Gary A. Adams, Ph.D.

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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, Industrial and Organizational emphasis

ACADEMIC POSITIONS

Aug 14- present	**Professor**, Department of Management, College of Business, Marquette University. Responsible for teaching in the area of organizational behavior, human resource management and analytics, as well as student advising. Director of Master's in Management Program. Recipient of the Brennan Master Teacher award.
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 and EMBA) courses in the area of organizational behavior and human resources management. Recipient of the Rudoy Endowed Professorship and the Outstanding Graduate Faculty Teaching award.
Sep 96- May 09	**Professor**, 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, Research Methods, and Multivariate Statistics. Supervised graduate student practica and theses as well as serving as academic advisor for undergraduate majors.

ACADEMIC POSITIONS (continued)

Aug 94- May 96	**Assistant Professor (Adjunct)**, Department of Psychology, Central Michigan University. Temporary position originally as full-course responsible Teaching Assistant and then as Asst. Professor. Responsible for teaching upper-level undergraduate courses in Applied Research Methods, Industrial/Organizational Psychology, and Stress, as well as 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.

COURSES TAUGHT

Undergraduate:

Applied Research Methods
Compensation and Benefits
Human Resources Management
Internship Supervision
Introduction to I/O Psychology
Organizational Behavior
Stress

Graduate:

HR Information Systems and Analytics
HR-OD Metrics and Analytics
Human Resources Management (MBA and EMBA)
Multivariate Statistics
Personnel Psychology
Practicum
Research Methods
Staffing Seminar

PEER REVIEWED ARTICLES

Webster, J. R., & Adams, G. A. (2023). Faculty matter: Development of faculty diversity climate and its relation to graduate student intent to stay. *Studies in Higher Education,* 1-17.

Webster, J. R. & Adams, G. A. (2023). Stifled from the start: Biased allocation of developmental opportunities and the underrepresentation of lesbian women and gay men in leadership. *Equality, Diversity and Inclusion: An International Journal, 42,* 300-318.

Adams, G. A., & Webster, J. R. (2021). Relating Supervisor Interpersonal Emotion Management- and Task-oriented Leadership to Adaptive Performance: A Moderated-Mediation Model Incorporating Trust and Gender. *Equality, Diversity and Inclusion: An International Journal, 41, 549-567.*

PEER REVIEWED ARTICLES (Continued)

Webster, J. R. & Adams, G. A. (2020). The differential role of job demands in relation to nonwork domain outcomes based on the challenge-hindrance framework. *Work and Stress, 34,* 5-33.

Webster, J. R., Adams, G. A., Maranto, C. L., & Beehr, T. A. (2018). "Dirty" Workplace Politics and Well-Being: The Role of Gender. *Psychology of Women Quarterly, 42,* 361-377.

Webster, J. R, Adams, G. A., Maranto, C. L., Sawyer, K., Thoroughgood, C. (2017). Workplace contextual supports for LGBT employees: A review, meta-analysis, and agenda for future research. *Human Resource Management, 57,* 193-210.

Adams, G. A., & Webster, J. R. (2017). When leaders are not who they appear: The effects of leader disclosure of a concealable stigma on follower reactions. *Journal of Applied Social Psychology, 47,* 647-702.

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.

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.

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.

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PEER REVIEWED ARTICLES (Continued)

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.

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.

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PEER REVIEWED ARTICLES (Continued)

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.

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.

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.

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.

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BOOKS, BOOK CHAPTERS AND ENTRIES

Shultz, K. S., & Adams, G. A. (2018). *Aging and Work in the 21st Century, 2nd Edition*. New York, NY: Taylor & Francis/Routledge.

Adams, G. A., & Shultz, K. S. (2018). Editor's overview. In K. S. Shultz & G. A. Adams (Eds.), *Aging and Work in the 21st Century, 2nd Ed* (pp. 1-12). New York, NY: Taylor & Francis/Routledge.

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. In K. Y. T. Yu & D. Cable (Eds.), The Oxford handbook of recruitment (pp. 88-109). New York: Oxford University Press

Adams, G. A., DeArmond, S., Jex, S. M., & Webster, J. R., (2013). Older Workers Occupational Stress and Safety. 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.

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.

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 (Continued)

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

Webster, J. R., Adams, G. A. & Thoroughgood, C. N. (2023, April). *Integrating Identity Group-based Stress with the CH Model*. In M. Ganster and A. Gabriel (Chairs), New Directions in Challenge-Hindrance Stress Research. Society for Industrial and Organizational Psychology, Boston, MA.

PEER REVIEWED PRESENTATIONS (Continued)

Adams, G. A. (2022, May*). Putting the Professor into the Technology Acceptance Model Applied to Higher Education: Student Reactions to Remote Learning*. Association for Psychological Science, Chicago, IL.

Webster, J. R., Adams, G. A., Schneider, A. (2021, August). *Family to work conflict, ideal worker norm violation and trust: An integrated model of gender bias in performance evaluations*. In C. Steele's (Chair), The effect of the ideal worker norm on employees. Symposium presented at the Academy of Management Meeting, Virtual conference.

Adams, G. A. & Webster, J. R. (2021, May). *Gendered Leadership During a Crisis: Emotional and Cognitive Channels Predict Trust in Leaders*. Association for Psychological Science, Virtual conference.

Webster, J. R., Adams, G., & Hossenlopp, J. (2020, May). *Feeling the cold if not the chill: Faculty 'chilly climate' perceptions relate to student persistence*. In L. Slowik's (Chair), An examination of faculty work experiences: Consequences for faculty and students. Association for Psychological Science, Chicago, IL. (Conference Canceled)

Adams, G. A. & Webster, J. R. (2020, May*). Ideology and identity as predictors of anti-transgender prejudice*. Association for Psychological Science, Chicago, IL. (Conference Canceled)

Webster, J. R., Adams, G. A., Maranto, C. (2019, August*). Employee diversity climate and customer intent to stay*. In D. Nag and K. Jones (Chairs), Novel advances on the impact of diversity climate on employee behavior. Academy of Management, Boston, MA.

Adams, G. A. & Adams, B. C. (2019, May). *No Escape: Job Insecurity and Well-being Among Older Workers*. Association for Psychological Science, San Francisco, CA.

Adams, G. A. & Adams, B. C. (2018, May). *Change and Stability Over time: The Impact of Retirement on Older Adult Personality*. Association for Psychological Science, San Francisco, CA.

Adams, G. A. & Webster, J. R. (2017, April). *When Leaders Are Not Who They Appear: Reactions to Stigma*. Society for Industrial and Organizational Psychology, Orlando, FL. (*Awarded as a Top Paper)*

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*. Society for Industrial and Organizational Psychology, Orlando, FL.

PEER REVIEWED PRESENTATIONS (Continued)

Adams, G. A., Webster, J. R., & Maranto, C. (2016, May). *Testing the challenge-hindrance model of occupational stress in older workers*. Association for Psychological Science, Chicago, IL.

Webster, J. R., & Adams, G. A. (2015, August). *A meta-analysis of the challenge-hindrance framework at the intersection of work and family.* Academy of Management, Vancouver, BC, Canada. (Best Paper Award)

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*. 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*. 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*. 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.* Society for Industrial and Organizational Psychology, Chicago, IL.

Adams, G. A., Webster, J. R., & Buyarski, D. M. (2010, August). *Further* d*evelopment of an occupational embeddedness measure*. 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.* 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*. American Psychological Association, Boston, MA.

PEER REVIEWED PRESENTATIONS (Continued)

Adams, G. A., Reinke, K., & Webster, J. (2008, April). *Emotional regulation as a mediator between social stress and strains.* 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*. Society for Occupational Health Psychology, Washington, DC.

Webster, J. & Adams, G. A., Subramony, M., & Perlman, B. (2007, April). *The* d*evelopment of a scale to measure career embeddedness*. 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.* 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*. Academy of Management, Atlanta, GA.

Adams, G. A. (2006, May). *Self-esteem and extroversion as predictors of social support received*. 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*. 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*. 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*. 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*. Society for Industrial and Organizational Psychology, Los Angeles, CA.

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*. American Psychological Association, Honolulu, HI.

PEER REVIEWED PRESENTATIONS (Continued)

Stetz, M., Adams, G. A., Castro, C. A., & Hoge, C. (2004, August). *Family-friendly climate and wellbeing*. American Psychological Association, Honolulu, HI.

Dendinger, V., Moon, M., & Adams, G. A (2004, April). *Longitudinal effects of feedback on self-efficacy and performance*. 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*. 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*. 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*. 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*. Society for Industrial and Organizational Psychology, Chicago, IL.

Adams, G. A., & Schultz, K. S. (2003, April). *Current perspectives and future directions in retirement research*. Society for Industrial and Organizational Psychology, Orlando, FL.

Adams, G. A., & Rau, B. L., (2003, April). *Organizational Attraction of Bridge Employees*. Society for Industrial and Organizational Psychology, Orlando, FL.

Adams, G. A., Jacobson, J., Dendinger, V., & Lax, G. (2003, April). *Job seeking among recent retirees*. Society for Industrial and Organizational Psychology, Orlando, FL.

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

PEER REVIEWED PRESENTATIONS (Continued)

Jex, S. M., Burnfield, J. L., Grauer, E., Adams, G. A., & Morgan, E.M. (2003, April). *The role of proactive personality in occupational stress*. 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*. 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*. American Psychological Association, Chicago, IL.

Duehring, C., Adams, Perlman, B., & Feinauer, D. (2002, August). *Proactive personality as a predictor of professional updating*. 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*. 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.

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?* 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*. American Psychological Association, San Francisco, CA.

PEER REVIEWED PRESENTATIONS (Continued)

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*. 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*. 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*. 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*. 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*. 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*. American Psychological Association, Boston, MA.

Heindel, R., Adams, G. A., & Lepisto, L. (1999, April). *Predicting bridge employment: A test of Feldman's (1994) hypotheses*. 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*. 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*. American Psychological Society, Washington, DC.

Adams, G. A. (1998, April). *The relationship between career-related variables and retirement intentions*. Society for Industrial and Organizational Psychology, Dallas, TX.

PEER REVIEWED PRESENTATIONS (Continued)

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

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

Adams, G. A. (1998, April). *The relationship between career-related variables and retirement intentions*. Society for Industrial and Organizational Psychology, Dallas, TX.

Adams, G. A. (1997, August). *Relationships between time management, control, work-family conflict and strain*. American Psychological Association, Chicago, IL.

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

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

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*. 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.* 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.* 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*. 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*. Society for Industrial and Organizational Psychology, Orlando, FL.

PEER REVIEWED PRESENTATIONS (Continued)

Henderson, E., Adams, G. A., & King, L. A. (1995, May). *The effects of qualification and disability disclosure on employment interview outcomes*. 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*. 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*. American Psychological Association, Los Angeles, CA.

Beehr, T. A., Lepisto, L., & Adams, G. A. (1994, June). *Psychological predictors of retirement*. American Psychological Society, Washington, DC.

Adams, G. A., Beehr, T. A., Prasad, R., & Lepisto, L. (1994, May). *Financial predictors of retirement timing and satisfaction*. Midwestern Psychological Association, Chicago, IL.

Jex, S. M., Adams, G. A., Elacqua, T., & Lux, D. (1994, April). *Convergence between incident-based and scale measures of work stressors*. 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*. 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*. Michigan College Personnel Association, Ann Arbor, MI. (Subsequently accepted as an ERIC document; ED372307).

NON-REFEREED PUBLICATIONS/PRESENTATIONS

Adams, G. A. & Webster, J.R. (2016). *Got Stress? A new look at an old peril*. Presented to the Labor and Employment Relations Association. Milwaukee, WI.

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.

Gary A. Adams, Ph.D.

NON-REFEREED PUBLICATIONS/PRESENTATIONS

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.

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.

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GRANTS / CONTRACTS FUNDED

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 the Central Michigan University Office of Research and Sponsored Programs, Mount Pleasant, MI.

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Committee Chair

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Jayson Finnegan
Jennica Webster
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Nicole Merwin
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Emily Morgan
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Human Relations (ad hoc reviewer)
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International Journal of Manpower (ad hoc reviewer)
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Journal of Occupational Health Psychology (ad hoc reviewer)
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Career Development International (ad hoc reviewer)
Criminal Justice and Behavior (ad hoc reviewer)
Journal of Applied Gerontology (ad hoc reviewer)
Journal of Organizational Behavior (ad hoc reviewer)
Personality and Social Psychology Bulletin (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)
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

University Faculty Committee on Budgets and Financial Planning (AY 22/23 – present)
University Financial Planning and Review Committee (AY 21/22 – present)
University Board of Graduate Studies (Spring 20 – present)
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 Master in Management program (AY 19/20- present)
Department Promotion and Tenure Committee (AY 14/15- present)
University Academic Programs Workgroup (Fall 20 – July 21)
Management Department HR faculty Search and Screen Committee (AY 18/19)
Marquette University Personnel Taskforce (AY 18-19)
Department Journal Ranking Committee (AY 17/18, AY 19/20)
Masters in Management Curriculum Design Committee (AY 17/18)
Program Assessment Leader for MSHR program (AY 14/15-17/18)

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UNIVERSITY SERVICE (Continued)

Master of Science in Human Resources Curriculum Redesign Committee (AY 16-17)
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)
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Central Michigan University Library Committee

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology
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