

# Hudson Sessions

Department of Management & Organizations  
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## ACADEMIC EMPLOYMENT

Assistant Professor, Southern Methodist University (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 jobholding, employee voice, fairness/trust

## PUBLICATIONS

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

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

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

Bush, J. T., Baer, M. D., Welsh, D. T., Outlaw, R., Garud, N., & Sessions, H. (In press). To what do I owe this visit? Drawbacks and benefits of in-role and non-role intrusions. *Journal of Management*.

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.

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.
- Welsh, D. T., Baer, M. D., & Sessions, H., & Garud, N. (2020). Motivated to disengage: The ethical consequences of goal commitment and moral disengagement in goal setting. *Journal of Organizational Behavior*, 41: 663–677.
- 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.
- Nahrgang, J. D., Sessions, H., Vaulont, M., & Bartels, A. (March 18, 2020). Make your side-hustle work. *Harvard Business Review*.

## REVISE & RESUBMIT

- Sessions, H., & Pychlau, S.** [Multiple jobholding—title removed to preserve blind review]. *Academy of Management Journal*. (1<sup>st</sup> revise-and-resubmit)

## MANUSCRIPTS UNDER REVIEW

- Newton, D., Sessions, H., Lam, C. F., & Welsh, D. T. [Employee voice—title removed to preserve blind review]. *Personnel Psychology*. (Under review)

## SELECTED WORKS IN PROGRESS

- Sessions, H., Kim, J. K., & Nahrgang, J. D.** Multiple jobholding and power. Target journal: *Personnel Psychology* (Writing stage)
- Sessions, H., Baer, M. D., & Nahrgang, J. D.** Multiple jobholding and psychological reactance. Target journal: *Academy of Management Journal*. (Writing stage)
- Zipay, K. P., Sessions, H., & Pychlau, S., Work passion in hobby jobs. Target journal: *Academy of Management Journal*. (Writing stage)
- Baer, M. D., Sessions, H., Welsh, D., Matta, F., & Garud, N. Trustworthiness congruence. Target journal: *Academy of Management Journal*. (Data analysis stage)
- Sessions, H., Gupta, A., & Pychlau, S.** Motivated reasoning in gig work. Target journal: *Academy of Management Journal*. (Data collection stage)
- Sessions, H., Ho, G. C. C., Welsh, D. T., & Pychlau, S.** Employee voice and psychological reactance. Target journal: *Academy of Management Journal*. (Data collection stage)
- Pychlau, S., & Sessions, H., Ho, G. C. C., & Welsh, D. T. Supervisor reactions to prohibitive voice. Target journal: *Academy of Management Journal*. (Data collection stage)

**Sessions, H.,** Ho, G. C. C., Welsh, D. T., & Pychlau, S. Effects of daily variation in voice. Target journal: *Academy of Management Journal*. (Study design stage)

## CONFERENCE PRESENTATIONS

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. Symposium 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.

## **TEACHING EXPERIENCE**

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, Instructor – Fall 2018;  
Course Rating: 6.8/7)

Human Resource Management (Undergraduate Course, Instructor – Spring 2018;  
Course Rating: 6.5/7)

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

## **SERVICE**

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

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

Ad hoc reviewer, *Personnel Psychology*

Ad hoc reviewer, *Journal of Applied Psychology*

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

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

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 (2017 Academy of Management Meeting)

MAcc - Cum Laude (3.90/4.00)

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

## **WORK EXPERIENCE**

Ernst & Young (San Jose, CA) - Tax Associate (October 2012 – May 2014)

HELP International (Hyderabad, India and Chiang Rai, Thailand) - Director of Volunteers in Thailand and India (December 2013 – August 2014 and December 2010 – August 2011)