

CURRICULUM VITAE

Lawrence Houston III, Ph.D.
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CONTACT

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EDUCATION

Pennsylvania State University (PSU), State College, PA
Ph.D. in Industrial-Organizational Psychology **2015**
Minor: Business Management
Advisor: Dr. Alicia A. Grandey
Minor Advisor: Dr. Lance Ferris

Pennsylvania State University (PSU), State College, PA
M.S. in Industrial-Organizational Psychology **2012**
Advisor: Dr. Alicia A. Grandey

University of Memphis, Memphis, TN
B.A. Honors in Psychology **2010**
Minor: Philosophy
Advisor: Dr. Randy Floyd

POSITIONS HELD

Assistant Professor of Human Resource Management, Rutgers University, 2020-present
Chair of SIOP's Committee on Ethnic Minority Affairs, 2019-2022
Assistant Professor, Management Department, Oregon State University, 2015-2020
Teaching Fellow, Psychology Department, Pennsylvania State University, 2014-2015

COMPETITIVE RESEARCH GRANTS

Early Career Faculty Fellow (**\$12,500**) – Institute for the Study of Global Racial Justice **2022**
NIDILRR Research Grant (**\$4.3 million**) – Principal Investigator: Doug Kruse (Rutgers) **2021**
Anti-Racism Grant (**\$9,450**) – Society for Industrial & Organizational Psychology **2020**
Harry and Miriam Levinson Scholarship (**\$5,000**) – American Psychology Foundation **2014**
Africana Research Center Grant (**\$2,000**) – Penn State University **2013**

RESEARCH INTERESTS

The primary goal of my research program is to understand the ways that employees build and maintain strong, positive relationships at work, including customer-employee, coworker-coworker, and leader-follower relationships. To address this goal, my current research focuses on (1) pathways for managing intergroup relations effectively and (2) organizational leadership.

JOURNAL ARTICLES

- Houston, L.**, Ferris, L., & Crossley, C. (2022) Does value-similarity matter? The influence of ethical leadership on employee engagement and deviance. *Group and Organizational Management*.
- Grandey, A. A., **Houston, L.**, & Avery, D. (2019). Fake it to make it: Emotional labor reduces the racial disparity in service performance judgments. *Journal of Management*, 45, 2163-2192.
- Schilpzand, P., **Houston, L.**, & Cho, J. (2018). Not too tired to be proactive: Daily empowering leadership spurs next-morning employee proactivity as moderated by nightly sleep quality. *Academy of Management Journal*, 61, 2367-2387.
- Klotz, A., Yam, K. C., He, W., Bolino, M. C., Wei, W., & **Houston, L.** (2018). Good actors but bad apples: Deviant consequences of daily impression management at work. *Journal of Applied Psychology*, 103, 1145-1154
- Houston, L.**, Grandey, A. A., & Sawyer, K. (2018). Who cares if “service with a smile” is authentic?: An expectancy-based model of customer race and perceptions of service interactions. *Organizational Behavior and Human Decision Processes*, 144, 85-96.
- Houston, L.** & Grandey, A. A. (2013). What we don’t know can hurt us: A call for stereotype-congruent impression management tactics. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 433-437.
- Carpenter, N., Berry, C., & **Houston, L.** (2013). A meta-analytic comparison of self- and other-reported organizational citizenship behavior. *Journal of Organizational Behavior*, 35, 547-574.
- Maynard, J. L., Floyd, R. G., Acklie, T. J., & **Houston, L.** (2011). General factor loadings and specific effects of the Differential Ability Scales, Second Edition composites. *School Psychology Quarterly*, 26, 108.

BOOK CHAPTERS

- Houston, L.** (2022). Cognitive diversity in the workplace. Sage Publishing.
- Jacobs, R., Zettlemoyer, D., & **Houston, L.** (2013). Measuring police officer performance. In *Encyclopedia of Criminology and Criminal Justice*. Springer: New York, New York.

MANUSCRIPTS UNDER REVIEW

- Houston, L.**, Dwivedi, P., Joshi, A., & Humphrey, S. [Under review at *Organization Science*]. How can female leaders capitalize on a network of potential issue endorsers to establish their legitimacy and enhance the likelihood of issue implementation over their careers?
- Houston, L.**, Kraimer, M., & Schilpzand, P. [Under review at *Group & Organization Management*]. Are there specific contexts in which leaders’ diversity self-efficacy beliefs have a stronger (or weaker) influence on whether they can effectively lead and manage a racially diverse workgroup?

SELECTED MANUSCRIPTS IN PREPARATION

- Houston, L.** [Reducing turnover in racially diverse teams].
- Houston, L.**, Huan, C., & Park, H. [Diversity-efficacy scale development and nomological network]
- Houston, L.**, Neely, B., Sayre, G., & Kraimer, M. [Diversity management in top management teams].
- Kraimer, M., **Houston, L.**, Liu, J., & Seibert, S. [Differential effects of experienced incivility].

CONFERENCE RESEARCH PRESENTATIONS

- Kraimer, M., Houston, L., Liu, J., & Seibert, S. (2022). Race, incivility, and perceptions of racial discrimination. Symposium session at the 82nd Academy of Management (AOM) Annual National Conference in Seattle, WA.
- Houston, L. & Klotz, A. (2018). Newcomer socializing as impression management, and its differential effects for male and female newcomers. Symposium session at the 78th Academy of Management (AOM) Annual National Conference in Chicago, IL.
- Houston, L., (2017). An Examination of the Interplay between Impression Management and Gender on the Social Integration of Newcomers. Symposium session at the 77th Academy of Management (AOM) Annual National Conference in Atlanta GA.
- Houston, L., Ferris, L., & Crossley, C. (2017). Ethical Leadership and Positive Organizational Behavior: The Role of Value-Similarity. Symposium session at the 77th Academy of Management (AOM) Annual National Conference in Atlanta GA.
- Houston, L., Ferris, L., & Crossley, C. (2017). Undermining yourself: A moral emotions perspective on the consequences of social undermining. Poster at the 33rd Society for Industrial and Organizational Psychology (SIOP) Annual National Conference in Orlando FL.
- Schilpzand, P., Cho, J., & Houston, L. (2017). The daily Effects of Humble (Caring) Leadership Depend on Whether the Leader is Abusive. The 33rd European Group for Organizational Studies (EGOS) Colloquium, EGOS, Copenhagen, Denmark.
- Durban, C., Baldridge, D., Houston, L., & Yang, L.-Q. (2017). Withheld Disability Accommodation requests, perceived integration, and desire to stay. Poster at the 33rd Society for Industrial and Organizational Psychology (SIOP) Annual National Conference in Orlando FL.
- Houston, L., & Grandey, A. A., (2016). A New Perspective on the Personal and Social Consequences of Creating Façades of Conformity at Work. Symposium session at the 76th Academy of Management (AOM) Annual National Conference in Anaheim, CA. Chairs: Sanghee Park and Anthony Klotz. Discussant: Michele Kacmar.
- Joshi, A., Humphrey, S., Houston, L., & Dwivedi, P. (2016). An Issue-selling Perspective on Women's Leadership in Male-dominated Contexts. Symposium session at the 76th Academy of Management (AOM) Annual National Conference in Anaheim, CA. Chairs: Priyanka Joshi and Jessica Kennedy.
- Jones, K. S., Johnson, T. D., & Houston, L., (2016). Can You See Me Now? Social Invisibility and Career Success for the Black Professional Class. Symposium session at the 76th Academy of Management (AOM) Annual National Conference in Anaheim, CA. Chairs: Jennifer Kish-Gephart and Tiffany Johnson. Discussant: Kamal Munir.
- Joshi, A., Humphrey, S., Houston, L., & Dwivedi, P. (2015). Sugar and spice and everything nice? Predicting the success of female leaders' issue selling strategies. Symposium session at the 75th Academy of Management (AOM) Annual National Conference in Vancouver, BC, Canada. Chairs: Jennifer Chatman and Laura Kray. Discussant: Robin Ely.
- Houston, L. (2015). From categorization to individuation: A new perspective on strategic self-presentations and the socialization of racial minorities. Paper session at the 75th Academy of Management (AOM) Annual National Conference in Vancouver, BC, Canada. Chair: Oscar Holmes IV.

- Houston, L., Grandey, A., & Sawyer, K. (2015). Racial differences in customer service expectations explain reactions to inauthenticity. Poster session at the 30th Society for Industrial and Organizational Psychology (SIOP) Annual National Conference in Philadelphia, PA.
- Houston, L., & Grandey, A. (2014). Black sensitivity versus adaptivity to white service providers' inauthenticity. Symposium session at the 29th Society for Industrial and Organizational Psychology (SIOP) Annual National Conference in Honolulu, HI. Chairs: Daniel Beal and Jill Sundie.
- Grandey, A., & Houston, L. (2013). Keepin' it real: Race, emotional labor, and service performance. Symposium session at the 28th Society for Industrial and Organizational Psychology (SIOP) Annual National Conference in Houston, TX. Chair: Derek Avery.
- Houston, L., Maneotis, S., Grandey, A. (2012). Socialized inauthenticity: The impact of unit surface acting norms on individual surface. Paper session at the 72nd Academy of Management (AOM) Annual National Conference in Boston, MA. Chair: Douglas Pugh.
- Carpenter, N., Houston, L., & Berry, C. (2012). A meta-analytic comparison of self- and other-reported organizational citizenship behavior. Poster session at the 27th Society for Industrial and Organizational Psychology (SIOP) Annual National Conference in San Diego, CA.
- Houston, L. (April, 2010). Predicting success: An investigation of the Wonderlic Personnel Test. Symposium session at the National Conference on Undergraduate Research (NCUR) in Montana, Missoula.
- Maynard, J. L, Floyd, R. G., McGaughey, T. J., & Houston, L. (March, 2010). General factor loadings and specific effects of the Differential Ability Scales, Second Edition composites. Poster session at The National Association for School Psychologists (NASP) 2010 Annual Convention in Chicago, Illinois.
- Houston, L., & Earnest, D. (Oct., 2009). Distributive justice: Social comparisons and their effects on turnover rates. Poster session at the River City I-O Psychology Conference (RCIO) in Chattanooga, Tennessee.

TEACHING EXPERIENCE

- Strategic Human Resource Management (Post-graduate executive education at Rutgers)
- HR Decision-Making: Data-based decision (Masters course at Rutgers)
- Multivariate Statistics (PhD Seminar at Rutgers)
- Business Analytics – (Undergraduate course at Rutgers and OSU)
- Emotional Labor – (Summer PhD Seminar at University of South Alabama)
- Management Individual and Team Performance (Undergraduate course at OSU)
- Foundations of Business Research (PhD Seminar at OSU)
- Work Attitudes and Motivation (Undergraduate course at PSU)
- Leadership in the Workplace (Undergraduate course at PSU)
- Advanced Statistical Analyses (PhD Seminar at PSU)

INVITED TALKS

2022

- Akron University

2021

- University of South Alabama

2020

- University of Connecticut

2018

- Duke University

- Linn-Benton County Employer's Partnership for Diversity
- OSU Association of Faculty for the Advancement of People of Color
- Penn State I/O Psychology Department
- Garmin AT, Inc.

2017

- Advancing Women in Leadership (AWL in PDX)
- OSU Association of Faculty for the Advancement of People of Color (AFAPC)
- INTO at Oregon State University

MEMBERSHIPS

Academy of Management (AOM)

- AOM OB Division Best Paper Award Committee Member (2018) and Co-chair (2019)

Society for Industrial and Organizational Psychology (SIOP, APA Division 14)

- *SIOP Committee on Ethnic Minority Affairs (CEMA) Chair (2020 – 2022)*
- *SIOP Doctoral Consortium Co-chair (2018) and Chair (2019)*

REFERENCES

Anthony Klotz – a.klotz@ucl.ac.uk

Lance Ferris – ferrisd1@broad.msu.edu

Alicia Grandey – aag6@psu.edu