

CURRICULUM VITA

CATHERINE S. DAUS

Office: Southern Illinois University Edwardsville
 Department of Psychology
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EDUCATION

- Ph.D. Purdue University, West Lafayette, IN. December, 1994.
 Industrial/Organizational Psychology
 Dissertation: Predicting effective coping strategies at work.
 Dissertation Chair: Howard M. Weiss
- M.S. Purdue University, West Lafayette, IN. December, 1992.
 Industrial/Organizational Psychology
 Thesis: The interaction of positive affect and automaticity on the performance of tasks.
 Thesis Chair: Howard M. Weiss
- B.S. Butler University, Indianapolis, IN. May, 1989.
 Graduated Summa Cum Laude with High Honors in Psychology.
 Double Major: Psychology and Business Administration

TEACHING EXPERIENCE

Graduate Courses

- Human Resource Management (University of Queensland - Sabbatical)
- Psychology of Work Attitudes (Attitude Measurement, Job Satisfaction, Other Work Attitudes)
- Work Motivation and Morale (Attitudes, Job Satisfaction & Motivation)
- Organizational Psychology
- Psychology of Employee Development (Career Development, Training, Performance Appraisal)
- Communication and Group Behavior
- Psychology of Stress and Stress Management
- Professional Issues in Teaching Psychology
- Research in Psychology
- Graduate Statistics in Psychology
- Practicum in Industrial/Organizational Psychology

Undergraduate Courses

- Capstone Seminar in Psychology – Emotions and Emotions in the Workplace
- Introduction to Psychology
- Statistics in Psychology
- Introduction to Industrial/Organizational Psychology
- Organizational Psychology
- Group Dynamics and Individual Behavior
- Field Study in Psychology
- Research in Psychology

*****Student authors noted in bold**

PUBLICATIONS – JOURNALS, EDITED BOOKS

Daus, C. S., **Elhoffer, J.**, & **Brown, S.** (2010). Oh what a tangled web we weave! On confusing self-report measures of EI as being equivalent to ability measures of EI. *Leadership Quarterly*, (invited ms in preparation).

Daus, C. S. & **Trejo, B.** (2010). Emotional contagion influences during a merger. *International Journal of Management and Business*, under review (invited).

Trejo, B., & Daus, C. S. (2010). Multitasking and Type A interactions on student coping with stress. *International Journal of Management and Business*, under review (invited).

Jordan, P. J., Dasborough, M., Daus, C. S., Ashkanasy, N. M., (2010). A call to context: A need to consider contextual influences regarding EI., *The Industrial Psychologist*, (in press).

Jordan, P. J., Ashkanasy, N. M., & Daus, C. S. (2008). Emotional intelligence: Rhetoric or reality? Invited chapter in Cartwright & Cooper (Eds.), *The Oxford Handbook of Personnel Psychology*. Oxford University Press.

Daus, C.S. & **Cage, T.** (2008). Learning to face emotional intelligence: Training and workplace applications. Invited chapter in Cooper & Ashkanasy (Eds.), *Research Companion to Emotion in Organizations*. Edward Elgar.

Daus, C. S. (2006). The case for the ability based model of emotional intelligence. Invited chapter in Murphy (Ed.), *A Critique of Emotional Intelligence: What are the Problems and How Can They Be Fixed?* pp. 301 – 324; Mahwah, NJ: Lawrence Erlbaum.

Ashkanasy, N.M. & Daus, C.S. (2005). Rumors of the death of emotional intelligence in organizational behavior are vastly exaggerated. *Invited for special edition of Journal of Organizational Behavior*, 26(4), 441-452.

Daus, C. S. & Ashkanasy, N. M. (2005). The case for the ability based model of emotional intelligence in organizational behavior. *Invited for special edition of Journal of Organizational Behavior*, 26(4), 453-466.

Rubin, R. S., Tardino, V. M., Daus, C. S., & Munz, D. C. (2005). A reconceptualization of the emotional labor construct: On the development of an integrated theory of emotional labor and perceived emotional load. In Ashkanasy, Hartel, & Zerbe (Eds.), *Emotions in Organizational Behavior*, pp. 189-211, Mahwah, NJ: USum Associates.

Daus, C. S. & Ashkanasy, N. M. (2003). Will the real emotional intelligence please stand up? On deconstructing the Emotional Intelligence 'debate.' *The Industrial Psychologist*, 41, 69-72.

McColl-Kennedy, J. R., Daus, C. S. & Sparks, B. A. (2003). Customizing service recovery: Gender effects of customers and service providers. *Journal of Service Research*, 6(1), 66-72.

Ashkanasy, N. M. & Daus, C. S. (2002). Emotion in the workplace: The new challenge for managers. *The Academy of Management Executive*, 16, 76-86.

Ashkanasy, N. M., Hartel, C. E. J. & Daus, C. S. (2002). Diversity and emotion: The new frontiers in organizational behavior research. *Journal of Management*, 3, 307-338.

Daus, C. S. (2001). Rater mood and employee emotional expression in a customer service scenario: Interactions and implications for performance. *Journal of Quality Management*, 6, 349-370.

Ziegler, M. & Daus, C. S. (2000). The effect of age on perceptions of pilot performance, and attitudes toward the implementation of ergonomic redesign interventions for older pilots. *International Journal of Aviation Psychology, 10*, 13-34.

Weiss, H. M., Nicholas, J. P., & Daus, C. S. (1999). An examination of the joint effects of affective experiences and job beliefs on job satisfaction, and variations in affective experiences over time. *Organizational Behavior and Human Decision Processes, 78*, 1 – 24.

Daus, C. S. & Joplin, J. (1999). Survival of the fittest: Leader coping and self-reliance styles and their influence on team performance. *Journal of Occupational and Health Psychology, 4*, 15-28.

Daus, C. S., **Sanders, D.**, & Campbell, D. (1998). Consequences of alternative work schedules. *International Review of Industrial/Organizational Psychology, 13*, 187-223.

Joplin, J. & Daus, C. S. (1997). Challenges of leading a diverse workforce. *Academy of Management Executive, 11*, 32-47.

PUBLICATIONS - BOOK REVIEWS, PROCEEDINGS, REPRINTS, TECH REPORTS

Daus, C. S. (2004). A review of Bullying and Emotional Abuse in the Workplace: International Perspectives in Research and Practice. By S. Einarse, H. Hoel, D. Zapf, & C. Cooper. In Personnel Psychology, Winter, .

Daus, C. S. (2002). A review of Emotional intelligence in everyday life: A scientific inquiry. By J. Ciarroci, J. P. Forgas, & J. D. Mayer. In Personnel Psychology, 55(3), 775 – 778.

Daus, C. S. (2002). A review of Risk and 'the Other'. By H. Joffe. In Personnel Psychology, 55, (1), 230 - 232.

Daus, C. S. (2001). A review of Emotions in the Workplace: Research, Theory, and Practice. By Ashkanasy, N.M., Hartel, C.E.J. & Zerbe, W.J. (Eds.). In Personnel Psychology, 54, 734 - 737.

Daus, C. S., **Sanders, D.**, & Campbell, D. (2001). Consequences of alternative work schedules. Reprinted in *Organizational Psychology and Development*, C. Cooper & I. Robertson (Eds.). New York: John Wiley & Sons, LTD.

Daus, C. S., **Gossett, R.**, **Kingsbury, K.** (2001). It's ok to cry...but *only* if you're a woman: Gender differences in evaluations regarding emotional expression. *Proceedings of the Academy of Management Conference*.

Daus, C. S., McColl-Kennedy, J., & Sparks, B. (2001). Gender effects in customer service evaluations. *Proceedings of the Academy of Management Conference*.

Bartels, L., Daus, C.S., Harrick, E., Navin, J., Schaefer, D. (2001). State universities civil service system job analysis and validation report of police officer, police corporal, police sergeant, police lieutenant, police captain, police major, police telecommunicator, security guard, and security guard supervisor classifications. *Technical Report, Labor and Management Programs, Southern Illinois Univeristy Edwardsville*.

Daus, C. S. & Tuholski, S. (2000). The interactive influences of cognition and emotion on task performance, *Proceedings of the Academy of Management Conference*.

Staebler, C. & Daus, C. S. (2000). The development and validation of the work mood survey: Environmental influences on mood at work. *Second Conference on Emotions and Organizational Life, Author's Abstracts*.

Amel, E. L. & Daus, C. S. (1999). Critical incidents, dimensions, and emotions of decision making for air traffic controllers. *Tenth International Symposium on Aviation Psychology, Author's Abstracts*.

Daus, C. S. (1998). Expressed mood in the work setting: Implications for job performance. *First Conference on Emotions and Organizational Life, Author's Abstracts*.

Daus, C. S. (1997). Expatriate coping styles: Individual differences and implications. *Australian Industrial and Organisational Psychology Best Paper & Abstract Proceedings*.

Daus, C. S. (1995). Predicting effective coping strategies at work. *Proceedings from Work, Stress and Health, '95: Creating Healthier Workplaces*. American Psychological Association, National Institute for Occupational Safety and Health, Occupational Safety and Health Administration.

MANUSCRIPTS/PRESENTATIONS UNDER REVIEW or IN PREPARATION

Brown, S., Gay, P.L, Daus, C. S. (2011). The motivation of citizen scientists participating in MOONZOO. Under review at *American Astronomical Education*.

Daus, C.S. & **Brown, S.** (2011). The emotion of police work. Under review at *Human Relations Journal*.

Daus, C. S. (2011). Facing training: Emotion recognition training; manuscript submission preparation for *Journal of Social Psychology*.

Brown, S. & Daus, C. S. (2011). Emotional intelligence as a buffer of the emotional labor-stress outcome relationship of police officers. Manuscript in preparation for *Journal of Criminal and Police Psychology*.

Berg, P. & Daus, C.S. Five factor personality structure as a predictor of perceived organizational support. Journal prep for *Journal of Social and Personality Psychology*.

Cage, T., Pawlow, L., Daus, C., & Rotzien, A. Emotionally Intelligent Females Less Likely to Experience Eating Disorders. Manuscript under revise and resubmit to *International Journal of Eating Disorders*.

Daus, C. S., Jordan, P., Dasborough, M., Ashkanasy, N. M., (2011). Translating emotion into action through integrating emotional intelligence and organizational culture. Manuscript on preparation for *Academy of Management Review*.

Daus, C.S., **Doerr, G.**, Do as I say, and not as I do! Leadership style and aggression in subordinates. Manuscript in preparation.

AWARDED GRANTS

Daus, C. S. (February, 2004), *Southern Illinois University Edwardsville, Summer Research Fellowship*: "Emotion Management Skills of Police Officers: The Key to Successful Job Performance." \$6000.00

Daus, C.S. & Pawlow, L. (March, 2004). *Southern Illinois University Edwardsville, Funded University Research*: "An Assessment of a Worksite Wellness Program for the Obese and Overweight." Funds for a graduate assistant. \$3500.00 (approximately).

Daus, C. S. (1999, April), *Southern Illinois University Edwardsville, Funded University Research*: "A Longitudinal Assessment of the Impact of a Diversity Training Program." Funds for a graduate assistant. \$5000.00 (approximately).

Daus, C. S., Sullivan, B., & Tuholski, S. (1998, April), *Southern Illinois University Edwardsville, Excellence in Undergraduate Education* "Updating the Psychology Resource Center." \$5000.00

Daus, C. S. (1997, March), *Southern Illinois University Edwardsville, Funded University Research*: "Meta Mood and Emotional Intelligence: Alternatives to g." \$2925.00

Daus, C. S. (1996, November), *Southern Illinois University Edwardsville, Summer Research Fellowship*: "Predicting Effective Coping at Work." \$2000.00

Daus, C.S. & Bartels, L.K. (1996, August). *Southern Illinois University Edwardsville, Faculty Development*: "Preparing for the Changing World of Work GIOP Conference." \$200.00.

Daus, C. S. (1996, March), *Southern Illinois University Edwardsville, Funded University Research*: "Personality Predictors of Finding Quality Reemployment." \$3125.00

Daus, C.S. (1996, February). *Southern Illinois University Edwardsville, Faculty Development*: "SIOP Workshops and Conference." \$1032.00.

Daus, C. S. (1995, December), *Southern Illinois University Edwardsville, Research and Development, Proposal Development Funds*: "Work Motivation of Professional Soccer Coaches." \$1246.00

Daus, C. S. (1995, December), "Grant for the Development of Alcohol and Other Drugs Prevention Modules for Existing Courses." \$400.00

Daus, C. S. (1995, March), *Southern Illinois University Edwardsville, Research Tools and Equipment*. \$960.00.

Daus, C.S. & Bartels, L.K. (1995, March). *Southern Illinois University Edwardsville, Faculty Development*: "SIOP Workshops and Conference." \$2006.00.

Bartels, L. K & Daus, C. S. (1995, March). *Southern Illinois University Edwardsville, Funded University Research*: "Coping with Job Loss." \$7300.00.

PRESENTATIONS

Brown, S., Daus, C. S. & Gay, P. L. (2011). Emotional concomitants of MOONZOO citizen scientist participants. Presentation accepted at the *American Psychological Society*, May, 2011.

Gay, P. L., **Brown, S.**, & Daus, C. S. (2011). Motivation of citizen scientists participating in MOON ZOO; Presented at the *American Astronomical Society*, Seattle, WA.

P. L. Gay¹, S. Cormier², S. **Brown**¹, D. Huang¹, E. Prather², G. Brissenden², C. Daus³ and the Moon Zoo Team⁴ (2011). "Moon Zoo: Engaging the public in geomorphology, learning, and community." Presented at the *Lunar and Planetary Sciences Conferences*, Cincinnati, OH.

Trejo & Daus (2011). Cross-Cultural coping strategies for Chinese, Spanish, and American students. Poster accepted at the 26th annual conference of the *Society of Industrial/Organizational Psychology*.

Daus & **Brown**; "Emotion work of police" (2010). Presented at the VII Annual *EMONET* conference (Emotions Network) in Montreal, Canada.

Daus, Jordan, Ashkanasy, Dasborough (2010). "We are all mad in Wonderland: An organizational culture framework for emotions and emotional intelligence research." Presented at the VII Annual *EMONET* conference (Emotions Network) in Montreal, Canada (accepted)

Daus, C. S., Pawlow, L., **Elhoffer, J.** & **George, M.** (2010). Yes I Can! An Organizational Initiative Affecting Weight Loss, Mood, and Job Satisfaction. Poster presented at the *Great Plains Psychology Conference*, April, Kansas City, MO.

Humphrey, R., Jordan, P. Daus, C. S. (2010). Invited discussant for symposium entitled: Emotional intelligence: Advances and challenges for the new decade. *Society of Industrial and Organizational Psychology*, Atlanta, April, 2010.

Daus, C. S. & **Trejo, B.** (2009/2010). Emotional contagion influences during a merger. Presented as a student presentation with Daus as second author at *Midwestern Psychological Association*; presented Jan, 2010, with Daus as first author (expanded and revised from MPA) at the *International Association of Management and Business*.

Trejo, B., & Daus, C. S. (2009/2010). Multitasking and Type A interactions on student coping with stress. Presented as a student presentation with Daus as second author at *Midwestern Psychological Association*; being presented Jan, 2010, with Daus as second author (expanded and revised from MPA) at the *International Association of Management and Business*.

Daus, C. S., **Barratt, C., Galvan, R., & Trejo, B.** (2009). Facing training: Emotion recognition training; Poster presented at the *Midwestern Psychological Association*, Chicago, IL.

Daus, C. S. & **Kildow, J.** (2008). Examining the relationship between emotional labor and stress: Does humor make a difference? Symposium presentation at the annual meeting of the International Institute of Work Psychology, Sheffield, England.

Daus, C. S. & **Baumann, E. C.** (2008). The Effects of Exercise on Job Satisfaction: Is Mood a Mediator Variable? Poster presented at the 23rd Annual Meeting of Society of Industrial and Organizational Psychology, San Francisco, CA

Daus, C. S. & **Thompson, H. M.** (2008). Emotional Intelligence, Social Interaction, and Social Capital: Implications for Group Performance? Poster presented at the 23rd Annual Meeting of Society of Industrial and Organizational Psychology, San Francisco, CA

Clark, R. Bartels, L., Daus, C., & Nordstrom, C. (August, 2007). *The discussion of ethics in executive selection*. Poster presented at the American Psychological Association Conference, San Francisco, CA.

Pawlow, L., Daus, C. & **Cage, T.** (2006). Assessment of a worksite wellness program for the obese and overweight. Presented at the annual convention of the North American Association for the Study of Obesity, Boston, MA.

Segrist, D. & Daus, C. S. (2006). Emotional intelligence predicts alcohol expectancies. Poster submitted to the Annual American Psychological Association Conference.

Daus, C. (2006). Invited discussant for: Effects of religion on workplace well being. Symposium accepted at the 21st Annual Meeting of Society of Industrial and Organizational Psychology, Dallas, TX.

Metts, V. & Daus, C. (2006). Applications of emotional intelligence in workplace training interventions. Paper presentation in symposium entitled, Emotional intelligence and workplace interventions. Accepted at the 21st Annual Meeting of Society of Industrial and Organizational Psychology, Dallas, TX.

Cage, T. & Daus, C. (2006). Emotional intelligence and training implications. Paper presentation in symposium entitled, Emotional intelligence and workplace interventions. Accepted at the 21st Annual Meeting of Society of Industrial and Organizational Psychology, Dallas, TX.

Cage, T., Pawlow, L., Daus, C., Segrist, D., & **Thompson, S.** (2006). Emotionally intelligent college students less likely to binge drink. Poster submitted to the Midwestern Regional Convention, Chicago, IL

Cage, T. & Daus, C. (August, 2005), Affective Events Theory and Job Characteristics Model: Independent and Interdependent Influences. Paper presented at the 2005 Annual Meeting of the Academy of Management, Honolulu.

Daus, C., **Cage, T.**, & **Saul, K.** (August, 2005). It's appraisal time! Do you know what your mood is: Rater mood and meta-mood effects on performance review outcomes. Poster presented at the Annual Convention of the American Psychology Association, Washington, DC.

Cage, T., Pawlow, L., Daus, C., Rotzien, A. (May, 2005), Emotional intelligence holds weight! Emotionally intelligent less likely to experience eating disorders. Poster presented at the 17th Annual American Psychological Society Convention, Los Angeles.

Nordstrom, C. R., Bartels, L. K., Bucy, J.E., Daus, C.S. (January, 2005). Examining the toll student entitlement takes on the psychology classroom. Paper presented at the 26th Annual Conference of the National Institute for the Teaching of Psychology, Florida.

Daus, C. S. (December, 2004). *Emotional Intelligence, Fad, Fact, or Fiction? The 'REAL TRUTH' about Emotional Intelligence*. Invited presentation at the annual conference of the Gateway Industrial/Organizational Psychologists. St. Louis.

Daus, C., **Cage, T.**, & **Saul, K.** (December, 2004). It's appraisal time! Do you know what your mood is: Rater mood and meta-mood effects on performance review outcomes. Poster presented at the 4th Annual Poster Conference of the Gateway Industrial Organizational Psychology, St. Louis.

Daus, C. S. (November, 2004). *The ability model of emotional intelligence*. Invited presentation at the annual conference of the Southern Management Association. San Antonio, TX.

Daus, C. S. (August, 2004). *More than recouping a loss: When customer service recovery delights*. Presented at the annual conference of the American Psychological Association. Honolulu.

Daus, C. S. (April, 2004). Overview, chair of *Why Can't Leaders Lead*. Symposium presented at the 19th annual conference of the Society for Industrial/Organizational Psychologists. Chicago.

Daus, C. S. & **Miller, J.** (April, 2004). *Stress as a mediator of justice effects on job satisfaction*. Symposium presented at the 19th annual conference of the Society for Industrial/Organizational Psychologists. Chicago.

Daus, C. S. (2003). Emotional intelligence. Invited debater for panel debate at the 18th Annual Meeting of the Society for Industrial and Organizational Psychologists, Orlando, FL. Panelists included: Ashkansy, N.M., Landy, F., Locke, E., Van Rooy, D.; moderator: DeNisis, A.

Daus, C. S. & **Harris, A.** (2003). Emotional intelligence and transformational leadership in groups. Paper/presentation of symposium: Multilevel Perspectives on Emotions in Organizations accepted at the 18th Annual Meeting of the Society for Industrial and Organizational Psychologists, Orlando, FL.

Nicholas, J., Amel, E., & Daus, C. (2003). Making quantitative methods 'relevant' to undergraduate psychology majors. Participant idea exchange presented at the 25th Annual National Institute on Teaching of Psychology, Florida.

Miller, J., Daus, C. S., & **Egbert, A.** (2002, October). Mood and perceptions of sexual harassment. Can mood influence how an individual perceives ambiguous situations? Paper/poster presented at Gateway Industrial/Organizational Psychology Conference, St. Louis, MO.

Daus, C. S. (2002, April). Social and emotional influences on job satisfaction: Complementary puzzle pieces. Symposium chair; 17th Annual Meeting of the Society for Industrial and Organizational Psychologists, Toronto, Canada.

Daus, C. S. (2002, April). Dissatisfaction as a function of emotional labor. Paper presented at the 17th Annual Meeting of the Society for Industrial and Organizational Psychologists, Toronto, Canada.

Daus, C. S. & Glomb, T. (2002, April). Emotional labor: Emerging from murky waters with multi-method, multi-measure approaches. Symposium co-chair; 17th Annual Meeting of the Society for Industrial and Organizational Psychologists, Toronto, Canada.

Daus, C. S. & McColl-Kennedy, J. R. (2002, April). Customer satisfaction: A function of emotionally intelligent customer service behaviors. Poster presented at the 17th Annual Meeting of the Society for Industrial and Organizational Psychologists, Toronto, Canada.

Rubin, R. S., Tardino, V. M., Daus, C. S., & Munz, D. C. (2002, April). A reconceptualization of the emotional labor construct: On the development of an integrated theory of emotional labor and perceived emotional load. Paper presented at the 17th Annual Meeting of the Society for Industrial and Organizational Psychologists, Toronto, Canada.

Daus, C. S. (2001, August). Governments don't always matter: Sex bias and discrimination in organizational life in the 21st century. Symposium chair; Academy of Management Conference, Washington, D.C.

Daus, C. S., **Gossett, R. L., Kingsbury, K.** (2001, August). It's ok to cry...but *only* if you're a woman: Gender differences in evaluations regarding emotional expression. Paper presented at the Annual Meeting of the Academy of Management, Washington, D.C.

Daus, C. S., McColl-Kennedy, J. R. , & Sparks, B. A. (2001, August). Gender effects in customer service evaluations. Paper presented at the Annual Meeting of the Academy of Management, Washington, D.C.

Daus, C. S. (2001, April). Emotional intelligence and emotional labor – Implications for work attitudes and job performance. Paper presented at the 16th Annual Meeting of the Society of Industrial and Organizational Psychologists, San Diego, CA.

Daus, C. S. (2000, October). Emotional Intelligence, cognitive ability, and mood: Their interactive influences on task performance. Paper presented at both University of Queensland, Graduate School of Management, and Bond University – Australia.

Daus, C. S. & Tuholski, S. (2000, August). The interactive influences of cognition and emotion on task performance. Paper presented at the Academy of Management Annual Meeting, Toronto, Canada.

Staebler, C. & Daus, C. S. (2000, August). The development and validation of the work mood survey: Environmental influences on mood at work. Paper presented at The Second Conference on Emotions and Organizational Life, Toronto, Canada.

Egbert, A. & Daus, C. S. (2000, April). The interactive effect of mood and gender on negotiation process. Poster presented at the 15th Annual Meeting of the Society for Industrial/Organizational Psychology, New Orleans, LA.

Daus, C. S., Tuholski, S., **Heuer, A. & Gossett, R.** (2000, June). Intuition as hindsight bias. Poster presented at the 12th Annual Meeting of the American Psychological Society, Miami, FL.

Rotzien, A., **Richmond, B.** & Daus, C.S. (2000, June). The relationship between coping, eating disorders, and emotional intelligence. Poster presented at the 12th Annual Meeting of the American Psychological Society, Miami, FL.

Daus, C. S. (1999, October). Measurement and Application of Emotional Intelligence: Fad, Fact, or Fiction? Invited presentation at the University of Southern Mississippi, Hattiesburg, MS.

Daus, C. S. (1999, October). Emotional Intelligence and leadership. Keynote speaker/workshop presented at the national regional meeting of the International Personnel Management Association, Fairview Heights, IL.

Daus, C. S., **Ward, R.,** Nicholas, J. & Weiss, H. M. (1999, August). Task and affective influences on satisfaction. Poster presented at the 107th Annual Meeting of the American Psychological Association, Washington, D.C.

Daus, C. S. & Bartels, L. (1999, June). A longitudinal assessment of coping with job loss. Poster presented at the 11th Annual Meeting of the American Psychological Society, Denver, CO.

Egbert, A. & Daus, C. S. (1999, May). Gender and mood effects in negotiation behaviors and outcomes. Poster presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Coady, M. & Daus, C. S. (1999, May). The role of absorption in visualization as a stress reduction technique. Poster presented at the Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Amel, E. L., & Daus, C. S. (1999, April). Critical incidents, dimensions, and emotions of decision making for air traffic controllers. Poster presented at the 10th International Symposium on Aviation Psychology, Columbus, OH.

Pederson, T. & Daus, C. S. (1999, April). The construction and validation of a measure of resistance to change. Poster presented at the 14th Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Daus, C. S. (Chair), Cropanzano, R. Weiss, H. M. Suckow, K., Fisher, C. D., Donovan, M., Judge, T. (Discussant) (1999, April). Affective events theory: Empirical evidence and research implications. Symposium conducted at the 14th Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Daus, C. S. (1998, August). Expressed Mood in the Work Setting: Implications for Job Performance. Poster presented at the First conference on Emotions in Organizational Life, San Diego, CA.

Daus, C. S. & **Abbruzzese, J.** (1997, June). Expatriate Coping Styles: Individual Differences and Implications. Poster presented at the 2nd Annual Industrial and Organisational Psychology Conference, Melbourne, Australia.

Daus, C. S. (Moderator; 1997, March). Graduate Education Roundtable Forum: Assessing the Educational Needs of Southwestern Illinois and the Greater St. Louis Metropolitan Area. Roundtable forum conducted at Southern Illinois University at Edwardsville, Edwardsville, IL.

Daus, C. S. (1996, August). Coping at work: Personality differences. Poster presented at the 104th Annual Meeting of the American Psychological Association, Washington, D.C.

Daus, C. S. & Joplin, J. (1996, June) Confirmation of predictions from leader-member exchange theory: Similarity rating effect. Poster presented at the 8th Annual Meeting of the American Psychological Society, New York, NY.

Daus, C. S. (1995, September). Predicting Effective Coping Strategies at Work. Poster presented at the Annual Meeting of the National Institution of Occupational Health and Safety, Washington, D.C.

Daus, C. S. (1995, September). Affective Events Theory: New Directions in Job Satisfaction. Invited presentation to I/O Psychology Department of University of Missouri, St. Louis.

Daus, C. S. (1995, June). The Dimensionality of Work Events. Poster presented at the 7th Annual Meeting of the American Psychological Society, San Francisco, CA.

Daus, C. S. (1995, March). Managing Your Employees: Human Resource Management. Workshop presentation to the Veteran's Entrepreneurial Training Program, Belleville, IL; sponsored by St. Clair County Inter-Governmental Grants.

Weiss, H. W., Nicholas, J. N., & Daus, C. S. (1993, April). Affective and cognitive influences on job satisfaction. Poster presented at the 8th Annual Meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

AWARDS AND ELECTED POSITIONS HELD

- 2005 Award promotion to Full Professor level, Southern Illinois University Edwardsville.
 2000 Awarded tenure and promotion to Associate level, Southern Illinois University Edwardsville.
 1999 Gateway Industrial/Organizational Psychologists, Vice-President and Director of Programs
 1999 Southern Illinois University Edwardsville, Faculty Senate Representative (Alternate)
 1996 Southern Illinois University Edwardsville, *Dr. Robert J. McLaughlin Psi Chi Outstanding Faculty Award*.

PROFESSIONAL EXPERIENCE

- 4/2005 - present *Professor of Psychology, Southern Illinois University Edwardsville*
 Responsibilities include teaching undergraduate and graduate courses; serving/chairing master's thesis committees; course/program development for the Industrial/Organizational Graduate program; coordinating/teaching the teaching practica/sequence; coordinating undergraduate field study; mentoring senior assignment and senior honor's theses students; and committee work.
- 7/1999 – 4/2005 *Associate Professor of Psychology, Southern Illinois University Edwardsville*
- 9/1994 – 7/1999 *Assistant Professor of Psychology, Southern Illinois University Edwardsville*
- 9/2000 – 11/2000 *Visiting Faculty, University of Queensland, Brisbane, Australia*
 Taught graduate Human Resource Management. Collaborated with two faculty colleagues (N. Ashkanasy & J. McColl-Kennedy) on several research projects. Presented at two university colloquia.
- Ongoing *Ad Hoc Reviewer: Academy of Management Journal; Applied Psychology, an International Review; Journal of Occupational Health Psychology; Emotion and Cognition; Human Performance; Leadership and Organization Development Journal; Organizational Behavior and Human Decision Processes; Motivation and Emotion, Special Issue on Work and Emotion; Journal of Organizational Behavior, Special Issue on Emotions in Worklife; Journal of Vocational Behavior*
- Ongoing *Reviewer yearly for Society of Industrial/Organizational Psychology Annual Conference; Reviewer Biannually for Emotions Network BiAnnual Conference; Periodic Reviewer for Organizational Behavior Division of Academy of Management Annual Conference; Infrequent Reviewer for American Psychology Association Annual Conference – Division 14*
- 10/2001 – 12/2001 *Facilitator, Team Training, Edwardsville Community.*
 Developed team training based on John Maxwell (*17 Indisputable Laws of Effective Teamwork*) delivered to members of community. Training was delivered in 2-hour sessions for 8 weeks.
- 9/2001 - 2003 *Consultant, Management Assistance Center, United Way*
 Provided executive board development, team building, and conflict-resolution training for the executive board of the Children's Museum, Edwardsville, IL.
- 4/2000 – 5/2001 *Consultant, State of Illinois*
 Part of a team selected to develop and validate selection instruments for the State of Illinois Civil Service System. Responsibilities include: conducting focus groups/semi-structured interviews; research and test-item construction; test-item critique; statistical validation.

- 2000 – 2005 *Invited Conference Reviewer: Society for Industrial/Organizational Psychology; American Psychological Association, Division 14; Annual Emotions in Organizations.*
- 8/1996 – 1999 *Consultant, Rater, Academic Behavioral Assessments*
Advised regarding development of, and training for, assessment center for MBA students. Participated in training and as an assessor.
- 8/1998 – 4/1999 *Diversity Consultant, St. Louis Post Dispatch*
Advised regarding development and delivery of diversity training. Developed measures and program to evaluate outcomes of diversity training.
- 1/1996 – 5/1996 *Diversity Consultant, Southern Illinois University – Edwardsville*
Conducted focus groups, researched best practices, participated in diversity training. Developed survey to assess climate of diversity on campus. Analyzed data and presented results to president of university, direct reports, deans of schools, and diversity task force members. Advised regarding diversity training vendors.
- 9/1992 – 2/1993 *Consultant, Arnett Health Care Clinic, Lafayette, IN*
Helped construct a survey to measure employee morale and perceptions of provision of services in a large health care organization. Analyzed and reported survey results to upper level administration.
- 5/1992 – 12/1992 *Consultant/Intern, Eli Lilly & Company, Indianapolis, IN*
Implemented/validated sales selection programs. Observed/evaluated a career development project and participated in individual career development consultation; observed and participated in the feedback of results from a 2-day training/development assessment center for salespeople.
- 5/1991 – 4/1992 *Consultant/Intern, Goodwill Industries of Central Indiana, Indianapolis, IN*
Conducted market research on various topics such as downsizing and outplacement on major corporations in Indianapolis. Also researched Total Quality Management practices and helped select a consulting firm for implementation. Recommended and implemented testing for several departments of the company after a company-wide job analysis.
- 5/1990 – 8/1990 *Consultant/Intern, Anthem Life Insurance Company (Blue Cross/Blue Shield)*
Helped decide human resource policies and procedures. Developed and produced two human resource manuals, an employee handbook and a managerial policies and procedures manual.

PROFESSIONAL AFFILIATIONS

Academy of Management
 American Psychological Association
 Consortium for Research on Emotional Intelligence in Organizations
 Emotions Network Research Group
 Gateway Industrial Organizational Psychology
 Society for Industrial and Organizational Psychology