

# Mel Fugate, PhD

Email: [mel.fugate@outlook.com](mailto:mel.fugate@outlook.com)

Personal Website: [www.melfugate.com](http://www.melfugate.com)

Google Scholar: <https://scholar.google.com/citations?user=n22UVIcAAAAJ&hl=en>

## EDUCATION

---

Ph.D. in Business Administration, Arizona State University  
Concentration: Management and Organizational Behavior  
B.S. in Engineering and Business Administration, Michigan State University

## ACADEMIC EXPERIENCE

---

### Full-Time Positions:

- Professor, Management and Information Systems, College of Business, Mississippi State University
- Associate Professor, School of Management, University of South Australia
- Associate Professor of Management and Organizations, Southern Methodist University, Cox School of Business
- Assistant Professor of Management and Organizations, Southern Methodist University, Cox School of Business
- Visiting Assistant Professor of Organizational Behavior (*started ABD*), Tulane University, A.B. Freeman College of Business

### Part-Time Positions:

- Visiting Professor, Kogod School of Business, American University
- Visiting Professor, EM Lyon Graduate School of Business (Lyon, France)
- Instructor, Department of Management, Arizona State University, College of Business

## WORK UNDER REVIEW

---

Shao, Y., Fugate, M., Bono, J., & Wang, M. Empowering organizational values change and thriving. **Under second review at the *Journal of Management*.**

Rouven, K., Hagl, C., Keifer, T., Fugate, M & Hoegl, M. Shaping employee emotional activation and appraisals of organizational change through dialogical communication. **Revise and resubmit at the *Journal of Management*.**

Rouven, K., Gonzalez, K., Fugate, M, & Venkatesh, V. Integration of individual responses to organizational change: Towards collective and dynamic theorizing. **Second revise and resubmit at the *Journal of Organizational Behavior*.**

Donald, W. E., Baruch, Y., De Vos, A., Fugate, M., & Van der Heijden, B. I. J. M. Understanding career ecosystems dynamics and outcomes: An organizational behavior approach. **Under review at the *Journal of Organizational Behavior*.**

Vakola, M., Kaltiainen, J., & Fugate, M. Perceived similarity and change reactions endurance and valence: The mediating role of trust in dyads. **Under review at the *Journal of Applied Psychology*.**

Fugate, M., Markin, E., & Sherlock, C. Focusing the kaleidoscope of socioemotional wealth (SEW): A much needed conceptual and operational reckoning. **Proposal accepted and full manuscript requested at *Family Business Review*.**

Fugate, M., Manz, C., Pearce, C., & Houghton, J. Emotions and feelings and work, oh my: Cracking the emotional control versus emotional authenticity conundrum. **Revise and resubmit at the *Psychology of Leaders and Leadership*.**

## **PUBLICATIONS (Google Scholar Citation Count (>15,000 in December 2024))**

---

Kim, T., Craven, M., Marler, L., Long, R., and Fugate, M. (2024). Leveraging socioemotional wealth (SEW) preservation behaviors for recruitment success: The strategic role of image and staffing the family firm. *Journal of Small Business Management*.

Van Harten, E. J., De Cuyper, N., Guest, D., Fugate, M., Knies, E., & Forrier, A. (2023). HRM and employability: Mutual gains or conflicting outcomes? *International Journal of Human Resource Management*, 31: 1095-1105.

Fugate, M. (2023). What does leadership tell us about change leadership? *Encyclopedia of Leadership Studies*, (Eds. Goethals, G. R., Allison, S. T., & Sorenson, G. J.). SAGE.

Pearce, C. L., Houghton, J. D., Manz, C. C., Dillon, P. J., Fugate, M., Wassenaar, C. L. (2023). Time for group hug? Toward a theory of shared emotional leadership in and of the family business. *Journal of Family Business Strategy*.

Nauta, A., Van der Heijden, B., Fugate, M., De Vos, A., and Bozionelos, N. (2021). A ticket to ride: I-deals as a strategic HR tool for an employable workforce. *Frontiers in Psychology*, 12.

Fugate, M., Van der Heijden, B.I.J.M., De Vos, A., Forrier, A., & De Cuyper, N. (2021). Is what's past prologue: A review and agenda for contemporary employability research. *Academy of Management Annals*, 15: 266-298.

Kaltiainen, J., Lipponen, J., Fugate, M., & Vakola, M. (2020). Dynamics of intraindividual changes in work engagement and change appraisals throughout a merger. *Journal of Organizational and Health Psychology*, 25: 244-258.

Van der Heijden, B.I.J.M., De Vos, A., Akkermans, J., Spurk, D., Semeijn, J., Van der Velde, M., & Fugate, M. (2020). Sustainable careers across the lifespan: Moving the field forward. *Journal of Vocational Behavior*, 117.

Fugate, M., & Soenen, G. (2018). Predictors and processes related to employees' change-related compliance and championing. *Personnel Psychology*, 71: 109-132.

Ashforth, B.E., Kreiner, G.E., Clark, M.A., & Fugate, M. (2017). Congruence work: How managers help shape employees' fit perceptions in stigmatized occupations. *Journal of Organizational Behavior*, 38: 1260-1279. (Note: The first two authors contributed equally and are listed alphabetically, and the second two authors contributed equally and are listed alphabetically.)

Biggane, J., Allen, D., Amis, J., & Fugate, M. (2017). Cognitive appraisal as a linking mechanism between negative organizational shocks and desire to leave. *Journal of Change Management*, 17, 3: 203-227.

Hartnell, C., Kinicki, A.J., Lambert, L., Fugate, M., & Corner, T. (2016). Do similarities or differences between CEO leadership and organizational culture have a more positive effect on firm performance? A test of competing predictions. *Journal of Applied Psychology, 101*: 846-861.

*Paper selected for the Best Paper Proceedings of the 2012 Annual Meeting of the Academy of Management, Boston (Organizational Behavior Division).*

Manz, C., Houghton, J., Neck, C., Fugate, M., & Pearce, C. (2016). Whistle while you work: Toward a model of emotional self-leadership. *Journal of Leadership and Organizational Studies, 23*: 374-386.

Manz, C., Fugate, M., Hom, P., & Millikin, J. (2015). When having to leave is a good thing: A case for positive involuntary turnover. *Organization Dynamics, January-March, 44*: 57-64.

Fugate, M. (2013). Capturing the experience of change: Antecedents, processes, and consequences. In R. By, A. Michel, & S. Oreg (Eds.), *The Psychology of Organizational Change* (pp. 15-39). Cambridge, UK: Cambridge University Press.

Fugate, M., Prussia, G.E., & Kinicki, A.J. (2012). Managing employee withdrawal during organizational change: The role of threat appraisal. *Journal of Management, 38*: 890-914.

Fugate, M. (2012). The impact of leadership, management, and HRM on employee reactions to organizational change. In A. Joshi, J. Martocchio, & H. Liao (Eds.), *Research in Personnel and Human Resources Management, Vol. 31* (pp. 177-208). Bingley, UK: Emerald Publishing Group.

Shapiro, D., & Fugate, M. (2012). Anticipatory justice and the employee-organization relationship (EOR). In L. Shore, J. Coyle-Shapiro, & L. Tetrick, *The Employee-Organization Relationship* (pp. 335-359). New York, NY: Routledge Taylor Francis Press.

Fugate, M., Harrison, S.H., & Kinicki, A.J. (2011). Thoughts and feelings about organizational change: A field test of synchronous reciprocal relationships in appraisal theory. *Journal of Organizational and Leadership Studies, 18*: 421-437.

Fugate, M., Kinicki, A.J., & Prussia, G.P. (2008). Employee coping with organizational change: An examination of alternative theoretical perspectives and models. *Personnel Psychology, 61*: 1-36.

- *Paper selected Runner-up for the Division's Best Paper Award for the 2005 Annual Meeting of the Academy of Management, Honolulu (Organizational Behavior Division).*
- *Paper selected for the Best Paper Proceedings of the 2005 Annual Meeting of the Academy of Management, Honolulu (Organizational Behavior Division).*

Fugate, M., & Kinicki, A.J. (2008). A dispositional approach to employability: Development of a measure and test of its implications for employee reactions to organizational change. *Journal of Occupational and Organizational Psychology, 81*: 503-527.

Ashforth, B.E., Kreiner, G.E., Clark, M.A., & Fugate, M. (2007). Normalizing dirty work: Reducing the salience of occupational stigma. *Academy of Management Journal, 50*, 149-174. (Note: The first two authors contributed equally and are listed alphabetically, and the second two authors contributed equally and are listed alphabetically.)

*Academy of Management Journal Impact Paper Award (2020). Most impactful paper published in the journal in the past 25 years.*

Fugate, M. (2006). New perspectives on employability. In J. Greenhaus and G. Callanan (Eds.), *Encyclopedia of Career Development* (pp. 267-270). Thousand Oaks, CA: Sage.

- Ashforth, B.E., & Fugate, M. (2006). Attributional styles at work: Development of a measure. *Journal of Leadership and Organizational Studies*, 12: 12-29.
- Fugate, M., Kinicki, A.J., & Ashforth, B.E. (2004). Employability: A psycho-social construct, its dimensions, and applications. *Journal of Vocational Behavior*, 65: 14-38.  
*Paper selected for the Best Paper Proceedings of the 2003 Annual Meeting of the Academy of Management, Seattle (Organizational Behavior Division).*
- Fugate, M., Kinicki, A.J., & Scheck, C.L. (2002). Coping with an organizational merger over four stages. *Personnel Psychology*, 55: 905-928.  
*Paper selected 1<sup>st</sup> Runner-up for the Scholarly Achievement Award, Human Resources Division of the Academy of Management 2003.*
- Prussia, G.R., Fugate, M., & Kinicki, A.J. (2001). Explication of the coping goal construct: Implications for coping and reemployment. *Journal of Applied Psychology*, 86: 1179-1190.
- Ashforth, B.E., & Fugate, M. (2001). Role transitions and the lifespan. Chapter 8 in B.E. Ashforth, *Role Transitions in Organizational Life: An Identity Based Perspective*. Mahwah, NJ: Erlbaum.
- Ashforth, B.E., Kreiner, G.E., Fugate, M., & Johnson, S.A. (2001). Micro role transitions. Chapter 9 in B.E. Ashforth, *Role Transitions in Organizational Life: An Identity Based Perspective*. Mahwah, NJ: Erlbaum.
- Anand, V., Fugate, M., & Manz, C.C. (2000). Empowering work teams with knowledge. In M.M. Beyerlein, D.A. Johnson, & S.T. Beyerlein (Eds.), *Advances in Interdisciplinary Studies of Work Teams* (pp. 1-26). New York: JAI Press.
- Wiseman, R.M., Gomez-Mejia, L.R., & Fugate, M. (2000). Rethinking compensation risk. In S. Rynes & B. Gerhart (Eds.), *Compensation in Organizations* (pp. 311-347). San Francisco: Jossey-Bass.
- Ashforth, B.E., Kreiner, G.E., & Fugate, M. (2000). All in a day's work: Boundaries and micro role transitions at work. *Academy of Management Review*, 23: 472-491.

## **SELECT WORKS IN PROGRESS**

---

### **Organizational Change**

Fugate, M., Oreg, S., Rafferty, A., & Melancon, M. Positive leadership, active affect, and employees' support for organizational change. Data analysis complete. **Target *Journal of Applied Psychology***.

### **Leadership and Emotions**

Williams, C., Fugate, M., Shumski, J., & Bennett, A. The implications of shared emotions for leaders and their followers. Data analysis stage.

Fugate, M. The temporal focus of emotions: A vivid view of employee experience. Preliminary data collected.

### **Employability and Careers**

Seibert, S., Fugate, M., Kraimer, M., & Akkermans, J. A cognitive and affective perspective on career shocks. Writing stage. **Target the Academy of Management Review**.

Fugate, M. Employee heavy and employer light: Rebalancing of employability research. Preliminary theoretical framework and outline complete.

### **Other**

Bevacqua, A., Fugate, M., & Perrigino, M. From Intentions to Outcomes: A Theory of Planned Behavior Framework for Family-Supportive Supervisor Behaviors. **Target the Academy of Management Annals**.

## **TEXTBOOKS**

---

Fugate, M. (2025). *Managing Business Ethics and Your Career* (2<sup>nd</sup> ed.). SAGE.

Fugate, M. (2022). *Managing Business Ethics and Your Career*. Chicago Business Press.

Kinicki, A. J., & Fugate, M. (2021). *Organizational Behavior: A Practical Problem-Solving Approach* (3<sup>rd</sup> ed.). Burr Ridge, IL: McGraw-Hill/Irwin.

Kinicki, A. J., & Fugate, M. (2017). *Organizational Behavior: A Practical Problem-Solving Approach* (2<sup>nd</sup> ed.). Burr Ridge, IL: McGraw-Hill/Irwin.

Kinicki, A. J., & Fugate, M. (2015). *Organizational Behavior: A Practical Problem-Solving Approach* (1<sup>st</sup> ed.). Burr Ridge, IL: McGraw-Hill/Irwin.

Kinicki, A.J., & Fugate, M. (2011). *Organizational Behavior: Key Concepts, Skills, & Best Practices* (5<sup>th</sup> ed.). Burr Ridge, IL: McGraw-Hill/Irwin.

## **HONORS**

---

### **Teaching**

- Distinguished Teaching Award (MBA)—SMU Cox School of Business (2015)
- Distinguished Teaching Award (MBA)—SMU Cox School of Business (2014)
- Outstanding Teaching Award (UG)—SMU Cox School of Business (2014)
- Outstanding Teaching Award (MBA)—SMU Cox School of Business (2012)
- Outstanding Teaching Award (MBA)—SMU Cox School of Business (2011)
- Distinguished Teaching Award (UG)—SMU Cox School of Business (2009)
- Distinguished Teaching Award (UG)—SMU Cox School of Business (2007)

### **Research**

- Stanford University Rankings 2021, 2022, & 2023: World's Top 2% of Scientists List
- *Academy of Management Journal* Impact Paper Award (2020; inaugural recipient). Voted most impactful article published in the journal.
- Outstanding Reviewer Award (2018)—*Journal of Management*.
- Dunlevy Research Fellowship—Cox School of Business (2009-2012).
- Cox School of Business Media Expert Award (most hits in media outlets; 2007-2009)
- Paper selected for the *Best Paper Proceedings* of the 2012 Annual Meeting of the Academy of Management, Boston (Organizational Behavior Division). Which fit fits? The effect of two types of leadership-culture fit on firm performance.

- Paper selected for the *Best Paper Proceedings* of the 2005 Annual Meeting of the Academy of Management, Honolulu (Organizational Behavior Division). An Alternative Models Test of Employee Coping with a Restructuring.
- Paper selected Runner-up for the *Division's Best Paper Award* for the 2005 Annual Meeting of the Academy of Management, Honolulu (Organizational Behavior Division). An Alternative Models Test of Employee Coping with a Restructuring.
- Paper selected for the *Best Paper Proceedings* of the 2003 Annual Meeting of the Academy of Management, Seattle (Organizational Behavior Division). Employability: The construct, its dimensions, and applications.
- Paper selected 1<sup>st</sup> Runner-up for the *Scholarly Achievement Award*, Human Resources Division, Academy of Management 2003. Fugate, M., Kinicki, A.J., & Scheck, C.L. (2002). Coping with an organizational merger over four stages. *Personnel Psychology*, 55: 905-928.

## SERVICE TO ACADEMY

---

### AOM Committees

- Program Developer Director for Executive Committee, Organizational Behavior Division of the Academy of Management (2023-2025).
- Ethics Education Committee for the Academy of Management (2023-2025).
- Executive Committee, Representative at Large, Careers Division of the Academy of Management (2020-2023).
- Best Practitioner Paper Selection Committee, Organizational Behavior Division of the Academy of Management (2017).
- Inaugural Member of the Making Connections Committee, Organizational Behavior Division of the Academy of Management (2010-2011).
- Member of the Scientific Affairs Committee, Organizational Behavior Division of the Academy of Management (2006-2010).

### Editorial Boards

- Editorial Board of *Personnel Psychology* (2008-2010; 2017-present).
- Editorial Board of *Journal of Management* (2017-2019, 2020-present).
- Editorial Board of *Journal of Business Psychology* (2019-present).
- Editorial Board of *Group and Organization Management* (2020-present)
- Editorial Board of the *Journal of Change Management* (2011-present).
- Editorial Board of the *Psychology of Leaders and Leadership* (2023-present).
- Special Issue Editor—*Journal of Vocational Behavior*—“Sustainable Careers and the Lifespan” (2017-2019).
- Special Issue Editor (2018-2019)—*International Journal of Human Resource Management*—“HRM and Employability.”

## OTHER LEADERSHIP AND SERVICE ROLES WITHIN UNIVERSITIES

---

- *Promotion and Tenure* Committee (2020-present).
- *Co-director of Management PhD program* (2020-2023).
- Assisted in creation and launch of *Master of Management* program.
- Only internal member of an *expert panel that reviewed the entire slate of master's programs for the business school*.
- Long term member of the *BBA advisory committee* (responsible for all bachelor's programs, including setting program requirements, curricula, policies, and accreditation).
- Member of the *MBA review and policy committee* (focused on program difference and competitiveness).

- **Executive committee member** at two different business schools.
- Reevaluated and relaunched the **honors program**.
- Faculty partner on the **HR program advisory board** (comprised of leaders from industry who helped shape the HR programs to better fit industry needs and increase student value).
- Involved in **rebranding a research center**.
- **Director of international component of the Executive MBA** program.

## **SUBSET OF CONFERENCE CONSORTIA, PDWs, AND SYMPOSIA**

---

- Fugate, M. (2024). “I Have an Idea, Now What?” Professional Development Workshop for the Family Enterprise and Research Conference (FERC), Portland, OR.
- Career (CAR) Division (2024), Doctoral Consortium, Presenter and Panelist, annual meeting of the Academy of Management, Chicago.
- Career (CAR) Division (2024), Careers in the Rough Mentor, annual meeting of the Academy of Management, Chicago.
- Career (CAR) Division (2023), Doctoral Consortium Organizer, Presenter, and Panelist, annual meeting of the Academy of Management, Boston.
- Career (CAR) Division (2023), Careers in the Rough Mentor, annual meeting of the Academy of Management, Boston.
- Research Methods (RM) symposium (2022), “Getting More Bang for Your Buck on MTurk,” annual meeting of the Academy of Management.
- Career (CAR) Division (2022), Doctoral Consortium Organizer and Presenter, “Ethics and Your Career as a Professor,” annual meeting of the Academy of Management.
- “How to Improve Your Chances of Acceptance to Management PhD Programs.” (2022). Pre-doctoral consortium, Southern Management Association Annual Meeting (SMA), Little Rock, AR.
- Career (CAR) Division (2021), Doctoral Consortium Organizer and Presenter, “Acquiring Field Data”, annual meeting of the Academy of Management.
- Organizational Behavior Division (2021), Mentor—“Welcome-A-Member” program, annual meeting of the Academy of Management.
- Organizational Development and Change (ODC) Division (2021)—Mentor in the Research Development program, (2021), annual meeting of the Academy of Management.
- Health Care and Hospitality Division (2020) Southern Management Association Annual Meeting-- A Current Look at Health Care and Hospitality Issues
- Organizational Behavior Division Doctoral Consortium (2020) annual meeting of the Academy of Management--Finding Your First Academic Job
- Human Resource Management Division Junior Faculty Consortium (2019, 2020) annual meeting of the Academy of Management—Managing Tenure and Politics
- Organizational Development and Change Division Doctoral Consortium (2018, 2019, 2020). Crafting research.
- Mid-South Management Research Consortium (MMRC; 2020), Building a Research Pipeline, Auburn University.
- Human Resource Management Division Doctoral Consortium (2016, 2017, 2018, 2019) annual meeting of the Academy of Management
  - Exploring International Careers
  - Dissertation Research
- Careers Division (2019) Doctoral Consortium. Managing Your Career.
- Organizational Behavior Division (2019) Making Connections with OB Experts: A Networking Social (organizational culture).

- Organizational Behavior & Human Resource Management Divisions (2018) Professional Development Workshop—Using Debates on Hot Topics in OB to Engage Students and Develop Critical Thinking.
- Organizational Behavior & Human Resource Management Divisions--Organized Professional Development Workshop—“From Associate to Full... And Beyond”—for the Academy of Management Annual Conference in San Antonio (2011).
- Human Resource Management Division Junior Faculty Consortium (2009) annual meeting of the Academy of Management—“The Quest for Tenure: What Can an Assistant Do?”
- OB Doctoral Consortium (2005-2009) annual meeting of the Academy of Management--“Finding Your First Job.”
- Created, organized, and implemented a Professional Development Workshop—“The Experience, Management, and Implications of Emotions at Work”—for the annual conference of the Academy of Management (2008).

## CONFERENCE PAPER PRESENTATIONS

---

Kanitz, R., J. Backmann, J., Kiefer, T., Fugate, M., Schutter, L., & Hogel, M. (2024). Fostering Creative Support for Change: Insights from Temporal Shifts in Employee Benefit Appraisals. Paper session at the Academy of Management annual conference, Chicago, IL.

Seibert, S, Fugate, M., & Kraimer, M. (2024). A Psychological Theory of Career Shocks. Symposium presentation at the Career Conference (division sub-conference of Academy of Management), Amsterdam.

Yadav, M., Grabarski, M., Mouratidou, M., Kalyal, H., & Fugate, M. (2023). You May Say I'm a Dreamer: Promoting Positive Organizational Change. Symposium at the annual conference of the Academy of Management, Boston.

Kim, S., Marrett, K., & Fugate, M. (2023). Security Burnout and Security Policy Compliance Intention, paper for the Southern Association for Information Security (SAIS) Conference, Hilton Head.

*Paper selected for the Proceedings of the 2023 SAIS Conference.*

Warkentin, M., & Fugate, M. (2021). Managing Information Security, Second Annual Counter Insider Threat—Social and Behavioral Science Summit.

Fugate, M, Manz, C., Pearce, C., Houghton, J., & Neck, C. (2020). Emotional Self-Leadership: A Contemporary View of Emotional Agency, Southern Management Association Annual Meeting (SMA), St. Petersburg, FL.

Vakola, M., Van Dam, K., Fugate, M., et al. (2019). Discovering Antecedents and Consequences of Complex Change Recipients' Reactions to Organizational Change, European Association of Work and Organizational Psychologists (EAWOP), Turin, Italy.

Fugate, M. (2018), What is Change Leadership? Presented at the Leading Organizational Change conference, Hebrew University of Jerusalem.

Fugate, M. (2018), Employability 2018 v. 20XX. Keynote presentation at European Association of Work and Organizational Psychologists (EAWOP) small group meeting on employability, Eindhoven, Netherlands.



- DeVos, A., Akkermans, J., and Van der Heijden, B., & Fugate, M. (2018), Employability and Sustainable Careers Symposium. Symposium at annual meeting of the Academy of Management, Chicago, IL.
- Kanitz, R., Helpap, S., Fugate, M., Oreg, S., Soenen, G., Melkonian, T., et al. (2017). New Frontiers in Employee Responses to Organizational Change Employee Responses to Change. Symposium at annual meeting of the Academy of Management, Atlanta, GA.
- Kinicki, A., Fugate, M., & Soleymani, P. (2017). Teaching Key Workplace Skills for the 21st Century: Problem Solving and Critical Thinking. Symposium at annual meeting of the Academy of Management, Atlanta, GA.
- Van dam, K., et al. (2017). Individual Adaptation to Organizational Change: Inter- and Intra-personal Processes. Annual conference of the European Association of Work and Organizational Psychologists, Dublin, Ireland.
- Kaltainen, J., Lipponen, J., Vakola, M., & Fugate, M. (2017). Am I Going to Make It? Dynamic Relations between Changes in Work Engagement and Coping Appraisals throughout Organizational Mergers. Annual conference of the European Association of Work and Organizational Psychologists (EAWOP), Dublin, Ireland.
- Philippaers, K. De Cuyper, N., Forrier, A., Van der Heijden, & Fugate, M. (2016). Employability in Perspective: Moving Beyond the Hype. Symposium presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Fugate, M. (2015). Reactions to Organizational Change and the Role of Social Context. Symposium presented at the annual meeting of the Academy of Management, Vancouver, Canada.
- Fugate, M. (2015). Emerging Debates in Organizational Change: Engagement, Energy, and Emotion. Symposium presented at the annual meeting of the Academy of Management, Vancouver, Canada.
- Clark, M.A., Ashforth, B.E., Kreiner, G.E., & Fugate, M. (2015). Shedding New Light on Stigmatized Work & Workers. Symposium presented at the annual meeting of the Academy of Management, Vancouver, Canada.
- De Cuyper, N., Forrier, A., Akkermans, J., & Fugate, M. (2014). The employability-management paradox: Beauty or the beast? Symposium presented at the annual meeting of the Academy of Management.  
*Paper selected for the Best Paper Proceedings of the 2014 Annual Meeting of the Academy of Management (Careers Division).*
- Manz, C., Fugate, M., Houghton, J., & Neck, C. (2014). Emotional Self-Leadership (ESL): A Process for Enhancing Emotion Self-Influence, Emotion Authenticity, and Personal Effectiveness. Southern Management Association Annual Meeting, Savannah, GA.
- Hartnell, C., Kinicki, A.J., Lambert, L., Fugate, M., & Corner, T. (2014). The effect of CEO leadership and culture fit on firm performance. Presented at the annual conference of the Society of Industrial and Organizational Psychology, Waikiki, HI.
- Fugate, M., Manz, C., Hom, P., & Milliken, J. (2014). Positive Involuntary Turnover—It's the PITs. Part of the "Until withdrawal do us part? Exploring employee withdrawal in organizations" session at the annual conference of the Society of Industrial and Organizational Psychology, Waikiki, HI.

- Fugate, M., & Soenen, G. (2012). The champions of change: Employees, managers, and cognitive processes. Presented at the annual meeting of the Academy of Management, Boston, MA.
- Biggane, J., Allen, D., Amis, J., & Fugate, M. (2012). Cognitive appraisal as a mechanism linking negative organizational shocks and desire to leave. Presented at the annual meeting of the Academy of Management, Boston, MA.
- Hartnell, C., Kinicki, A., Fugate, M., & Corner, T. (2012). Which fit fits? The effect of two types of leadership-culture fit on firm performance. Presented at the annual meeting of the Academy of Management, Boston, MA.  
*Paper selected for the Best Paper Proceedings of the 2012 Annual Meeting of the Academy of Management, Boston (Organizational Behavior Division).*
- Fugate, M. (2011). Presenter in Showcase Symposium: Capturing the experience of change. Presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Fugate, M. (2011). Chair of Symposium: Individual and relational routes to employability. Presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Fugate, M. (2011). Discussant of Symposium: Strategies for sustaining employability throughout careers. Presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Fugate, M. (2011). Keynote speaker: Employability and I-deals Conference, University of Amsterdam, Summer of 2011.
- Kinicki, A.J., Fugate, M., Hartnell, C., & Corner, P. (2010). Does context matter? Examining CEO behavior, culture, and firm effectiveness in small- to medium-sized enterprises. Academy of Management, Montreal.
- Fugate, M., Prussia, G.E., & Kinicki, A.J. (2009). Organizational change and employee withdrawal. Unfolding trends in voluntary turnover research. Presented at the annual meeting of the Academy of Management, Chicago.
- McKee-Ryan, F., Fugate, M., & Kinicki, A. (2008). What happens after job loss? A process-oriented perspective on job search. Presented at the annual meeting for the Society of Industrial and Organizational Psychologists, San Francisco, CA.
- Fugate, M. (2008). The Experience, Management, and Implications of Emotions at Work. A pre-conference development workshop (PDW) I designed, organized, submitted, and helped present for the annual meeting of the Academy of Management, Anaheim, CA.
- Fugate, M., Harrison, S., & Kinicki, A.J. (2007). Emotions during organizational change: An appraisal theory and dynamic systems perspective. Annual Academy of Management Conference, Philadelphia.
- Heslin, P., & Fugate, M. (2007). Insights from regulatory focus theory for career theory and practice. Annual Conference for the Society of Industrial and Organizational Psychologists.
- Fugate, M. (2006). Antecedents and consequences of employee threat appraisals during an organizational restructuring. Annual Academy of Management Conference, Atlanta.

Fugate, M. (2006). Managing stress and burnout in the workplace. (Discussant). Annual Academy of Management Conference, Atlanta.

Fugate, M., Kinicki, A.J., Prussia, G. (2005). Competing Models Test of Lazarus' Coping Theory. Annual Academy of Management Conference, Honolulu.

Fugate, M. (2005). Job Loss Symposium: Employability and Its Implications for Job Loss and Reemployment. Annual Academy of Management Conference, Honolulu.

Fugate, M., & Ashforth, B.E. (2003). Employability: The construct, its dimensions, and applications. Paper selected for the *Best Paper Proceedings* of the annual meeting of the Academy of Management, Seattle.

Fugate, M. (2003). Development of a Measure of Employability. Paper presentation at the annual meeting of the Academy of Management, Seattle.

Fugate, M., & Kinicki, A.J. (2003). Employability and its Implications for Career Exploration. Symposium for the Careers Division at the annual meeting of the Academy of Management, Seattle.

Fugate, M., & Kinicki, A.J. (2002). The role of employability in how employees cope with organizational change. Paper presentation at the annual meeting of the Academy of Management, Denver.

Ashforth, B.E., Kreiner, G.E., Fugate, M., & Clark, M.A. (2001). Dirty work is in the eye of the beholder: New directions in how individuals cope with stigmatized occupations. Showcase Symposium at the annual meeting of the Academy of Management, Washington, D.C.

Ashforth, B.E., & Fugate, M. (2000). Attributional style: Development of a measure. Paper presented at the annual meeting of the Academy of Management, Toronto, Canada.

Fugate, M., Prussia, G.E., & Kinicki, A.J. (2000). Explication of the coping goal construct: Implications for coping and reemployment. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychologists, New Orleans.

Kinicki, A.J., Fugate, M., & Scheck, C.L. (1999). Coping with an organizational merger across four stages. Paper presented at the annual meeting of the Academy of Management, Chicago.

Ashforth, B.E., Kreiner, G.E., & Fugate, M. (1999). All in a day's work: Micro transitions at work. Paper presented at the annual meeting of the Academy of Management, Chicago.

Anand, V., Fugate, M., & Manz, C.C. (1998, October). Empowering teams with knowledge. Paper presented at the North Texas Conference on the Study and Advancement of Work Teams, Denton, TX.

Boyd, B., Gove, S., Clark, M.A., & Fugate, M. (1998). Metaphors as a means of teaching strategic management principles. Symposium conducted at the annual meeting of the Academy of Management, San Diego.

## **TEACHING** (Sample of Courses Taught in Undergraduate, Graduate, and Executive Education)

---

- Leadership
- Responsible Leadership
- Business Ethics
- Organizational Behavior

- Managing Organizations and Human Capital
- Management
- Strategic Human Capital
- Leadership and Culture
- Performance Management
- Employee Engagement
- Leading and Managing Change
- Organizational Culture and Culture Change
- Exceptional Client Service
- Developing Leadership Brands

## **PROFESSIONAL AFFILIATIONS**

---

Academy of Management (AOM)  
 Southern Management Association (SMA)  
 Society of Industrial and Organizational Psychologists (SIOP)  
 Society of Human Resource Management (SHRM)  
 International Forum for Psychology of Organizational Change (IFPOC)  
 European Association of Work and Organizational Psychology (EAWOP)

## **MEDIA**

---

TEDxSMU	CNN
Wall Street Journal	Fox (Dallas affiliate)
New York Times	NBC (Dallas affiliate)
Financial Times	ABC (Dallas affiliate)
Dallas Morning News	FAST COMPANY
MSN Money	American Banker
Investors Daily Diary	Radio broadcasts in the U.S. and Canada