

CHARLICE HURST

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EDUCATION

PhD (Expected, May 2010)
Warrington College of Business Administration
University of Florida
Major: Organizational Behavior

Dissertation:

- Reaping the benefits of positive events through interaction with coworkers: The role of core self-evaluations
- Interpersonal capitalization as a catalyst for “upward spirals” at work: The affective, interpersonal, and behavioral consequences of disclosing positive news to coworkers

(Proposal defense September, 2008; final defense expected March, 2010)

Committee: Timothy A. Judge (Chair)

Amir Erez

John Kammeyer-Mueller

James Algina

Beth Livingston

IMBA Moore School of Business, 2004
University of South Carolina
Major: Economics
Language Concentration: French
Included five-week course in intensive Business French and French Business Culture at Paris campus of ESCP Europe

BA Harvard College, 1994
Harvard University
Concentrated in Biological and Social Anthropology
Graduated cum laude in three years

REFEREED JOURNAL ARTICLES

- Judge, T.A., Hurst, C., & Simon, L. (2009). Does it pay to be smart, attractive, or confident (or all three)?: Relationships among general mental ability, physical attractiveness, core self-evaluations, and income. *Journal of Applied Psychology, 94*, 742-755.
- Judge, T.A., Fluegge Woolf, E., & Hurst, C. (2009). The affective consequences of emotional labor: A multilevel, experience-sampling study. *Personnel Psychology, 62*, 57-88.
- Judge, T.A. & Hurst, C. (2008). How the rich (and happy) get richer (and happier): Relationship of core self-evaluations to trajectories in attaining work success. *Journal of Applied Psychology, 93*, 849-863.
- Judge, T. A., & Hurst, C. (2007). Capitalizing on one's advantages: Role of core self-evaluations. *Journal of Applied Psychology, 92*, 1212-1227.
- Judge, T. A., Woolf, E. F., Hurst, C., & Livingston, B. (2006). Charismatic and transformational leadership: A review and an agenda for future research. *Zeitschrift für Arbeits- und Organisationspsychologie (Journal of Work and Organizational Psychology), 50*, 203-214.

BOOK CHAPTERS

- Judge, T.A., Woolf, E.F., Hurst, C., & Livingston, B. (2008). Leadership. C. L. Cooper & J. Barling (Eds.), *Handbook of Organizational Behavior* (Ch. 18, pp. 334-352). Sage Publications.
- Judge, T. A., & Hurst, C. (2007). The benefits and possible costs of positive core self-evaluations: A review and agenda for future research. To appear in D. Nelson & C. L. Cooper (Eds.), *Positive organizational behavior* (pp. 159-174). London, UK: Sage Publications.
- Gentry, R. J., Hurst, C., & Shen, W. 2006. Power and politics in relay CEO succession. In C. A. Schriesheim and L. L. Neider (Eds.), *Power and Influence in Organizations: New Empirical and Theoretical Perspectives*, pp. 105-128. Hartford, CT: Information Age Publishing, Inc.

MANUSCRIPTS UNDER REVIEW

- Judge, T.A., Livingston, B., & Hurst, C. (under review). Do nice guys—and gals—really finish last? The joint effects of sex and agreeableness on earnings. *Organizational Behavior & Human Decision Processes*.

WORKS IN PROGRESS

- Hurst, C., Bell, M.P., Livingston, B.A., & Berry, D. The questions we don't ask: Making low-wage earners visible in management research on work and family. *Writing Stage*. Target Journal: *Journal of Vocational Behavior*.
- Hurst, C. & Judge, T.A. Look how much I've grown: The influence of core self-evaluations on perceived benefit from adversity. *Data collection stage*. Target Journal: *Journal of Applied Psychology*.
- Hurst, C., Livingston, B., & Kammeyer-Mueller, J. The influence of gender on judgments of same-sex and opposite-sex competitors' intentions and performance. *Writing Stage*. Target Journal: *Journal of Applied Psychology*.
- Hurst, C., Fluegge Woolf, E., Erez, A., & Isen, A. The influence of positive affect on hindsight bias. *Data Analysis Stage*. Target Journal: *Organizational Behavior & Human Decision Processes*.
- Judge, T.A., Fluegge Woolf, E., Schilpzand, P, & Hurst, C. The influence of core self-evaluations on physical and emotional strain: A meta-analytic investigation. *Writing Stage*. Target journal: *Journal of Applied Psychology*.
- Judge, T.A., Simon, L., & Hurst, C. "The undiscovered country? Personality variability and applied outcomes." *Data analysis stage*. Target Journal: *Journal of Applied Psychology*.
- Livingston, B., Hurst, C., & Kammeyer-Mueller, J. A multi-method investigation of support, competition, and undermining in women's same-sex relationships at work. *Data collection stage*. Target journal: *Academy of Management Journal*.

CONFERENCE PRESENTATIONS

- Ophir, R., Berkley, R., Hurst, C., & Mello, J. (2008). *If, when, and how: Combining parenting and academic life*. Professional development workshop panelist at the annual meeting of the Academy of Management. Anaheim, CA.
- Hurst, C. & Judge, T.A. (August, 2007). *Relationship of core self-evaluations to career success trajectories*. Paper presented at the annual Meeting of the Academy of Management. Philadelphia, PA.
- Hurst, C. & Judge, T.A. (April, 2007). *Capitalizing on one's advantages: Role of core self-evaluations*. Invited poster presentation at the annual meeting of the Society for Industrial & Organizational Psychology. New York, NY.

Judge, T.A., Fluegge Woolf, E., & Hurst, C. (August, 2006). *The affective consequences of emotional labor: A multilevel, experience-sampling study*. Paper presented at the annual meeting of the Academy of Management. Atlanta, GA.

CHAired CONFERENCE SESSIONS

Hurst, C. (August, 2008). *The questions we don't ask: Work-family issues among low-wage workers*. Organizer of symposium presented at the annual meeting of the Academy of Management. Anaheim, CA.

Hurst, C. (August, 2007). *The poor are still with us: Acknowledging the viewpoints of low-wage workers*. Organizer of showcase symposium conducted at the annual meeting of the Academy of Management. Philadelphia, PA.

Hurst, C. (August, 2006). *Critical responses to the Katrina crisis: Developing an agenda for future research and action*. Organizer of professional development workshop conducted at the annual meeting of the Academy of Management. Atlanta, GA.

SELECTED MEDIA MENTIONS

USA Today

Kuwait Times

Financial Post

South Florida Sun-Sentinel

ScienceDaily

Economic Times (India)

DNA: Daily News & Analysis

South Asia Women's Forum

United Press International

The Globe & Mail (Canada)

TEACHING EXPERIENCE

Spring 2008 – MAN 3240, Organizations: Behavior and Structure (31 Students)
Overall rating (5.0 scale): 4.44 (Department Mean: 4.27)

Spring 2007 – MAN 3240, Organizations: Behavior and Structure (35 students).
Overall rating (5.0 scale): 4.26 (Department Mean: 4.12)

AWARDS & HONORS

Matherly-McKethan Fellow (2009-2010), University of Florida

Auzenne Dissertation Award (2009), University of Florida

Promising Young Scholar Award (2008), PhD Project

Recognized as "Top Poster", SIOP Annual Meeting (2007)

Outstanding Reviewer Award, OB Division, AOM Annual Meeting (2006)

Inducted into Beta Gamma Sigma Honor Society (2005)

Duke Energy PhD Scholarship (2004)
Darla Moore Fellow (2002-2004), University of South Carolina

ACADEMIC SERVICE AND ACTIVITIES

Reviewer, Academy of Management Conference (2006, 2007, 2008)
Reviewer, International Association for Business & Society Conference (2005, 2006)
Ad hoc reviewer, Personality and Individual Differences
Participant: Social Issues in Management Doctoral Consortium (2005)
Participant: Kauffman Foundation Intensive Seminar in Entrepreneurship (2005)

PROFESSIONAL AFFILIATIONS

Academy of Management
Society for Industrial & Organizational Psychology
American Psychological Association
The PhD Project Management Doctoral Students Association

RESEARCH INTERESTS

Self-Concept
Moods & Emotions
Interpersonal Relationships
Social Inequality

TEACHING INTERESTS

Organizational Behavior
Managing Workplace Diversity
Business & Society

NON-ACADEMIC WORK EXPERIENCE

Nonprofit Consultant (1995-2000/2002-2004)

The NonProfit Network, Columbia, SC

Assisted a range of nonprofit organizations with management and fundraising issues including building and sustaining effective board leadership, development of results-oriented programs, and establishment of secure funding bases.

Volunteer Instructor (2002-2005)

Junior Achievement, Columbia, SC & Gainesville, FL

Introduced business principles to elementary and middle school children and led them in experiential exercises to reinforce concepts.

Volunteer NGO consultant (Summer 2002)

Winrock International, Accra, Ghana

Engaged in strategic planning, program development, and grants research for a local, family-run nongovernmental organization aimed at environmentally sustainable poverty reduction and provided final assessment of the organization to Winrock International.

Project Coordinator (2001-2002)

NCR Corporation, Columbia, SC and London, UK

Developed and managed various aspects of internal and external projects, including rollout of new computers to 30,000 employees and installation of self-service retail systems in large grocery chain in the United Kingdom.

REFERENCES

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