

## **Eean R. Crawford**

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Updated November 12, 2009

### **EDUCATION**

- Ph.D. University of Florida, Gainesville, FL (expected May 2011)  
Major: *Management/Organizational Behavior*
- MAcc Brigham Young University, Provo, UT, April 2006  
Major: *Accounting, Professional (Audit)*  
Honors: *Magna Cum Laude, Kimberly Baron Scholar* (nominated by professors)
- B.S. Brigham Young University, Provo, UT, April 2006  
Major: *Accounting*  
Minor: *Economics*  
Honors: *Heritage Scholar* (four years full tuition), *Stratford Scholar* (nominated by fellow students and professors), *Dean's List*

### **PUBLICATIONS**

- Rich, B. L., LePine, J. A., & Crawford, E. R. (2010). Job engagement: Antecedents and effects on job performance, *Academy of Management Journal*, in press.

### **MANUSCRIPTS UNDER REVIEW**

- Crawford, E. R., LePine, J. A., & Rich, B. L. (under second review). Linking job demands and resources to employee engagement and burnout: A theoretical extension and meta-analytic test. *Journal of Applied Psychology*
- Judge, T. A., Klinger, R., Rodell, J. B., Simon, L. S., & Crawford, E. R. (under review). The predictive validity of the Big 5 personality traits and the sub-dimensions: A meta-analysis. *Journal of Applied Psychology*.

## **WORKS IN PROGRESS (WRITING STAGE)**

Crawford, E. R., LePine, J. A., & Rich, B. L. Employee engagement after 20 years: A critical review and meta-analysis of the theoretical and empirical research. Target journal: *Academy of Management Journal*.

LePine, J. A., Zhang, Y., Rich, B. L., & Crawford, E. R. Understanding the relationship between transformational leadership and job performance: The mediating role of overall attitude and employee engagement. Target journal: *Academy of Management Journal*.

LePine, J. A. & Crawford, E. R. Teamwork processes: A social network perspective. Target journal: *Academy of Management Review*

LePine, J. A. & Crawford, E. R. Personality in teams: A review. Target journal: *Human Resource Management Review*

## **WORKS IN PROGRESS (DATA COLLECTION / ANALYSIS STAGE)**

Judge, T. A., Methot, J. R., & Crawford, E. R. Labor market conditions and job satisfaction: Test of Hulin et al.'s (1985) model. Target journal: *Academy of Management Journal*.

Crawford, E. R., LePine, J. A., Rich, B. L. Engaged as a team: A study of fire teams in the U.S. Marine Corps. Target journal: *Academy of Management Journal*.

Rich, B. L., LePine, J. A., Crawford, E. R. Leadership, stress, and engagement among U.S. Marines' anticipating deployment. Target journal: *Academy of Management Journal*.

LePine, J. A., Methot, J. R., & Crawford, E. R. Team dynamics in underwater cave diving: The role of team processes in member satisfaction and performance. Target journal: *Journal of Applied Psychology*.

Klinger, R., Crawford, E. R., LePine, J. A. Personality of teams: An examination of Big 5 traits as characteristic patterns of behavior in teams. Target journal: *Journal of Applied Psychology*.

## **CONFERENCE PRESENTATIONS**

Crawford, E. R., LePine, J. A., Rich, B. L. (2009, August). Not all Demands are Equal: A Meta-Analysis of Job Demands-Resources with Employee Engagement. Paper presented in a showcase symposium at the annual meeting of the Academy of Management, Chicago, IL.

Klinger, R., Judge, T. A., Rodell, J. B., Simon, L. S., & Crawford, E. R. (2008, August). The predictive validity of the Big 5 personality traits and the sub-dimensions: A

meta-analysis. Paper presented in a symposium at the annual meeting of the Academy of Management, Anaheim, CA.

## **RESEARCH INTERESTS**

Employee Engagement  
Work groups and teams  
Personality  
Social Networks

## **PROFESSIONAL ACTIVITIES**

Reviewer, Academy of Management annual meeting: Organizational Behavior Division  
*2009 Outstanding Reviewer Award*

## **PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS**

Academy of Management  
Society for Industrial and Organizational Psychology

## **TEACHING EXPERIENCE**

### University of Florida

MAN 3240 Organizational Structure and Behavior (Management required course)  
*Instructor rating Fall 2008 (5.0 scale): 4.97 (Department mean 4.21)*

MAN 4301 Human Resource Management (Management required course)  
*Instructor rating Spring 2010 (5.0 scale): To be determined*

MBA Team Orientation Seminar (day-long off-site workshop) – August 2009  
*Instructor rating not yet available*

### Brigham Young University

ACC 210 Principles of Accounting 2 (Accounting major required course)  
*Instructor rating Summer 2006 (8.0 scale): 6.80 (Department mean 6.70)*

ACC 200 Principles of Accounting 1 (Accounting & business major required course)  
*Instructor ratings Fall 2005-Winter 2006 not available*

## **WORK EXPERIENCE**

Auditor, *Squire and Company, PC*, Orem, Utah, January 2005—April 2005  
Audit team member for clients in retail, government, & investment industries

Coordinator, *Youth and Family Programs*, Provo, Utah, May 2002—August 2004  
Coordinated week-long youth conferences at 11 different universities; developed training curriculum for 1,500 summertime employees