

# Marcus M. Butts, Ph.D.

EDWIN L. COX SCHOOL OF BUSINESS, SOUTHERN METHODIST  
UNIVERSITY, BOX 750333, DALLAS, TX 75275  
(214) 768-3181 MBUTTS@SMU.EDU

## ACADEMIC APPOINTMENTS

### Southern Methodist University, Department of Management & Organizations

Department Chairperson	2019 – Present
Marilyn and Leo F. Corrigan Endowed Professorship	2018 – Present
Associate Professor of Psychology (by courtesy)	2020 – Present
Associate Professor of Management and Organizations	2017 – Present

### University of Texas at Arlington, Department of Management

Associate Professor	2013 – 2017
Assistant Professor	2007 – 2013

### Texas A&M University, Department of Management

Visiting Research Fellow (during sabbatical)	2014 – 2015
--	-------------

## EDUCATION

### University of Georgia

PhD, Industrial/Organizational Psychology	2007
Minor: Organizational Behavior/Human Resource Management	
MS, Industrial/Organizational Psychology	2003

### Texas A&M University

BS, Psychology	1998
Minor: Business management	
Honors: Undergraduate Research Fellows; Magna cum laude	

## RESEARCH INTERESTS

Employee experiences at the work-nonwork interface; Interpersonal relationships at work; Emotions; Advanced research methods

## KEY REFEREED PUBLICATIONS

[Total Google Scholar citations: 9189; *h-index* = 26]

†Denotes PhD student author at beginning of project

1. Gabriel, A. S., Butts, M. M., Chawla<sup>†</sup>, N., da Motta Veiga, S. P., Turban, D. B., & Green, J. D. (In press). Feeling positive, negative, or both? Examining the self-regulatory benefits of emotional ambivalence. *Organization Science*.
2. Ganster<sup>†</sup>, M. L., Gabriel, A. S., Rosen, C. C., Simon, L., Butts, M. M., & Boswell, W. R. (In press). Retreating or repairing? Examining the alternate linkages between partner-instigated incivility at home and helping at work. *Journal of Applied Psychology*.
3. Greenbaum, R. L., Deng<sup>†</sup>, Y., Butts, M. M., Wang, C., & Washington, A. N (In press). Managing my shame: Examining the effects of parental identity threat and emotional stability on work productivity and investment in parenting. *Journal of Applied Psychology*.  
– Press coverage by *Academy of Management Insights*, *Forbes*, among others.

4. Smith<sup>†</sup>, T. A., Butts, M. M., Courtright, S. H., Duerden, M. D., & Wider, M. A. (2022). Work-leisure blending: An integrative conceptual review and framework to guide future research. *Journal of Applied Psychology, 107*, 560-580.
5. Downes, P. E., Reeves<sup>†</sup>, C. J., McCormick<sup>†</sup>, B. W., Boswell, W. R., & Butts, M. M. (2021). Incorporating job demand variability into job demands theory: A meta-analysis. *Journal of Management, 47*, 1630-1656.
6. Taylor, S. G., Butts, M. M., Cole, M. S., & Pounds<sup>†</sup>, T. (2021). Are you sick? Understanding the effects of coworker presenteeism on workplace mistreatment. *Journal of Applied Psychology, 106*, 1299-1313.
7. Gabriel, A. S., Volpone, S. D., MacGowan<sup>†</sup>, R. L., Butts, M. M., & Moran<sup>†</sup>, C. M. (2020). When work and family blend together: Examining the daily experiences of breastfeeding mothers at work. *Academy of Management Journal, 63*, 1337-1369.  
**–Recipient of the 2020 Academy of Management Outstanding Publication in Organizational Behavior Award**  
**–Recipient of the 2022 Society for Industrial and Organizational Psychology William A. Owens Scholarly Achievement Award**  
 – Press coverage by *Academy of Management Insights, Futurity, Metro MBA, On the Verge, Wall Street Journal, Workr Beeing, among others.*
8. Butts, M. M., Lunt<sup>†</sup>, D. C., Freling, T. L., & Gabriel, A.S. (2019). Helping one or helping many? A theoretical integration and meta-analytic review of the compassion fade literature. *Organizational Behavior and Human Decision Processes, 151*, 16-33.
9. Gabriel, A. S., Podsakoff, N. P., Beal, D. J., Scott, B. A., Sonnentag, S., Trougakos, J. P., & Butts, M. M. (2019). Experience sampling methodology: A panel discussion on critical trends and considerations for scholarly achievement. *Organizational Research Methods, 22*, 969-1006.  
**–Finalist for the 2019 Sage Publications Organizational Research Methods Best Article of the Year Award**
10. Gabriel, A. S., Butts, M. M., Yuan<sup>†</sup>, Z., Rosen<sup>†</sup>, R., & Sliter, M. T. (2018). Further understanding incivility in the workplace: The effects of gender, agency, and communion. *Journal of Applied Psychology, 103*, 362-382.  
 – Press coverage by *Bustle, CNBC, Daily Mail (UK), Economic Times, Futurity, KPLC – NBC, KJZZ – NPR Phoenix Affiliate (Radio), Moneyish, Newsweek, New York Daily News, Phoenix Business Journal, PsychCentral, Reddit – Science (“up-voted” over 60,100 times with over 3,400 comments), Science Daily, The Talk (CBS Television), The Telegraph, The Times (UK), Today, UA News, Wall Street Journal, among others.*
11. Mawritz, M. B., Greenbaum, R. L., Butts, M. M., & Graham<sup>†</sup>, K. A. (2017). I just can’t control myself: A self-regulation perspective on the abuse of deviant employees. *Academy of Management Journal, 60*, 1482-1503.
12. Wayne, J. H., Butts, M. M., Casper, W. J., & Allen, T. D. (2017). In search of balance: A conceptual and empirical integration of multiple meanings of work-family balance. *Personnel Psychology, 70*, 167-210.  
**–Finalist for the 2017 Personnel Psychology Best Article of the Year Award**
13. Ferguson, M., Carlson, D., Boswell, W. R., Whitten, D., Butts, M. M., & Kacmar, K. M. (2016). Tethered to work: A family systems approach linking mobile device use to turnover intentions. *Journal of Applied Psychology, 101*, 520-534.
14. Wallace\*, J. C., Butts\*, M. M., Johnson<sup>†</sup>, P. D., Stevens<sup>†</sup>, F. G., & Smith<sup>†</sup>, M. B. (2016). A multilevel model of employee innovation: Understanding the effects of regulatory focus, thriving, and employee involvement climate. *Journal of Management, 42*, 982-1004.  
 \*The first two authors contributed equally
15. Butts, M. M., Becker, W. J., & Boswell, W. R. (2015). Hot buttons and time sinks: The effects of work-related electronic communication during nonwork time on emotions and work-nonwork conflict. *Academy of Management Journal, 58*, 763-788.

– Press coverage by *Fox News*, *Huffington Post*, *U.S. News & World Report*, *Esquire*, *TIME*, *Success*, *Yahoo! News*, *NPR*, *ABC New Radio*, *Business News Daily*, *eWallStreeter*, *HealthDay*, *TechVibes*, *PayScale*, *Sci-Tech Today*, *Marketplace*, *NetworkWorld*, *BYU Radio*, *Psych Central*, *eScience News*, *Popular Mechanics*, *Houston Chronicle*, *San Antonio Express-News*, among others.

16. Eby, L. T., Butts, M. M., Hoffman, B. J., & Sauer<sup>†</sup>, J. B. (2015). Cross-lagged relations between mentoring received from supervisors and employee OCBs: Disentangling causal direction and identifying boundary conditions. *Journal of Applied Psychology*, *100*, 1275-1285.
17. Musteen, M., Datta, D. K., & Butts, M. M. (2014). Do international networks and foreign market knowledge facilitate SME internationalization? Evidence from the Czech Republic. *Entrepreneurship Theory and Practice*, *38*, 749-774.
18. Butts, M. M., Casper, W. J., & Yang<sup>†</sup>, T. S. (2013). How important are work-family support policies? A meta-analytic investigation of their effects on employee outcomes. *Journal of Applied Psychology*, *98*, 1-25.
19. Eby, L. T., Maher<sup>†</sup>, C. P., & Butts, M. M. (2010). The intersection of work and family life: The role of affect. *Annual Review of Psychology*, *61*, 599-622.
20. Lance, C. E., Butts, M. M., & Michels, L. (2006). The sources of four commonly reported cutoff criteria: What did they really say? *Organizational Research Methods*, *9*, 202-220.  
–Recipient of the 2006 Sage Publications *Organizational Research Methods* Best Article of the Year Award  
–Named one of the top 10 most cited *Organizational Research Methods* articles ever (1998-2017) by Aguinis, Ramani, & Villamor (2019)
21. Eby, L. T., Butts, M. M., Lockwood, A. L. & Simon, S. A. (2004). Protégés' negative mentoring experiences: Construct development and nomological validation. *Personnel Psychology*, *57*, 411-447.

## O T H E R R E F E R E E D P U B L I C A T I O N S

---

<sup>†</sup>Denotes PhD student author at beginning of project

22. Greenbaum, R. L., Bonner, J. M., Mawritz, M. B., Butts, M. M., & Smith, M. B. (2020). It's all about the bottom line: Group bottom-line mentality, psychological safety, and group creativity. *Journal of Organizational Behavior*, *41*, 503-517.
23. Brown, J. A., Buchholtz, A. K., Butts, M. M., & Ward, A. J. (2019). Board socio-cognitive decision-making and task performance under heightened expectations of accountability. *Business & Society*, *55*, 574-611.
24. Boswell, W. R., Olson-Buchanan, J. B., Butts, M. M., & Becker, W. J. (2016). Managing “after hours” electronic work communication. *Organizational Dynamics*, *45*, 291-297.
25. French<sup>†</sup>, K. A., Butts, M. M., & Allen, T. D. (2016). Parent work conditions and adolescent core self-evaluations: Examining the effects of work resource drain and parent gender. *Journal of Business and Psychology*, *31*, 553-568.  
–2016 Editor Commendation; awarded to eight articles of note for the year
26. Ng, T. W. H., Feldman, D. C., & Butts, M. M. (2014). Psychological contract breaches and employee voice behaviour: The moderating effects of changes in social relationships. *European Journal of Work and Organizational Psychology*, *23*, 537-553.
27. Butts, M. M., Hurst, C. S., & Eby, L. T. (2013). Supervisor health and safety support: Scale development and validation. *Journal of Applied Management and Entrepreneurship*, *18*, 97-118.
28. Eby, L. T., Butts, M. M., Durley, J. R., & Ragins, B. R. (2010). Are bad experiences stronger than good ones in mentoring relationships? Evidence from the protégé and mentor perspective. *Journal of Vocational Behavior*, *77*, 81-92.

29. Butts, M. M., Vandenberg, R. J., DeJoy, D. M., Schaffer, B. S., & Wilson, M. G. (2009). Individual reactions to high involvement work processes: Investigating the role of empowerment and perceived organizational support. *Journal of Occupational Health Psychology, 14*, 122-136.  
– Article reviewed in M. Mills (2009) “High involvement work practices: Are they really worth it?” *Academy of Management Perspectives, 23*, 93-95.
30. Dennis, B. S., Buchholtz, A. K., & Butts, M. M. (2009). The nature of giving: A theory of planned behavior examination of corporate philanthropy. *Business & Society, 48*, 360-384.
31. Ng, T. W. H., & Butts, M. M. (2009). Effectiveness of organizational efforts to lower turnover intentions: The moderating role of employee locus of control. *Human Resource Management, 48*, 289-310.
32. Eby, L. T., Lockwood, A. L., & Butts, M. M. (2006). Perceived support for mentoring: A multiple perspectives approach. *Journal of Vocational Behavior, 68*, 267-291.
33. Ng, T. W. H., Butts, M. M., Vandenberg, R. J., DeJoy, D. M., & Wilson, M. G. (2006). Effects of management communication, opportunity for learning, and work schedule flexibility on organizational commitment. *Journal of Vocational Behavior, 68*, 474-489.
34. DeJoy, D. M., Schaffer, B. S., Wilson, M. G., Vandenberg, R. J. & Butts, M. M. (2004). Creating safer workplaces: Assessing the determinants and role of safety climate. *Journal of Safety Research, 35*, 81-90.
35. Eby, L. T., Butts, M. M., & Lockwood, A. L. (2003). Predictors of success in the era of the boundaryless career. *Journal of Organizational Behavior, 24*, 689-709.

## B O O K C H A P T E R S & I N V I T E D W O R K S

---

1. Gabriel, A. S., Volpone, S. D., MacGowan, R. L. Butts, M. M., & Moran, C. M (2019). When companies support pumping at work, everyone benefits. *Harvard Business Review*, November. Reprint: [H058FG-PDF-ENG](#).
2. Gabriel, A. S., Butts, M. M., & Sliter, M. T. (2018). Women experience more incivility at work – especially from other women. *Harvard Business Review*, March. [Reprint: H048PQ-PDF-ENG](#).
3. Mawritz, M. B., Greenbaum, R. L., Butts, M. M., & Graham, K. (2016). We’re all capable of being an abusive boss. *Harvard Business Review*, October. [Reprint: H03741-PDF-ENG](#).
4. Butts, M. M., & Ng, T. W. H. (2009). Chopped liver? OK. Chopped data? Not OK. In C. E. Lance & R. J. Vandenberg (Eds.) *Statistical and methodological myths and urban legends: Doctrine, verity and fable in the organizational and social sciences* (pp. 563-585). New York: Routledge.
5. Eby, L. T., Hurst, C. S., & Butts, M. M. (2009). Qualitative research: The redheaded stepchild in organizational and social science research? In C. E. Lance & R. J. Vandenberg (Eds.) *Statistical and methodological myths and urban legends: Doctrine, verity and fable in the organizational and social sciences* (pp. 221-244). New York: Routledge.
6. Butts, M. M., Durley, J. R., & Eby, L. T. (2007). Reflections on theoretical approaches and methodological issues in mentoring research. In T. D. Allen & L. T. Eby (Eds.) *The Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 93-117). Oxford: Blackwell Publishing.

## C O N F E R E N C E P R O C E E D I N G S

---

1. Thompson, M., Carlson, D., Butts, M. M., & Weaver, S. P. (2017). The costs of work’s tense triad on employee healthcare utilization. Proceedings of the annual meeting of the Academy of Management, Atlanta, GA.  
–Recipient of 2017 Sage Publications Organizational Behavior Division Best Paper Award

2. Butts, M. M., Vandenberg, R. J., & Williams, L. J. (2006). Investigating the susceptibility of measurement invariance tests: The effects of common method variance. Proceedings of the annual meeting of the Academy of Management, Atlanta, GA.  
–Recipient of 2006 Sage Publications Research Methods Division Best Student Paper Award
3. Eby, L. T., Lockwood, A. L., Butts, M. M., & Simon, S. A. (2002). The development of a measure of negative mentoring experiences from the protégés’ perspective. Proceedings of the annual meeting of the Southern Management Association, Atlanta, GA.  
–Recipient of 2002 Carson-Hall Careers/HR Track Best Paper Award

## C O N F E R E N C E P R E S E N T A T I O N S

---

†Denotes PhD student author at beginning of project

1. Ezerins<sup>†</sup>, M., Ganster<sup>†</sup>, M., Gabriel, A. S., Chawla<sup>†</sup>, N., Rosen, C. C., Christian, M. S., Butts, M. M. (2022). Burning the candle at both ends? Exploring correlates of engagement and emotional exhaustion profiles. Paper accepted for presentation at the annual meeting of the Southern Management Association, Little Rock, AR.
2. Kaur<sup>†</sup>, E., & Butts, M. M. (2022). Understanding transitions between highly integrated work and family domains: A theoretical model of domain switching. Paper presented at the annual meeting of the Academy of Management, Seattle, WA.
3. Ganster<sup>†</sup>, M., Gabriel, A. S., Butts, M. M., & Boswell, W. R. (2021). The daily effects of partner-instigated incivility on helping at work. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
4. Butts, M. M., Boswell, W. R., & Rosen, C. C. (2020). All you need is love: Understanding nightly relational dynamics and next day job performance. Paper presented at the annual meeting of the Academy of Management, Vancouver.
5. Butts, M. M., Boswell, W. R., Gabriel, A. S., & Rosen, C. C. (2020) Tethered together: Off-job electronic communication fallout in dual-earner couples. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
6. Taylor, S. G., Butts, M. M., Sheridan<sup>†</sup>, S. B., & Taylor<sup>†</sup>, R. G. (2019). How does abusive supervision hurt employee performance? Let’s count the ways: A meta-analysis. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
7. Bonner<sup>†</sup>, J. M., Greenbaum, R. L., Butts, M. M., & Thurgood<sup>†</sup>, G. (2019). Is workplace gossip a moral violation? Supervisor-directed gossip and moral emotions. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
8. Butts, M. M., Boswell, W. R., Rosen, C. C., & Gabriel, A. S. (2019). Dyads can have episodes too: Dyadic ESM applications for work-family research. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
9. Bonner<sup>†</sup>, J. M., Greenbaum, R. L., & Butts, M. M. (2018). Biting the hand that feeds you: Employee reactions to gossiping about supervisors. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
10. Butts, M. M., Christian, M. S., & Welsh, D. T. (2018). The episodic effects of hunger and physical exercise in the workplace. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
11. Pounds<sup>†</sup>, T., Taylor, S., Cole, M. S., & Butts, M. M. (2018). Don’t cough on me: When and why employees are mistreated for being sick on the job. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

12. Butts, M. M. (2017). An overview of experience sampling methodology. In M. M. Butts (Chair), Ask the experts: Quantitative research. Professional development workshop presented at the annual meeting of the Academy of Management, Atlanta, GA.
13. Butts, M. M., Gabriel, A. S., Christian, M. S., & Welsh, D. T. (2017). You're not you when you're hungry: An examination of episodic hunger in the workplace. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
14. Greenbaum, R. L., Butts, M. M., Quade<sup>†</sup>, M. J., Vaziri<sup>†</sup>, H., Mawritz, M. B., & Bonner<sup>†</sup>, J. M. (2017). Should I "friend" my coworker? The effects of social media posts on workplace relationships. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
15. Thompson, M., Carlson, D., Butts, M. M., & Weaver, S. P. (2017). The costs of work's tense triad on employee healthcare utilization. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
16. Marquardt<sup>†</sup>, D., Vaziri<sup>†</sup>, H., Brown<sup>†</sup>, L., & Butts, M. M. (2016). A process model of ethical leadership: A meta-analysis. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
17. Vaziri<sup>†</sup>, H., & Butts, M. M. (2016). Dynamic relationships between work-to-family conflict and family-to-work conflict: An LCS model. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
18. Butts, M. M., Eby, L. T., Allen, T. D., & Mulienburg<sup>†</sup>, J. L. (2016). Work-nonwork balance and turnover intentions: A simultaneous LGM approach. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
19. Butts, M. M., Eby, L. T., Allen, T. D., & Mulienburg<sup>†</sup>, J. L. (2016). Latent class procedures: Applications for work-family research. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
20. Marquardt<sup>†</sup>, D., Vaziri<sup>†</sup>, H., Brown<sup>†</sup>, L., & Butts, M. M. (2015). Moral person and moral manager: A meta-analytic mediation model of ethical leadership. Paper presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.
21. Mawritz, M. B., Graham<sup>†</sup>, K., Butts, M. M., & Mathe-Soulek<sup>†</sup>, K. (2015). They bring it on themselves: The high-performing deviant as a provocative victim of abusive supervision and the exacerbating role of supervisor bottom-line mentality. Paper presented at the annual meeting of the Academy of Management, Vancouver.
22. French<sup>†</sup>, K. A., Butts, M. M., & Allen, T. D. (2014). Investigating parent work demand crossover to adolescent affect and antisocial behavior. Paper presented at the annual meeting of the Southern Management Association, Savannah, GA.
23. Benson, G., Salazar, M., Colias, J., & Butts, M. M. (2014). Discrete choice models in organizational research: An introduction to hierarchical Bayes estimation. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
24. Becker, W. J., & Butts, M. M. (2014). Connected but conflicted: Smartphones and after-hours work email. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
25. Eby, L. T., & Butts, M. M. (2014). Using multisource data to understand the unfolding of good and bad mentoring over time. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
26. Butts, M. M., Eby, L. T., Allen, T. D., Mitchell<sup>†</sup>, M., & Mulienburg<sup>†</sup>, J. L. (2014). Work-nonwork balance and health-related outcomes: A latent growth modeling approach. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

27. Becker, W. J., Cropanzano, R., & Butts, M. M. (2014). Emotional regulation in work teams: A social information processing approach. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
28. French<sup>†</sup>, K. A., Allen, T. D., & Butts, M. M. (2013). Home for the kids? Investigating telecommuting implications for adolescent delinquent behavior. Paper presented at the annual National Occupational Research Agenda Young/New Investigators Symposium, Salt Lake City, UT.
29. Wallace, J. C., Butts, M. M., Garnett<sup>†</sup>, F. G., & Johnson<sup>†</sup>, P. D., & Smith<sup>†</sup>, M. B. (2013). A multilevel model of employee innovation: Understanding the effects of regulatory focus, thriving, and employee involvement climate. Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA.
30. Wayne, J. H., Butts, M. M., Casper, W. J., & Allen, T. D. (2013). What *really* is work-family balance? An investigation of balance satisfaction and effectiveness. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.
31. Manegold<sup>†</sup>, J. G., & Butts, M. M. (2013). The “we” in mentoring: identification-based trust, protégé outcomes, and the role of conflict. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.
32. Eby, L. T., & Butts, M. M. (2012). Paying it forward: The effect of mentoring on protégé OCBs. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
33. Hurst, C. S., Butts, M. M., & Eby, L. T. (2011). Professional plateaus: Health and nonwork outcomes and impact of competence and control perceptions. Paper presented at the annual meeting of the Southern Management Association, Savannah, GA.
34. Yang<sup>†</sup>, T. S., Casper, W. J., & Butts, M. M. (2011). Being seen as good actors or good soldiers? An exploration of coworkers’ self-serving and pro-social attributions. Paper presented at the annual meeting of the Southern Management Association, Savannah, GA.
35. Brown, J. A., Ward, A. J., Buchholtz, A. K. & Butts, M. M. (2011). Board responses to increased monitoring roles following regulatory change. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
36. Eby, L. T., & Butts, M. M. (2011). Understanding relational problems in mentoring: A longitudinal, dyadic perspective. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
37. Butts, M. M., Casper, W. J., Yang<sup>†</sup>, T. S., & Lucas<sup>†</sup>, N. (2010). How important are work-family support programs? A meta-analysis of their effects on work outcomes. Paper presented at the annual meeting of the Academy of Management, Montreal.
38. Curtis<sup>†</sup>, S. L., Eby, L. T., & Butts, M. M. (2010). Mentoring as a means to fostering employee engagement. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
39. Butts, M. M., Eby, L. T., & Hurst, C. S. (2009). Protégés’ negative mentoring experiences and psychological withdrawal: The role of victim precipitation and coping style. Paper presented at the annual Work and Stress conference, San Juan, PR.
40. Eby, L. T., Butts, M. M., Durley, J. R., & Ragins, B.R. (2009). Are bad mentoring experiences stronger than good ones in predicting health-related and relational outcomes? Paper presented at the annual Work and Stress conference, San Juan, PR.
41. Butts, M. M., & Eby, L. T. (2009). Investigating the relative contribution of psychological and behavioral involvement in non-work roles. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

42. Hurst, C. S., Eby, L. T., & Butts, M. M. (2009). Conversations about health: Supervisor health and safety support scale development and validation. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
43. Butts, M. M., & Ng., T. W. H. (2009). Chopped liver? OK. Chopped data? Not OK. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
44. Hurst, C. S., Eby, L. T., & Butts, M. M. (2009). Conversations about health: Supervisor health and safety support scale development. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
45. Brown, J. A., Ward, A. J., & Butts, M. M. (2008). Institutionalization in context: Corporate governance changes and board responses. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
46. Ng, T. W. H., Butts, M. M., & Vandenberg, R. J. (2008). The moderating role of contract replicability in psychological contract research. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
47. Butts, M. M., & Eby, L. T. (2008). Work-nonwork conflict and positive spillover: Effects of identity similarity and work flexibility. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
48. Ng, T. W. H., & Butts, M. M. (2007). Organizational efforts to lower employees' turnover intentions and the role of locus of control. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
49. Ng, T. W. H., Butts, M. M., DeJoy, D.M., & Wilson, M.G. (2007). Coworker support and felt job stress: The moderating effects of role ambiguity and work overload. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
50. Butts, M. M., Ng, T. W. H., Vandenberg, R. J, DeJoy, D. M. & Wilson, M. G. (2007). Gender differences in formal and informal support interactions on commitment. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
51. Ng, T. W. H., Butts, M. M., & Vandenberg, R. J. (2007). Do employee attitudes matter to task performance? A meta-analysis. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
52. Nigam, J. A. S., Ng, T. W. H., & Butts, M. M. (2006). Occupational stress and organizational culture as predictors of health behavior. Paper presented at the annual meeting of the National Business Coalition on Health, New Orleans, LA.
53. Butts, M. M. (2006). The relationship between firm performance, high-performance work practices, and employee attitudes: A theoretical explication of causality. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
54. Butts, M. M., Vandenberg, R. J., & Williams, L. J. (2006). Investigating the susceptibility of measurement invariance tests: The effects of common method variance. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
55. Ng, T. W. H., Butts, M. M., Vandenberg, R. J, Wilson, M. G., & DeJoy, D. M. (2006). Effects of work environment on organizational commitment in changing careers. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
56. DeJoy, D. M., Vandenberg, R. J., Butts, M. M, Schaffer, B. S., & Wilson, M. G. (2006). Individual reactions to high involvement work processes. Paper presented at the National Occupational Research Agenda Symposium, Washington, DC.

57. Nigam, J. A. S., Ng, T. W. H., & Butts, M. M. (2006). Occupational stress and organizational culture as predictors of health behavior. Paper presented at the annual Art and Science of Health Promotion conference, Las Vegas, NV.
58. Eby, L. T., Lockwood, A. L., & Butts, M. M. (2005). Organizational support for mentoring: A multiple perspectives approach. Paper presented at the annual meeting of the Southern Management Association, Charleston, SC.
59. Ng, T. W. H., Butts, M. M., & Vandenberg, R. J. (2005). Do employee attitudes really matter? A meta-analysis of the relationship between employee attitudes and job performance. Paper presented at the annual meeting of the Southern Management Association, Charleston, SC.
60. Butts, M. M. (2005). Work hard and/or play hard: Propensity to work long hours and the influence of role polychronicity. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.
61. Riordan, C., Gatewood, R., Butts, M. M., & Stokes, G. S. (2005). Individual traits, human capital, or family situation: Which predicts males/females career success? Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.
62. Butts, M. M., Eby, L. T., & McCleese, C. S. (2005). The role of emotional stability in hierarchical decision-making teams. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
63. Butts, M. M., Durley, J. R., & Stokes, G. S. (2004). Environmental consciousness, civic environmentalism, economic growth, and their possible antecedents. Paper presented at the annual meeting of the American Psychological Association, Honolulu, HI.
64. Durley, J. R., Butts, M. M., & Stokes, G. S. (2004). Woodsy owl isn't ubiquitously effective: Examining environmental information mediums. Paper presented at the annual meeting of the American Psychological Association, Honolulu, HI.
65. Eby, L. T., Lockwood, A. L., & Butts, M. M. (2004). Organizational support for mentoring. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA.
66. Lance, C. E., Michels, L., & Butts, M. M. (2004). What did they really say? Paper presented at the annual meeting of the Academy of Management, New Orleans, LA.
67. Vandenberg, R. J., Schaffer, B. S., Butts, M. M., Griffin-Blake, C. S., DeJoy, D. M., & Wilson, M. G. (2003). Individual reactions to high involvement work processes. Paper presented at the annual meeting of the Academy of Management, Seattle, WA.
68. Eby, L. T., Butts, M. M., & Lockwood, A. L. (2003). Predictors of success in the era of the boundaryless career. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
69. Eby, L. T., Lockwood, A. L., Butts, M. M., & Brinley, A. (2003). Predictors of negative mentoring experiences from the protégés' perspective. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
70. Vandenberg, R. J., Schaffer, B. S., Butts, M. M., Griffin-Blake, C. S., DeJoy, D. M., & Wilson, M. G. (2003). Intervening individual and contextual variables in high involvement work processes. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
71. Butts, M. M., Hudgies, K., Brinley, A., Munoz, C., Gewin, M., & Thomas, K. T. (2003). Effects of identity and need for achievement on work/family expectations. Paper presented at the annual meeting of the Southeastern Psychology Association, New Orleans, LA.

72. Gewin, M., Munoz, C., Thomas, K. T., & Butts, M. M. (2003). Overlapping dimensions of feminist and womanist identity. Paper presented at the annual meeting of the Southeastern Psychology Association, New Orleans, LA.
73. Eby, L. T., Lockwood, A. L., Butts, M. M., & Simon, S. A. (2002). The development of a measure of negative mentoring experiences from the protégés' perspective. Paper presented at the annual meeting of the Southern Management Association, Atlanta, GA.
74. Jacobs, J. D., Eby, L. T., & Butts, M. M. (2002). The role of justice in litigation decisions. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto.
75. Butts, M. M. (1998). Directions of Goldberg's five-factor approach across the sexes. Paper presented at the annual meeting of the American Psychological Association, San Francisco, CA.

**C H A I R E D   S Y M P O S I A   &   C O N F E R E N C E  
P A R T I C I P A T I O N**

---

PDW discussant. (2022). *Leveling the Playing Field: Reducing Between-Person Variation on Within-Person Research*. Annual meeting of the Academy of Management, Seattle, WA.

Symposium discussant. (2022). *Novel perspectives on employees' work-family dynamics*. Annual meeting of the Academy of Management, Seattle, WA.

Symposium discussant. (2022). *Navigating the work-family interface during a pandemic*. Annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

Symposium chair & discussant. (2020). *Bring on the night: Exploring after-work experiences in relation to work*. Annual meeting of the Academy of Management, Vancouver.

Symposium chair. (2020). *Well-being of being well-connected: How off-job technology use hinders welfare*. Annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

Roundtable facilitator (2020). *Changing nature of work/after-hours communication*. Top trends roundtables forum and communities of engagement kickoff held at the annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

PDW discussant. (2019). *The road to nowhere: Knowing when to call it quits with papers, projects, and people*. Annual meeting of the Academy of Management, Boston, MA.

Roundtable facilitator. (2019). *Work-life interface research*. Organizational Behavior division research roundtables PDW held at the annual meeting of the Academy of Management, Boston, MA.

Symposium chair & discussant. (2019). *Episodic work-family research incubator: Lessons learned and best practices*. Annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

Symposium discussant. (2019). *Change is good: Challenging assumptions through within-person research*. Annual meeting of the Society for Industrial and Organizational Psychology, Washington, DC.

Roundtable facilitator. (2018). *Work-life interface research*. Organizational Behavior division research roundtables PDW held at the annual meeting of the Academy of Management, Chicago, IL.

Organizer. (2018). *Experience Sampling Summit*. Workshop for advanced experience sampling methodology researchers hosted by Southern Methodist University.

PDW chair. (2017). *Ask the experts: Quantitative research*. Annual meeting of the Academy of Management, Atlanta, GA.

Faculty discussant. (2016). *PhD teaching and supervision*. Organizational Behavior division Doctoral Student Consortium held at the annual meeting of the Academy of Management, Anaheim, CA.

Panelist. (2016). *A critical dialogue on mentorship and sponsorship*. Panel symposium at the annual meeting of the Academy of Management, Anaheim, CA.

Session chair. (2016). *Work-life balance, worker attitudes, and performance*. Annual meeting of the Academy of Management, Anaheim, CA.

Symposium chair. (2016). *It's about time! Dynamic perspectives on the work-nonwork interface*. Annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Faculty discussant. (2015). *Ethics in publishing*. Organizational Behavior division Doctoral Student Consortium held at the annual meeting of the Academy of Management, Vancouver.

Faculty panelist. (2015). *Work-life hacking*. Organizational Behavior division Doctoral Student Consortium held at the annual meeting of the Academy of Management, Vancouver.

Faculty mentor. (2014). *Careers in the rough: A research development workshop*. Professional development workshop at the annual meeting of the Academy of Management, Philadelphia, PA.

Roundtable facilitator. (2012). *Issues in measurement and analyses*. Annual meeting of the Academy of Management, Boston, MA.

Paper discussant. (2011). *Facilitating high performance: Monitoring and involvement*. Annual meeting of the Southern Management Association, Savannah, GA.

Symposium chair & discussant. (2011). *New perspectives on individual differences in work-family research*. Annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Session chair. (2005). *Simulation*. Annual meeting of the Academy of Management, Honolulu, HI.

## R E C O G N I T I O N & A W A R D S

---

Southern Methodist University 2021-2022 Ford Senior Research Fellowship Media Expert Award, Cox School of Business	May 2022
Society for Industrial and Organizational Psychology 2022 William A. Owens Scholarly Achievement Award Elected Fellow of Division 14 of American Psychological Association (APA)	April 2022
Southern Methodist University Emerging Leaders Faculty Seminar participant	Fall 2021
Academy of Management, OB Division 2020 Outstanding Publication in Organizational Behavior Award	August 2021
Southern Methodist University Boghetich Family Distinguished Teaching Award, Cox School of Business	May 2021
Southern Methodist University Research Excellence Award, Cox School of Business Media Expert Award, Cox School of Business	May 2018
Southern Methodist University Emerging Leaders Faculty Seminar participant	Fall 2017
Academy of Management, OB Division 2017 Sage Publications Best Paper Award	August 2017

University of Texas at Arlington Distinguished Research Publication Award, College of Business Outstanding Faculty Service Award (for PhD education), College of Business	May 2016
University of Texas at Arlington President's Award for Excellence in Teaching, College of Business nominee	December 2015
University of Texas at Arlington Outstanding Undergraduate Teaching Award, College of Business	May 2014
Academy of Management, Careers Division Best Reviewer Award	August 2012
Organizational Research Methods 2006 Sage Publications Best Article of the Year Award	August 2007
Academy of Management, Careers Division Best Reviewer Award	August 2006
Academy of Management, RM Division 2006 Sage Publications Best Student Paper Award	August 2006
Southern Management Association, Careers/HR track Carson-Hall Best Paper Award	November 2002

## R E S E A R C H F U N D I N G

---

University of Texas at Arlington, College of Business Summer research funding <i>Amount: \$7,500</i>	May 2016
Society of Human Resource Management Foundation grant Casper, W. J., & Butts, M. M. <i>Work-family support programs as a strategic human resources initiative: A meta-analysis of effects on organizational outcomes</i> <i>Amount: \$25,865</i>	November 2008

## I N V I T E D A C A D E M I C P R E S E N T A T I O N S

---

Vrije University Amsterdam Invited speaker: <i>How you can "do better" with people metrics and analytics</i>	January 2022
University of Texas at Arlington Invited speaker: <i>These are the days of our lives: Episodic experiences at the work-life interface</i>	October 2018
Drexel University Invited speaker: <i>You're not you when you're hungry: An episodic study of hunger at work</i>	February 2018
Texas Christian University Invited speaker: <i>You're not you when you're hungry: An episodic study of hunger at work</i>	September 2017
Texas A&M University Invited speaker: <i>Differentiation, variability, and dispersion: Substantive and methodological considerations of moving beyond the mean</i>	December 2014

Baylor University	November 2014
Invited speaker: <i>In search of balance: A multi-study investigation</i>	
Texas A&M University	September 2014
Invited speaker: <i>In search of balance: A two-study empirical examination</i>	
Bridging Bedlam Conference, Stillwater, OK	April 2014
Invited keynote speaker: <i>Publishing &amp; getting tenure: The secret of my success... and lack thereof at times</i>	

**I N V I T E D   C O R P O R A T E   &   M E D I A  
S P E A K I N G   E N G A G E M E N T S**

---

Texas Instruments People Analytics Meet Up	February 2020
Invited panelist: <i>People Analytics in Practice: Perspectives from Industry, Consulting, &amp; Academia</i>	
Mercer Corporation	October 2018
Invited speaker: <i>These are the days of our lives: Employee episodic experiences at the work-life interface</i>	
Dallas Area Industrial–Organizational Psychologists (DAIOP)	October 2017
Invited panelist: <i>Machine learning in Industrial–Organizational Psychology</i>	
Organizational Behavior Division, Academy of Management	March 2016
Under New Management podcast interview: <i>Electronic communication in nonwork time</i>	
Top of the Mind with Julie Rose	May 2015
Radio interview: <i>Email after work and you</i>	
KERA News, Dallas NPR Affiliate	March 2015
Radio interview: <i>Work-related email after hours</i>	
KDFW Fox 4, Dallas	February 2013
In-studio television interview: <i>Work flexibility after Yahoo’s decision</i>	

**P R O F E S S I O N A L   S E R V I C E**

---

Academy of Management	
Division Chair-Track, Research Methods Division	2017 – 2021
• Past Chair	2021
• Chair	2020
• Chair-Elect	2019
• Program Chair	2018
• PDW Chair	2017
OB Division conference reviewer	
RM Division conference reviewer	
Society for Industrial and Organizational Psychology (SIOP)	
Schmidt-Hunter Meta-analysis Award committee	2018 – 2021
TIP-TOPics for Students columnist	2001 – 2003
Conference Reviewer	
Editorial Boards	
<i>Academy of Management Journal</i>	2019 – Present

<i>Journal of Applied Psychology</i>	2015 – Present
<i>Organizational Research Methods</i>	2017 – 2020
<i>Personnel Psychology</i>	2017 – 2020
<i>Journal of Business and Psychology</i>	2015 – 2019
<i>Journal of Management</i>	2011 – 2019
<i>The Industrial-Organizational Psychologist (TIP)</i>	2001 – 2003

## U N I V E R S I T Y   S E R V I C E

---

Southern Methodist University	
Academic Director, SMU Cox HR Roundtable	2020 – Present
Cox Interdisciplinary Research Methods Seminar Series committee	2018 – Present
Management & Organizations Departmental Seminar Series coordinator	2017 – Present
Ecological Momentary Assessment (EMA) and Experience Sampling interdisciplinary research cluster coordinator	2020 – 2021
Faculty Senate	2018 – 2019
University of Texas at Arlington	
Department of Management Seminar Series coordinator	2015 – 2016
Department of Management OB/HR Recruitment Search Committee Chair	2016
Department of Management OB/HR Recruitment Search Committee	2015
Department of Management PhD Student Advisory Committee	2013 – 2014

## D O C T O R A L   C O M M I T T E E S

---

Dissertation Committee Chair	
Hoda Vaziri, University of Texas at Arlington (2017)	
Dissertation Committee Member	
Jim Guzak, University of Texas at Arlington (2010)	
Tae Yang, University of Texas at Arlington (2011)	
Aaron Moses, University of Texas at Arlington (2012)	
Drake Mullens, University of Texas at Arlington (2013)	
Kurt Schmitz, University of Texas at Arlington (2013)	
Scott Anderson (Executive PhD), Oklahoma State University (2014)	
Jennifer Manegold, University of Texas at Arlington (2014)	
Katherine Roberto, University of Texas at Arlington (2014)	
Rebecca VanMeter, University of Texas at Arlington (2014)	
Janet Jones, University of Texas at Arlington (2015)	
Dennis Marquardt, University of Texas at Arlington (2015)	
Nisha Kulangara, University of Texas at Arlington (2016)	
Devin Lunt, University of Texas at Arlington (2016)	
Julena Bonner, Oklahoma State University (2016)	
Kriti Chauhan, University of Texas at Arlington (2017)	
Demetria Henderson, University of Texas at Arlington (2017)	
Nitya Chawla, University of Arizona (2020)	
Edward McCabe (Executive PhD), Oklahoma State University (2022)	
Ted Washington (Executive PhD), Oklahoma State University (In progress)	

## T E A C H I N G   E X P E R I E N C E

---

**Leading Teams and Organizations**, Southern Methodist University

University level: MBA/PMBA/MS      Sections taught: 12      Average rating: 4.7/5.0

**Leveraging Managerial Influence**, Southern Methodist University

University level: Executive education      Sections taught: 5      Average rating: 4.8/5.0

**People and Organizational Analytics**, Southern Methodist University

University level: MBA/PMBA/MS      Sections taught: 3      Average rating: 4.5/5.0

**Structural Equation Modeling**, University of Texas at Arlington

University level: PhD      Sections taught: 6      Average rating: 4.9/5.0

**Leadership**, University of Texas at Arlington

University level: EMBA      Sections taught: 3      Average rating: 4.6/5.0

**Strategic HR Management**, University of Texas at Arlington

University level: EMBA      Sections taught: 1      Average rating: 4.8/5.0

**HR Analytics**, University of Texas at Arlington

University level: MSHR      Sections taught: 1      Average rating: 4.5/5.0

**Organizational Behavior**, University of Texas at Arlington

University level: PMBA      Sections taught: 1      Average rating: 4.8/5.0

**Leadership**, University of Texas at Arlington

University level: MBA      Sections taught: 2      Average rating: 4.7/5.0

**Principles of Management**, University of Texas at Arlington

University level: MBA      Sections taught: 1      Average rating: 4.6/5.0

**Foundations of Leadership (Honors)**, University of Texas at Arlington

University level: Undergraduate      Sections taught: 1      Average rating: 4.6/5.0

**Leadership in Organizations**, University of Texas at Arlington

University level: Undergraduate      Sections taught: 3      Average rating: 4.7/5.0

**Organizational Behavior**, University of Texas at Arlington

University level: Undergraduate      Sections taught: 18      Average rating: 4.6/5.0

**Human Resource Management**, University of Georgia

University level: Undergraduate      Sections taught: 2      Average rating: 4.4/5.0

**Organizational Behavior**, University of Georgia

University level: Undergraduate      Sections taught: 1      Average rating: 4.5/5.0

**P R O F E S S I O N A L   A F F I L I A T I O N S**

---

- Academy of Management (AOM)
- American Psychological Association (APA)
- Dallas Area Industrial–Organizational Psychologists (DAIOP)
- Personnel/Human Resource Research Group (PHRRG)
- Society for Industrial and Organizational Psychology (SIOP)
- Work and Family Researchers Network (WFRN)

**I N V I T E D   C O N F E R E N C E S   &   C O N S O R T I A**

---

- Experience Sampling Summit, Southern Methodist University      2018
- Personnel/Human Resource Research Group      2018

- Southeast Texas Healthcare Leadership Conference 2018
- National Science Foundation (NSF) Work-Life Workshop, Purdue University 2018
- AOM HR Doctoral Student Consortium 2007
- AOM OB Doctoral Student Consortium 2006
- SIOP Doctoral Student Consortium 2005

**P R O F E S S I O N A L   &   C O N S U L T I N G**  
**E X P E R I E N C E**

---

**Human Resources Research Organization (HumRRO)**, Alexandria, VA July 2004 – Present  
 Outside Consultant

Served as subject matter expert to compile ratings that comprise updated O\*NET comprehensive online database of occupations.

**Spring Consulting Group**, Philadelphia, PA January 2014 – March 2014  
 Analytics Consultant

Provided survey design expertise and structural equation modeling (SEM) training for a compensation valuation project involving FedEx Corporation using Mplus statistical software.

**HKS Architects**, Dallas, TX August 2011 – July 2012  
 Outside Consultant

Performed focus groups, interviews, survey design, and longitudinal statistical analyses for an internal career planning and mentoring project.

**APTMetrics, Inc.**, Darien, CT December 2006  
 Contractor

Performed quantitative analyses and database management duties for large-scale job analysis project with Wal-Mart Stores, Inc.

**Towers Perrin**, Atlanta, GA September 2003 – June 2004  
 Intern

Worked with McKee foods, Inc. on a multi-leveled job analysis, selection, and compensation project involving four job clusters within the corporation.

**Southern Company**, Atlanta, GA March 2001 – August 2001  
 Outside Consultant

Administered and scored role-plays, in-baskets, and assessment exercises for first-line supervisors.

**Right Irwin & Browning**, Atlanta, GA May 2001 – July 2001  
 Outside Consultant

Assisted with large-scale statistical analysis project and presentation of results for the Chick-fil-A Corporation.

**Cahners Tracom Group**, Highlands Ranch, CO April 2001 – July 2001  
 Outside Consultant

Assisted with the development and validation of measures for use in an integrated HR survey. Duties included item generation and factor analysis.

**AON Hewitt**, The Woodlands, TX June 1998 – February 2000  
 Business Analyst

Performed a variety of tasks across two different practices, Organizational Effectiveness and Defined Benefits, for one of the leading HR consulting firms. Duties included data collection (e.g. compensation surveys, assessment scores, and organizational demographics), system coding and testing, data maintenance, and training facilitation.

Project Manager February 2000 – July 2000

Served as lead contact for largest benefits administration client in the southwest region. Conducted strategic design meetings, delegated team responsibilities, and supervised data administration.