

# Hudson Sessions

Department of Management & Organizations  
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## ACADEMIC EMPLOYMENT

Assistant Professor, Southern Methodist University, Cox School of Business (2022 – Present)

Assistant Professor, University of Oregon, Lundquist College of Business (2019 – 2021)

## EDUCATION

Ph.D.	W. P. Carey School of Business, Arizona State University Committee: Jennifer Nahrgang (chair), Michael Baer, David Welsh	2019
MAcc	Accountancy, Marriott School of Management Brigham Young University	2012
B.S.	Accountancy, Marriott School of Management Brigham Young University	2012

## RESEARCH INTERESTS

Multiple jobholders (hybrid entrepreneurs, micro-entrepreneurs, plural careerists); gig work; speaking up to improve the status quo

## SELECTED PUBLICATIONS

**Sessions, H., & Pychlau, S.** (In press). Self-inconsistency or self-expansion from wearing multiple hats? The daily effects of enacting multiple professional identities on work meaningfulness. *Journal of Applied Psychology*.

**Sessions, H., Baer, M. D., & Nahrgang, J. D.** (2023). From free pastures to penned in: The within-person effects of psychological reactance on side-hustlers' hostility and initiative in full-time Work. *Journal of Applied Psychology*, 108: 1979–1997.

**Newton, D., Sessions, H., Lam, C. F., Welsh, D. T., & Wu, W.** (2023). Loaded down from speaking up: A resource-based examination of voicer regret following supervisor delegation. *Journal of Management*.

**Sessions, H., Nahrgang, J. D., Baer, M. D., & Welsh, D. T.** (2022). From zero to hero and back to zero: The consequences of status inconsistency between the work roles of multiple jobholders. *Journal of Applied Psychology*, 107: 1369–1384.

**Bartels, A., Nahrgang, J. D., Sessions, H., Wilson, K., Wu, L., & Law-Penrose, J.** (2022). With a frown or a smile: How leader affective states spark the leader-follower reciprocal exchange process. *Personnel Psychology*, 75: 147–177.

**Baer, M. D., Sessions, H., Matta, F., & Welsh, D. T.** (2022). Motivated to “roll the dice” on trust: The relationships between employees' daily motives, risk propensity, and trust. *Journal of Applied Psychology*, 107: 1561–1578.

- Sessions, H., Nahrgang, J. D., Vaulont, M., Williams, R., & Bartels, A. (2021).** Do the hustle! Empowerment from side-hustles and its effects on full-time work performance. *Academy of Management Journal*, 64: 235–264.  
Media Attention: [Forbes](#), [Wall Street Journal \(Publication\)](#), [Wall Street Journal: As We Work \(Podcast\)](#)
- Zipay, K. P., Mitchell, M. S., Baer, M. D., **Sessions, H.**, & Bies, R. J. (2021). Lenient reactions to misconduct: Examining the self-conscious process of being lenient to others at work. *Academy of Management Journal*, 64: 351–377.
- Sessions, H., Nahrgang, J. D., Newton, D., & Chamberlin, M. (2020).** I’m tired of listening: The effects of supervisor appraisals of group voice on supervisor emotional exhaustion and performance. *Journal of Applied Psychology*, 105: 619–636.
- Welsh, D. T., Baer, M. D., & **Sessions, H. (2020).** Hot pursuit: The affective consequences of organization-set versus self-set goals for emotional exhaustion and citizenship behavior. *Journal of Applied Psychology*, 105: 166–185.
- Nahrgang, J. D., **Sessions, H.**, Vaulont, M., & Bartels, A. (March 18, 2020). Make your side-hustle work. *Harvard Business Review (Online)*.
- Outlaw, R., Colquitt, J. A., Baer, M. D., & **Sessions, H. (2019).** How fair versus how long: An integrative theory-based examination of procedural justice and procedural timeliness. *Personnel Psychology*, 72: 361–391.

## UNDER REVIEW

- Sessions, H., & Vaulont, M.** [Escalating commitment to algorithmic management—title removed to preserve blind review]. *Academy of Management Journal*. (Under review)
- Sessions, H., & Kim, J. K.** [Mental representations of portfolios of gig work—title removed to preserve blind review]. *Organization Science*. (Under review)
- Sessions, H., Kim, J. K., Nahrgang, J. D., & Jeong, S.** [Multiple jobholding and personal resources—title removed to preserve blind review]. *Journal of Applied Psychology*. (Under review)
- Sessions, H., Ho, G. C. C., Welsh, D. T., & Pychlau, S.** [Speaking up for innovations in the aftermath of resistance—title removed to preserve blind review]. *Organizational Behavior and Human Decision Processes*. (Under review)
- Pychlau, S., & **Sessions, H., Ho, G. C. C., & Welsh, D. T.** [Speaking up with concerns during the innovation process—title removed to preserve blind review]. *Journal of Applied Psychology*. (Under review)

## SELECTED WORKS IN PROGRESS

- Ho, G. C. C. & **Sessions, H.** Capitalizing on moral events. Target journal: *Academy of Management Journal*. (Preparing for submission)
- Sessions, H., Pychlau, S., & Gupta, A.** False hopes from working for online labor platforms. Target journal: *Academy of Management Journal*. (Writing stage)

Pychlau, S., Sessions, H., & Zipay, K. P. Role liminality among hybrid entrepreneurs. Target journal: *Academy of Management Journal*. (Writing stage)

Sessions, H. Shooting for the moon and landing among (rising) stars: Ambivalence in dyads of could-have-been's and could-be's. Target journal: *Academy of Management Review*. (Writing stage)

Sessions, H., & Butts, M. Counterfactuals between primary jobs and side ventures. Target journal: *Academy of Management Journal*. (Data collection stage)

Sessions, H. Identity contrasts between primary jobs and side ventures. Target journal: *Academy of Management Journal*. (Study design stage)

## CONFERENCE PRESENTATIONS

Sessions, H., Pychlau, S., & Zipay, K. P. Upcoming (June 2024). Don't quit your day job? The effects of being betwixt and between a day job and side venture. Babson College Entrepreneurship Research Conference, Munich.

Sessions, H. 2023. Productivity tips for new faculty: Armchair musings about doing fairly well while feeling a fair bit unwell. Presentation at the 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston.

Pychlau, S., & Sessions, H., Ho, G. C. C., & Welsh, D. T. 2023. Supervisor reactions to prohibitive voice. Presentation at the 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston.

Newton, D., Schinoff, B.S., Sessions, H. 2023. Speaking up for others at work. Presentation at the 83<sup>rd</sup> Annual Meeting of the Academy of Management, Boston.

Sessions, H., Baer, M. D., & Nahrgang, J. D. 2022. From free pastures to penned in: The effects of psychological reactance on side-hustlers' hostility and initiative in full-time work. Presentation at the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle.

Zipay, K. P., Sessions, H., & Pychlau, S., 2022. Passion and identity in the workplace. Presentation at the 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle.

Pychlau, S., & Sessions, H., Ho, G. C. C., & Welsh, D. T. 2022. Compensation or reinforcement? The effects of prohibitive voice (in)congruence on social exchange relationships. Presentation at the Annual Meeting of INGRoup, Hamburg.

Newton, D., Sessions, H., Lam, C. K., & Welsh, D. T. 2020. "I'd speak up if you didn't make me step up": A resource-based examination of voice regret following supervisor delegation. Symposium presentation at the 80<sup>th</sup> Annual Meeting of the Academy of Management (Virtual).

Pychlau, S., & Sessions, H., 2020. The sweet and sour effects of taking it personally: Supervisor pride and guilt in response to employee moral objections. Symposium presentation at the 80<sup>th</sup> Annual Meeting of the Academy of Management (Virtual).

- Sessions, H., & Nahrgang, J. D., 2019. I'm kind of a big deal . . . in my other job: The effects of status inconsistency between full-time work and side-hustles. Symposium presentation at the 79<sup>th</sup> Annual Meeting of the Academy of Management, Boston.
- Sessions, H., Nahrgang, J. D., Vaulont, M., Williams, R., & Bartels, A. L. 2018. Do the hustle! The enriching & conflicting effects of side-hustles on full-time work performance. Presentation at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago.
- Bartels, A. L., Sessions, H., & Nahrgang, J. D. 2018. A process approach to LMX: Examining dynamics, differentiation, and social comparison. Symposium co-chairperson at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago.
- Bartels, A. L., Sessions, H., & Nahrgang, J. D., Wilson, K. S., Law-Penrose, J. C., & Wu, L. 2018. From me to you...and back to me: Examining the dynamics of LMX relationships. Symposium presentation at the 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago.
- Sessions, H., Nahrgang, J. D., Newton, D., & Chamberlin, M. 2017. Will You Please Shut Up? Supervisor Fatigue to Employee Voice. Paper presented at the 2017 Annual Proceedings of the Academy of Management, Atlanta.
- Bush, J., Baer, M. D., Welsh, D., Garud, N., Outlaw, R., & Sessions, H. 2017. Apathy, Cynicism, and Defensiveness, and Intrusion. Paper presented at the 2017 Annual Proceedings of the Academy of Management, Atlanta.
- Sessions, H., Chamberlin, M., & Nahrgang, J. D. 2016. The Structure of Role Behaviors and Their Impact on Virtual Team Processes and Effectiveness. Paper presented at the 2016 Annual Proceedings of the Academy of Management, Anaheim.
- Sessions, H., Carsten, M., Zahira, J., Roggio, R., Beneen, G., & Pichler, S. 2016. Leadership, Followership, and Partnership: New Directions in Defining and Conceptualizing Outcomes. Panel symposium presented at the 2016 Annual Proceedings of the Academy of Management, Anaheim.
- LePine, M., Buckman, B., Chamberlin, M., & Sessions, H. 2016. Putting Your Heart to Task: Consequences of Emotional Labor. Paper presented at the 2016 Annual Proceedings of the Academy of Management, Anaheim.
- Sessions, H., Chamberlin, M., & Nahrgang, J. D., 2016. Across Space and Over Time: Pushing the Boundaries of Virtual Teams Research. Paper presented at the 2016 Annual Proceedings of INGRoup Interdisciplinary Network for Group Research, Helsinki, Finland.

## **INVITED ACADEMIC PRESENTATIONS**

- Stanford University: Conflict and enrichment from escalating side ventures (Upcoming, May 2024)
- SIOF Great China Virtual Presentation Series: HR practices for gig workers (Online) (Nov. 2023)
- University of Arizona: The effects of contrasting work roles (Mar. 2023)
- Rice University: Multiple jobholding inputs and outcomes (Oct. 2021)

Texas Christian University: Multiple jobholding inputs and outcomes (Sep. 2021)  
Sichuan University (Chengdu, China): Empowerment from side-hustles (Dec. 2018)  
University of Oregon: Multiple jobholding experiences (Oct. 2018)  
Hong Kong University of Science and Technology: Multiple jobholding experiences (Aug. 2018)  
University of Illinois (Chicago): Multiple jobholding experiences (Sep. 2018)

## **TEACHING EXPERIENCE**

Southern Methodist University

Leading Teams and Organization (MBA and MSM Courses) (Spring 2024—Ongoing)

Management (Undergraduate Course) (Spring 2024—Ongoing; Fall 2022—Course Ratings: 4.7/5, 4.6/5, 4.6/5)

University of Oregon, Lundquist College of Business

Managing People in Organizations (Undergraduate Course) (Fall 2019, Spring 2020, Fall 2020) \*

Managing People in Organizations (Honors Undergraduate Course) (Spring 2020) \*

\* The UO collected exclusively qualitative reviews from students for these courses

Arizona State University, W. P. Carey School of Business

Organizational Behavior (Undergraduate Course) (Fall 2018—Course Rating: 6.8/7)

Human Resource Management (Undergraduate Course) (Spring 2018—Course Rating: 6.5/7)

Organizational Behavior (Full-time MBA Course) (Fall 2016—Teaching Assistant)

## **SERVICE**

Member of Internal Transfer Committee for Cox School of Business (AY 2021 – present)

Research seminar coordinator for UO's Department of Management (AY 2021 – 2022)

Course coordinator for MGMT311: Managing people in organizations (AY 2020 – 2021)

Editorial Board Member, *Personnel Psychology*

Ad hoc reviewer, *Academy of Management Journal*

Ad hoc reviewer, *Journal of Applied Psychology*

Ad hoc reviewer, *Journal of Management*

Ad hoc reviewer, *Journal of Vocational Behavior*

Ad hoc reviewer, Academy of Management Meetings (2015 – Present)

## **GRANTS, HONORS, & AWARDS**

Selected presenter of research productivity advice (AOM Productivity Process PDW, 2023)

One of three finalists for Personnel Psychology's 2021 Best Paper Award

University of Oregon Research Grant (2020) - \$7,000 (only recipient from all Lundquist College applicants)

Kageyama Research Grant from the Lundquist College of Business (2020, 2021) - \$4,000

Outstanding Reviewer - Organizational Behavior Division (AOM, 2017)

M.Acc - Cum Laude (3.90/4.00)

B.S., Accountancy - Cum Laude (3.94/4.00)