

**VCU**

Management and
Entrepreneurship
School of Business

Department of Management and Entrepreneurship; Ph.D. program

Select presentations with current and former Ph.D. students

(Names of current and former Ph.D. students are in bold)

2024

Alwine, C., Kadolkar I., Bosco, F.A. (2024, August). Research globalization: The shifting origins of organizational research findings. Academy of Management, Chicago, IL.

Chang, Y., Kepes, S., Wong, C. M., & Cortina, J. M. (2024, November). Family-friendly work systems: A systematic review of the work-life benefits literature. Paper presented at the annual meeting of the Southern Management Association, San Antonio, TX.

Kadolkar, I., Coombs, J. E., & Kepes, S. (2024, June). Babson College Entrepreneurship Research Conference papers: What do we present, what gets published, and where does it get published? Paper presented at the annual Babson College Entrepreneurship Research Conference, Munich, Germany.

Kadolkar, I., Coombs, J. E., Davis, B. C., & Kepes, S. (2024, June). Entrepreneurship as a field of research: Did Shane and Venkataraman keep their promise? Paper presented at the annual Babson College Entrepreneurship Research Conference, Munich, Germany.

Lynch, I. J. & Bosco, F. A. (2024, April). Visualizing trends in one million I-O psychology findings. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

MacDonald, K. M., Mittler, J. N., Reina, C. S., McClelland, L., & Atherly, A. (2024, March). Certified Nursing Assistants' compassion at work, well-being and turnover intentions. Paper presented at the annual meeting of AMDA – The Society for Post-Acute and Long-Term Care Medicine.

MacDonald, K. M., Mittler, J. N., Reina, C. S., McClelland, L., & Atherly, A. (2024, May). The effect of experienced compassion at work on nursing home certified nursing assistants' well-being and turnover intentions. Paper presented at the annual meeting of the Organization Theory in Health Care.

2023

Kadolkar, I., Kepes, S., & Subramony, M. (2023, August). Algorithmic management in the gig economy: A quantitative review and research integration. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Keener, S. K., McDaniel, M. A., & Kepes, S. (2023, April). Toward the prediction of narcissistic behavior at work. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.

Lynch, I. J., Field, J. G., & Bosco, F. A. (2023, August). Interacting with one million management findings: A metaBUS project tutorial and new R package. Academy of Management, Boston, MA.

Lynch, I., & Bosco, F.A. (2023, May). MetaBUS: A platform for managing one million applied psychology findings. Metascience 2023, National Academy of Sciences, Washington, D.C.

Torka, A-K., Mazei, J., Bosco, F. A., Cortina, J. M., Gotz, M., Kepes, S., **O'Boyle, E. H.,** Huffmeister, J. (2023, May). On the current implementation of open science practices in Industrial and Organizational Psychology and Management. Paper presented at the annual meeting of the European Association of Work and Organizational Psychology. Katowice, Poland.

Wenhao, W., Kepes, S., & Cortina, J. M. (2023, April). The reporting of heterogeneity statistics in primary studies. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.

2022

Keener, S. K., Kepes, S., & Whetzel, D. L. (2022, April). Enhancing diversity by using constructed response item types: A meta-analytic review. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

Torka, A-K., Mazei, J., Bosco, F. A., Cortina, J. M., Gotz, M., Kepes, S., **O'Boyle, E. H.,** Huffmeister, J. (2022, April), Open Science Praktiken in der arbeits- und organisationspsychologischen sowie Management-Forschung. Paper presented at the 52. Kongress der Deutschen Gesellschaft für Psychologie, Hildesheim, Germany.

2021

Keener, S. K., Kepes, S., Whetzel, D. L. (2021, November). Constructed response: A meta-analytic review on an alternative method for test responses. Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA.

Serban, A., **Sheng, Z.,** He, Y., Cortina, J.M., Yao, X. (2021, August). From Help to Helpful Help: A Social Network Examination of Antecedents and Outcomes of Helpfulness. Paper presented at the annual meeting of the Academy of Management (A Virtual Experience)

2020

- Köhler, T., Cortina, J. M., **Sheng, Z., Keeler, K. R.**, Nielsen, B. B., & Coombs, J. E., Ketchen, D. (2020, October). Restricted variance interactions in entrepreneurship research: A new way to think about the role of opportunity. Presented at the *Strategic Management Society Conference*, London, England.
- Serban, A., **Wenhao, W.**, Baldwin, R., & Kepes, S. (2020, August). Creativity and cognitive ability: Typology contributions and a meta-analytic review of moderators. Paper presented at the annual meeting of the Academy of Management, A Virtual Experience.
- Serban, A., Kepes, S., **Wenhao, W.**, McKay, A. S., & Olson, E. (2020, August). Ethical and empowering leadership styles and follower creativity: A meta-analytic review. Paper presented at the annual meeting of the Academy of Management, A Virtual Experience.
- Keener, S. K.**, McDaniel, M. A., Kepes, S. (2020, April). An SJT to predict expressions of subclinical personality disorders at work. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Austen, TX (Conference cancelled).

2019

- Bosco, F. A., Oswald, F. L., **Field, J. G.**, & Uggerslev, K. L. (2019, May). Visualizing one million applied psychology findings. European Association of Work and Organizational Psychology, Turin, Italy.
- Field, J. G.**, Bosco, F. A., & Kepes, S. (2019, October). A spoonful of medicine for meta-analysis: Introducing Meta-Sen. Southern Management Association, Norfolk, VA.
- Field, J.G.**, Geiger, M., Bosco, F. A., Kraichy, D. G., & Uggerslev, K. L. (2019, April). Global effect size benchmarks: Assessing culture, region, and country differences. Society for Industrial and Organizational Psychology, Fort Washington, MD.
- Keeler, K., Sheng, Z., Katell, L.**, & Coombs, J. E. Non-compete agreements, agglomeration, and executive compensation. Presented at the *Academy of Management Conference*, Strategic Management Division, Boston, MA, August, 2019.
- Serban, A., Rubenstein, A.L., Bosco, L.K., Reina, C.S., & **Katell Grubb, L.** Social Insulation at Work: The Distinct Buffering Effects of LMX and POS. Presented at the *Academy of Management Conference*, Boston, M.A.

2018

- Field, J. G.**, Kepes, S., Bosco, F. A., & McDaniel, M. A. (2018, November). A comprehensive sensitivity analysis tool for meta-analyses. Paper presented at the annual meeting of the Southern Management Association, Lexington, KY.

- List, S. K.**, Kepes, S., & McDaniel, M. A., MacDaniel, X. (2018, August). Assessing the trustworthiness of our cumulative knowledge in learning, behavior, and performance. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Field, J. G.**, Kepes, S., Bosco, F. A., McDaniel, M. A., **List, S. A.** (2018, August). Introducing a comprehensive sensitivity analysis tool for meta-analytic reviews. Paper presented at the Academy of Management, Chicago, IL.
- Keeler, K.**, & Reina, C. S. (2018, November). The rhythm of life: Understanding the effects of daily nonwork events on daily work performance. Presented at Southern Management Association Annual Meeting, Lexington, KY.
- Alaybek, B., Dalal, R. S., & **Sheng, Z.** (2018, April). *Extending situational strength theory to account for situation-outcome mismatch*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Field, J. G.**, Geiger, M., Langlinais, L., List, S., & Bosco, F. A. (2018, April). A metaBUS analysis of gender differences in common I-O topics over the last 35 years. In D. Woehr & C. Williams (co-Chairs), *Bias or difference: The impact of gender across domains*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- List, S. K.**, Field, J. G., & McDaniel, M. A. (2018, April). *Contingent reward leadership and citizenship behaviors*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- List, S. K.**, MacDaniel, X., Kepes, S., & McDaniel, M. A. (2018, April). *Assessing the trustworthiness of our cumulative knowledge in psychology*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Sheng, Z.**, Bosco, F. A., Cortina, J. M., & Alaybek, B. (2018, August). Time intervals in turnover research. In Sheng, Z. (Chair), *Can we predict turnover better? Theoretical refinements, cross-cultural extensions, and methodological considerations*. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.
- Sheng, Z.** & Dalal, R. S. (2018, August). When is helping behavior unhelpful? An interdisciplinary review and future research agenda. In A. Zabinski & K. Byron (co-Chairs), *Helping at work: New directions, theories, and practical implications*. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.

2017

- Bolunmez, B., **Sheng, Z.**, Morris, A. G., Tomassetti, A. J., Holland, S., & Dalal, R. S. (2017, April). *Sources of situational strength at work*. Poster session presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Bosco, F. A., **Field, J. G.**, Kepes, S., Steel, P., & Uggerslev, K. L. (2017, May). *MetaBUS: Leveraging one million published findings to conduct instant meta-analyses*. Paper presented at the meeting of the Association for Psychological Science, Vienna, Austria.
- Field, J. G.**, Kepes, S., & Bosco, F. A. (2017, April). *How trustworthy is our cumulative knowledge on turnover?* Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Field, J. G.**, Kepes, S., Bosco, F. A., & McDaniel, M. A. (2017, October). *A comprehensive sensitivity analysis guide for meta-analyses*. Professional Development Workshop conducted at the meeting of the Southern Management Association, St. Pete Beach, FL.
- Field, J. G., **List, S. K.** (2017, August). A large-scale relative importance analysis to assess the performance of job performance theories. In V. Z. Chen (Chair), *Science-practice interface: Meta-analyzing theories for performance implications*. Symposium conducted at the meeting of the Academy of Management, Atlanta, GA.
- Katell, L.**, Serban, A., Madden, L., Karriker, J. (2017, October). *Teamwork in the classroom: Effects of class modality on team performance*. Paper presented at the meeting of the Southern Management Association, St. Pete Beach, FL.
- Keeler, K. R.**, Kong, W., & Cortina, J. M. (April, 2017). Connecting restriction of variance arguments to variances: A meta-analysis. In J. M. Cortina (Chair), *How do (and should) we make sense of our data?* Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Keeler, K. R.**, Wong, C. M., Fletcher, L. S., & Tetrick, L. E. (2017, June). *Measurement development of organizational health climate*. Poster session presented at the meeting of the Work, Stress, and Health Conference, Minneapolis, MN.
- Kong, W., **Sheng, Z.**, Kim, F., & Cortina, J. M. (2017, April). *Predicting the longitudinal process of adaptive performance with adaptive expertise*. Poster session presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Kudesia, R., Reina, C. S., **List, S. K.** (2017, August). Mindfulness at work: Extensions and explorations. In M. Finney (Chair), *Management Spirituality & Religion*. Symposium conducted at the meeting of the Academy of Management, Anaheim, CA.
- List, S. K.**, Kepes, S., & McDaniel, M. A. (2017, August). *Sensitivity analysis on the relation between extrinsic rewards and intrinsic motivation*. Paper presented at the meeting of the Academy of Management, Atlanta, GA.
- McDaniel, M. A., Kepes, S., **Hartman, N. S.**, **List, S. K.** (2017, April). *Questionable research practices among researchers in top management programs*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Min, H., Wang, Y., & **Sheng, Z.** (2017, April). *Social interactions as antecedents of employee trust: A meta-analytic review*. Poster session presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Sheng, Z.**, Meaden, J. C., Hartzler, C., & Cortina, J. M. (2017, April). Current practices in the use of model fit indices. In J. M. Cortina (Chair), *How do (and should) we make sense of our data?* Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Sheng, Z.**, Wang, Y., & Min, H. (2017, April). *Positive versus negative antecedents for employee trust: A meta-analytic review*. Poster session presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Winslow, C. J., **Keeler, K. R.**, Green, J. P., **Sheng, Z.**, & Tetrick, L. E. (2017, April). The role of curiosity and personality in predicting innovative behavior. In L. E. Tetrick & C. J. Winslow (co-Chairs), *Individual-level antecedents of workplace creativity and innovation*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

2016

- Banks, G. C.**, Woznyi, H. M., Kepes, S., **Batchelor, J. H.**, & McDaniel, M. A. (2016, August). *A meta-analytic review of tipping compensation practices: An agency theory perspective*. Paper presented at the meeting of the Academy of Management, Anaheim, CA.
- Field, J. G.**, Baker, C. A., Bosco, F. A., McDaniel, M. A., & Kepes, S. (2016, April). *The prevalence of p-hacking in I-O psychology*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Reina, C. S. & **List, S. K.** (2016, August). Understanding the relationship between leader mindfulness and effectiveness: The role of self-awareness as a mediating mechanism. In R. Kudesia (Chair), *Mindfulness at work: Extensions and explorations*. Symposium conducted at the meeting of the Academy of Management, San Diego, CA.
- Sheng, Z.**, & Cortina, J. M. (2016, April). *KSAs and helping behavior: A social network model*. Poster session presented at the meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Steinke, J., Hargrove, A., Fletcher, L., Repchick, K. M., Chen, T. R., **Sheng, Z.**, & Zaccaro, S. (2016, April). The impact of culture on MTS effectiveness. In E. Peyton (Chair), *Considering conflicts between team and individual benefits*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Uggerslev, K. L., Bosco, F. A., Steel, P., & **Field, J. G.** (2016, April). *Using metaBUS for literature searches and generating instant meta-analyses*. Master tutorial presented at the meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Uggerslev, K. L., Steel, P., Bosco, F. A., & **Field, J. G.** (2016, August). *Generating instant custom meta-analyses: A metabus tutorial for synthesizing management research*. Professional Development Workshop conducted at the meeting of the Academy of Management, Anaheim, CA.

Winslow, C. J., **Keeler, K. R.**, Schrader, S. W., Green, J. P., & Tetrick, L. E. (May, 2016). *Examining whether facets of openness to experience moderate the relationship between perfectionism and creative performance*. Poster session presented at the meeting of the Association for Psychological Sciences, Chicago, IL.

2015

Bennet, A. & Coombs, J. E. (2015, November). *Less is more? Examining the relationship between CEO compensation and nonprofit performance*. Paper presented at the meeting of the Southern Management Association, Savannah, GA.

Bosco, F. A., Uggerslev, K. L., Steel, P., Aguinis, H., **Field, J. G.**, Pierce, C. A., **Munc, A. H.**, Daniel, J. M., Allen, D. A., Widlak, I., Sarkar-Barney, S. T., & Sriram, N. (2015, April). *Using science-mapping and meta-analysis to bridge the scientist-practitioner divide*. Poster session presented at the meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Bosco, F. A., Uggerslev, K. L., Steel, P., & **Field, J. G.** (2015, April). *Generating instant meta-analyses using the metaBUS database and construct taxonomy*. Master tutorial presented at the meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Field, J. G., **Mihm, D. C.**, O' Boyle, E. H., Bosco, F. A., Uggerslev, K. L., & Steel, P. (2015, August). *An examination of the funding-finding relation in the field of management*. Paper presented at the meeting of the Academy of Management, Vancouver, BC.

Field, J. G., **Munc, A. H.**, Bosco, F. A., Uggerslev, K. L., & Steel, P. (2015, April). *Effect size benchmarks for common I-O topics around the globe*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Miao, C., & Coombs, J. E. (2015, June). *Biological factors, individual traits, and entrepreneurial intentions: The mediating role of entrepreneurial self-efficacy and need for cognition*. Paper presented at the Babson College Entrepreneurship Research Conference, Babson Park, MA.

Miao, C., Coombs, J. E., & Qian, S. (2015, August). *The mediating role of entrepreneurial orientation: A meta-analysis of resource orchestration theory*. Paper presented at the meeting of the Academy of Management, Vancouver, BC.

2014

- Banks, G. C., Kepes, S., & McDaniel, M. A.** (2014, May). *Publication bias: Understanding the myths around a threat to the advancement of science*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Bennet, A. & Coombs, J. E.** (2014, November). Less is more? Examining the relationship between CEO compensation and nonprofit performance. Presented at the *Southern Management Association Conference*, Savannah, GA.
- Bosco, F. A., Aguinis, H., Kepes, S., Gabriel, A. S., & **Field, J. G.** (2014, August). *Assessing the impact of nonresponse bias: A "big science" approach*. Paper presented at the meeting of the Academy of Management, Philadelphia, PA.
- Bosco, F. A., Singh, K., & **Field, J. G.** (2014, May). *Mapping I-O psychology: Content and trends from 1980 to 2010*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Thorley, T., Coombs, J. E., Gilley, K. M., Wesley, C. L., O'Connor, J.** (2014, August). *Religiosity and corporate illegal activity*. Paper presented at the meeting of the Academy of Management, Philadelphia, PA.

2013

- Bosco, F. A., Aguinis, H., Singh, K., **Field, J. G.**, & Pierce, C. A. (2013, August). *Effect-size magnitude benchmarks: Implications for scientific progress and statistical inferences*. Paper presented at the meeting of the Academy of Management, Orlando, FL.
- Choi, J. Y., & Kepes, S.** (2013, April). *Outcomes and correlates of trust in co-workers: A meta-analysis*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Field, J. G., Bosco, F. A., & Pierce, C. A.** (2013, August). Variability in effect-size magnitude as a function of sample type. In C. Wiese & J. Marcus (Co-Chairs), *Investigating understudied moderators in meta-analysis*. Symposium conducted at the meeting of the Academy of Management, Orlando, FL.

2012

- Bosco, F. A., **Field, J. G.**, & Pierce, C. A. (2012, August). *Accommodational plasticity in organizational science: Influence of hypothesis framing on effect size*. Paper presented at the meeting of the Academy of Management, Boston, MA.
- Kepes, S., **Banks, G. C.**, McDaniel, M. A., & Sitzmann, T. (2012, August). *Assessing the robustness of meta-analytic results and conclusions*. Paper presented at the meeting of the Academy of Management, Boston, MA.

2011

Banks, G. C., Kepes, S., Joshi, M., & Seers, A. (2011, November). *Social identity and applicant attraction*. Paper presented at the meeting of the Southern Management Association, Savannah, GA.

Banks, G. C., Kepes, S., & McDaniel, M. A. (2011, April). *Publication bias and the validity of conditional reasoning tests*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Kepes, S., McDaniel, M. A., **Banks, G. C.**, Hurtz, G. M., & Donovan, J. J. (2011, April). *Big Five validity and publication bias: Conscientiousness worse than assumed*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.