

**TAMMY D. ALLEN**  
**Abbreviated CV January, 2024**

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The University of South Florida  
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**EDUCATION**

**Ph.D.**                      The University of Tennessee  
(August, 1996)            Knoxville, Tennessee  
Major: Industrial-Organizational Psychology

**B.A.**                      California State University  
(June, 1991)             Fullerton, California  
Major: Psychology

**ACADEMIC POSITIONS**

2018-present            Distinguished University Professor, Department of Psychology, University of South Florida  
2006-2018              Professor, Department of Psychology, University of South Florida  
2001-2006              Associate Professor, Department of Psychology, University of South Florida  
1996-2001              Assistant Professor, Department of Psychology, University of South Florida

**VISITING APPOINTMENTS**

Summer 2019, 2022    Visiting Scholar, Department of Management, University of New South Wales, Sydney, Australia  
Spring 2019            EU Erasmus Mundus Scholar, Department of Psychology, University of Coimbra  
Spring 2019 & 2012    Erskine Fellow, Department of Psychology, University of Canterbury, Christchurch NZ  
December 2015        Distinguished Visiting Scholar, Department of Management, University of Tasmania  
Spring 2012            Visiting Professor, Department of Management, Australian National University, Canberra, Australia  
Summer 2012            EU Erasmus Mundus Scholar, Department of Psychology, University of Barcelona  
Summer 2012            EU Erasmus Mundus Scholar, Department of Psychology, University of Bologna  
Summer 2005            Visiting Professor, IESE Business School, University of Navarra, Barcelona

**RESEARCH INTERESTS**

Work and Family  
Careers/Career Development  
Remote/flexible work  
Occupational Health Psychology  
Mentoring Relationships  
Organizational Citizenship Behavior

## **REFEREED JOURNAL PUBLICATIONS**

1. **Allen, T. D.**, Beham, B., Ollier-Malaterre, A. et al. (in press). Boundary management preferences from a gender and cross-cultural perspective. *Journal of Vocational Behavior*.
2. Chen, Z., Promislo, M., Powell, G. N., & **Allen, T. D.** (in press). Examining the aftermath of work-family conflict episodes: Internal attributions, self-conscious emotions, family engagement, and wellbeing. *Psychological Reports*. <https://doi.org/10.1177/00332941221144609>
3. Li, W-D, Wang, J., **Allen, T. D.**, Zhang, H., Yu, K., Zhang, H., Huang, J., Liu, M., & Li, A. (in press). Getting under the skin? Influences of work-family experiences on personality trait adaption and reciprocal relationships. *Journal of Personality and Social Psychology*. <https://doi.org/10.1037/pspp0000476>
4. **Allen, T. D.**, & French, K. A. (2023). Work-family research: A review and next steps. *Personnel Psychology*, 76, 437-471. <https://doi.org/10.1111/peps.12573>
5. **Allen, T. D.**, Hughes, M., French, K. A., Kim, E. S., & Centeno, G. (2023). Faculty time expenditure across research, teaching, and service: Do gender differences persist? *Occupational Health Science*, 7, 805-818. [10.1007/s41542-023-00156-w](https://doi.org/10.1007/s41542-023-00156-w)
6. **Allen, T. D.**, Hughes, M., French, K. A., Kim, E. S., & Centeno, G. (2023). Gender differences in tenure-track faculty time spent on childcare. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16, 211-214. doi:[10.1017/iop.2023.5](https://doi.org/10.1017/iop.2023.5)
7. **Allen, T. D.**, Regina, J., Wiernik, B. M., & Waiwood, A. M. (2023). Toward a better understanding of the causal effects of role demands on work-family conflict: A genetic modeling approach. *Journal of Applied Psychology*, 108, 520-539. <https://doi.org/10.1037/apl0001032>
8. Beham, B., Ollier-Malaterre, A., **Allen, T. D.**, Baierl, A., Alexandrova, M., Artiawati, Beauregard, A., Carvalho, V. S., Chambel, M. J., Cho, E., Coden de Silva, B., Dawkins, S., Escribano, P., Gudeta, K. H., Huang, T-P., Jaga, A., Kost, D., Kurowska, A., Leon, E., Lewis, S., Lu, C., Martin, A., Morandin, G., Noboa, F., Offer, S., Ohu, E., Peters, P., Rajadhyaksha, U., Russo, M., Sohn, Y. W., Straub, C., Tammelin, M., Triki, L., Van Engen, M., Waismel-Manor, R. (2023). Humane orientation, work-family conflict, and positive spillover across cultures. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001093>  
**Designated as "Editor's Choice" article**
9. Bergman, M., Gaskins, V. A., **Allen, T. D.**, Cheung, H. L, Hebl, M., King, E. B., Sinclair, R. R., Siuta, R., Wolfe, C., & Zelin, A., I. (2023) The Dobbs Decision and the future of occupational health in the US. *Occupational Health Science*, 7, 1-37. <https://doi.org/10.1007/s41542-023-00143-1>
10. Gabriel, A.S., **Allen, T.D.\***, Devers, C.E.\* , Eby, L.T.\* , Gilson, L.L.\* , Hebl, M.\* , Kehoe, R.R.\* , King, E.B.\* , Ladge, J.J.\* , Little, L.M.\* , Ou, A.Y.\* , Schleicher, D.J.\* , Shockley, K.M.\* , Klotz, A.C., & Rosen, C.C. (2023). A call to action: Taking the untenable out of women professors' pregnancy, postpartum, and caregiving demands. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16, 187-210. <https://doi.org/10.1017/iop.2022.111>  
\*Equal contribution; the order is alphabetical.
11. Gray, C., Merlo, K., Lawrence, R., Slutsky, J., & **Allen, T. D.** (2023). Safety not guaranteed: Investigating employees' safety performance during a global pandemic. *Safety Science*, 158, 105950. <https://doi.org/10.1016/j.ssci.2022.105950>

12. Nelson, M. E., Lee, S., **Allen, T. D.**, Buxton, O. M., Almeida, D. M., & Andel, R. (2023). Goldilocks at work: Just the right amount of job demands may be needed for your sleep health. *Sleep Health*, 9, 40-48. <https://doi.org/10.1016/j.sleh.2022.09.002>
13. Regina, J., & **Allen, T. D.** (2023). Taking rivalries home: Workplace rivalry and work-to-family conflict. *Journal of Vocational Behavior*, 141, 103844. <https://doi.org/10.1016/j.jvb.2023.103844>
14. Regina, J., & **Allen, T. D.** (2023). Masculinity context culture: Harmful for whom? An examination of emotional exhaustion. *Journal of Occupational Health Psychology*, 28, 117-128.
15. Smith, C., Lee, S., & **Allen, T. D.** (2023). Hard work makes it hard to sleep: Work characteristics link to multidimensional sleep health phenotypes. *Journal of Business and Psychology*. 1-18. <https://doi.org/10.1007/s10869-023-09882-y>  
**Awarded 2023 Editor Commendation**
16. Steiner, R., Krings, F., & **Allen, T. D.** (2023). Not up to the task: Men and women with work-family conflicts. *European Journal of Work and Organizational Psychology*, 32, 317-332. <https://doi.org/10.1080/1359432X.2022.2151900>
17. French, K. A., **Allen, T. D.**, & Kincaid, K. (2022). When does work-family conflict occur? *Journal of Vocational Behavior*, 136, DOI10.1016/j.jvb.2022.103727
18. Jang, S., **Allen, T. D.**, Kim, E. S., O'Brien, K. E., Cho, I., & Ceylan, S. (2022). Measurement invariance of organizational citizenship behavior across employee gender. *Applied Psychology: An International Review*, 71, 1535-1564.
19. **Allen, T. D.**, Merlo, K. Lawrence, T., Slutsky, J., & Gray, C. (2021). Boundary management and work-nonwork balance while working from home. *Applied Psychology: An International Review*, 70, 60-84.  
**Recognized as a Wiley 2021-2022 Top Cited Article**
20. **Allen, T. D.**, Regina, J., & Waiwood, A. (2021). A worker-centric view of COVID-19. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14, 254-259.
21. Dinh, H., Martin, A., Leach, L., Strazdins, L., Nicholson, J., **Allen, T. D.**, & Cooklin, A. (2021). Is self-employment a good option? Gender, parents, and the work-family interface. *Sex Roles*, 84, 731-746.
22. Jang, S., **Allen, T. D.**, & Regina, J. (2021). Office housework, career success, and health: Does gender matter? *Journal of Business and Psychology*, 36, 793-805.
23. Kossek, E. E., Dumas, T., Piszczek, M. M., & **Allen, T. D.** (2021). Pushing the boundaries: A qualitative study of how STEM women adapted to disrupted work-nonwork boundaries during Covid-19. *Journal of Applied Psychology*, 106, 1615-1629.
24. Shockley, K. M., **Allen, T. D.**, Dodd, H., & Waiwood, A. M. (2021). Remote worker communication during COVID-19: The role of quantity, quality, and supervisor expectation-setting. *Journal of Applied Psychology*, 106, 1466-1482.
25. **Allen, T. D.**, French, K. A., Dumani, S., & Shockley, K. M. (2020). A cross-national meta-analytic examination of predictors and outcomes associated with work-family conflict. *Journal of Applied Psychology*, 105, 539-576. <https://doi.org/10.1037/apl0000442>  
**Top 20 Nominee (out of >2500 articles) for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research**

26. Chen, Z., **Allen, T. D.**, & Hou, L. (2020). Mindfulness, empathy, and work-family outcomes in dual-career couples: A dyadic analysis. *Journal of Vocational Behavior*, 119, 103402.
  27. French, K. A., & **Allen, T. D.** (2020). Episodic work-family conflict and strain: A dynamic perspective. *Journal of Applied Psychology*, 105, 863-888.
  28. French, K. A., **Allen, T. D.**, Hughes, M., Kim, E. S., & Centeno, G., (2020). Faculty time allocation: A latent profile approach. *Journal of Vocational Behavior*, 120, 103443.
  29. Jang, S., **Allen, T. D.**, Kim, E., & Cho, S. (2020). An examination of the temporal order of helping behaviors and emotional exhaustion. *Stress & Health*, 5, 663-674.
  30. Reb, J., **Allen, T. D.**, & Vogus, T. J. (2020). Mindfulness arrives at work: Deepening our understanding of mindfulness in organizations. *Organizational Behavior and Human Decision-Processes*, 159, 1-7.
  31. Sinclair, R., **Allen, T. D.**, Barber, L., Bergman, M., Britt, T., Butler, A., Ford, M., Hammer, L., Kath, L., Probst, T., & Yuan, Z. (2020). Occupational health psychology: Now more than ever. *Occupational Health Science*, 4, 1-22.
  32. **Allen, T. D.**, French, K. A., Braun, M. T., & Fletcher, K. (2019). The passage of time in work-family research: Past, present, and future. *Journal of Vocational Behavior*, 110, 245-257.
  33. Cho, E., & **Allen, T. D.** (2019). The transnational family: A typology and implications for work-family balance. *Human Resource Management Review*, 29, 76-86.
  34. Eby, L. T., **Allen, T. D.**, Conley, K. M., Williamson, R. L., Henderson, T. G., & Mancini, V. S. (2019). Mindfulness-based training interventions for employees: A qualitative review of the literature. *Human Resource Management Review*, 29, 156-178.
  35. French, K. A., **Allen, T. D.**, & Henderson, T. (2019). Challenge and hindrance stressors and metabolic risk factors. *Journal of Occupational Health Psychology*, 24, 307-321.
  36. French, K. A., **Allen, T. D.**, & Henderson, T. (2019). Challenge and hindrance stressors in relation to sleep. *Social Science & Medicine*, 222, 145-153.
  37. French, K. A., Barnett, C., & **Allen, T. D.** (2019). Experience sampling response modes: Comparing voice and online surveys. *Journal of Business and Psychology*, 34, 575-586.
  38. Jang, S., Salomon, K., & **Allen, T. D.** (2019). Discrimination and health: Does hiring, promoting, and firing discrimination relate to biological dysregulation and cardiovascular disease? *Occupational Health Science*, 3, 363-386.
  39. Powell, G. N., Greenhaus, J. H., **Allen, T. D.**, & Johnson, R. E. (2019). Advancing and expanding work-life theory from multiple perspectives. *Academy of Management Review*, 44, 54-71.
  40. French, K. A., Dumani, S., **Allen, T. D.**, & Shockley, K. M. (2018). A meta-analysis of work-family conflict and social support: Examining support source, support type, and national context. *Psychological Bulletin*, 144, 284-314.
- Winner Schmidt-Hunter Meta-Analysis Award**
41. Grand, J. A., Rogelberg, S. G., **Allen, T. D.**, Landis, R. S., Reynolds, D. H., Scott, J. C., Tonidandel, S., & Truxillo, D. M. (2018). A systems-based approach to fostering a robust and reliable science in industrial-organizational psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11, 4-42.

42. Jang, S., Shen, W., **Allen, T. D.**, & Zhang, H. (2018). Societal individualism-collectivism and uncertainty avoidance as moderators of relationships between job resources and strain. *Journal of Organizational Behavior*, 39, 507-524.
  43. Kayhan, V. O., Chen, Z. C., French, K. A., **Allen, T. D.**, Salomon, K., & Watkins, A. (2018). How honest are the signals? A protocol for validating wearable sensors. *Behavioral Research Methods*, 50, 57-83.
  44. Ng, T. W. H., & **Allen, T. D.** (2018). Organizational attachment and health: Integrating two literatures and examining the moderating effects of cultures. *Journal of Vocational Behavior*, 107, 1-14.
  45. Shockley, K. M., & **Allen, T. D.** (2018). It's not what I expected: The association between dual-earner couples' met expectations for the division of paid and family labor and well-being. *Journal of Vocational Behavior*, 104, 240-260.
  46. Wepfer, A., **Allen, T. D.**, Brauchli, R., Jenny, G. J., & Bauer, G. F. (2018). Work-life boundaries and well-being: Does work-to-life integration impair well-being through lack of recovery? *Journal of Business and Psychology*, 33, 727-740.
  47. **Allen, T. D.**, Eby, L. T., Bauer, T. N., & Chao, G. T. (2017). Taking stock of two relational aspects of organizational life: Tracing the history and shaping the future of socialization and mentoring research. *Journal of Applied Psychology*, 102, 324-337.
  48. **Allen, T. D.**, & Martin, A. (2017). Work-family: A retrospective look at 20 years of research in JOHP. *Journal of Occupational Health Psychology*, 22, 259-272.
  49. **Allen, T. D.**, Henderson, T., Mancini, V., & French, K. A. (2017). Mindfulness and meditation practice as moderators of the relationship between age and subjective wellbeing among working adults. *Mindfulness*, 8, 1055-1063.
  50. **Allen, T. D.**, & Weiss, H. M. (2017). Whither I-O psychology and legislative restrictions. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 194-199.
  51. Jang, S., Kim, E. S., Cao, C., **Allen, T. D.**, Cooper, C. L., Lapierre, L. M. et al (2017). Measurement invariance of life satisfaction across 26 countries. *Journal of Cross-Cultural Psychology*, 48, 560-576.
  52. Kiburz, K. M., **Allen, T. D.**, & French, K. A. (2017). Work-family conflict and mindfulness: Investigating the effectiveness of a brief training intervention. *Journal of Organizational Behavior*, 38, 1016-1037.
  53. Olson-Buchanan, J. & **Allen, T. D.** (2017). STRETCH goals for I-O psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 370-376.
  54. Wayne, J. H., Butts, M., Casper, W. J., & **Allen, T. D.** (2017). In search of balance: A conceptual and empirical integration of multiple meanings of work-family balance. *Personnel Psychology*, 70, 167-210.
- Top Three Finalist Personnel Psychology Best Paper Award**
55. **Allen, T. D.**, French, K. A., & Poteet, M. L. (2016). Women and career advancement: Issues and opportunities. *Organizational Dynamics*, 45, 206-216.

56. French, K., Butts, M., & **Allen, T. D.** (2016). Parent work conditions and adolescent core-self evaluations: Examining the effects of work resource drain and parent gender. *Journal of Business and Psychology, 31*, 553-568.  
**Awarded 2016 Editor Commendation**
57. **Allen, T. D.**, Eby, L. T., Conley, K., Williamson, R., Mancini, V., & Mitchell, M. (2015). What do we really know about the effects of mindfulness-based training in the workplace? *Industrial and Organizational Psychology: Perspectives on Science and Practice, 8*, 652-661.
58. **Allen, T. D.**, French, K. A., Dumani, S., & Shockley, K. M. (2015). Meta-analysis of work-family conflict mean differences: Does national context matter? *Journal of Vocational Behavior, 90*, 90-100. <https://doi.org/10.1016/j.jvb.2015.07.006>
59. **Allen, T. D.**, Golden, T. D., & Shockley, K. M. (2015). How effective is telecommuting? Assessing the status of our scientific findings. *Psychological Science in the Public Interest, 16*, 40-68.
60. Poteat, L., Shockley, K. M., & **Allen, T. D.** (2015). Attachment anxiety in mentoring relationships: The mediating role of commitment. *Career Development International, 20*, 119-132.
61. Shockley, K. M., & **Allen, T. D.** (2015). Deciding between work and family: An episodic approach. *Personnel Psychology, 68*, 283-318.  
**Top 5 Nominee for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research**
62. **Allen, T. D.**, Eby, L. T., Weiss, H. M., & French, K. A. (2014). I-O psychology's Chicken Little syndrome. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 7*, 304-311.
63. **Allen, T. D.**, Cho, E., & Meier, L. L. (2014). Work-family boundary dynamics. *Annual Review of Organizational Psychology and Organizational Behavior, 1*, 99-121.
64. **Allen, T. D.**, & Finkelstein, L. M (2014). Work-family conflict among members of full-time dual-earner couples: An examination of family life stage, gender, and age. *Journal of Occupational Health Psychology, 19*, 376-384.
65. **Allen, T. D.**, Lapierre, L., Spector, P. E., et al. (2014). The link between national paid leave policy and work-family conflict among married working parents. *Applied Psychology: International Review, 63*, 5-28.
66. Casper, W. J., **Allen, T. D.**, & Poelmans, S. A. Y. (2014). International perspectives on work and family: An introduction to the special issue. *Applied Psychology: International Review, 63*, 1-4.
67. McAbee, S. T., Oswald, F. L., King, E. B., **Allen, T. D.**, Stark, S., Converse, P. D., Eby, L. T., Leslie, L. M., Meyer, R. D., Rogelberg, S. G., & Yang, L. Q. (2014). Including science advocacy in industrial-organizational curriculum. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 7*, 61-65.
68. **Allen, T. D.**, Johnson, R. C., Kiburz, K., & Shockley, K. M. (2013). Work-family conflict and flexible work arrangements: Deconstructing flexibility. *Personnel Psychology, 66*, 345-376.  
**Winner Personnel Psychology Best Paper Award.**
69. Cho, E., Tay, L., **Allen, T. D.**, & Stark, S. (2013). Identification of a dispositional tendency to experience work-family spillover. *Journal of Vocational Behavior, 82*, 188-198.

70. Eby, L. T., **Allen, T. D.**, Hoffman, B., Baranik, L. E., Curtis, S., Baldwin, S., Morrison, A., & Evans, S. C. (2013). An interdisciplinary meta-analysis of the potential antecedents, correlates, and consequences of protégé perceptions of mentoring. *Psychological Bulletin*, *139*, 441-476.
71. Johnson, R. C., & **Allen, T. D.** (2013). Examining the links between employed mothers' work characteristics, physical activity, and child health. *Journal of Applied Psychology*, *98*, 148-157.
72. Koh, C. W., **Allen, T. D.**, & Zafar, N. (2013). Dissecting reasons for not telecommuting: Are non-users a homogenous group? *The Psychologist-Manager Journal*, *16*, 243-360.
73. Shockley, K. M., & **Allen, T. D.** (2013). Episodic work-family conflict, cardiovascular indicators, and social support: An experience sampling approach. *Journal of Occupational Health Psychology*, *18*, 262-275.  
**Finalist JOHP Best Paper Award 2013-2014.**
74. Wayne, J. H., Casper, W. J., Matthews, R., & **Allen, T. D.** (2013). Family-supportive organization perceptions and organizational commitment: The mediating role of employee conflict and enrichment and partner attitudes. *Journal of Applied Psychology*, *98*, 606-622.
75. **Allen, T. D.**, Johnson, R. C., Saboe, K., Cho, E., Dumani, S., & Evans, S. (2012). Dispositional variables and work-family conflict: A meta-analysis. *Journal of Vocational Behavior*, *80*, 17-26.
76. **Allen, T. D.**, & Kiburz, K. M. (2012). Trait mindfulness and work-family balance among working parents: The mediating effects of vitality and sleep quality. *Journal of Vocational Behavior*, *80*, 372-379.
77. Cho, E., & **Allen, T. D.** (2012). Relationship between work interference with family and parent-child interactive behavior: Can guilt help? *Journal of Vocational Behavior*, *80*, 276-287.
78. Cho, E., & **Allen, T. D.** (2012). Work-interference-with-family and the family dinner: What makes a difference? *Community, Work, and Family*, *16*, 88-99.
79. Finkelstein, L. M., **Allen, T. D.**, Ritchie, T. D., Lynch, J. E., & Montei, M. S. (2012). A dyadic examination of the role of age and relationship characteristics on mentoring quality in a formal mentoring program. *European Journal of Work and Psychology*, *21*, 803-827.
80. Greenhaus, J. H., Peng, A. C., & **Allen, T. D.** (2012). Relations of work and family identity, situational demands and sex with employee work hours. *Journal of Vocational Behavior*, *80*, 27-37.
81. Greenhaus, J. H., Ziegert, J. C., & **Allen, T. D.** (2012). When family-supportive supervision matters: Relations between multiple sources of support and work-family balance. *Journal of Vocational Behavior*, *80*, 266-275.
82. Lapierre, L. & **Allen, T. D.** (2012). Control at work, control at home, and use of planning behavior: Implications for work interference with family and family interference with work. *Journal of Management*, *38*, 1500-1516.
83. Masuda, A., Nicklin, J., **Allen, T. D.**, & McNall, L. (2012). Examining the constructs of work-family positive spillover and enrichment. *Journal of Vocational Behavior*, *80*, 197-210.
84. Masuda, A. D., Poelmans, S. A. Y., **Allen, T. D.**, Spector, P. E., Lapierre, C. L., Cooper, C. L., Abarca, N., Brough, P., Ferreira, P., Fraile, G., Lu, L., Lu, C. Q., Siu, O. L., O'Driscoll, M., Simoni, A. S., Shima, S., & Moreno-Velazquez, I. (2012). Flexible work arrangements availability and their

relationship with work-to-family conflict, job satisfaction and turnover intentions: A comparison of three country clusters. *Applied Psychology: An International Review*, 61, 1-29.

85. Shockley, K., & **Allen, T. D.** (2012). Motives for flexible work arrangement use. *Community, Work, and Family*, 15, 217-231.
86. Yang, L. Q., Spector, P. E., Sanchez, J. I., **Allen, T. D.**, Poelmans, S. Cooper, C. L., Lapierre, L. M., O'Driscoll, M. P., Beham, B., Brough, P., Lu, C. Q., Siu, O. L., Abaraca, N., Alexandrova, M., Antoniou, A. S., Çarikçi, I., Ferreira, P., Fraile, G., Guerts, S., Kinnunen, U., Lu, L., Moreno-Velázquez, Pagon, M., Pitariu, H., Salamatov, V., Shima, S., Simoni, A. S., Tillemann, K., Widerszal-Bazyl, M., & Woo, J. M. (2012). Individualism-collectivism as a moderator of work demands-strains relationship: A cross-level and cross-national examination. *International Journal of Business Studies*, 43, 424-443.
87. **Allen, T. D.**, & Poteet, M. L. (2011). Enhancing our knowledge of mentoring with a person-centric focus. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 126-130.
88. Johnson, R., Kiburz, K., Dumani, S., Cho, E., & **Allen, T. D.** (2011). Work-family research: A broader perspective on impact. *Industrial and Organizational Psychology: Perspectives on Science and Practice* 4, 389-392.
89. Yang, L. Q., Xu, X., **Allen, T. D.**, Shi, K., & Zhang, X. (2011). Mentoring in China: Enhanced understanding and association with occupational stress. *Journal of Business and Psychology*, 26, 485-499.
90. **Allen, T. D.**, Shockley, K. M., & Poteat, L. (2010). Anxiety attachment and feedback in mentoring relationships. *Journal of Vocational Behavior*, 77, 73-80.
91. Martinasek, M. P., DeBate, R., Walvoord, A. G., Melton, S. T., Himmelgreen, D., **Allen, T. D.**, & McDermott, R. J. (2010). Using social marketing to understand the family dinner with working mothers. *Ecology of Food and Nutrition*, 49, 431-451.
92. Shockley, K., & **Allen, T. D.** (2010). Investigating the missing link in flexible work arrangement utilization: An individual difference perspective. *Journal of Vocational Behavior*, 76, 131-142.
93. Lu, L., Cooper, C. L., Kao, S-F., Chang, T.-T., **Allen, T. D.**, Lapierre, L. M., O'Driscoll, M. P., Poelmans, S. A. Y., Sanchez, J. I., & Spector, P. E. (2010). Cross-cultural differences on work-to-family conflict and role satisfaction: A Taiwanese-British comparison. *Human Resource Management*, 49, 67-85.
94. O'Brien, K. E., Biga, A., Kessler, S. R., & **Allen, T. D.** (2010). A meta-analytic investigation of gender differences in mentoring. *Journal of Management*, 36, 537-554.
95. **Allen, T. D.**, Johnson, H., Rodopman, O. B., Ottinot, R. C., & Biga, A. (2009). Mentoring and protégé narcissistic entitlement. *Journal of Career Development*, 35, 385-405.
96. **Allen, T. D.**, Smith, M. A., Mael, F. A., O'Shea, P. G. & Eby, L. T. (2009). Organization-level mentoring and organizational performance within substance abuse centers. *Journal of Management*, 35, 1113-1128.
97. Lapierre, L., Bonaccio, S., & **Allen, T. D.** (2009). The separate and joint effects of employee job performance domains on supervisors' willingness to mentor. *Journal of Vocational Behavior*, 74, 135-144.



98. Lentz, E., & **Allen, T. D.** (2009). The role of mentoring others in the career plateauing phenomenon. *Group & Organization Management*, 34, 358-384.
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3. Allen, T. D., & Poteet, M. L. (2020). Caught in the middle: 10 tips for managers leading from home. <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4503/Caught-in-the-Middle-10-Tips-for-Managers-Leading-From-Home>
4. Shockley, K. M., **Allen, T. D.**, Dodd, H., & Waiwood, A. (2020). Rapid transition to remote work during COVID-19: A study of predictors of employee well-being and productivity. Report available online <https://iwillugaresearch.wixsite.com/website/publications>
5. Shockley, K. M., **Allen, T. D.**, Dodd, H., & Waiwood, A. (2020). Rapid transition to remote work during COVID-19: A study of predictors of employee well-being and productivity. Executive Summary. Report available online <https://iwillugaresearch.wixsite.com/website/publications>
6. Shockley, K. M., **Allen, T. D.**, Dodd, H., & Waiwood, A. (2020). Rapid transition to remote work: What HR needs to know. Report prepared for Society of Human Resource Management. Available online <https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/pages/rapid-transition-to-remote-work-what-hr-needs-to-know.aspx>

## **IMPACT METRICS**

Google Scholar: 53583 total citations; h-index 100; i10-index 167  
<https://scholar.google.com/citations?user=OhJP2rIAAAJ&hl=en>

Ranked among the top 1% of scientists in world based on Ioannidis et al. (2023)  
(41st of >40,000 Business and Management researchers)  
<https://journals.plos.org/plosbiology/article?id=10.1371/journal.pbio.3000918>  
<https://elsevier.digitalcommonsdata.com/datasets/btchxktzyw/3>

## **HONORS AND AWARDS**

- Elected Fellow, Academy of Management (2022)
- Ellen Galinsky Regenerative Researcher Award, Work Family Research Network (2022)
- Top 20 Nominee (out of >2500 articles) for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research (2021)

- Herbert Heneman Jr. Award for Career Achievement, Human Resources Division, Academy of Management (2021)
- Winner, Schmidt-Hunter Meta-Analysis Award, Society for Industrial and Organizational Psychology (2021)
- Outstanding Faculty Award, University of South Florida (2021)
- Elected Fellow, American Association for the Advancement of Science (2020)
- Outstanding Researcher Award, University of South Florida (2020)
- Honorary doctorate, University of Neuchâtel, Switzerland (2019)
- Top Three Finalist, Personnel Psychology Best Paper Award (2019)
- Outstanding Faculty Award, University of South Florida (2019)
- Erskine Fellow (2019)
- EU Erasmus Mundus Scholar (2019)
- Distinguished University Professor, University of South Florida (2018)
- Listed as one of the Top Ten Extraordinary Contributors to Work and Family Research (2018)
- Editor's Commendation, Journal of Business and Psychology (2016)
- Top 5 Nominee for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research (2016)
- Best Paper Award, Personnel Psychology (2015)
- Top 4 Finalist, Best Paper, Journal of Occupational Health Psychology (2015)
- Outstanding Faculty Award, University of South Florida (2014)
- Outstanding Graduate Faculty Mentor, University of South Florida (2013)
- Elected Fellow, Association for Psychological Science (2012)
- Erskine Fellow (2012)
- EU Erasmus Mundus Scholar (2012)
- Invited Attendee American Psychological Association Science Leadership Conference (2009)
- Top 20 Nominee for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research (2008)
- Elected Fellow, American Psychological Association (2008)
- Mentoring Research Legacy Award, Academy of Management (2008)
- Elected Fellow, Society for Industrial and Organizational Psychology (2008)
- Best Research Article of the Year Award, American Society for Training & Development (2006)
- Best Paper of the Year Award Published in Group & Organization Management (2005)
- Top 20 Nominee for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research (2005)
- Top 5 Finalist, Best Published Paper of the Year, Academy of Management, Human Resources Division (2005)
- Best Applied Paper Award, Careers Division of the Academy of Management (2004)
- President's Award for Faculty Excellence, University of South Florida (2003)
- Early Career Contributions Award Nomination, Society of Industrial and Organizational Psychology (2003)
- Georgia Psychological Association Best Paper Award (1998)
- Best Paper Award, Human Resources/Careers Track, Southern Management Association (1997)
- S. Rains Wallace Dissertation Research Award, Society of Industrial and Organizational Psychology (1997)
- Best Reviewer Award, Careers Division of the Academy of Management (1997, 1996)
- Addison-Wesley Best Paper Award, Careers Division of the Academy of Management (1995)
- American Psychological Association Science Directorate Dissertation Research Award (1995)
- Bonham Fellow, University of Tennessee (1995-1996)
- Capital Gifts Scholarship Award, The University of Tennessee, College of Business Administration (1996, 1995, 1994, 1993)

- Outstanding Graduate Teaching Assistant Award Finalist, The University of Tennessee, College of Business Administration (1995)
- Outstanding Graduate Teaching Assistant Award Nomination, The University of Tennessee, College of Business Administration (1994)

### **SELECTED SERVICE TO THE PROFESSION**

#### **Professional Committees – Elected Office**

- Work Family Researchers Network, Member-at-Large (2023-2025)
- American Psychological Association, Board of Scientific Affairs (2021-2023)
- American Psychological Association, Council Rep and SIOE Executive Board, Division 14 (2019-present)
- Society for Occupational Health Psychology, Past-President (2020-2021)
- Society for Occupational Health Psychology, President (2018-2019)
- Society for Occupational Health Psychology, President-Elect (2016-present)
- American Psychological Association, Board of Scientific Affairs (2015-2017)
- SIOE Past President (2014-2015)
- SIOE President (2013-2014)
- SIOE President-Elect (2012-2013)
- SIOE Executive Board, Science and Research Officer (2008-2011)
- SIOE Secretary (2008-2010)
- Executive Board, Careers Division, Academy of Management (1998 - 2001)

#### **DEPARTMENT ADMINISTRATION**

- 07/2019-current      Director, Occupational Health Psychology Training Program
- 08/2020-08/2021      Area Director, Industrial-Organizational Psychology Program
- 08/2015-08/2018      Area Director, Industrial-Organizational Psychology Program
- 08/2001–present      Deputy Director, Occupational Health Psychology Training Program
- 08/2007-08/2008      Associate Chair, Department of Psychology

#### **PROFESSIONAL MEMBERSHIPS**

- American Association for the Advancement of Science (Fellow)
- Society for Industrial and Organizational Psychology (Fellow)
- Association for Psychological Science (Fellow)
- American Psychological Association (Fellow)
- Academy of Management (Fellow)
- Work and Family Researchers Network (Founding member and Initial Steering Committee)
- Society for Occupational Health Psychology (Founding member)
- European Association of Work and Organizational Psychology
- Personnel and Human Resources Research Group (Elected)
- Society for Organizational Behavior (Elected)