

DANIEL J. BEAL

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Pamplin College of Business
Virginia State and Polytechnic University
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Academic Positions

June 2014 – Present	Associate Professor, Department of Management, Virginia Tech
August 2013 – May 2014	Associate Professor, Department of Psychology, University of Texas at San Antonio
August 2011 – July 2013	Assistant Professor, Department of Psychology, University of Texas at San Antonio
July 2011 – June 2012	Associate Professor, Department of Psychology, Rice University
July 2004 – June 2011	Assistant Professor, Department of Psychology, Rice University
September 2000 – June 2004	Senior Research Associate, Military Family Research Institute, Purdue University
September 2002 – January 2003	Adjunct Professor, Department of Psychological Science, Purdue University
January 1999 – June 2000	Lecturer, Department of Psychology, Tulane University

Education

Ph.D.	Psychological Science	2000	Tulane University
M.S.	Psychological Science	1996	Tulane University
B.A.	Psychology (Philosophy Minor)	1994	Florida State University

Awards & Appointments

Division Past-Chair for the Research Methods Division of the Academy of Management (Year 5 in 5-year track for Executive Committee), 2022-2023
Fellow of the Association for Psychological Science, 2017-present
Fellow of the Society for Industrial and Organizational Psychology, 2017-present
Holtzman Faculty Research Award, Department of Management, Virginia Tech, 2018
Research Excellence Award, Department of Management, Virginia Tech, 2015, 2022
Associate Editor, *Journal of Management*, 2012 – 2014
Reviewer of the Year, 2011, *Journal of Business and Psychology*
H. F. Guggenheim Dissertation Fellowship, 1999
Flowerree Research Fellowship, Tulane University, 1996, 1998, 1999
Ruiz Research Fellowship, Tulane University, 1995

Research

Refereed Publications

* co-author who was a student/recent graduate

- Ward, A. K., Beal, D. J., Zyphur, M. J., Zhang, H.* & Bobko, P. (2022) Trust, diversity climate, and turnover intentions: A multilevel dynamic system. *Journal of Applied Psychology*, **107**(4), 628-649. (2-yr IF = 11.82).
- Kapitan, S.*, Sundie, J. M., Mittal, S.*, & Beal, D. J. (2021) What a great deal... I need that! Updating need drives frugal consumers' responses to deep discounts. *Journal of Business Research*, **134**, 467-479. (2-yr IF = 10.97)
- Gabriel, A. S., Podsakoff, N. P., Beal, D. J., Scott, B. A., Sonnentag, S., Trougakos, J. P., & Butts, M. (2019). Experience sampling methods: A discussion of critical trends and considerations for scholarly advancement. *Organizational Research Methods*, **22**, 969-1006. (2-yr IF = 8.25)
- Sundie, J. M., Beal, D. J., Neuberg, S. L., & Kenrick, D. T. (2019). Moving beyond unwise replication practices: The case of romantic motivation. *Journal of Experimental Psychology: General*, **148**, e1-e11. (2-yr IF = 5.50)
- Wang, M., Beal, D. J., Chan, D., Newman, D. A., Vancouver, J. B., & Vandenberg, R. J. (2017). Longitudinal research: A panel discussion on conceptual, methodological, and practical issues. *Work, Aging, and Retirement*, **3**, 1-24. (2-yr IF = 5.68)
- Beal, D. J. (2015). ESM 2.0: State-of-the-Art and Future Potential of Experience Sampling Methods in Organizational Research. *Annual Review of Organizational Psychology and Organizational Behavior*, **2**, 383-407. (2-yr IF = 12.55)
- Trougakos, J. P., Beal, D. J., Cheng, B. H.*, Hideg, I.*, & Zweig, D. (2015). Too drained to help: A resource depletion perspective on daily interpersonal citizenship behaviors. *Journal of Applied Psychology*, **100**, 227-236. (2-yr IF = 11.82)
- Trougakos, J. P., Hideg, I.*, Cheng, B. H.*, & Beal, D. J. (2014). Lunch breaks unpacked: The role of autonomy as a moderator of recovery during lunch. *Academy of Management Journal*, **57**, 405-421. (2-yr IF = 10.98)
- Cantú, S. M., Simpson, J. A., Griskevicius, V., Weisberg, Y. J., Durante, K. M., & Beal, D. J. (2014). Fertile & flirty: Ovulation changes women's behavior toward men. *Psychological Science*, **25**, 431-438. (2-yr IF = 10.17)
- Beal, D. J., Trougakos, J. P., Weiss, H. M., & Dalal, R. S. (2013). Affect spin and the emotion regulation process at work. *Journal of Applied Psychology*, **98**, 593-605. (2-yr IF = 11.82)
- Sundie, J. M., Kenrick, D. T., Griskevicius, V., Tybur, J. M., Vohs, K. D., & Beal, D. J. (2011). Peacocks, Porsches, and Thorstein Veblen: Conspicuous consumption as a sexual signaling system. *Journal of Personality and Social Psychology*, **96**, 350-362. (2-yr IF = 8.46)
- Beal, D. J. & Ghandour, L.* (2011). Stability, change, and the stability of change in daily workplace affect. Special issue on Intraindividual Processes Linking Work and Employee Well-Being, *Journal of Organizational Behavior*, **32**, 526-546. (2-yr IF = 10.08)

- Trougakos, J. P.[†], Jackson, C. L.[†], & Beal, D. J.[†] (2011). Service without a smile: Comparing the consequences of neutral and positive display rules. *Journal of Applied Psychology*, *96*, 350-362. (2-yr IF = 11.82)
- [†] Authors contributed equally to this manuscript. Authorship order was randomly determined.
- Barsky, A., Kaplan, S., & Beal, D. J. (2011). Just feelings? The role of affect in the formation of organizational fairness judgments. *Journal of Management*, *37*, 248-279. (2-yr IF = 13.51)
- Sundie, J. M., Ward, J., Beal, D. J., Chin, W. W., & Geiger-Oneto, S. (2009). Schadenfreude as a consumption-related emotion: feeling happiness about the downfall of another's product. *Journal of Consumer Psychology*, *19*, 356-373. (2-yr IF = 4.55)
- King, E. B., Hebl, M. R., & Beal, D. J. (2009). Conflict and cooperation in diverse workgroups. *Journal of Social Issues*, *65*, 261-285. (2-yr IF = 5.42)
- Naemi, B. D.*, Beal, D. J., & Payne, S. C. (2009). Personality predictors of extreme response style. *Journal of Personality*, *77*, 1-26. (2-yr IF = 5.43)
- Hebl, M. R., Ruggs, E. N.*, Singletary, S. L.*, Beal, D. J. (2008). Perceptions of obesity across the lifespan. *Obesity*, *16*, S46-S52. (2-yr IF = 9.30)
- Trougakos, J. P.*, Beal, D. J., Green, S. G., & Weiss, H. M. (2008). Making the break count: An episodic examination of recovery activities, emotional experiences, and positive affective displays. *Academy of Management Journal*, *51*, 131-146. (2-yr IF = 10.98)
- Beal, D. J. & Dawson, J. F. (2007). On the use of Likert scales in multilevel data: Influence on aggregate variables. Special issue on Multilevel Methods and Statistics, *Organizational Research Methods*, *10*, 657-672. (2-yr IF = 8.25)
- Beal, D. J., Trougakos, J. P.*, Weiss, H. M., & Green, S. G. (2006). Episodic processes in emotional labor: Perceptions of affective delivery and regulation strategies. *Journal of Applied Psychology*, *91*, 1053-1065. (2-yr IF = 11.82)
- Le, B., Choi, H. M., & Beal, D. J. (2006). Pocket-sized psychology studies: Exploring ESM software for Palm Pilots. *Behavior Research Methods*, *38*, 325-332. (2-yr IF = 5.95)
- Schnake, S. B., Beal, D. J., & Ruscher, J. B. (2006). Modern racism and intergroup bias in causal explanation. *Race, Gender, & Class*, *13*, 133-143.
- Beal, D. J., Weiss, H. M., Barros, E.*, & MacDermid, S. M. (2005). An episodic process model of affective influences on performance. Special issue on Theoretical Models and Conceptual Analyses, *Journal of Applied Psychology*, *90*, 1054-1068. (2-yr IF = 11.82)
- Dien, J., Beal, D. J., and Berg, P. (2005). Optimizing principal components analysis of event-related potentials: Matrix type, factor loading weighting, extraction, and rotations. *Clinical Neurophysiology*, *116*, 1808-1825. (2-yr IF = 4.86)
- Beal, D. J., Cohen, R., Burke, M. J., & McLendon, C. L.* (2003). Cohesion and performance in groups: A meta-analytic clarification of construct relations. *Journal of Applied Psychology*, *88*, 989-1004. (2-yr IF = 11.82)
- Beal, D. J. & Weiss, H. M. (2003). Methods of ecological momentary assessment in organizational research. *Organizational Research Methods*, *6*, 440-464. (2-yr IF = 8.25)

- Beal, D. J., Corey, D. M., & Dunlap, W. P. (2002). On the bias of Huffcutt and Arthur's (1995) procedure for identifying outliers in the meta-analysis of correlations. *Journal of Applied Psychology, 87*, 583-589. (2-yr IF = 11.82)
- Beal, D. J., Ruscher, J. B., & Schnake, S. B. (2001). No benefit of the doubt: Intergroup bias in understanding causal explanation. *British Journal of Social Psychology, 40*, 531-543. (2-yr IF = 6.92)
- Beal, D. J., O'Neal, E. C., Ong, J.*, & Ruscher, J. B. (2000). The ways and means of interracial aggression: Modern racists' use of covert retaliation. *Personality and Social Psychology Bulletin, 26*, 1225-1238. (2-yr IF = 4.56)
- Landis, R.S., Beal, D. J., & Tesluk, P.E. (2000). A comparison of approaches to forming composite measures in structural equation models. *Organizational Research Methods, 3*, 186-207. (2-yr IF = 8.25)
- Weisbuch, M.*, Beal, D. J., & O'Neal, E. C. (1999). How masculine ought I be? Men's masculinity and aggression. *Sex Roles, 40*, 583-592. (2-yr IF = 3.81)

Book Chapters & Other Publications

- Sundie, J. M., Beal, D. J., & Weiss, H. M. (2020). Evolutionary psychology and business. In T. Shackelford (Ed.) *The SAGE handbook of evolutionary psychology*. Thousand Oaks, CA: Sage Publications, Ltd.
- Beier, M. E., Torres, W. J.*, & Beal, D. J. (2019). Workplace aging and jobs in the 21st century. In S. J. Czajka, J. Sharit, & J. B. James (Eds.) *Current and emerging trends in aging and work*, (pp. 13-32). New York: Springer.
- Zhang, H.* & Beal, D. J. (2019). Training methods for emotion regulation: An appraisal theory perspective. In D. L. Stone & J. H. Dulebohn (Eds.). *The only constant in HRM today is change*. Charlotte, NC: Information Age Publishing, Inc.
- Beal, D. J. & Gabriel, A. S. (2019). Looking within: An examination, combination, and extension of within-person methods across multiple levels of analysis. In J. LeBreton & S. Humphrey (Eds.), *Handbook for multilevel theory, measurement, and analysis*, (pp. 305-328). Washington D.C.: American Psychological Association.
- Beal, D. J. (2014). Time and Emotions at Work. In A. Shipp & Y. Fried (Eds.), *Time and work* (Vol. 1, pp. 40-62). New York, NY: Psychology Press.
- Beal, D. J. & Trougakos, J. P. (2013). Episodic intrapersonal emotion regulation: Or, dealing with life as it happens. In A. Grandey, J. Diefendorff, & D. Rupp (Eds.), *Emotional labor in the 21st century: Diverse perspectives on emotion regulation at work*. New York, NY: Psychology Press/Routledge.
- Beal, D. J. & Weiss, H. M. (2013). The episodic structure of life at work. In A. Bakker & K. Daniels (Eds.), *A day in the life of a happy worker*. London, UK: Psychology Press/Routledge.
- Reprinted in 2018 for C. Cooper (Ed.), *Current issues in work and organizational psychology*. London, UK: Routledge.

- Beal, D. J. (2012). Industrial/Organizational Psychology. In M. R. Mehl & T. S. Conner (Eds.), *Handbook of research methods for studying daily life* (pp. 601-619). New York, NY: Guilford Press.
- Beal, D. J. (2011). Book review: Handbook of Multimethod Measurement in Psychology. *Organizational Research Methods*, 14: 243-246.
- Rupp, D. E. & Beal, D. J. (2007). Checking in with the scientist-practitioner model: How are we doing? *The Industrial-Organizational Psychologist*, 45(1): 35-40.
- Weiss, H. M. & Beal, D. J. (2005). Reflections on Affective Events Theory. In N. M. Ashkanasy, W. J. Zerbe, & C. E. Härtel (Eds.), *Research on emotions in organizations: The effect of affect in organizational settings* (vol. 1, pp. 1-21). Oxford, UK: Elsevier, Ltd.
- Weiss, H. M., Ashkanasy, N. M., & Beal, D. J. (2005). Attentional and regulatory mechanisms of momentary work motivation and performance. In J. P. Forgas, K. D. Williams, & W. Von Hippel (Eds.), *Social motivation: Conscious and unconscious processes* (pp. 314-331). New York, NY: Cambridge University Press.
- Weiss, H. M., Beal, D. J., Lucy, S. L., & MacDermid, S. M. (2004). *Constructing EMA studies with PMAT: The Purdue Momentary Assessment Tool user's manual*.
https://www.dropbox.com/sh/9jztj8voa20z94n/AAAI-rH_iQkwuH3rx0wxA57wa?dl=0
- Weiss, H. M., Beal, D. J., Barros, E., & MacDermid, S. M. (2003). *Conceptualizing performance processes: A model to guide research linking quality of life and performance*. Technical report prepared for the Office of Military Community and Family Policy, Department of Defense. Note: report not publicly available.
- Beal, D. J., Weiss, H. M., & MacDermid, S. M. (2001). *Secondary analysis and commentary on the 1999 Permanent Change of Station Cost Survey*. Technical report prepared for the Office of Military Community and Family Policy, Department of Defense. Note: report not publicly available.

Manuscripts under Review or Revision

- Kim, J., Beal, D. J., Atwater, L., & Belinne, J. *Leveling up but bottoming out: Self-improvement and self-isolation in response to job search envy*. Under review at *Journal of Applied Psychology*.
- Arthur, J. & Beal, D. J. *Social exchange breakdown: State-level income inequality weakens the effectiveness of high commitment work practices*. Under review at *Journal of Applied Psychology*.
- Sundie, J. M., Beal, D. J., & Burroughs, J. *Until materialism do us part: An examination of three models linking material values to divorce*. Invited resubmission at *Journal of Consumer Research*.

Manuscripts in Preparation

- Townsend, D., Hunt, R., Beal, D. J., Jin, J. H., Manocha, P., & Rady, J. *Uncertainty, entrepreneurial action, & new venture performance: A meta-analytic assessment of uncertainty in entrepreneurship research*. Preparing for submission to *Journal of Management*.
- Bernerth, J., Beal, D. J., & Aguinis, H. *Measurement in experience sampling studies: A review and best practice recommendations using the development of the Daily 8 as an example*. Preparing for submission to *Journal of Management*.

- Sundie, J. M. & Beal, D. J. *Examining childhood life history precursors to adult materialism and well-being*. Analyzing data prior to writing manuscript.
- Beal, D. J., Zhang, H., & Kuo, S.-T. *A deep dive on deep acting: A bifactor model of good faith effort and specific antecedent-focused regulatory strategies*. Preparing for second study data collection
- Beal, D. J., Kuo, S.-T., & Oswald, F. L. *Methods for meta-analytic outlier detection: Using traditional and machine learning algorithms to evaluate the roles of heterogeneity and dependent effects*. Developing a second simulation study.
- Sundie, J. M., Beal, D. J., & Shrum, L. J. *A life-history approach to understanding the causes and consequences of materialism: A meta-analytic integration*. Study coding and analysis underway.
- Beal, D. J., Kuo, S.-T., Wu, I.-H., & Palmer, J. *Interpersonal Exploitation Theory: An integration of life history, social exchange, and appraisal theories*. Manuscript in progress.
- Morgeson, F. P., Beal, D. J., & Yuan, Z. *Examining the dynamics of daily work characteristics*. Manuscript in progress.
- Beal, D. J., Chawla, N., McCarthy, J. M., & Trougakos, J. P. *Trajectories of fear and hope in the midst of a global pandemic*. Manuscript in progress.
- Sundie, J. M., Beal, D. J., Perkins, A. P., & Ward, J. *Blunting the hostile edge of envy: How group identification changes the nature of envious social comparisons*. Manuscript in progress.
- Sundie, J. M., Beal, D. J., Perkins, A. P., & Roche, S. *A person-centered approach to understanding brand connection, envy, and schadenfreude*. Manuscript in progress.

Awarded Grants

- Co-Investigator, NIH – NIDCD (Tatiana Schnur, PI, R01 DC014976-01): Language and neural recovery from stroke, 2016-2022 (total funds, \$3,400,000; Co-I amount: \$22,000)
- Co-Principal Investigator, Department of Defense (W81XWH-14-1-0259): *Spin, unit climate, and aggression*, 2014-2017 (total funds, \$637,443)
- Co-Investigator, NIH – GMS (John Rodgers & Mikki Hebl, Co-PIs, R01 GM098456-01): *Mentoring Functions in Scientist Development*, 2011 (total funds, \$1,546,740; Co-I amount: \$44,000)
- Principal Investigator, ADVANCE Mini-Grant: *The Role of Emotion Perception in Explaining Gender Differences in High-Stakes Tests*, 2007 (total funds, \$3,200).

Published Conference Proceedings

- Larson, B. Z., Makarius, E. E., Diefendorff, J. M., Beal, D. J., Damer, E., Huang, J., Keith, M. G., & Litman, L. (2021). *Bots, fraud, and careless responding: Challenges of bad-faith responses in survey research*. Abstract published in Academy of Management Proceedings.
- Ward, A.-K., Beal, D. J., Zyphur, M. J., & Zhang, H. (2019). *Diversity climate and trust, in context: A multi-level general cross-lagged model*. Abstract published in Academy of Management Proceedings.
- Townsend, D. M., Hunt, R., Beal, D. J., & Jin, J. H. (2018). *Venturing into the unknown: A meta-analytic assessment of uncertainty in entrepreneurship research*. Abstract published in Academy of Management Proceedings.
- Gabriel, A. S., Podsakoff, N. P., Beal, D. J., Bliese, P., Scott, B. A., Sonnentag, S., & Trougakos, J. P. *Intra-individual organizational research: An expert panel*. Abstract published in Academy of Management Proceedings.
- Roche, S., Sundie, J. M., Beal, D. J., & Perkins, A. W. (2013). *Self-brand connection, schadenfreude, and sympathy: A person-centered approach to understanding emotional reactions to product failure*. Abstract published in Advances in Consumer Research.

- Sundie, J. M., Beal, D. J., Perkins, A. W., & Ward, J. (2012). *For love of brand and community: Why self-brand connection changes the nature of social comparisons involving prestige brands*. Abstract published in *Advances in Consumer Research*.
- Sundie, J. M., Burroughs, J., & Beal, D. J., (2012). *Why is materialism bad for marriage? Testing pathways linking materialism to divorce*. Abstract published in *Advances in Consumer Research*.
- Sundie, J. M., Ward, J., & Beal, D. J. (2012). *Invidious emotions in status-based social comparison: Implications for the status brand*. Abstract published in *Advances in Consumer Research*.

Invited Presentations

- Beal, D. J. (2022, August). Panel Discussion Member for *HR Division new faculty consortium*. Presented at the Academy of Management, Seattle, WA.
- Beal, D. J. (2021, August). Panel Discussion Member for *Bots, fraud, and careless responding: Challenges of bad-faith responses in survey research*. Presented in synchronous virtual format at the Academy of Management, A Virtual Experience.
- Beal, D. J. (2019, December). *Novel analytics to answer novel human resources questions*. Invited colloquium, Department of Management, University of Texas at San Antonio.
- Beal, D. J. (2018, January). *A Programmatic Approach to Experience Sampling Methods*. Invited colloquium and webcast for the Consortium Advancing Research Methods and Analysis (CARMA), Department of Management, University of Nebraska.
- Beal, D. J. (2016, December). *Methodological Links Between Regulation, Emotion, and Abilities*. Invited colloquium, Department of Management, University of Iowa.
- Beal, D. J. (2016, October). *Reactions, Regulation, and Resources: How the three Rs of emotions connect the threads of organizational life*. Invited colloquium, Department of Management, Virginia Commonwealth University.
- Beal, D. J. (2016, August). Panel Discussion Member for *Intra-individual organizational research: An expert panel*. Presented at the Academy of Management, Anaheim, CA.
- Beal, D. J. (2016, May). Panel Discussion Member for *Emotions at work: Multilevel challenges and advances*. Presented at the Conference on Work Climate in Organizations, State College, PA.
- Beal, D. J. (2016, April). Symposium discussant for C. Ott-Holland (Chair), *Putting feelings in context: Research on relationships and affect*. Presented at the 32nd Society for Industrial and Organizational Psychology, Anaheim, CA.
- Beal, D. J. (2014, May). Symposium discussant for A. Gabriel (Chair), *Multilevel emotional labor: Advancing research to the next level*. Presented at the 30th Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Beal, D. J. (2014, May). Panel Discussion Member for *The future of emotional labor: Reasons for optimism and concern*. Presented at the 30th Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Beal, D. J. (2013, November). *Regulation and reactivity in organizations*. Invited colloquium, Department of Management, University of California, Riverside.
- Beal, D. J. (2013, November). *Regulation and reactivity in organizations*. Invited colloquium, Department of Management, University of Missouri.
- Beal, D. J. (2013, November). *Regulation and reactivity in organizations*. Invited colloquium, Department of Management, Virginia Tech.
- Beal, D. J. (2013, September). *Regulation and reactivity in organizations*. Invited colloquium, Department of Management, Temple University.

- Beal, D. J. (2013, August). *Regulation and reactivity in organizations*. Invited colloquium, Department of Management, Virginia Commonwealth University.
- Beal, D. J. (2013, July). *Reactivity in organizations*. Invited colloquium, Department of Psychology, Akron University.
- Beal, D. J. (2013, February). *Reactivity in organizations*. Invited colloquium, Department of Management, University of South Carolina.
- Beal, D. J. & Trougakos, J. P. (2012, May). *Studies of regulation and recovery in an affectively charged world*. Presented at the meeting of the Cohort Researching Emotions at Work, Sydney, New South Wales, Australia.
- Beal, D. J. (2012, April). Panel discussion member for *Where do I begin? Practical advice on experience sampling methods*. Presented at the Society for Industrial and Organizational Psychology, San Diego, CA.
- Beal, D. J. (2012, April). Panel discussion member for *Longitudinal research: A question and answer session on recent advancements*. Presented at the Society for Industrial and Organizational Psychology, San Diego, CA.
- Beal, D. J. & Trougakos, J. P. (2011, May). *Episodic Intrapersonal Regulatory Processes: Or, dealing with life as it happens*. Presented at the meeting of the Cohort Researching Emotions at Work, Chicago IL.
- Beal, D. J. (2011, April). Panel discussion member for *Longitudinal research: Combining recent advancements*. Presented at the Society for Industrial and Organizational Psychology, Chicago, IL.
- Beal, D. J. (2011, April). Symposium discussant for J. Cortina (Chair), *Understanding and managing workplace emotions: measures, predictors, processes, and outcomes*. Presented at the Society for Industrial and Organizational Psychology, Chicago, IL.
- Beal, D. J. (2011, April). *How do you know what your employees are going through? Logistical, statistical, and practical methods for assessing daily experiences at work*. Invited seminar presented at the Society for Industrial and Organizational Psychology, Chicago, IL.
- Beal, D. J. (2011, January). *The experience and expression of emotions at work*. Invited colloquium, Department of Psychology, University of Texas at San Antonio.
- Beal, D. J. (2010, November). *Knowing how to regulate: connections between neuroticism, regulatory depletion, and customer service*. Invited colloquium, Department of Marketing, University of Texas at San Antonio.
- Beal, D. J. (2009, November). *Stability, change, and the stability of change at work*. Invited colloquium, Rotman School of Management, University of Toronto.
- Beal, D. J. (2009, May). *Experiencing, expressing, and responding to feelings at work: The role of emotions in Industrial/Organizational Psychology*. Chair of invited symposium at the Association for Psychological Science, San Francisco, CA.
- Beal, D. J. (2008, November). *Emotions at work: The experience, control, and function of affect in organizations*. Invited address at the 50th anniversary of the Department of Psychology, Pontificia Universidad Católica de Chile.
- Beal, D. J. (2008, August). *The experience, management, and implications of emotions at work*. Invited presentation for the Academy-sponsored Professional Development Workshop at the Academy of Management, Anaheim, California.
- Beal, D. J. (2008, April). Discussant in B. Baltes & M. Clark (Co-Chairs), *Examining the relation between affect, emotions, and counterproductive work behaviors*. Symposium presented at the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Beal, D. J. (2007, April). *Regulating your emotions at work: Influence on performance at different levels of analysis*. Invited colloquium, Department of Psychology, Texas A&M University.

- Beal, D. J. (2007, April). Discussant in P. Barger & J. Z. Gillespie (Co-Chairs) *When Smiles are Required: Understanding Display Rules and Emotional Labor*. Symposium presented at the Society for Industrial and Organizational Psychology, New York, New York.
- Beal, D. J. (2005, December). *Recovery and regulation strategy in an emotionally laborious job*. Invited colloquium, Department of Psychology, University of Minnesota.
- Beal, D. J. (2005, April). *Conducting daily experience research with PMAT*. Invited colloquium, Houston Area Industrial Organizational Psychologists.
- Beal, D. J. (2004, November). *Episodic processes in emotional labor*. Invited colloquium, Department of Psychology, Texas A&M University.
- Beal, D. J. (2004, March). *Experience sampling methods in social research*. Invited colloquium, Department of Psychology, Purdue University.
- Beal, D. J. (2003, November). *Affect and performance: Testing elements of an episodic process model*. Invited colloquium, Department of Psychology, Rice University.
- Beal, D. J. (2002, October). *Affective events in organizations: Micro-level implications for performance and commitment*. Invited colloquium, Department of Psychology, University of Waterloo.
- Beal, D. J. (2002, February). *Cohesion and performance in groups: A meta-analytic clarification of criteria and components*. Invited colloquium, Department of Psychology, Purdue University.

Refereed Conference Papers & Presentations

- Wu, I-H., Keeler, K., McClean, S., Whitney, J., Beal, D. J., Butts, M., Dimotakis, N., Gabriel, A., Kammeyer-Mueller, J., Koopman, J., & Rosen, C. (2022, August). *Leveling the playing field: Reducing between-person variation on within-person research*. Professional Development Workshop presented at the Academy of Management, Seattle, WA.
- Finalist for the inaugural WRDS/RMD Award for best Research Methods PDW at the annual AOM meeting
- Makino, E., Sherman, C., Ono, M., Beal, D. J., Wach, D., & Lackeus, M. (2022, August). *Advances in using experience sampling methodology in entrepreneurship research*. Professional Development Workshop presented at the Academy of Management, Seattle, WA.
- Zhang, H. & Beal, D.J. (2022, April). A deep dive on deep acting: Separating good-faith-effort from specific regulation strategies. In H. Neshor Shoshan (Chair), *A broader look on emotional labor: New actors, strategies, and measures*. Symposium presented at the Society for Industrial and Organizational Psychology, Seattle, WA.
- Beal, D. J., Chawla, N., McCarthy, J., & Trougakos, J. P. (2021, April). Trajectories of fear and hope in the midst of a global pandemic. In A. Dutli & S. Barli (Co-Chairs), *Employee emotions during covid-19 and their impact on performance and well-being*. Symposium presented in asynchronous virtual format at the Society for Industrial and Organizational Psychology, Virtual Conference.
- Townsend, D., Hunt, R., Beal, D. J., & Jin, J. H. (2020, August). *Venturing into the unknown: A meta-analytic assessment of uncertainty in entrepreneurship research*. Paper presented at the Academy of Management Conference, A Virtual Experience.
- Sundie, J. M., Beal, D. J., Ward, J., & Perkins, A. (2019, November). *Consumer connections with a brand and that brand community dampen hostile responses to prestige brand envy*. Paper presented at the Society for Marketing Advances, New Orleans, LA.
- Sundie, J. M., Beal, D. J., Kapitan, S., & Mittal, S. (2019, November). It's a great deal...I need it! Attributions of need drive frugal consumers' responses to discounted offerings. Paper presented at the Society for Marketing Advances, New Orleans, LA.

- Ward, A. K., Beal, D. J., Zyphur, M. J., & Zhang, H. (2019, August). Diversity climate and trust, in context: A multi-level general cross-lagged model. In D. Zheng (Chair), *HR and organizational diversity*. Symposium presented at the Academy of Management, Boston, MA.
- Beal, D. J. & Sundie, J. M. (2017, April). Profiles of the dark triad and dyadic conflict and trust. In J. M. Sundie & D. J. Beal (Co-Chairs), *Using latent profiles to capture emotional complexity*. Symposium presented at the Society for Industrial and Organizational Psychology, Orlando, FL.
- Sundie, J. M., Beal, D. J. (2017, April). Economic threat and status concerns in social comparison processes. In J. M. Sundie & D. J. Beal (Co-Chairs), *Using latent profiles to capture emotional complexity*. Symposium presented at the Society for Industrial and Organizational Psychology, Orlando, FL.
- Sitzmann, T., Trevino, L., & Beal, D. J. (2017, April). Are self-report and facial expressions of emotion related? In J. M. Diefendorff & H. Nguyen (Co-Chairs), *New directions in research on the dynamics of workplace emotions*. Symposium presented at the Society for Industrial and Organizational Psychology, Orlando, FL.
- Beal, D. J. (2016, August). Exploring the development of diversity climate. In A. K. Ward (Chair), *Diversity climate is good... So how do we get there?* Symposium presented at the Academy of Management, Anaheim, CA.
- Beal, D. J. (2016, April). Affective and regulatory consequences of helping and feeling helpful. In A. A. Grandey (Chair), *Emotion regulation at work: Expanding our impact*. Symposium presented at the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Glomb, T. M., Beal, D. J., Yang, T., & Bhave, D. (2014, May). Staying power: Emotional inertia as a moderator of event-affect relationships. In T. Yang & J. Bono (Co-Chairs), *Novel and dynamic approaches to research on affect at work*. Symposium presented at the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Beal, D. J., Sundie, J. M., Trougakos, J. P.*, Dalal, R. S., & Weiss, H. M. (2014, May). Unfairness, the inertia of anger, and customer perceptions of service. In J. Sundie & D. Rupp (Co-Chairs), *Linking organizations, employees, and customers through emotion experience and expression*. Symposium presented at the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Sundie, J. M., Beal, D. J., & Roche, S. (2014, May). Self-relevance, Schadenfreude, and sympathy: Understanding emotional responses to others' successes. In M. Ford (Chair), *Beyond valence: Discrete evaluative emotions and emotional expression*. Symposium presented at the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Beal, D. J., Trougakos, J. P.*, Weiss, H. M., & Dalal, R. S. (2012, August). Inter-individual differences in the dynamics of the emotion regulation process at work. In J. B. Vancouver & J. M. Weinhardt (Co-Chairs), *Understanding dynamics conceptually, analytically, computationally, and empirically*. Symposium presented at the Academy of Management, Boston, MA.
- Beal, D. J., Trougakos, J. P.*, Dalal, R. S., & Weiss, H. M. (2010, April). Affect spin predicts the strength of daily and episodic stressor-strain processes. In J. Diefendorff & M. Chandler (Co-Chairs), *New directions for studying individual differences in affect*. Symposium presented at the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Ghandour, L.* & Beal, D. J. (2010, April). Affective dynamics at work. In J. Diefendorff & M. Chandler (Co-Chairs), *New directions for studying individual differences in affect*. Symposium presented at the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Beier, M. E. & Beal, D. J. (2010, April). The importance of job characteristics in the age-job performance relation. In D. Kooij & J. Barnes-Farrell (Co-Chairs), *Aging and work motivation: Future research directions*. Symposium presented at the Society for Industrial and Organizational Psychology, Atlanta, GA.

- Naemi, B. D.* & Beal, D. J. (2009, April). *Affect-Cognition Reliance: How Personality and Mood Predict Resume Ratings*. Poster presented at the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Beal, D. J., Trougakos, J. P., Dalal, R. S., Sundie, J. M., & Weiss, H. M. (2008, August). Dynamics of employee emotion regulation strategies and customer-related outcomes. In D. Wagner & R. Ilies (Co-Chairs), *What makes customers tick ... and ticked off? Affect, justice, and emotions in customer service*. Symposium presented at the Academy of Management, Anaheim, California.
- Beal, D. J. & Ghandour, L.* (2008, August). A typology of centering options for latent growth models. In L. Williams & E. O'Boyle (Co-Chairs), *Current issues with latent variables and organizational research*. Symposium presented at the Academy of Management, Anaheim, California.
- Beal, D. J., Evans, R.* & Waite, L.* (2008, April). Factors involved in the recovery of regulatory resources. In C. Fritz & C. Binnewies (Co-Chairs), *The benefits of non-work experiences for employee health and performance*. Symposium presented at the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Raley, A. R.* & Beal, D. J. (2008, February). *Strategies for regulating thoughts: Implications for rumination, goal progress, and negative affect*. Paper presented at the Society for Personality and Social Psychology, Albuquerque, NM.
- Beal, D. J. & Rupp, D. E. (2007, April). *Checking In With The Scientist-Practitioner Model: How Are We Doing?* Co-Chairs of Special Session held at the Society for Industrial and Organizational Psychology, New York, New York.
- Naemi, B. D.*, Beal, D. J., & Payne, S. C. (2007, April). *Predicting extreme responding in surveys*. Paper presented at the Society for Industrial and Organizational Psychology, New York, New York.
- Zyphur, M. J. & Beal, D. J. (2007, April). *Covariation versus regression among intercepts and slopes in growth models*. Paper presented at the Society for Industrial and Organizational Psychology, New York, New York.
- Trougakos, J. P.*, Dalal, R. S., Beal, D. J., & Weiss, H. M. (2007, April). Affective Events and Affective Outcomes: A Test of Affective Event Theory Using Restaurant Servers. In S. Zhaoli & J. Yang (Co-Chairs), *The daily affective experience: Its antecedents and consequences*. Symposium presented at the Society for Industrial and Organizational Psychology, New York, New York.
- Madera, J. M.*, Hebl, M. R., & Beal, D. J. (2007, April). Staffing policies and interview structure: How they relate to discrimination and diversity. In E. King (Chair), *Individual and Organizational Strategies for the Reduction of Discrimination*. Symposium presented at the Society for Industrial and Organizational Psychology, New York, New York.
- Trougakos, J. P.*, Beal, D. J., Green, S. G., & Weiss, H. M. (2006, August). Making the break count: Recovery activities, emotional experiences, and affective delivery. In R. Ilies & D. Wagner (Co-Chairs), *Dynamic work processes and well-being: Testing affective events theory via experience sampling design*. Symposium presented at the Academy of Management, Atlanta, Georgia.
- Islam, G., Zyphur, M., & Beal, D. J. (2006, August). Examining "emergence" in multilevel research. In M. Griffin (Chair), *Multilevel Research*. Paper presented at the Academy of Management, Atlanta, Georgia.
- Beal, D. J., Trougakos, J. P.*, & Weiss, H. M. (2006, May). The dynamics of emotion regulation strategies. In J. Craig Wallace (Chair), *New directions in emotional labor research*. Symposium presented at the Society for Industrial and Organizational Psychology, Dallas, Texas.
- Elder, K., Koehler, T., Cortina, J. M., & Beal, D. J. (2006, May). Power to the people: Detecting more interactions in I-O. In J. M. Cortina (Chair), *Devoting rashly something as holy, ye must then reconsider: Revisiting methodological sacred cows*. Symposium presented at the Society for Industrial and Organizational Psychology, Dallas, Texas.

- Beal, D. J., Raley, A. B.*, & Corey, D. M. (2006, May). *Evaluation of the SAMD-z statistic for detecting outliers in meta-analysis*. Paper presented at the Society for Industrial and Organizational Psychology, Dallas, Texas.
- Hardigree, A.*, Beier, M. E., & Beal, D. J. (2006, May). *Meta-analysis of age/job performance relation: Is job complexity a moderator?* Paper to be presented at the Society for Industrial and Organizational Psychology, Dallas, Texas.
- Beal, D. J., de Chermont, K.*, & Dawson, J. F. (2005, August). Influences of interrater agreement on causal inferences in longitudinal organization-level data. In J. Dietz & S. D. Pugh (Co-Chairs), *Advances in aggregate-level research: Toward establishing causal priority*. Symposium presented at the Academy of Management, Honolulu, Hawaii.
- Beal, D. J. & Weiss, H. M. (2005, April). Using the Purdue Momentary Assessment Tool in Organizational Research. In F. Drasgow (Chair), *Innovations in computerized assessment: Research on practical issues*. Symposium presented at the Society for Industrial and Organizational Psychology, Los Angeles, California.
- Weiss, H. M. & Beal, D. J. (2005, April). Daily studies of recovery. In S. Sonnentag (Chair), *Affective experiences at work: The role of self-regulation*. Symposium presented at the Society for Industrial and Organizational Psychology, Los Angeles, California.
- Weiss, H. M., Beal, D. J., & MacDermid, S. M. (2005, April). An affective component for affective commitment: Development of a scale. In E. L. Levine (Chair), *Measuring affect in organizations: New measures, controversies and recent findings*. Symposium presented at the Society for Industrial and Organizational Psychology, Los Angeles, California.
- Beal, D. J., Trougakos, J. T.*, Green, S. G., & Weiss, H. M. (2005, January). *Emotion regulation in daily life: The roles of emotional experience, expression, and regulation strategy*. Paper presented at the Society for Personality and Social Psychology, New Orleans, Louisiana.
- Le, B., Choi, H. M., & Beal, D. J. (2004, October). *Pocket-sized psychology studies: Exploring ESM software for Palm Pilots*. Paper presented at the Society of Experimental Social Psychology, Fort Worth, Texas.
- Dien, J., Spencer, K. M., Donchin, E., Beal, D. J., & Berg, P. (2003, July). *Localization of the P300 using principal components analysis: Simulated and real data*. Paper presented at the International Brain Research Organization World Congress on Neuroscience, Prague, Czech Republic.
- Weiss, H. M., Beal, D. J., Groves, M. S.* (2003, April). Injustice affects performance through anger and cognitive interference. In N. M. Ashkanasy (Chair), *Multi-level perspectives on emotions in organizations*. Symposium conducted at the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Weiss, H. M., Ashkanasy, N. M., & Beal, D. J. (2003, March). *Cognitive and regulatory mediation of relationships between affective states and momentary work performance*. Paper presented at the Sydney Symposium of Social Psychology, Sydney, Australia.
- Le, B., & Beal, D. J. (2002, July). *Social networks and the promotion of relationship commitment*. Paper presented at the bi-International Society for the Study of Personal Relationships (ISSPR), Halifax, Nova Scotia, Canada.
- Le, B. & Beal, D. J. (2002, February). *The mediational role of commitment in the investment model*. Paper presented at the Society for Personality and Social Psychology, Savannah, Georgia.
- Beal, D. J. (2000, April). *An empirical examination of artifact distributions and availability in meta-analysis*. Paper presented at the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
- Beal, D. J., Cohen, R., & Burke, M. J. (2000, February). *Clarifying the relation between group cohesion and performance: A meta-analytic reevaluation of components and levels of analysis*. Paper presented at the 1st annual conference of the Society for Personality and Social Psychology, Nashville, Tennessee.

- Landis, R.S., Beal, D. J., & Tesluk, P.E. (1999, April). *A comparison of approaches to forming composites in structural equation models*. Symposium presented at the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
- Beal, D. J., Weisbuch, M.*, & O'Neal, E. C. (1998, October). *Masculine-ought discrepancies predict covert aggression*. Paper presented at the Society for Experimental Social Psychology, Lexington, Kentucky.
- Landis, R., Tesluk, P., & Beal, D. J. (1998, May). *Forming composite measures in structural equation models: A review and discussion of alternative approaches*. Paper presented at the American Psychological Society, Washington D. C.
- Beal, D. J. & O'Neal, E. C. (1998, May). *Use of Covert Aggression by Modern Racists: The Impact of Cognitive Load*. Paper presented at the 10th American Psychological Society, Washington D. C.
- Beal, D. J., Ong, J.*, & O'Neal, E. C. (1997, October). *Cognitive Capacity and Interracial Aggression*. Paper presented at the Society for Experimental Social Psychology, Toronto, Canada.
- Beal, D. J., O'Neal, E. C., Frey, F. C.*, & Merz, L*. (1997, May). *Masculinity and femininity predict the use of covert aggression*. Paper presented at the American Psychological Society, Washington D. C.
- Beal, D. J., O'Neal, E. C., & Vaslow, J. B. (1996, November). *Covert and overt aggression as a function of modern racism*. Paper presented at the Southeastern Society of Social Psychology, Norfolk, VA.
- O'Neal, E., Beal, D. J., Frey, F. C.*, & Merz, L.* (1996, October). *Measuring covert aggression against female and African-American targets*. Paper presented at the Society for Experimental Social Psychology, Sturbridge, MA.

Teaching

Courses Instructed (average ratings/scale max in parentheses, NA = Not Available)

Virginia Tech (2014-present)

Graduate: Organizational Behavior (5.94/6); Business Research Methods (5.57/6); Applied Measurement in Business Research (5.59/6); Advanced Topics in Organizational Research Methods (5.84/6)

Undergraduate: Organizational Behavior (5.08/6)

University of Texas at San Antonio (2011-2014)

Graduate: Advanced Research Methods (4.69/5)

Undergraduate: Motivation and Emotion (4.51/5); Industrial and Organizational Psychology (4.29/5)

Rice University (2004-2010)

Graduate: Psychometrics (4.30/5); Meta-Analysis (4.67/5); Multilevel Modeling (4.56/5)

Undergraduate: Introduction to Social Psychology (4.16/5); Psychological Testing and Measurement (3.8/5); Research Methods (4.00/5)

Purdue University (2002)

Graduate: Survey of Organizational Psychology (NA)

Tulane University (1999-2000)

Undergraduate: Psychological Testing and Measurement (NA); Research Methods in Social Psychology (NA)

Courses Designed

Virginia Tech

Applied Measurement in Business Research: Developed, taught, and shepherded through governance

Advanced Topics in Organizational Research Methods: Developed and taught

University of Texas at San Antonio

Advanced Research Methods: Developed and taught twice as a special topics course

Rice University

Advanced Research Methods: Developed and taught as a special topic course

Psychometrics: Developed and taught as an every other year doctoral course

Meta-Analysis: Co-developed and co-taught with Fred Oswald

Multilevel Modeling: Co-developed and co-taught with Fred Oswald

Students Mentored

Student	Chair/Member	University, Date	Current Occupation
Haozhen Zhang	Chair	VT, in prog	
Shu-tsen Kuo	Chair	VT, in prog	
Aaron Coombs	Member	VT, in prog	
Rai Siddhant Sidha	Member	IIMK, in prog	
Wenhao Wang	Member	VCU, in prog	
Alex Naar	Member	VT, in prog	
Ju Hyeong Jin	Member	VT, 2023	Faculty at Virginia State
Howard Haines	Member	VT, 2023	Faculty at Virginia Tech
Elsheba Abraham	Member	VT, 2021	Consultant at DDI
Bryan Action	Member	VT, 2020	Faculty at SUNY Binghamton
Jerry Flynn	Member	VT, 2018	Faculty at Rutgers
Michelle Hong	Member	VT, 2016	Faculty at NDSU
Miranda Richmond	Member	UTSA, 2015	Senior Biostatistician at Premier Research
Willie Hale	Member	UTSA, 2015	Faculty at UTSA
Pablo Cruz	Chair	Rice, 2010	Deputy Manager at NASA
Laura Barron	Member	Rice, 2009	Psychologist at the USAF
Sarah Singletary	Member	Rice, 2009	VP for DEI at Creighton University
Bobby Naemi	Chair	Rice, 2008	Director at Amer. Assoc. Medical Colleges
Anna Hardigree	Member	Rice, 2008	
Charlie Law	Member	Rice, 2008	Private consultant
Juan Madera	Member	Rice, 2008	Faculty at University of Houston
Kelly de Chermont	Member	Rice, 2008	Consultant at Blue Origin
Stacey Turner	Member	Rice, 2007	Partner at The group.io
John Trougakos	Member	Purdue, 2006	Faculty at University of Toronto
Eden King	Member	Rice, 2006	Faculty at Rice University

Masters Theses

Chaired: Amber Raley (Rice, 2009); Bobby Naemi (Rice, 2006)

Committee member: Bryan Acton (VT, 2016); Kathy Ramos (Rice, 2010); Harrison Kell (Rice, 2008); Laura Barron (Rice, 2007); Anna Hardigree (Rice, 2006); Sarah Singletary (Rice, 2006)

Chaired Honors Theses

Lennie Waite (Rice, 2008); Margaret Schwartz (Rice, 2008)

McNair Scholar Supervisor

Jessica Adkison (UTSA, 2013)

Professional Service

Associate Editor	<i>Journal of Management</i>	2012-2014
Editorial Boards	<i>Organizational Research Methods</i>	2007-present
	<i>Journal of Management</i>	2008-present
	<i>Journal of Business and Psychology</i>	2010-present
	<i>Affective Science</i>	2019-present
	<i>Journal of Applied Psychology</i>	2005-2014

Ad hoc reviewer

Academy of Management Review; Academy of Management Journal; Psychological Bulletin; Psychological Methods; Personnel Psychology; Organizational Behavior and Human Decision Processes; Emotion; Journal of Experimental Psychology: General; Journal of Organizational Behavior; Journal of Research in Personality; Human Performance; Journal of Occupational Health Psychology; Motivation and Emotion; Social and Personality Psychology Compass; Group Dynamics: Theory, Research, & Practice; Personal Relationships; British Journal of Social Psychology

Other reviews

NASA/NSBRI Behavior and Performance Review Panel, 2009
Variously for Society for Industrial and Organizational Psychology meeting
Variously for Academy of Management meeting

Conference planning

Program Committee for SIOP, 2005 (Sunday Seminar Sub-committee)
Program Committee for SIOP, 2006 (Chair of Reviewer Recruitment Sub-Committee)
Program Committee for SIOP, 2007 (Invited Presentations Sub-Committee)
Program Committee for SIOP, 2010 (Conference Evaluation Committee)

Professional associations

Academy of Management (Divisions of RM, OB, and HR)
Association for Psychological Science (Fellow)
American Psychological Association
Society for Industrial and Organizational Psychology (Fellow)
Society for Personality and Social Psychology