant

2011 Academy of Management OB Division Junior Faculty Consortium Participant

2011 Academy of Management OB Division “Halfway There But Now What? Advice for Pre-Dissertation Doctoral Students” PDW Invited Roundtable Discussant

2016 Academy of Management OB Doctoral Student PDW “Building your Academic Career: Here, There, and Everywhere” Invited Panelist

Ad Hoc Reviewer:

- *Academy of Management Review*
- *Journal of Applied Psychology*
- *Organizational Behavior and Human Decision Processes*
- *Journal of Management*
- *Journal of Organizational Behavior*
- *Small Group Research*
- *Applied Psychology: An International Review*
- OB & HR Divisions of the Academy of Management
- Society for Industrial and Organizational Psychology (SIOP)
- SIOP John Flanagan Award for Outstanding Student Contribution
- INFORMS Organization Science Dissertation Proposal Competition
- Rosabeth Moss Kanter Award for Excellence in Research on Work and Family

Editorial Board Member:

- *Journal of Management* (July 2014-Present)