

# Emily D. Champion

*emily-champion@uiowa.edu*

[Google Scholar page](#)

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## EDUCATION

**PhD in Organization and Human Resources – University at Buffalo, The State University of New York,** Buffalo, N.Y., August 2014 – May 2018. Statistics and Sociology Minors.

**Bachelor of Arts in Journalism – Indiana University,** Bloomington, I.N., August 2007 – August 2011. Political Science Concentration, Music Minor, Frances G. Wilhoit Research Paper Award for independent research study: “The Relationship between Human Rights and the Media during the 1994 Rwandan Genocide.” *American University*, Washington, D.C., June 2010 – August 2010. Focus: U.S. Foreign Policy.

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## ACADEMIC EMPLOYMENT

**Assistant Professor of Management & Entrepreneurship – Department of Management and Entrepreneurship, Tippie College of Business, University of Iowa,** Iowa City, I.A., August 2022 – Present.

**Assistant Professor of Human Resources – Department of Management, Strome College of Business, Old Dominion University,** Norfolk, V.A., July 2018 – May 2022.

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## REFEREED JOURNAL PUBLICATIONS (\*\*Indicates PhD Student at Time of Acceptance)

21. Vough, H., Cardador, T., Caza, B. B., & **Campion, E. D.** (Accepted). The identity conflict process: Appraisal theory as an integrative framework for understanding identity conflict at work. Accepted at *Journal of Applied Psychology*.

\*Voted to be a Monograph. Fewer than 1% of articles published each year at *JAP* are voted on to be a Monograph.

20. **Campion, E. D.**, & Campion, M. A. (2024). Impact of Machine Learning on Personnel Selection. *Organizational Dynamics*, 53(1). <https://doi.org/10.1016/j.orgdyn.2024.101035>

19. Campion, M. A., & **Campion, E. D.** (2023). Machine Learning Applications to Personnel Selection: Current Illustrations, Lessons Learned, and Future Research. *Personnel Psychology*, 76(4), 993 – 1009. <https://doi.org/10.1111/peps.12621> [Refereed but Invited]

18. **Campion, E. D.**, Campion, M. A., Johnson, J., Carretta, T. R., Romay, S., Dirr, B., Dereglia, A., & Mouton, A. (2024). Using natural language processing to increase prediction and reduce subgroup differences in personnel selection decisions. *Journal of Applied Psychology*, 109(3), 307 – 338. <https://doi.org/10.1037/apl0001144>

\*Selected as an “Editor’s Choice Article”

17. Campion, M. C., **Campion, E. D.**, & Campion, M. A., & Bauer, T. N. (2023). Cultivating a Leadership Pipeline: Using a Real Options Lens to Understand Executives’ Strategic Staffing Decisions. *Organization Science*, 34(3), 987 – 1352. <https://doi.org/10.1287/orsc.2022.1608>

16. Posthuma, R. A., **Campion, E. D.**, & Campion, M. A., & Zhang, H. (2023). National Culture Moderators of Pay for Individual Performance and the Financial Performance of Multinational Enterprises. *Applied Psychology*, 72, 477 – 505. <https://doi.org/10.1111/apps.12384>

15. **Campion, E. D.**, Campion, M. A., & Campion, M. C. (2022). A Human Capital-Based Framework of Career, Well-Being, and Social Information Reasons for Managerial Lateral Job Assignment Preferences. *Human Resource Management*, 61(4), 423-447. <https://doi.org/10.1002/hrm.22096>
14. **Campion, E. D.**, & **Csillag, B.** (2022). Multiple Jobholding Motivations and Experiences: A Typology and Latent Profile Analysis. *Journal of Applied Psychology*, 107(8), 1261-1287. <https://doi.org/10.1037/apl0000920>
13. **Campion, E. D.**, & Campion, M. A. (2021). Descriptive Statistics and Advanced Text Analytics: A Dual Extension. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(4), 489 – 492. <https://doi.org/10.1017/iop.2021.112>
12. Bennett, A. A., **Campion, E. D.**, Keeler, K., & Keener, S. (2021). Videoconference fatigue? Exploring changes in fatigue after videoconference meetings during COVID-19. *Journal of Applied Psychology*, 106(3), 330 – 344. <https://doi.org/10.1037/apl0000906>  
 \*175+ media mentions, including: [Washington Post](#), [Forbes](#), [Virginian-Pilot](#) (front page headline article), [The Buffalo News](#), [MarketWatch](#), [Virginia Business](#), [WAVY News 10](#), [WVEC News 13](#), [Coast Live](#), [WTKR News 3](#), [HearSay](#), [The Muse](#), [PsyPost](#), [HealthDay](#), [Eat This, Not That!](#), [IOatWork](#)
11. **Jimenez, W.**, Xu, V., **Campion, E. D.**, & Bennett, A. A. (2021). Takin’ Care of Small Business: The Rise of Stakeholder Influence. *Academy of Management Perspectives*, 35(2), 324 – 330. <https://doi.org/10.5465/amp.2020.0070>
10. Siangchokyoo, N., Klinger, R., & **Campion, E. D.** (2020). Follower Transformation as the Lynchpin of Transformational Leadership: A Systematic Review and Future Research Agenda. *The Leadership Quarterly*, 31(1). <https://doi.org/10.1016/j.leaqua.2019.101341>
9. **Campion, E. D.**, Caza, B. B., & Moss, S. (2020). Multiple Jobholding: A Review and Critique of Existing Literature and a Future Research Agenda. *Journal of Management*, 46(1), 165 – 191. <https://doi.org/10.1177/0149206319882756>
8. Campion, M. C., **Campion, E. D.**, & Campion, M. A. (2019). Using Practice Employment Tests to Improve Recruitment and Personnel Selection Outcomes for Organizations and Job-Seekers. *Journal of Applied Psychology*, 104(9), 1089 – 1102. <https://doi.org/10.1037/apl0000401>
7. **Campion, E. D.**, Campion, M. C., & Campion, M. A. (2018). Compensating Tipped Work: Security Cameras as a Tool for Time Use Measurement. *Compensation & Benefits Review*, 50(1), 36 – 54. <https://doi.org/10.1177/08863687188114>
6. **Campion, E. D.**, Campion, M. C., & Campion, M. A. (2018). Best Practices in Incentive Compensation Bonus Administration Based on Research and Professional Advice. *Compensation & Benefits Review*, 49(3), 123 – 134. <https://doi.org/10.1177/0886368718777335>
5. Campion, M. C., Campion, M. A., & **Campion, E. D.** (2018). Big Data Techniques and Talent Management: Recommendations for Organizations and a Research Agenda for I-O Psychologists. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11(2), 250 – 257. <https://doi.org/10.1017/iop.2018.14>
4. **Campion, E. D.** (2018). The Career Adaptive Refugee: Exploring the Structural and Personal Barriers to Refugee Resettlement. *Journal of Vocational Behavior*, 108, 6 – 16. <https://doi.org/10.1016/j.jvb.2017.10.008>
3. **Campion, M. C.**, Campion, M. A., **Campion, E. D.**, & Reider, M. H. (2016). Initial Investigation into Computer Scoring of Candidate Essays for Personnel Selection. *Journal of Applied Psychology*, 101(7), 958 – 975. <https://doi.org/10.1037/apl0000108>

2. \*\*Campion, M. C., \*\*Campion, E. D., & Campion, M. A. (2015). Improvements in Performance Management Through the Use of 360 Feedback. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8(1), 85 – 93. <https://doi.org/10.1017/iop.2015.3>

1. Bentley, J. A., Breland, J., \*\*Xu, N., \*\*Campion, E. D., & Treadway, D. C. (2015). The Political Skill and Will of Expatriates in Acculturating to the Politics of an Organization in a New Culture. *International Journal of Intercultural Relations*, 49, 343 – 353. <https://doi.org/10.1016/j.ijintrel.2015.06.002>

#### MANUSCRIPTS UNDER REVIEW (\*\*Indicates PhD Student)

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6. **Campion, E. D.**, & Campion, M. A. (R&R2). Text analysis review. 2<sup>nd</sup>-Round Revise and Resubmit at *Human Resource Management Review*.

5. **Campion, E. D.**, & Campion, M. A. (Under review). Practice test replication and extension. Under Review at *Journal of Management*.

4. **Campion, E. D.**, Campion, M. A., & Strah, N. (Under review). Remote assessments. Under review at *International Journal of Selection & Assessment*.

3. Erdogan, B., Bauer, T., **Campion, E. D.**, McCarthy, J., Kudret, S., Cheng, B., &. (R&R2). Mentoring experiences. 2<sup>nd</sup>-Round Revise and Resubmit at *Personnel Psychology*.

2. Hora, S., **Campion, E. D.**, Lee, D.\*\*, & Sajjadiani, S. (R&R1). The immigrant work experience. 1<sup>st</sup>-Round Revise and Resubmit at *Journal of Applied Psychology*.

1. McCarthy, J., Erdogan, B., Bauer, T., Kudret, S., & **Campion, E. D.** (R&R2). Employee loneliness review. 2<sup>nd</sup>-Round Revise and Resubmit at *Journal of Management*.

#### RESEARCH IN PROGRESS (\*\*Indicates PhD Student)

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Bennett, A. A., **Campion, E. D.**, Keeler, K., & Keener, S. (Working paper). Recovery and energy trajectories. Phase: Data analysis.

**Campion, E. D.**, Daniels, S., Bentley, J. R., & Yang, J. (Working paper). Occupational stigma. Phase: Writing results.

**Campion E. D.**, & Keener, S. (Working paper). Adverse impact. Phase: Database building.

**Campion, E. D.**, Zhu, S., Ptashnik, T., Campion, M. A., & Alonso, A. (Working paper). Human resource management agility practices. Phase: Data analysis.

\*Reported on by [WTKR](#) in Hampton Roads, V.A.

Erdogan, B., Bauer, T., Karaeminogullari, A., & **Campion, E. D.** (Working paper). Star performers and over-qualification. Phase: Data analysis.

Harrison, J.\*\*, **Campion, E. D.**, Van Iddekinge, & Campion, M. A. (Working paper). Job hopping. Phase: Idea generation and data analysis.

Levashina, J., Hartwell, C. J. Campion, M. C., **Campion, E. D.**, Campion, M. A., & Levashina, V. (Working paper). Voice recognition and computer scoring. Phase: Data analysis.

Williamson, G.\*\*, **Campion, E. D.**, & Bremer, J.\*\* (Working paper). O\*NET measurement review. Phase: Manuscript writing.

## BOOK CHAPTERS

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7. **Campion, E. D.**, & Campion, M. A. (In Press). Introducing and maintaining machine learning selection systems. In R. Jacobs & D. Reynolds (Eds.), *SIOP Book on Science & Practice in Selection*. Oxford University Press.
6. **Campion, E. D.**, & Campion, M. A. Text Analysis Using Artificial Intelligence as a Tool for Job Analysis and Job Design. In Parker, S., Klonek, F., Knight, C., & Zhang, Z (Eds.), *SIOP Frontier Series - Transformative Work Design: Synthesis and New Directions*. Oxford University Press.
5. Campion, M. A., & **Campion, E. D.** (Forthcoming). Alternative Strategies to Criminal Background Checks for Reducing Risk to Organizations. In C. Hanvey & A. Alonso (Eds.), *The Use of Criminal History for Employment Selection*.
4. Bennett, A. A., **Campion, E. D.**, & Keener, S. K. (2020). Anxiety and stress in the workplace. *State of the Region Report 2020*. Norfolk, VA: Dragas Center for Economic Analysis and Policy.  
 \*Access [Here](#).  
 \*Reported on by the Virginia-Pilot in an [Editorial](#) and a [Report](#).
3. **Campion, E. D.**, & Campion, M. A. (2020). Using computer-assisted text analysis (CATA) to inform employment decisions: Approaches, software, and findings. In M. R. Buckley, A. R. Wheeler, J. E. Baur, & J. R. B. Halbesleben (Eds.), *Research in Personnel and Human Resources Management* (Vol. 38, pp. 285 – 325). Emerald Publishing Limited. <https://doi.org/10.1108/S0742-73012020000038010>
2. **Campion, E. D.**, Campion, M. C., Campion, M. A. (2019). Best practices when using 360 degree feedback for performance appraisal. In A. H. Church, D. W. Bracken, J. W. Fleenor, & D. S. Rose (Eds.), *Handbook of Strategic 360 Feedback*, (pp. 19–59). Oxford University Press.  
<https://doi.org/10.1093/oso/9780190879860.003.0003>
1. Treadway, D. C., **Campion, E. D.**, & Williams, L. (2017). Sensitivity and adaptability in the face of powerlessness: The roles of political will and political skill within the experience of powerlessness and its impact on stress-related outcomes. In C. C. Rosen & P. L. Perrewe (Eds.), *Power, Politics, and Political Skill in Job Stress*, (pp. 81 – 104). Bingley, UK: Emerald Publishing Limited. <https://doi.org/10.1108/S1479-35552017000015001>

## NON-REFEREED PUBLICATIONS

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6. Campion, M. A., & **Campion, E. D.** (February 15, 2021). Research: When New IT Systems Shift the Burden onto Employees. *Harvard Business Review* (online).  
 \*Access [Here](#).
5. **Campion, E. D.**, Zhu, S., Campion, M. A., & Alonso, A. (2021). Technical Report: Impact of COVID-19 and Human Resource Management Agility Practices. *The Industrial-Organizational Psychologist (TIP)*, 58 (3).  
 \*Access [Here](#).
4. Campion, L. L., & **Campion, E. D.** (2020). Leading Matters: Take It From the Professionals—A High-Level Overview of Virtual Leadership According to Educational Technology Scholars (and a Few Others) (Part II). *TechTrends*, 64, 182 – 184. <https://doi.org/10.1007/s11528-019-00470-7>
3. **Campion, E. D.**, & Campion, L. L. (2019). Leadership Best Practices: How Far We Have Come and How Far We Need To Go (Part I). *TechTrends*, 63, 765 – 766. <https://doi.org/10.1007/s11528-019-00436-9>

2. **Campion, E. D.** (2019, September 18). What's New, and Not, About Gig Work. *Society for Industrial and Organizational Psychology Blog*.

\*Access [Here](#).

1. **Campion, E. D.** (2019). The gig economy: An overview and set of recommendations for practice. *Society for Industrial and Organizational Psychology White Paper Series*.

\*Access [Here](#).

## CONFERENCE PAPERS AND PRESENTATIONS

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32. **Campion, E. D.** (Chair). Campion, M. A., Gardner, C., Koenig, N., Schmerling, D., Song, C., Steffensmeier, J., & Zhang, N. Will Machine Learning Help or Hurt Diversity? The Evidence to Date [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

31. Williamson, G., **Campion, E. D.**, & Bremer, J. (2024). Measuring Constructs with O\*Net: Beyond the Content Model [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

30. Campion, M. A., **Campion, E. D.**, & Fogel, M. H. (2024). Natural Language Processing Dictionaries of Competencies and Personality Traits for Personnel Selection [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

29. **Campion, E. D.** (Chair), Campion, M. A., Dunleavy, E., Koenig, N., Mondragon, N., & Schmerling, D. So You've Operationalized an ML Model, Now What? A Panel on Model Maintenance [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

28. Bennett, A. A., **Campion, E. D.**, Keeler, K., & Keener, S. (August 2023). *Evening Recovery as Predictors of Vigor Trajectories*. In A. A. Bennett (Chair). *New Explorations About Employee Recovery*. Co-author of presentation in symposium at the annual conference of the Academy of Management, Boston, MA.

27. **Campion, E. D.**, Campion, M. A., Johnson, J., Carretta, T., Romay, S., Dirr, B., Dereglia, A., & Mouton, A. (August 2023). *Using Natural Language Processing to Increase Prediction and Reduce Subgroup Differences in Personnel Selection Decisions*. In P. M. Tang, & J. Koopman (Co-Chairs). *How Intelligent Technologies Affect People and Practices*. Presenter at symposium at the annual conference of the Academy of Management, Boston, MA.

26. Sessions, H., & **Campion, E. D.** (August 2023). Alternative work arrangements. In E. T. Hill, T. Smith, S. Park, & M. J. Vaulont (Co-Chairs). *OB Research Roundtables Forum*. Roundtable discussant at the annual conference of the Academy of Management, Boston, MA.

25. **Campion, E. D.** (August 2023). *It Takes Two: The Promise and Perils of Hybrid Entrepreneurship Research*. In G. J. Williamson, A. Mchiri, A. Hofmockel, V. Procher, & D. Urbig (Co-Chairs). Panelist at the annual conference of the Academy of Management, Boston, MA.

24. Campion, E. D., & Campion, M. C. (April 2023). *Score Differences Between Remote and Onsite Assessments*. Poster presented at the annual conference of Society for Industrial and Organizational Psychology, Boston, MA.

23. Zhu, X. S., & **Campion, E. D.** (April 2023). *Evidence on the Effective Enactment and Benefits of Workforce Agility*. Co-chair and presenter of symposium at the annual conference of Society for Industrial and Organizational Psychology, Boston, MA.

22. Campion, M. C., & **Campion, E. D.** (April 2023). *A Realistic Appraisal of ML's Value to Selection: Opportunities and Potential Gains*. Hernandez, I., Koenig, N., Landers, R., Schmerling, D., Speer, A.,

Tonidandel, S., Yankov, G., & Zhang, N. Co-chair of panel discussion at the annual conference of Society for Industrial and Organizational Psychology, Boston, MA.

21. **Campion, E. D.**, & Keeler, K. (August 2022). “She might start an OnlyFans ...”: A self-regulation perspective on how adult content creators achieve multiple job coherence. In S. Jeong & J. Nahrgang (Co-Chairs). *Alternative Work Arrangements: Understanding the Experience of the Modern Worker*. Paper presented at the annual conference of the Academy of Management, Seattle, WA.

20. Nahrgang, J., Sessions, H., & **Campion, E. D.** (August 2022). Alternative work arrangements. In E. T. Hill, S. Park, & T. Smith. *OB Research Roundtables Forum*. Roundtable discussant at the annual conference of the Academy of Management, Seattle, WA.

19. Vough, H., Cardador, T., Caza, B. B., & **Campion, E. D.** (August 2022). Identity conflict in the workplace: An integrative review. In E. B. Jones & M. George. *Moving to the next stage: Clarifying constructs and integrating theory in identity research*. Paper presented at the annual conference of the Academy of Management, Seattle, WA.

18. **Campion, E. D.**, (April 2022). In J. J. Epistola & P. J. Hanges (Co-Chairs) *Topic Modeling Enriches IO Research: Applications and Implications*. Discussant for symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

17. **Campion, E. D.**, Campion, M. A., Johnson, J., Carretta, T., Romay, S., Dirr, B., Dereglia, A., & Mouton, A. (April 2022). *Using Text Analysis to Improve Validity and Reduce Subgroup Differences in Selection*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

16. Levashina, J, Hartwell, C., Campion, M. C., **Campion, E. D.**, Zyrianov, V., & Campion, M. A. (April 2022). *Validity and Gender Differences of Algorithmic and Human Interview Ratings*. In J. Levashina and S. Baumgartner (Co-chairs). *New Developments in Structured Interviews: From AI to Technical Interviews*. Presented at the Society for Industrial & Organizational Psychology, Seattle, WA.

15. **Campion, E. D.**, Zhu, S., Campion, M. A., & Alonso, A. (April 2021). *Human Resource Management Agility Practices: A Typology and Test of Effectiveness*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Virtual.

14. **Campion, E. D.**, & Campion, M. A. (April 2021). *ML and AI in Personnel Selection: A Call to Practitioners and Academics*. Co-Chair of symposium at the annual conference of the Society for Industrial and Organizational Psychology, Virtual.

13. **Campion, E. D.** (April 2021). *Using Computer-Assisted Text Analysis (CATA) in Personnel Selection*. Chair and Presenter at symposium at the annual conference of the Society for Industrial and Organizational Psychology, Virtual.

12. **Campion, E. D.**, & Caza, B. B. (August 2020). *A Typology of Boundary Management Tactics of Multiple Jobholders*. Presented as part of a symposium at the annual conference of the Academy of Management, Virtual.

11. **Campion, E. D.**, & Campion, M. A. (June 2020). *The Construct Validity of Computer-Assisted Text Analysis (CATA)*. Symposium co-chaired and accepted for the annual conference of the Society for Industrial and Organizational Psychology, Virtual.

10. **Campion, E. D.**, Hunt, S., & Krauss, A. (June 2020). *Gig Economy—Top Trends Roundtable Forum and Communities of Engagement Kickoff*. Alternative session accepted for the annual conference of the Society for Industrial and Organizational Psychology. \*Unable to be presented at Virtual SIOP 2020

9. **Campion, E. D.**, & Campion, M. C. (April 2019). *A Human Capital-Based Framework of Resource, Career, and Social Reasons for Job Assignments*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
8. **Campion, E. D.**, & Tesluk, P. E. (April 2018). *It's All About that Hustle: Navigating the Gig Economy*. Hosted panel at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
7. Campion, M. C., & **Campion, E. D.** (April 2018). *Using Text Mining to Identify and Quantify Strategically Aligned Applicant Brands*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
6. Posthuma, R. A., **Campion, E. D.**, & Campion, M. A., & Zhang, H. (April 2018). *Dimensionality and Cross-Cultural Differences in High-Performance Work Practices*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
5. **Campion, E. D.**, & Campion, M. C. (April 2017). *The Advantages of Practice Tests in an Employment Context*. Poster presented at annual conference of the Society for Industrial and Organizational Psychology, Orlando FL.
4. Posthuma, R. A., **Campion, E. D.**, Campion, M. A., & Rasch, R. L. (April 2017). *High Performance Work Practices, National Culture, and Firm Performance*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
3. **Campion, E. D.** (October 2016). *Cleaning Off the Dirt: How Leaders Help Employees of Dirty Work Create Positive Self-Efficacy*. Paper presented at the annual conference of Southern Management Academy, Charlotte, NC.
2. **Campion, E. D.** (October 2015). *Contextualizing Political Skill*. Paper presented at the annual conference of Southern Management Academy, St. Petersburg, FL.
1. Campion, M. C., Campion, M. A., Reider, M. H., & **Campion, E. D.** (April 2015). *Skynet's Emergence: Can Computers Score Essays as Well as Raters?* Alternative session presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

## INVITED TALKS & WORKSHOPS

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10. Campion, E. D. (January 2024). *Reducing Subgroup Differences in Personnel Selection: Using What We Have and Investing in Our Applicants*. Guest speaker at University of Connecticut's Management & Entrepreneurship Department, Storrs, CT.
9. Campion, M. A., & **Campion, E. D.** (June 2023). *Text Analysis for Personnel Selection*. Guest speaker at a training program for Industrial and Organizational Psychologists at Infoscitech Corporation (a research and development company in Dayton, Ohio, serving the U.S. Department of Defense). Virtual.
8. Campion, M. A., **Campion, E. D.**, & Gibby, R. (April 2022). *Bringing Artificial Intelligence into Your Organization: Practical Steps*. Pre-Conference Workshop presented at the annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
7. **Campion, E. D.** (October 2021). *De-Mystifying AI for University Admissions Leaders*. Webinar for AACRAO (American Association of Collegiate Registrars and Admissions Officers), Virtual.
6. **Campion, E. D.** (May 2021). *Demystifying Artificial Intelligence in Hiring*. Webinar for Harqen.ai, Virtual.

5. **Campion, E. D.** (May 2021). *Artificial Intelligence in Human Resource Management*. Strome-Hampton Roads Workforce Conference, Virtual.
4. Campion, M. A., & **Campion, E. D.** (April 2021). *The Past and Future of Natural Language Processing and Machine Learning*. Applied NLP Methods for Organizational Research, Society for Industrial and Organizational Psychology (SIOP), Virtual.
3. **Campion, E. D.** (February 12, 2021). *Reducing Subgroup Differences in Personnel Selection*. Bowling Green State University, I/O Psychology Speaker Series, Virtual.
2. **Campion, E. D.** (September 19, 2019). *The Gig Economy: An Overview and Recent Findings*. Presented at the Dean's Executive Advisory Council Meeting, Old Dominion University, Norfolk, VA.
1. **Campion, E. D.**, & Campion, M. C. (April 2018). *The Strategic 360 Feedback Forum*. Panel presented at PepsiCo in Chicago, IL.

## **MEDIA MENTIONS & INTERVIEWS**

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Thibodeau, P. (2023, November). "Equipping hiring managers to spot GenAI job candidates." *TechTarget*. Link [here](#).

Campion, M. A., & Campion, E. D. (2023, August). "Drs. Mike & Emily Campion – NLP Applications in Selection & New Science." Podcast. *Directionally Correct*. Link [here](#).

Elliott, K. (2022, August 5). "Myers-Briggs vs. OCEAN: An Industrial Psychologist Breaks Down the Differences." *Interview Ace*. Link [here](#).

Bratskeir, K. (2021, April 23). "8 Tips to Fight Zoom Fatigue (Because All Those Video Meetings Are Exhausting)." *The Muse*. Link [here](#).

Campion, E. D., & Keener, S. (March 2021). "Origins of Cancel Culture/Videoconference Fatigue. hearsay with Cathy Lewis." WHRO. Link [here](#).

Hafner, K. (2021, March 17). "Videoconference fatigue is real, ODU researchers say — but not for the reasons they thought." *The Virginian Pilot*. Link [here](#).

## **TEACHING**

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University of Iowa (Spring 2023 – Present)

Human Resource Management, PhD Seminar, 1 section, 6 students

Strategic Human Resource Management, Undergraduate, 4 sections, 88 students

Old Dominion University (Fall 2018 – Spring 2022)

Contemporary Organizations and Management, Undergraduate, 1 Section, 35 Students

Organizational Behavior, Undergraduate, 10 Sections, 278 students

Human Resource Management, Undergraduate, 3 Sections, 79 students

University at Buffalo, The State University of New York (Fall 2016 – Winter 2018)

Human Resources Management, Undergraduate, 55 students

Management Undergraduate Research, Undergraduate, 9 students

\*Co-instructed this course



Organizational Behavior, Undergraduate, 38 students,  
 Social Innovation & Entrepreneurial Leadership in Ghana, Undergraduate and MBA, 12 students  
 \*Co-lead this program

## SERVICE

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### Profession

Executive Committee Representative, Human Resources (HR) Division, Academy of Management (AOM), 2024 – Present  
 Volunteer, Human Resources (HR) Division, Academy of Management (AOM), 2021 – Present  
 Member, Membership Committee, Society for Industrial and Organizational Psychology (SIOP), 2019 – 2021  
 Presenter, Late-Stage Doctoral Consortium, Southern Management Association (SMA), 2019 Conference Norfolk, VA  
 Member, Best Doctoral Paper Committee, Southern Management Association (SMA), 2019  
 Academy of Management Placement Volunteer, 2015 – 2017

### Institution & Community

Conference Planner, Management & Entrepreneurship AI Conference, University of Iowa, March 29 – 30, 2024.  
 Member, Research Support Committee, Department of Management & Entrepreneurship, University of Iowa, Fall 2022 – Present.  
 Presenter & Roundtable Moderator, Advisory Council, University of Iowa, Fall 2022  
 Co-Advisor, Management Research Lab, Old Dominion University, 2019 – 2022  
 Member, Research, Library, and Human Subject Committee, Old Dominion University, 2018 – 2022  
 Member, Candidate Search Committee, Old Dominion University, Fall 2018, Fall 2019, Spring 2020, Spring 2021  
 Member, Strome College of Business Teaching Award Committee, Old Dominion University, Spring 2021  
 Presenter, “30-Second Pitch,” Society for Human Resource Management (SHRM) – ODU Student Chapter, Old Dominion University, Spring 2021  
 Member, Ad hoc Research Committee for Strategic Planning, Old Dominion University, Spring 2021  
 Member, Orientation Committee, Old Dominion University, Fall 2019, Fall 2020  
 Instructor for “Recruitment and Selection in Small Businesses,” Cox Small Business Academy, Old Dominion University, July 2020  
 Volunteer, Graduation, Old Dominion University, Spring 2019  
 Co-Faculty Advisor for Society for Human Resource Management (SHRM) – ODU Student Chapter, Old Dominion University, Fall 2018 – Spring 2019  
 LeaderCORE, University at Buffalo, 2015 – 2018

### Reviewing & Editing

#### Special Issue Co-Editorship

Special Issue Co-Editor (2020 – 2023), *Personnel Psychology* Accessible [here](#)  
 Editor: Berrin Erdogan (2018 – 2022)

#### Journal Editorial Board Membership

Editorial Board Member (2022 – Present) for *Personnel Psychology*  
 Editor: Zhen Zhang (2023 – Present)  
 Editor: Berrin Erdogan (2018 – 2022)

Editorial Board Member (2022 – Present) for *Journal of Applied Psychology*

Editor: Lillian T. Eby (2020 – Present)

Editorial Board Member for *Industrial and Organizational Psychology: Perspectives on Science and Practice*

Editor: Satoris (Tori) Howes (2021 – Present)

Editorial Board Member (2020 – 2022) for *Journal of Vocational Behavior*

Editor: Nadya A. Fouad (2016 – 2022)

#### Ad Hoc Reviewer

Ad hoc reviewer for (2022 – Present) *Human Resource Management*

Ad hoc reviewer for (2021 – Present) *Academy of Management Journal*

Ad hoc reviewer for (2021 – Present) *Human Resource Management Journal*

Ad hoc reviewer for (2020 – 2022) *Journal of Applied Psychology*

Ad hoc reviewer for (2020 – 2022) *Personnel Psychology*

Ad hoc reviewer for (2020 – Present) *National Science Foundation – Science of Organizations*

Ad hoc reviewer for (2019 – Present) *International Migration*

Ad hoc reviewer for (2018 – Present) *Human Relations*

Ad hoc reviewer for (2018 – Present) *Compensation & Benefits Review*

#### Conference Reviewer

Reviewer for Society for Industrial and Organizational Psychology (SIOP) Annual Meetings, 2016 - Present

Reviewer for Academy of Management (AOM) Annual Meetings, 2016 – Present

Reviewer for Southern Management Association (SMA) Annual Meetings, 2015 – 2018

### **AWARDS & GRANTS**

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Tippie Research Excellence Award, Tippie College of Business, University of Iowa, 2024, \$6,000

Best Reviewer Award, *Personnel Psychology*, 2022

Tippie Research Excellence Award, Tippie College of Business, University of Iowa, 2023, \$5,647

Zedeck-Jacobs Adverse Impact Reduction Research Grant, Society for Industrial and Organizational Psychology, 2022, \$2,015

Coca-Cola Critical Difference for Women Grant for Research on Women, Gender, and Gender Equity (with Kathleen Keeler, PhD, at The Ohio State University), The Women's Place, The Ohio State University, 2021 – 2022, \$1,250

Outstanding Ann Scott Daugherty Tenure Faculty Teaching Award, Strome College of Business, Old Dominion University, 2019 – 2020

Named an “Inspirational Faculty Member” in the 2019 – 2020 Academic Year, Old Dominion University

PhD Student Achievement Award, University at Buffalo, 2018

Faculty Research Funding, School of Management, University at Buffalo, 2015, \$5,000

### **NON-ACADEMIC EXPERIENCE**

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**Crime and General Assignment Reporter, Journal & Courier**, Lafayette, I.N., October 2012 – March 2014.

**Social Services Intern, Tahirih Justice Center**, Falls Church, V.A., January 2012 – July 2012.

**DC\*Literacy AmeriCorps Member, City Gate**, Washington, D.C., August 2011 – July 2012.  
**Reporter, Indiana University course: Reporting HIV/AIDS**, Nairobi & Eldoret, Kenya, May– June 2011.  
**Co-Founder & President, Journalists for Human Rights**, Bloomington, I.N., March– August 2011.  
**Communications Intern, Alliance for Peacebuilding**, Washington, D.C., June – August 2010.  
**Reporter/Columnist/Copy Editor, Indiana Daily Student**, Bloomington, I.N., January 2008 – March 2011.  
**Recruiter, Reider Research**, West Lafayette, I.N., May 2004 – July 2014.

## **VOLUNTEERING & INTERNATIONAL WORK**

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**Social Innovation & Entrepreneurial Leadership**, Accra & Cape Coast, Ghana, January 2018.  
**10 Lives Club**, Hamburg, N.Y., June 2017 – October 2017.  
**Students Helping Honduras**, El Progreso, Honduras, August 2014.  
**Tippecanoe County CASA**, Court Appointed Special Advocate, Lafayette, I.N., December 2012 – July 2014.  
**Media of Color: Ethnic and Indigenous Communications Worldwide**, Alice Springs, Australia, March 2011  
**IU International Center Conversation Partners Program**, Bloomington, I.N., January 2011 – May 2011.  
**Global Youth Connect**, Kigali, Rwanda, January 2011.  
**Irish Culture and Politics: Northern Ireland Conflict Concentration**, Dublin, Ireland, January – April 2010.  
**Bloomington Hospital**, Bloomington, I.N., September 2010 – December 2010.  
**Boys & Girls Club**, Bloomington, I.N., October 2009 – December 2009.  
**The Beatles Study Abroad**, London and Liverpool, England, May 2008.

[Updated June 2024]