

# JENNICA R. WEBSTER

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## EDUCATION

Central Michigan University

**Doctor of Philosophy** (Industrial/Organizational), 2009

**Dissertation:** *Refining the Challenge-Hindrane Stressor Framework: The Role of Primary Appraisal*

University of Wisconsin-Oshkosh

**Master of Science in Industrial/Organizational Psychology**, 2006

Bowling Green State University

**Bachelor of Arts in Psychology**, 2004

## ACADEMIC EXPERIENCE

**Associate Professor**, August 2016 – present

Management Department, College of Business Administration, Marquette University

**Assistant Professor**, August 2010 – July 2016

Management Department, College of Business Administration, Marquette University

Courses: Human Resource Management, Training & Development

**Visiting Professor**, August 2009 – May 2010

Department of Management, College of Business, Northern Illinois University

Courses: Human Resource Management, Training & Development, HR Planning & Staffing

**Instructor**, August 2007 – December 2008

Psychology Department, College of Arts & Sciences, Central Michigan University

Courses: Introduction to Industrial/Organizational Psychology, Psychological Stress

**Teaching Assistant**, August 2005 – May 2006; December 2009 – May 2009

Psychology Department, College of Arts & Sciences, University of Wisconsin-Oshkosh

Courses: Human Resource Metrics, Univariate Statistics, Multivariate Statistics

## REFEREED JOURNAL PUBLICATIONS

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

- Adams, G., & **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*, 649-664.
- Thoroughgood, C., Sawyer, K., & **Webster, J. R.** (2017). What lies beneath: How paranoid cognition explains the relations between transgender employees' perceptions of discrimination at work and their job attitudes and wellbeing. *Journal of Vocational Behavior, 103*, 99-112.
- Webster, J. R.**, Adams, G., & Beehr, T. A. (2014). Core Work Evaluation: The viability of a higher-order construct. *Journal of Vocational Behavior, 85*, 27-38.
- Adams, G., & **Webster, J. R.** (2013). Emotional regulation as a mediator between interpersonal mistreatment and distress. *European Journal of Work and Organizational Psychology, 22*, 697-710.
- Webster, J. R.** & Beehr, T. A. (2013). Antecedents and outcomes of employee perceptions of intraorganizational mobility channels. *Journal of Organizational Behavior, 34*, 919-941.
- Webster, J.R.**, Beehr, T. A., & Love, K. G. (2011). Extending the challenge-hindrance model of occupational stress: The role of appraisal. *Journal of Vocational Behavior, 79*, 505-516.
- Adams, G. A., **Webster, J. R.**, & Buyarski, D. M. (2010). Development of an Occupational Embeddedness Measure. *Career Development International, 15*, 420-436.
- Webster, J. R.**, Beehr, T. A., & Christiansen, N. D. (2010). Toward a better understanding of the effects of hindrance and challenge stressors on work behavior. *Journal of Vocational Behavior, 76*, 68-77.
- Webster, J. R.**, & Adams, G. A. (2010). Organizational support, contract fulfillment, preferred status and outcomes among part-timers. *Journal of Business and Psychology, 25*, 131-138.
- Elacqua, T. C., Beehr, T. A., Hansen, C. P., & **Webster, J. R.** (2009). Managers' beliefs about the glass ceiling: Interpersonal and organizational factors. *Psychology of Women Quarterly, 33*, 285-294.

## REFEREED CONTRIBUTIONS TO BOOKS

- Sawyer, K., Thoroughgood, C., & **Webster, J. R.** (2016). Beyond the gender binary: Achieving a more complete understanding of transgender workplace experiences. In T. Kollen (Ed.), *Sexual orientation and transgender issues in organizations-Global perspectives on LGBT workforce diversity*. Springer.
- Adams, G., DeArmond, S., Jex, S., & **Webster, J.R** (2013). Age, occupational stress and safety. In R. Burke, C. Cooper, and J. Field (Eds.) *Sage handbook of aging, work & society*. Thousand Oaks, CA: Sage.

**Webster, J.R.**, Beehr, T. A., & Elacqua, T. C. (2011). The advancement of women at work: The continued struggle to break the glass ceiling. In M. Paludi (Series Ed.) & M. Paludi & B. Coates (Vol. Eds.), *Women and careers in management: Women as transformational leaders: From grassroots to global interests*. Santa Barbara, CA: Praeger.

## **ACADEMY OF MANAGEMENT BEST PAPER PROCEEDINGS**

**Webster, J. R.**, & Adams, G. A. A meta-analysis of the challenge-hindrane framework at the intersection of work and family. *2015 Academy of Management Best Paper Proceedings* (abstract).

## **REFEREED CONFERENCE PRESENTATIONS**

**Webster, J. R.** (2018). Discussant. In J. Ma and Y. Peng (Chairs), The importance of stress appraisal in challenge – hindrance stressors research. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Thoroughgood, C., Sawyer, K., **Webster, J. R.**, Peiffer, M. (2018). Social effects of oppositional courage on individuals with stigmatized identities. In K. Dray and I. E. Sabat (Chairs), Workplace allies: Exploring the process of becoming an effective and vocal ally. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Thoroughgood, C., Sawyer, K., **Webster, J. R.** (2018). Transgender discrimination and paranoid cognition: Mindfulness as a buffering factor. In A. H. Huffman (Chair), Transgender employees' experiences: Understanding the issues to create solutions. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Adams, G. A. & **Webster, J. R.** (2017). When leaders are not who they appear: Reactions to stigma. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL. (*Awarded as a Top Poster*)

**Webster, J. R.**, Adams, G. A., Maranto, C., Sawyer, K., & Thoroughgood, C. (2017). Impact of workplace context on the experiences of LGBT employees. Presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Adams, G. A., **Webster, J. R.**, Maranto, C. (2016). Testing the challenge-hindrane model of occupational stress in older workers. Presented at the annual meeting of the American Psychological Society, Chicago, IL.

Thoroughgood, C., Sawyer, K., **Webster, J. R.** (2016). Impact of courageous others on the work experiences of transgender employees. In L. Martinez (Chair), What about the T? Transgender workplace research. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

- Thoroughgood, C., Sawyer, K., **Webster, J. R.** (2016). Stigma, discrimination, and paranoia: The buffering effect of mindfulness. In T. Allen (Chair), *Workplace mindfulness: New directions for research and practice*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Webster, J. R.**, & Adams, G. A. (2015). A meta-analysis of the challenge-hindrances framework at the intersection of work and family. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada.
- Thoroughgood, C., Sawyer, K., **Webster, J.R.**, Martinez, L. (2015). State paranoia at work: Empirically examining transgender employees' work experiences. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Webster, J. R.**, Adams, G. A., Maranto, C., & Feinauer, D. (2014). Process model linking daily political behavior and affective wellbeing: The role of gender. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Webster, J. R.**, & Beehr, T. A. (2012). Internal applicant reactions to promotion decisions. In P. Barger (Chair), *Moving beyond "soft" outcomes and single time-points in reactions research*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego CA.
- Webster, J.R.**, Beehr, T. A., Love, K. G., (2011). The primary appraisal assumption in the challenge-hindrances occupational stress framework. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Webster, J.R.**, Beehr, T. A., & Elacqua, T. C. (August, 2010). The advancement of women at work: The continued struggle to break the glass ceiling. Paper presented at the Women, Management, and Leadership: Organizational Practices and Individual Strategies for Women Conference, Schenectady, NY.
- Webster, J. R.**, Beehr, T. A., Kemp, M., & Smith, M (2010, August). The higher-order construct of core work-evaluations: Testing an integrative model. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
- 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.
- Webster, J. R.**, Wagner, S., & Dettmann, J. (2009, April). Prejudice Perceptions and Organizational Commitment: An Investigation of Intervening Factors. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Webster, J. R.** & Beehr, T. A. (2008). Social Support at Work: When it's Bad for you. Paper presented at the annual meeting of the Association of Psychological Science, Chicago, IL.

- Webster, J. R.**, Beehr, T. A., & Christiansen, N. D. (2008). Expanding the Challenge- Hindrance Stressor Framework: Examining Turnover and OCBs. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Kchodl, H., **Webster, J. R.**, Beehr, T. A. (2008). Promotions and Justice: A Model of Intraorganizational Mobility Channels. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Adams, G. A., Reinke, K., & **Webster, J. R.** (2008). Emotional Regulation as a Mediator between Social Stress and Strains. Paper presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Francisco, CA.
- Webster, J. R.**, Adams, G, Subramony, M, Perlman, B. (2007). 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.
- Subramony, M., Adams, G. & **Webster, J. R.** (2006). The Influence of Human Resource Management Practices on Business Performance. Paper presented at the annual meeting of the Academy of Management Conference, Atlanta, GA.
- Webster, J. R.**, & Adams, G. (2006). 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.
- Webster, J. R.** (2004). Hypocrisy: The Behavior of the Actor or the Eye of the Beholder? Paper presented at the Ohio Undergraduate Psychology Conference, University Heights, Ohio.