

Gary A. Adams, Ph.D.

Marquette University
Department of Management
College of Business Administration
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EDUCATIONAL BACKGROUND

Doctor of Philosophy, 1995
Central Michigan University
Major: Industrial and Organizational Psychology

Master of Science, 1991
Illinois State University
Major: Industrial and Organizational Psychology

Bachelor of Science, 1989
University of Wisconsin Oshkosh
Major: Psychology

ACADEMIC POSITIONS

- Aug 14- present **Professor**, Department of Management, College of Business, Marquette University. Responsible for teaching in the area of organizational behavior. Director of the Masters of Science in Human Resources Program.
- May 09- Aug 14 **Professor**, Department of Management and Human Resources, College of Business, University of Wisconsin Oshkosh. Responsible for teaching undergraduate and graduate (MBA) courses in the area of Human Resources Management. Recipient of the Rudoy Endowed Professorship.
- Sep 96- May 09 **Professor, I/O Graduate Program Director**, Department of Psychology, University of Wisconsin Oshkosh. Progressed from Assistant Professor to Professor and Program Director. Provided leadership to MS I/O Program. Responsible for teaching graduate and undergraduate courses in I/O Psychology, Personnel Psychology, Current Topics, Research Methods, and Multivariate Statistics, as well as supervising graduate student practica and theses, and serving as academic advisor for undergraduate psychology majors.

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ACADEMIC POSITIONS (continued)

- Aug 94- May 96 **Assistant Professor (Adjunct)**, Department of Psychology, Central Michigan University. Temporary position originally as Teaching Assistant and then as Asst. Professor. Responsible for teaching upper-level undergraduate courses in Applied Research Methods, Industrial/Organizational Psychology, and Stress, and a graduate-level course in Multivariate Statistics.
- May 90-May 91 **Research Assistant**, Department of Mathematics, Illinois State University. Responsible for design and analysis of research in the area of mathematics and mathematics education.
- Aug 89- May 90 **Teaching Assistant**, Department of Psychology, Illinois State University. Responsible for testing, grading, and lecturing to a large undergraduate introductory psychology course.

PEER REVIEWED ARTICLES

- Adams, G. A., & Webster, J. R. (in press). When leaders are not who they appear: The effects of leader disclosure of a concealable stigma on follower reactions. *Journal of Applied Social Psychology*.
- Webster, J. R., Adams, G. A., Maranto, C. L., Sawyer, K., & Thoroughgood, C. (in press). Workplace contextual supports for LGBT employees: A review, meta-analysis, and agenda for future research. *Human Resource Management*.
- Webster, J. R., Adams, G. A., & Beehr, T. A. (2014). Core Work Evaluation: The Viability of a Higher-Order Work Attitudes Construct. *Journal of Vocational Behavior*, 85, 27-38.
- Adams, G. A., & Webster, J. R. (2012). Emotional regulation as a mediator between interpersonal mistreatment and distress. *European Journal of Work and Organizational Psychology*, 22, 697-710.
- Adams, G. A., & Rau, B. L. (2011). Putting off tomorrow to do what you want today: Planning for retirement. *American Psychologist*, 66, 180-192.
- Burrell, L., Adams, G., Durand, D., & Castro, C. (2010). Families facing the demands of military life: New research directions. In P. Bartone, R. Pastel, and M. Vaitkus (Eds.), *The 71-F Advantage: Applying Army Research Psychology for Health and Performance Gains* (pp. 373-393). Washington, DC: National Defense University Press.
- Webster, J. & Adams, G. A., (2010). Organizational support, contract fulfillment, preferred status and outcomes among part-timers. *Journal of Business and Psychology*, 25, 131-138.

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PEER REVIEWED ARTICLES (Continued)

- Adams, G. A., Webster, J. R., & Buyarski, D. M. (2010). Development of an occupational embeddedness measure. *Career Development International, 15*, 420-436.
- Adams, G.A. & Buck, J., (2010). Social stressors and strains among police officers: It's not just the bad guys. *Criminal Justice and Behavior, 37*, 1030-1040.
- Burrell, L., Adams, G. A., Durand, D. B., & Castro, C. (2006). The impact of military lifestyle demands on well-being, Army, and family outcomes. *Armed Forces and Society, 10*, 43-58.
- Rau, B. L. & Adams, G. A., (2005). Attracting retirees to apply: desired organizational characteristics of bridge employment. *Journal of Organizational Behavior, 26*, 649-660.
- Adams, G. A., Durand, D., Burrell, L., Teitelbaum, J., Pehrson, K., & Hawkins, J. (2005). Direct and indirect effects of operations tempo on outcomes for soldiers and spouses. *Military Psychology, 17*, 229-246.
- Dendinger, V., Adams, G. A., & Jacobson, J. (2005). Reasons for working and their relationship to retirement attitudes, job satisfaction and occupational self-efficacy of bridge employees. *International Journal of Aging and Human Development, 61*, 21-35.
- Adams, G. A., & Rau, B. L. (2004). Job seeking among retirees seeking bridge employment. *Personnel Psychology, 57*, 719-744.
- Jankowski, M. K., Schnurr, P. P., Adams, G. A., Green, B. L., Ford, J. D., Friedman, M. J. (2004). A mediational model of PTSD in WWII veterans exposed to mustard gas. *Journal of Traumatic Stress, 17*, 303-310.
- Ford, J., Schnurr, P., Friedman, M., Green, B., Adams, G. A., & Jex, S. M. (2004). Posttraumatic stress disorder symptoms, physical health and health care utilization 50 years after repeated exposure to a toxic gas. *Journal of Traumatic Stress, 17*, 185-194.
- Jex, S. M., Adams, G. A., Bachrach, D. G., & Rosol, S. (2003). The impact of situational constraints, role stressors, and commitment on employee altruism. *Journal of Occupational Health Psychology, 8*, 171-180.
- Jex, S. M., Adams, G. A., Elaqua, T., & Bachrach, D. (2002). Type A as a moderator of stressors and job complexity: A comparison of achievement strivings and impatience-irritability. *Journal of Applied Social Psychology, 32*, 977-996.
- Adams, G. A., Beehr, T. A., Prescher, J., & Lepisto, L. (2002). Applying work-role attachment theory to retirement decision-making. *International Journal of Aging and Human Development, 54*, 125-137.

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PEER REVIEWED ARTICLES (Continued)

- Adams, G. A., Marks, R., & Allen, J. (2000). Student withdrawal: Test of an integrated model. *Michigan Journal for Counseling and Development, 27*(2), 3-6.
- Nilsen, I. K., Jex, S. M., & Adams, G. A. (2000). Development and validation of scores on a two-dimensional workplace friendship scale. *Educational and Psychological Measurement, 60*, 628-643.
- Adams, G. A. (1999). Career-related variables and planned retirement age: An extension of Beehr's model. *Journal of Vocational Behavior, 55*, 221-235.
- Adams, G. A. (1999). Sociometric selection and the employment interview: An empirical examination. *The International Journal of Action Methods, 52*, 71-79.
- Adams, G. A., & Jex, S. M. (1999). Relationships between time management, control, work-family conflict and strain. *Journal of Occupational Health Psychology, 4*, 72-77.
- Adams, G. A., & Beehr, T. A. (1998). Turnover and retirement: A comparison of their similarities and differences. *Personnel Psychology, 51*, 643-665.
- King, L. A., King, D. W., Fairbank, J. A., Keane, T. M., & Adams, G. A. (1998). Resilience/recovery factors in posttraumatic stress disorder among female and male Vietnam veterans: Hardiness, postwar social support, and additional stressful life events. *Journal of Personality and Social Psychology, 74*, 420-434.
- Adams, G. A., & Jex, S. M. (1997). Confirmatory factor analysis of the time management behavior scale. *Psychological Reports, 80*, 225-226.
- Adams, G. A., Rapaport, R., Sherlock, J., Malmquist, J., Elacqua, T., & Stanek-DiNello, R. (1997). Self assessment and planned change of placement and career services center. *Michigan Journal for Counseling and Development, 25*(2), 13-16.
- Jex, S. M., Adams, G. A., Elacqua, T., & Lux, D. (1997). A comparison of incident-based and scale measures of work stressors. *Work and Stress, 11*, 229-238.
- Rapaport, R. J., George, S. L., Adams, G. A., & Clarkson, S. E. (1997). Leaving college: Why students withdrew from a university. *Michigan Journal for Counseling and Development, 25* (1), 23-25.
- Adams, G. A., King, L. A., & King, D. W. (1996). Relationships of job involvement, family social support, and work-family conflict with job and life satisfaction. *Journal of Applied Psychology, 81*, 411-420.

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PEER REVIEWED ARTICLES (Continued)

Montei, M. S., Adams, G. A., & Eggers, L. M. (1996). Validity of scores on the Attitudes Toward Diversity Scale. *Educational and Psychological Measurement, 56*, 293-203.

King, L. A., Mattimore, L. K., King, D. W., & Adams, G. A. (1995). Family Support Inventory for Workers: A new measure of perceived social support from family members. *Journal of Organizational Behavior, 16*, 235-258.

Adams, G. A., Elacqua, T., & Colarelli, S. M. (1994). The interview as a sociometric selection technique. *Journal of Group Psychotherapy, Psychodrama, and Sociometry, 47*, 99-113.

BOOKS, BOOK CHAPTERS AND ENTRIES

Adams, G.A., & Shultz, K.S. (2016). Retirement. In S. Rogelberg (Ed.). *Encyclopedia of Industrial and Organizational Psychology*, 2nd edition. Thousand Oaks, CA: Sage.

Adams, G.A., & Feinhauer, D. (2015). Retirement Attitudes. In Whitbourne, S. K. (Ed.). *The Wiley-Blackwell Encyclopedia of Adulthood and Aging* (Vol. 3). John Wiley & Sons. Thousand Oaks, CA: Sage.

Rau, B. L., & Adams, G. A. (2014). Recruiting older workers: Realities and needs of the future workforce. Chapter to appear in *The Oxford Handbook of Recruitment*. New York, NY: Oxford University Press.

Adams, G. A., DeArmond, S., Jex, S. M., & Webster, J. R., (2013). Older Workers Occupational Stress and Safety. Chapter to appear in R. Burke, C. Cooper and J. Field (Eds.), *Sage Handbook of Aging, Work and Society* (pp. 266-282). Thousand Oaks, CA: Sage.

Rau, B. L., & Adams, G. A. (2013). Aging, Retirement and Human Resources Management: A Strategic Approach. In M. Wang (Ed.), *The Oxford Handbook of Retirement* (pp. 117-135). New York, NY: Oxford University Press.

Wang, M., Adams, G.A., Beehr, T.A., & Shultz, K.S. (2009). Bridge employment and retirement: Issues: Opportunities during the latter part of one's career. In S.G. Baugh and S.E. Sullivan (Eds.), *Maintaining Focus, Energy, and Options over the Life Span* (pp. 135-162). Charlotte, NC: IAP - Information Age Publishing.

Shultz, K. S., & Adams, G. A. Eds. (2007). *Aging and Work in the 21st Century*. Mahwah, NJ: Lawrence Erlbaum.

Adams, G. A., & Shultz, K. S. (2007). Editor's overview. In K. S. Shultz & G. A. Adams (Eds.), *Aging and Work in the 21st Century* (pp. 1-6). Mahwah, NJ: Lawrence Erlbaum.

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BOOKS, BOOK CHAPTERS AND ENTRIES

Shultz, K. S., & Adams, G. A. (2007). In search of a unifying paradigm for understanding aging and work in the 21st century. In K. S. Shultz, & G. A. Adams (Eds.), *Aging and Work in the 21st Century* (pp. 303-320). Mahwah, NJ: Lawrence Erlbaum.

Adams, G. A., & Shultz, K. S. (2006). Retirement. In S. Rogelberg (Ed.) *The Encyclopedia of Industrial and Organizational Psychology* (pp. 678-680). Thousand Oaks, CA: Sage.

Adams, G. A., & Shultz, K.S. (2006). Retirement. In Salkind, N. J. and K. DeRuyck (Eds.), *Encyclopedia of human development: Vol. 3. P-Z index* (pp. 1078-1083). Thousand Oaks, CA: Sage Publications.

Adams, G. A., Jex, S. M., & Cunningham, C. J. L. (2006). Work-family conflict among military personnel. In C. A. Castro, A. B. Adler, & T. W. Britt (Eds.), *Military life: The psychology of serving in peace and combat: Vol. 3. The military family* (pp. 169-192). Westport, CT: Praeger Security International.

Adams, G. A., & Beehr, T. A. Eds. (2003). *Retirement research: Reasons, processes and results*. New York: Springer.

Beehr, T. A., & Adams, G. A. (2003). Introduction and overview of current research and thinking about retirement. In G. A. Adams & T. A. Beehr, (Eds.), *Retirement research: Reasons, processes and results* (pp. 1-5). New York: Springer.

Adams, G. A., & Beehr, T. A. (2003). Concluding observations and future endeavors. In G. A. Adams & T. A. Beehr, (Eds.), *Retirement research: Reasons, processes and results* (pp. 293-298). New York: Springer.

Jex, S. M., Adams, G. A., & Ehler, M. L. (2002). Assessing the Role of Negative Affectivity in Occupational Stress Research: Does Gender Make a Difference? In D.L. Nelson and R.J. Burke (Eds.), *Gender, work stress, and health: Current research issues* (pp. 71-84). Washington, DC: American Psychological Association.

PEER REVIEWED PRESENTATIONS

Adams, G. A. & Webster, J. R. (2017, April). *When Leaders Are Not Who They Appear: Reactions to Stigma*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Adams, G. A. Webster, J. R. Maranto, C. L., Sawyer, K., & Thoroughgood, C. (2017, April). *Impact of Workplace Context on the Experiences of LGBT Employees*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

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PEER REVIEWED PRESENTATIONS (Continued)

- Adams, G. A., Webster, J. R., & Maranto, C. (2016, May). *Testing the challenge-hindrane model of occupational stress in older workers*. Paper presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Webster, J. R., & Adams, G. A. (2015, August). *A meta-analysis of the challenge-hindrane framework at the intersection of work and family*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada.
- Webster, J. R., Adams, G. A., Maranto, C., & Feinauer, D. (2014, August). *Process model linking daily political behavior and affective wellbeing: The role of gender*. Paper to be presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Adams, G. A., & Tucker, J., Feinauer, D., & Meyerson, P. (2011, May). *Relationship between job insecurity and safety performance: leadership matters*. Poster presented at the APA/NIOSH/SOHP Interdisciplinary Conference on Work, Stress, and Health, Orlando, FL.
- Adams, G. A. (2011, May). *Leadership in the workplace*. Symposium session chair at the APA/NIOSH/SOHP Interdisciplinary Conference on Work, Stress, and Health, Orlando, FL.
- DeArmond, S., & Adams, G. A. (2011, April). *Occupational stress and safety: Products of a research collision*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Wang, M., Barnes-Farrell, J., Adams, G. A., Bhupatkar, A., & Rau, B. (2011, April). *A Retirement Research Incubator: Expanding Applied Research Frontiers*. Session presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Adams, G. A., Webster, J. R., & Buyarski, D. M. (2010, August). *Further development of an occupational embeddedness measure*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
- Adams, G.A., Rickerson, J., Burns, G., & Miron, A. (2009, November). *It's not just the bad guys: Social Stressors and Strains among Police Officers*. Poster presented at the APA/NIOSH/SOHP Interdisciplinary Conference on Work, Stress, and Health, San Juan, PR.
- Adams, G.A. (2009, April). *Customer incivility: The problem lies between the keyboard and the chair*. Session facilitator at the annual meeting of the Society for Industrial and Organizational Psychology. New Orleans, LA.
- Adams, G. A. & Smith, D. (2008, August). *Emotional regulation mediates social stress – outcome relationships*. Paper presented at the annual meeting of the American Psychological Association, Boston, MA.

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PEER REVIEWED PRESENTATIONS (Continued)

- Adams, G. A., Reinke, K., & Webster, J. (2008, April). *Emotional regulation as a mediator between social stress and strains*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Adams, G. A. & Burns, G. (2008, March). *A meta-analysis of the relationship between age, stressors and strains*. Paper presented at the annual meeting of the Society for Occupational Health Psychology, Washington, DC.
- Webster, J. & Adams, G. A., Subramony, M., & Perlman, B. (2007, April). *The development of a scale to measure career embeddedness*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Schwarz, E. E., Subramony, M., & Adams, G. A. (2006, August). *Reactions to upward-performance feedback in the context of higher education*. Paper presented at the annual meeting of the American Psychological Association, New Orleans, LA.
- Subramony, M., Adams, G. A., Webster, J. & Bentz, K. (2006, August). *Human resources management practices and business performance: A meta-analytic investigation*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Adams, G. A. (2006, May). *Self-esteem and extroversion as predictors of social support received*. Paper presented at the annual meeting of the Association for Psychological Science, New York, NY.
- Webster, J. & Adams, G. A., (2006, May). *Organizational support, contract fulfillment, preferred status and outcomes among part-timers*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Adams, G. A., Woolf, J., Castro, C., & Adler, A. (2005, April). *Leadership, family supportive organizational perceptions and work-family conflict*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Lenz, B., Adams, G. A., Subramony, M., & Moon, M. (2005, April). *A review of interpersonally directed organizational deviance*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Woolf, J. & Adams, G. A. (2005, April). *Flexible scheduling options moderate job demands and work-family conflict*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

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PEER REVIEWED PRESENTATIONS (Continued)

- Burrell, L. M., Stetz, M. C., Castro, C. A., Durand, D. B., & Adams, G. A. (2004, August). *How Army spouses cope with moving overseas: Well-being and retention*. Paper presented at the annual meeting of the American Psychological Association, Honolulu, HI.
- Stetz, M., Adams, G. A., Castro, C. A., & Hoge, C. (2004, August). *Family-friendly climate and wellbeing*. Paper presented at the annual meeting of the American Psychological Association, Honolulu, HI.
- Dendinger, V., Moon, M., & Adams, G. A. (2004, April). *Longitudinal effects of feedback on self-efficacy and performance*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Jacobson, J., Adams, G. A., Moon, M., & Lepisto, L. (2004, April). *Work-role attachment variables as predictors of retirement: A longitudinal study*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Schaubhut, N., Adams, G. A., Jex, S. M., & Moon, M. (2004, April). *Self-esteem moderates relationships between abusive supervision and workplace deviance*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lyle, E., Adams, G. A., Jex, S. M., & Moon, M. (2004, April). *Non-self-report measures of working conditions and work-family conflict*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lenz, B., Adams, G. A., Lippold-Ruby, G., & Jex, S. M. (2004, April). *Proactive personality, work-family conflict, and life satisfaction*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Adams, G. A., & Schultz, K. S. (2003, April). *Current perspectives and future directions in retirement research*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Adams, G. A., & Rau, B. L., (2003, April). *Organizational Attraction of Bridge Employees*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Adams, G. A., Jacobson, J., Dendinger, V., & Lax, G. (2003, April). *Job seeking among recent retirees*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

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PEER REVIEWED PRESENTATIONS (Continued)

Dendinger, V., Jacobson, J., & Adams, G. A. (2003, April). *Reasons for work and their relation to retirement attitudes*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Dahlke, A. E., Jex, S. M., & Adams, G. A. (2003, April). *The differences in predictors of affective, continuance, and normative commitment*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Jex, S. M., Burnfield, J. L., Grauer, E., Adams, G. A., & Morgan, E.M. (2003, April). *The role of proactive personality in occupational stress*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Jex, S. M., Burnfield, J. L., Grauer, E., Lax, G., Sroda, M., Roelse, P., & Adams, G. A. (2003, April). *Interactions between stressors, self efficacy, and coping in predicting employee health*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Jex, S.M., Adams, G. A., Thomas, J. L., & Sinclair, R. (2003, March). Soldier Health and Performance: A Review of WRAIR Research. In R. R. Sinclair and J. L. Thomas (Co-Chairs) *Modeling Military Stressors: The WRAIR Occupational Stress Research Program*. Symposium conducted at the APA/NIOSH Interdisciplinary Conference on Occupational Stress & Health, Toronto, Canada.

Burrell, L., Durand, D., Adams, G. A., & Castro, C. (2002, August). *Will the soldiers return? Military spouses' fears and well being*. Paper presented at the annual meeting of the American Psychological Association, Chicago, IL.

Duehring, C., Adams, Perlman, B., & Feinauer, D. (2002, August). *Proactive personality as a predictor of professional updating*. Paper presented at the annual meeting of the American Psychological Association, Chicago, IL.

Durand, D. B., Adams, G. A., Burrell, L., & Castro, C. (2002, August). Wives' perceptions of the inter-role conflict experienced by their spouses in the roles of soldier and family man. In D.R. Segal (Chair) *Changing military and political cultures*. Symposium conducted at the annual meeting of the American Sociological Association, Chicago, IL.

Adams, G. A. (2002, April). *Performance: The forgotten criterion in occupational stress research*. Session chair for symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.

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PEER REVIEWED PRESENTATIONS (Continued)

- Adams, G. A., & Lax, G. (2002, April). Factors influencing job search among those seeking bridge employment. In K.S. Shultz (Chair), *Addressing projected workforce shortages by recruiting and retaining older workers*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Durand, D. B., Burrell, L., Adams, G. A., & Castro, C. (2001, October). *Living OCONUS in a high OPTEMPO environment: How are Army families adjusting?* Paper presented at the biennial conference of the Inter-University Seminar on Armed Forces and Society, Baltimore, MD.
- Adams, G. A., Durand, D., Burrell, L., Teitelbaum, J., Pehrson, K., & Hawkins, J. (2001, August). *The impact of OPTEMPO on Families*. Paper presented at the annual meeting of the American Psychological Association, San Francisco, CA.
- Adams, G. A., Durand, D., Burrell, L., Teitelbaum, J., Pehrson, K., & Hawkins, J. (2001, June). *Work-family conflict mediates the relationship between OPTEMPO and Outcomes*. Paper presented at the annual meeting of the American Psychological Society, Toronto, Canada.
- Adams, G. A., Schultz, K. S., & Taylor, M. A. (2001, April). *Why Should I/O Psychologists Be Studying Retirement?* Roundtable discussion conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Jex, S. M., Adams, G. A., Bachrach, D. G., & Rosol, S. (2001, April). *Relations between stressors and altruism: Commitment as a moderator*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Adams, G. A., Buzzell, S., & Steinwedel, A. (2000, May). *A brief, bi-directional and multiple form measure of work-family conflict*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Buzzell, S., Adams, G. A., & Steinwedel, A. (2000, May). *The effect of different schedules of shift work on work-family conflict*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Kokotovich, M., Jex, S. M., & Adams, G. A. (2000, April). *The role of leader-member exchange in the relationship between job stressors and strains*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Jex, S. M., & Adams, G. A. (1999, August). *Self-esteem and job involvement as moderators of reactions to stressors*. Paper presented at the annual meeting of the American Psychological Association, Boston, MA.

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PEER REVIEWED PRESENTATIONS (Continued)

Heindel, R., Adams, G. A., & Lepisto, L. (1999, April). *Predicting bridge employment: A test of Feldman's (1994) hypotheses*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Adams, G. A., Prescher, J., Beehr, T., & Lepisto, L. (1999, April). *Applying work-role attachment theory to retirement decision making*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Jex, S. M., Adams, G. A., Elacqua, T. C., & Bachrach, D. (1998, May). *Type A as a moderator: An examination using component measures*. Paper presented at the annual meeting of the American Psychological Society, Washington, DC.

Adams, G. A. (1998, April). *The relationship between career-related variables and retirement intentions*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Adams, G. A., & Phillippi, L. J. (1998, April). *Work-related values: A comparison of Polish and US workers*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Jex, S. M., Adams, G. A., Kokotovich, M., & Nielson, I. (1998, April). *Occupational stress and organizational citizenship behavior*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Adams, G. A. (1998, April). *The relationship between career-related variables and retirement intentions*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Adams, G. A. (1997, August). *Relationships between time management, control, work-family conflict and strain*. Paper presented at the annual meeting of the American Psychological Association, Chicago, IL.

Adams, G. A., & Beehr, T. A. (1997, April). *Turnover and retirement: A comparison of their similarities and differences*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Adams, G. A., & Jex, S. M. (1997, April). *The influence of personality on social support*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, St Louis, MO.

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PEER REVIEWED PRESENTATIONS (Continued)

- King, L. A., King, D. W., Keane, T. M., Fairbank, J. A., & Adams, G. A. (1996, December). *Resilience/recovery factors in posttraumatic stress disorder among female Vietnam veterans*. Paper presented at the Psychosocial and Behavioral Factors in Women's Health Conference, Washington, DC.
- King, L. A., King, D. W., Fairbank, J. A., Keane, T. M., & Adams, G. A. (1995, November). *Coping, social support, and additional stressors in predicting combat-related PTSD*. Paper presented at the annual meeting of the International Society for Traumatic Stress Studies, Boston, MA.
- Adams, G. A., King, L. A., & King, D. W. (1995, September). *Effects of involvement, conflict, and social support on job and life satisfaction*. Paper presented at the APA/NIOSH Third Interdisciplinary Conference on Occupational Stress & Health, Washington, DC.
- Adams, G. A., Lopez, R., Goncalves, R., King, L. A., & King, D. W. (1995, June). *Family Support Inventory for Workers: Further evidence for psychometric quality*. Paper presented at the annual meeting of the American Psychological Society, New York, NY.
- Montei, M. S., Adams, G. A., & Eggers, L. M. (1995, May). *Development and initial validity of the Attitudes Toward Diversity Scale*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Henderson, E., Adams, G. A., & King, L. A. (1995, May). *The effects of qualification and disability disclosure on employment interview outcomes*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Adams, G. A., King, L. A., King, D. W., & Foy, D. (1994, November). *Childhood antisocial behavior: A moderator of trauma-adjustment relationships in veterans*. Paper presented at the annual meeting of the International Society for Traumatic Stress Studies, Chicago, IL.
- Adams, G. A., Vreven, D., Goncalves, R., King, D. W., & King, L. A. (1994, August). *Structural and functional support: Relationship to post-war veteran adjustment*. Paper presented at the annual meeting of the American Psychological Association, Los Angeles, CA.
- Beehr, T. A., Lepisto, L., & Adams, G. A. (1994, June). *Psychological predictors of retirement*. Paper presented at the annual meeting of the American Psychological Society, Washington, DC.
- Adams, G. A., Beehr, T. A., Prasad, R., & Lepisto, L. (1994, May). *Financial predictors of retirement timing and satisfaction*. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

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PEER REVIEWED PRESENTATIONS (Continued)

Jex, S. M., Adams, G. A., Elacqua, T., & Lux, D. (1994, April). *Convergence between incident-based and scale measures of work stressors*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.

Jex, S. M., Adams, G. A., Elacqua, T., & Lux, D. (1994, April). *Convergence between incident-based and scale measures of work stressors*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Nashville, TN.

Adams, G. A., Rapaport, R. J., Sherlock, J., Malmquist, J. S., Elacqua, T., & DiNello, R. S. (1994, April). *Building bridges to Generation X: A collaborative approach to designing career services for students in the 90's*. Paper presented at the annual meeting of the Michigan College Personnel Association, Ann Arbor, MI. (Subsequently accepted as an ERIC document; ED372307).

NON-REFEREED PUBLICATIONS/PRESENTATIONS

Adams, G. A. (2000, June). *Work-family conflict: What we know and what we don't*. Invited presentation at Walter Reed Army Institute of Research, Washington, DC.

Adams, G. A. (1997, June). *A model relating family friendly practices to outcomes*. Paper presented at Walter Reed Army Institute of Research, Washington, DC.

Heinz, T. M., & Adams, G. A. (1996). *FITness training: The art of leveraging knowledge*. *Infobase News Magazine*, 34-36.

Jex, S. M., & Adams, G. A. (1996, October). *Minimizing workforce stress during periods of organizational change*. Presentation given at the Oshkosh Chamber of Commerce Annual Quality Conference, Oshkosh, WI.

GRANTS / CONTRACTS FUNDED

Adams, G. A. (2013). *The Role of Aging in the Occupational Stress And Health Process*. Grant funded by the UW Oshkosh Faculty Development Board, Oshkosh, WI.

Adams, G. A. (2002-2003). *Investigating the impact of OPTEMPO*. Contract funded by the US Army Medical Research Acquisition Activity and administered by Walter Reed Army Institute for Research, Washington, DC.

Adams, G. A. (2001-2002). *Job-seeking and reemployment among those seeking bridge employment*. Grant funded by the UW Oshkosh Faculty Development Board, Oshkosh, WI.

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GRANTS / CONTRACTS FUNDED (Continued)

Adams, G. A. (2001-2002). *The etiology of PTSD after toxic exposure*. Contract funded by the National Center for Posttraumatic Stress Disorder, V.A. Medical Center, White River Junction, VT.

Adams, G. A. (2000-2002). *An investigation of work-family conflict in the Army*. Contract funded by the US Army Medical Research Acquisition Activity and administered by Walter Reed Army Institute for Research, Washington, DC.

Adams, G. A. & Jex, S. M. (1998-2000). *PTSD and health outcomes after toxic exposure*. Contract funded by the National Center for Posttraumatic Stress Disorder, V.A. Medical Center, White River Junction, VT.

Adams, G. A. (1998). *The Relationship Between Work Role Attachment and Retirement Decision-Making*. Grant funded by the UW Oshkosh Faculty Development Board, Oshkosh, WI.

Adams, G. A. (1997). *Assessing 'applicant fit' in the employment interview: A confirmatory factor analysis and structural model*. Grant funded by the UW Oshkosh Faculty Development Board, Oshkosh, WI.

Adams, G. A. (1995). *Turnover and retirement: A comparison of their similarities and differences*. Grant funded by a Central Michigan University Office of Research and Sponsored Programs, Mount Pleasant, MI.

PROFESSIONAL SERVICE

Human Relations (ad hoc reviewer)

Human Resource Management Journal (ad hoc reviewer)

International Journal of Manpower (ad hoc reviewer)

Journal of Applied Gerontology (ad hoc reviewer)

Journal of Applied Psychology (ad hoc reviewer)

Journal of Applied Social Psychology (ad hoc reviewer)

Journal of Occupational and Organizational Psychology (ad hoc reviewer)

Journal of Occupational Health Psychology (ad hoc reviewer)

Journal of Organizational Behavior (ad hoc reviewer)

Personality and Social Psychology Bulletin (ad hoc reviewer)

Personnel Psychology (ad hoc reviewer)

Personnel Review (ad hoc reviewer)

Psychology and Aging (ad hoc reviewer)

International Journal of Aging and Human Development (ad hoc reviewer)

Society for Industrial and Organizational Psychology (annual meeting ad hoc reviewer)

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PROFESSIONAL SERVICE (Continued)

American Psychological Association Dissertation Research Award (ad hoc reviewer)
American Psychological Society Student Caucus Research Grant Reviewer (ad hoc reviewer)
Winnebago County Workforce Development Center Committee (member)
Oshkosh Police Advisory Board Member

UNIVERSITY SERVICE

COB Promotion and Tenure Committee (AY 16/17- present)
COB Graduate Programs Committee (AY 16/17- present)
Business Career Center Faculty Advisory Committee (AY 15/16- present)
Program Assessment Leader for MSHR program (AY 14/15- present)
Graduate School of Management Recruiter Search and Screen committee (AY 15-16)
COB Leadership/HR Faculty Search and Screen Committee (AY 15/16)
Guest Leader Forum Presenter, LeaderShape at Marquette and The Institute (Jan 16)
Research Committee (AY 15/16)
University HR Director Search and Screen Committee
Faculty Development Board (chair)
Graduate Council
College of Business Undergraduate Programs Committee
Departmental Mentor
Extra-departmental Mentor
Scholarship of Teaching and Learning Steering Committee
NCA Reaccreditation Working Group (Criteria 4)
Endowed Professorship Selection Committee
Organizational Administration Curriculum Committee
Personnel Policies Committee
Celebration of Scholarship Reviewer / Selection Committee
College of Letters and Sciences Academic Program Review Committee
Psychology Department Search and Screen Committee (member 2/ chair 3)
Psychology Department Scholarships & Library Committee
Departmental Graduate Curriculum and Policies Committee (Co-chair)
Departmental Tenure and Renewal Committee
Departmental Research Resources Committee
Merit Policy ad hoc Committee
I/O Graduate Student Admissions Committee (chair)
Psychology Department Budget Committee (chair)
Central Michigan University Library Committee

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PROFESSIONAL AFFILIATIONS

Society for Human Resource Management
Society for Industrial and Organizational Psychology
The Academy of Management
Association for Psychological Science