Society for Industrial and Organizational Psychology, SIOP, Fellow
Scientific Affairs Committee of Society for Industrial and Organizational Psychology (1988-1990)
Education and Training Subcommittee, 2002
Conference Program H0 6c2 0 5W*nBT/F3 12 Tf1 8/GS7 gs0 g/GS8 gs0 G[( )] TJETQq0.00000957nBT/

Academy of Management Review
Accident Analysis & Prevention
American Journal of Industrial Medicine
American Psychologist
Applied Ergonomics
Applied Psychology: An International Review
Behavior Research Methods
British Journal of Management
European Journal of Social Psychology
European Journal of Work and Organizational Psychology
Canadian Psychology
Gender Work and Organization
Human Performance
Human Relations
Information Security Journal: A Global Perspective
International Journal of Psychology
International Journal of Selection and Assessment
International Journal of Stress Management
Journal of Applied Social Psychology
Journal of Happiness Studies
Journal of Personality Assessment
Management and Organization Review
Organization & Environment
Organizational Behavior and Human Decision Processes
Personality and Individual Differences
Psychological Bulletin
Psychological Reports
Psychology and Aging
Structural Equation Modeling
Scandinavian Journal of Work, Environment and Health
Swiss Journal of Psychology

Advisory Boards

Advanced Topics in Organizational Behavior Advisory Board (1995-2001)
International Society for the Study of Work and Organizational Values (ISSWOV). Scientific Advisory Committee (Since 2009)
Occupational Health Science (Since 2016)
Personnel Psychology Book Review Advisory Board (1994-2000)

AWARDS AND DISTINCTIONS

Listed as one of the most frequent contributors to the *Journal of Applied Psychology* (number 13 of 1383 authors) during the period 1980-1989 in a 1990 article in *The Industrial/Organizational Psychologist*.

Noted as one of the 50 highest impact authors in psychology (number 40 of over 100,000) during the period 1986-1990 by the Institute for Scientific Information in a 1992 study.

Recipient of the annual Theodore & Venette Askounes-Ashford Distinguished Scholar Award from the University of South Florida for 1992.

Teaching Incentive Program (TIP) Award, at the University of South Florida, 1995.

Professorial Excellence Program (PEP) Award at the University of South Florida, 1998.

Elected fellow, Society for Industrial and Organizational Psychology, 2003.

Elected fellow, Association for Psychological Science, 2003.

Top 5 Finalist for Academy of Management HR Division Scholarly Achievement Award 2004.

Top 20 Best of the Best finalist for the 2005 Kanter Award for work/family research for Spector et al. (2004). A cross-national comparative study of work/family stressors, working hours, and well-being: China and Latin America vs. the Anglo world published in *Personnel Psychology*.

ISI Thomson Fast Breaking Paper October, 2007

Noted as 7th most impactful management scholar in Aguinis, H., Suarez-González, I., Lannelongue, G., & Joo, H. (2012). Scholarly impact revisited. *Academy of Management Perspectives, 26,* 105-132.

Best paper prize 2012, *Journal of Occupational and Organizational Psychology* for Fox, S., Spector, P. E., Goh, A., Bruursema, K., & Kessler, S. R. (2012). The deviant citizen: Measuring potential positive relations between counterproductive work behavior and organizational citizenship behavior.

Recipient of 2013 Thomas A. Mahoney Mentoring Award from Human Resources Division of Academy of Management.

Elected Fellow, American Psychological Association, 2013.

Recipient of 2014 Sage Publications Research Methods Distinguished Career Award from Research Methods Division of Academy of Management.

Elected Fellow, International Association of Applied Psychology, 2014.

Recipient of USF Outstanding Graduate Mentoring Award, 2014.

Two papers listed as "Highly Cited" in field of Economics & Business by ISI Thomson in 2017:
Spector, P. E. (2006). Method variance in organizational research: Truth or urban legend? *Organizational Research Methods, 9,* 221-232
Spector, P. E. & Brannick, M. T. (2011). Methodological urban legends: The misuse of statistical control variables. *Organizational Research Methods, 14,* 287-305.

Elected Fellow, Southern Management Association, 2017.

Paper listed by Google Scholar (2017) as 2006 Classic in Human Resources & Organizations (ranked 1st): Spector, P. E. (2006). Method variance in organizational research: Truth or urban legend? *Organizational Research Methods, 9,* 221-232.

Listed at 11th most cited author in I-O textbooks according to Aguinis, H., Ramani, R. S., Campbell, P. K., Turnes, P. B., Drewry, J. M., & Edgerton, B. T. (2017). Most frequenctly cited sources, articles, and authors in industrial-organizational psychology textbooks: Implications for the science-practice divide, scholarly impact, and the future of the field. *Industrial and Organizational Psychology, 10,* 507-557.

Noted as most cited in I-O articles among I-O PhD program faculty members in North America in Landers, R. N., Armstrong, M. B., Helms, A. B., & Epps, A. N. (2018). The interdisciplinarity of I-O psychology PhD programs and faculty. *The Industrial Organizational Psychologist*, 554.

Spector, P. E. (2019). Do not cross me: Optimizing the use of cross-sectional designs. *Journal of Business and Psychology*.

- Listed as “Hot Paper” (top .1% of papers cited) by Clarivate Analytics in 2019:
- 2019 Editor’s Commendation from JBP.

Elected Fellow, American Association for the Advancement of Science, AAAS, 2019

PUBLICATIONS

Books

Book Chapters

Broskowski, A., White, S. L., & Spector, P. E. (1979). A management perspective on program evaluation. In H. C. Schulberg, & J. M. Jerrell (eds.) *The Evaluator and Management,* Newbury Park, CA: Sage.

Spector, P. E. (1983). Applied personnel management IV: Employee job satisfaction. In Marlowe, H. A., Jr., & Weinberg, R. B. (eds.). *Management and Supervision in the Mental Health Setting*. Tampa: University of South Florida.

Spector, P. E. (1983). Job satisfaction in mental health settings. In Marlowe, H. A., Jr. & Weinberg, R. B. (eds.) *Competence, Coping and the Emotionally Handicapped*. Tampa: University of South Florida.

Spector, P. E. (1986). Group Behavior. In L. A. Penner *Social Psychology: Concepts and Applications*. New York: West.

Spector, P. E., Brannick, M. T., & Coovert, M. D. (1989). Job Analysis. In C. L. Cooper & I. T. Robertson (eds.) *International Review of Industrial and Organizational Psychology: 1989* (pp. 281-328). West Sussex, England: John Wiley.

Spector, P. E. (1992). A consideration of the validity and meaning of self-report measures of job conditions. In C. L. Cooper & I. T. Robertson (eds.) *International Review of Industrial and Organizational Psychology: 1992* (pp. 123-151). West Sussex, England: John Wiley.

Spector, P. E., & Brannick, M. T. (1995). The nature and effects of method variance in organizational research. In C. L. Cooper & I. T. Robertson (eds.) *International Review of Industrial and Organizational Psychology: 1995* (pp. 249-274). West Sussex, England: John Wiley.

Chen, P. Y., Spector, P. E., & Jex, S. M. (1995). Effects of manipulated job stressors and job attitude on perceived job conditions: A simulation. In S. L. Sauter & L. R. Murphy (eds.) *Organizational Risk Factors for Job Stress* (pp. 341-356). Washington, D. C.: American Psychological Association.

Menon, S., Narayanan, L., & Spector, P. E. (1996). The relation of time urgency to occupational stress and health outcomes for health care professionals. In C. D. Spielberger, I. G. Sarason, J. M. T. Brebner, E. Greenglass, P. Laungani, A. M. O'Roark (eds.) *Stress and Emotion: Anxiety, Anger, and Curiosity*, Volume 16 (pp. 127-142). London*:* Taylor & Francis.

Spector, P. E. (1997). The role of frustration in anti-social behavior at work. In R. A. Giacalone & J. Greenberg (eds.) *Anti-social Behavior in the Workplace* (pp. 1-17). Newbury Park, CA*:* Sage.

In S. A. Y. Poelmans (Ed.) *Work and family: An international research perspective*. (71-84). Mahwah, NJ: Lawrence Erlbaum.

Spector, P. E., & Fox, S. (2005). A model of counte

Spector, P. E., & Chang, C. H. (2009). Occupational health. In J. Coreil (Ed.). *Social and behavioral foundations of public health 2nd ed.* (pp. 401-415). Thousand Oaks, CA: Sage.

Thompson, L. F. & Spector, P. E. (2009). Industrial-organizational psychology. In W. G. Emener, M. A. Richard, & J. J. Bosworth (Eds.). *A guidebook to human service professions* 2nd ed. (pp. 116-127). Springfield, IL: Charles C. Thomas.

Chang, C. H., & Spector, P. E. (2010). Cross-cultural occupational health psychology. In J. C. Quick & L. E. Tetrick (Eds.). *Handbook of occupational health psychology, 2nd ed.* Washington, DC: American Psychological Association.

Fox, S., & Spector, P. E. (2010). Instrumental counterproductive work behavior and the theory of planned behavior: A "cold cognitive" approach to complement "hot affective" theories of CWB. In. C. A. Schriesheim & L. Neider (Eds.). *T side of management* (pp. 93-114). Charlotte, NC: Information Age.

Rotundo, M., & Spector, P. E. (2010). Counterproductive work behavior and withdrawal. In J. L. Farr & N. T. Tippins (Eds.). *Handbook of Employee Selection* (pp. 489-511). New York: Psychology Press.

Spector, P. E., & Rodopman, O. B. (2010). Methodological issues in studying insidious workplace behavior (pp. 273-306). In J. Greenberg (Ed.). *Insidious workplace behavior*, New York: Routledge.

Bruk-Lee, V., & Spector, P. E. (2011). Interpersonal conflict and stress at work: Implications for employee health and well-being. In A. M. Rossi, P. L. Perrewé, & J. A. Meurs (Eds.). *Stress e qualidade de vida no trabalho [Stress and quality of working life]*. São Paulo, Brazil: Editora Atlas. [Translated into Portuguese.] English version published 2012, Charlotte, NC: Information Age Publishing.

Sanchez, J. I., & Spector, P. E. (2012). Administrative, measurement, and sampling issues in large-scale cross-national research: UN or NATO approach? In A. M. Ryan, F. T. L. Leong, & F. L. Oswald (Eds.). *Conducting multinational research: Applying organizational psychology in the workplace* (pp. 123-147). Washington, DC: American Psychological Association.

Spector, P. E. (2012). Gender differences in aggression and counterproductive work behavior. In S. Fox & T. R. Lituchy (Eds.). *Gender and the dysfunctional workplace* (pp. 29-42). Cheltenham Glos, UK: Edward Elgar.

Spector, P. E., (2012). Negative and positive coworker exchanges: An integration. In L. T. Eby & T. D. Allen (Eds.). *Personal relationships: The effect of supervisor, co-worker, team, customer and nonwork exchanges on employee attitudes, behavior, and well-being* (pp. 157-172). New York: Routledge. [SIOP Frontier Series]

Spector, P. E. (2012). Self-reports for employee selection. In N. Schmitt (Ed.) *Oxford handbook of personnel assessment and selection* (pp. 443-461). New York: Oxford University Press.

Witt, L. A., & Spector, P. E. (2012). Personality and organizational politics. In G. R. Ferris & D. C. Treadway (Eds.). *Politics in organizations: Theory and research* (pp. 555-588). New York: Routledge. [SIOP Frontier Series]

Penner, L. A., Hawkins, H. L., Dertke, M. C., Spector, P. E., & Stone, A. (1973). Obedience as a function of experimenter competence. *Memory and Cognition*, *1*, 241-245.

Spector, P. E. (1975). Population density and unemployment*:* The effects on the incidence of violent crime in the American city. *Criminology*, *12*, 399-401.

Spector, P. E. (1975). Relationships of organizational frustration with reported behavioral reactions of employees. *Journal of Applied Psychology*, *60*, 635-637.

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Spector, P. E. (1976). Choosing response categories for summated rating scales. *Journal of Applied Psychology*, *61*, 374-375.

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Michaels, C. E., & Spector, P. E. (1982). Causes of employee turnover*:* A test of the Mobley, Griffeth, Hand, and Meglino (1979) model. *Journal of Applied Psychology, 67*, 53-59.

Spector, P. E. (1982). Behavior in organizations as a function of employee locus of control. *Psychological Bulletin, 91*, 482-497.

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Spector, P. E., & Michaels, C. E. (1983). An empirical test of item order as an artifact in

Spector, P. E., & Wimalasiri, J. (1986). A cross-cultural comparison of job satisfaction dimensions in the United States and Singapore. *International Review of Applied Psychology, 35,* 147-158.

Spector, P. E., & Michaels, C. E. (1986). Personality and employee withdrawal*:* The effects of locus of control on turnover. *Psychological Reports, 59,* 63-66.

Spector, P. E. (1986). Assessing employee job satisfaction with the job satisfaction survey. *Mental Retardation Systems, 3,* 5-13.

Spector, P. E. (1986). Perceived control by employees*:* A meta-analysis of studies concerning autonomy and participation at work. *Human Relations, 39,* 1005-1016.

Carsten, J. M., & Spector, P. E. (1987). Unemployment, job satisfaction and employee turnover: A meta-analytic test of the Muchinsky model. *Journal of Applied Psychology, 72,* 374-381.

Spector, P. E. (1987). Interactive effects of perceived control and job stressors on affective reactions and health outcomes for clerical workers. *Work & Stress, 1,* 155-162.

Spector, P. E. (1987). Method variance as an artifact in self-reported affect and perceptions at work*:* Myth or significant problem? *Journal of Applied Psychology, 72,* 438-443.

Spector, P. E. (1987). An empirical comparison of four measures of training effectiveness. *Educational Research Quarterly, 11,* 16-20.

Spector, P. E., & Levine, E. L. (1987). Meta analysis for integrating study outcomes*:* A Monte Carlo study of its susceptibility to Type I and Type II errors. *Journal of Applied Psychology, 72,* 3-9.

Storms, P. L., & Spector, P. E. (1987). Relationships of organizational frustration with reported behavioral reactions: The moderating effect of perceived control. *Journal of Occupational Psychology, 60,* 227-234.

White, A. T., & Spector, P. E. (1987). An investigation of age-related factors in the age-job satisfaction relationship. *Psychology and Aging, 2,* 261-265.

Spector, P. E. (1988). Development of the work locus of control scale. *Journal of Occupational Psychology, 61,* 335-340.

Spector, P. E., Dwyer, D. J., & Jex, S. M. (1988). The relationship of job stressors to affective, health, and performance outcomes: A comparison of multiple data sources. *Journal of Applied Psychology, 73,* 11-19.

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Lu, L., Kao, S. F., Cooper, C. L., & Spector, P. E. (2000). Managerial stress, locus of control and job strain in Taiwan and UK: A comparative study. *International Journal of Stress Management, 7*, 209-226.

Miller, K., Greyling, M., Cooper, C., Lu, L., Sparks, K., & Spector, P. E. (2000). Occupational stress and gender: A cross-cultural study. *Stress Medicine, 16*, 271-278.

Sanchez, J. I., Spector, P. E., & Cooper, C. L. (2000). Adjusting to a boundaryless world: Stress and the expatriate executive. *Academy of Management Executive, 14*, 96-106.

Spector, P. E., Chen, P. Y., & O'Connell, B. J. (2000). A longitudinal study of relations between job stressors and job strains while controlling for prior negative affectivity and strains. *Journal of Applied Psychology, 85*, 211-218.

Spector, P. E., Schneider, J. R., Vance, C. A., & Hezlett, S. A. (2000). The relation of cognitive ability and personality traits to assessment center performance. *Journal of Applied Social Psychology, 30*, 1474-1491.

Spector, P. E., Zapf, D., Chen, P. Y., & Frese, M. (2000). Why negative affectivity should not be

and internal locus of control relate to well-being: An ecological level international study, *Journal of Organizational Behavior*, *22*, 815-832.

Spector, P. E., Cooper, C. L., Sparks, K., Bernin, P., Büssing, A., Dewe, P., Lu, L., Miller, K., Renault de Moraes, L., O'Driscoll, M., Pag

Spector, P. E., Sanchez, J. I., Siu, O. L., Salgado, J., & Ma, J. (2004). Secondary control, socioinstrumental control, and work locus of control in China and the U.S. *Applied Psychology: An International Review*, *53*, 38-60.

Lapierre, L. M., Spector, P. E., & Leck, J. D. (2005). Sexual versus non-sexual workplace aggression and victims' overall job satisfaction: A meta-analysis. *Journal of Occupational Health Psychology*, *10*, 155-169.

Liu, C., Spector, P. E., & Jex, S. (2005). The relation of job control with job strains: A comparison of multiple data sources. *Journal of Occupational and Organizational Psychology*, *78*, 325-336.

Penney, L. M., & Spector, P. E. (2005). Job stress, incivility, and counterproductive work behavior (CWB): The moderating role of negative affectivity. *Journal of Organizational Behavior*, *26*, 777-796.

Siu, O. L., Spector, P. E., Cooper, C. L., & Lu, C. Q. (2005). Work stress, self-efficacy, Chinese work values and work well-being in Hong Kong and Beijing. *International Journal of Stress Management*, *12*, 274-288.

Bruk-Lee, V., & Spector, P. E. (2006). The social stressors-counterproductive work behaviors link: Are conflicts with supervisors and coworkers the same? *Journal of Occupational Health Psychology*, *11*, 145-156.

Siu, O. L., Spector, P. E., & Cooper, C. L. (2006). A three-phase study to develop and validate a Chinese coping strategies scale in Greater China. *Personality and Individual Differences*, *41*, 537-548.

Spector, P. E. (2006). Method variance in organizational research: Truth or urban legend? *Organizational Research Methods*, *9*, 221-232. [Received Clarivate Analytics Fast Breaking Paper distinction, October 2007; Received Clarivate Analytics "Highly Cited" distinction for Economics and Business in 2015; Listed by Google Scholar as 2006 Classic in Human Resources & Organizations (ranked 1st) in 2017]

Spector, P. E., Fox, S., Penney, L. M., Bruursema, K., Goh, A., & Kessler, S. R. (2006). The dimensionality of counterproductivity: Are all counterproductive behaviors created equal? *Journal of Vocational Behavior*, *68*, 446-460. [In 2011 Elsevier noted as one of top 10 cited over the prior 5 years in the journal.]

Fox, S., Spector, P. E., Goh, A., & Bruursema, K. (2007). Does your coworker know what you're doing? Convergence of self- and peer-reports of counterproductive work behavior. *International Journal of Stress Management*, *14*, 41-60.

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Johnson, H. M. & Spector P. E. (2007). Service with a smile: How gender and autonomy moderate the emotional labor process? *Journal of Occupational Health Psychology*, *12*, 319-333.

Liu, C., Spector, P. E., & Shi, L. (2007). Cross-national job stress: A quantitative and qualitative study. *Journal of Organizational Behavior*, *28*, 209-239.

Rank, J., Carsten, J. M., Unger, J. M., & Spector, P. E. (2007). Proactive customer service performance: Relationships with individual, task and leadership variables. *Human Performance*, *20*, 363-390.

Siu, O. L., Lu, C. Q., & Spector, P. E. (2007). Employees' well-being in Greater China: The direct and moderating effects of general self-efficacy. *Applied Psychology: An International Review*, *56*, 288-301.

Spector, P. E., Allen, T. D., Poelmans, S. A. Y., Lapierre, L. M., Cooper, C. L., O'Driscoll, M., Sanchez, J. I., Abarca, N., Alexandrova, M., Beham, B., Brough, P., Ferreiro, P., Fraile, G., Lu, C. Q., Lu, L., Moreno-Veláquez, I., Pagon, M., Pitariu, H., Salamatov, V., Shima, S., Suarez, Simoni, A., Siu, O. L., & Widerszal-Bazyl, M. (2007). Cross-e t

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Lu, J. F., Siu, O. L., Spector, P. E., & Shi. K. (2009). Antecedents and outcomes of a four-fold taxonomy of work-family balance in Chinese employed parents. *Journal of Occupational Health Psychology, 14,* 182-192.

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Fritz, C., Sonnentag, S., Spector, P. E., & McInroe, J. A. (2010). The weekend matters: Relationships between stress recovery and affective experiences. *Journal of Organizational Behavior*

Spector, P. E. & Fox, S. (2010). Counterproductive work behavior and organizational citizenship behavior: Are they opposite forms of active behavior? *Applied Psychology: An International Review*, *59*, 21-39.

Spector, P. E. & Fox, S. (2010). Theorizing about the deviant citizen: An attribution explanation of the interplay of organizational citizenship and counterproductive work behavior. *Human Resources Management Review*, *20*, 132-143.

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Liu, C., Spector, P. E., Liu, Y, & Shi, L. (2011). The interaction of job autonomy and supervisor conflict in China and the United States: A qualitative and quantitative comparison. *International Journal of Stress Management*, *18*, 222-245.

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Allen, T. D., Lapierre, L. M., Spector, P. E., Poelmans, S. A. Y., Cooper, C. L., Walvoord, A. G., O'Driscoll, M., Sanchez, J. I., Antonious, A. S., Brough, P., Guurts, S., Kinnunen, U., Pagon, M., Shima, S., & Woo, J. M. (2014). The link between national leave policy and work-family conflict among married working parents. *Applied Psychology: An International Review*, *63*, 5-28.

Kessler, S. R., Spector, P. E., & Gavin, M. B. (2014). A critical look at ourselves: Do male and female professors respond the same to environmental characteristics? *Research in Higher Education*, *55*, 351-369.

Spector, P. E., & Che, X. X. (2014). Re-examining citizenship: How the control of measurement artifacts affects observed relationships of organizational citizenship behavior and organizational variables. *Human Performance*, *27*, 165-182.

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