

KAMERON M. CARTER
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EDUCATION

Ph.D.	University of Iowa Management & Organizations	August 2018
M.B.A.	Longwood University General Business	August 2012
B.S.	Longwood University <i>Magna cum Laude</i> Chemistry	May 2011

ACADEMIC EMPLOYMENT

Pennsylvania State University, School of Labor and Employment Relations
August 2018-Present Assistant Professor of Human Resource Management

REFEREED PUBLICATIONS

Carter, K. M., Mead, B. A., Stewart, G. L., Nielsen, J. D., & Solimeo, S. L. (2019). Reviewing work team design characteristics across industries: Combining meta-analysis and comprehensive synthesis. *Small Group Research*, *50*, 138-188.

O'Boyle, E. H., Banks, G. C., **Carter, K. M.**, Walter, S. L., & Yuan, Z. (2019). A 20-year review of outcome reporting bias in moderated multiple regression. *Journal of Business and Psychology*, *34*, 19-37.

Yu, J., Downes, P. E., **Carter, K. M.**, & O'Boyle, E. H. (2018). The heterogeneity problem in meta-analytic structural equation modeling (MASEM) revisited: A reply to Cheung. *Journal of Applied Psychology*, *103*, 804-811.

Stewart, G. L., & **Carter, K. M.** (2017). Team design characteristics. In D. S. Ones, N. Anderson, C. Viswesvaran, and H. K. Sinangil. *Handbook of Industrial, Work, and Organizational Psychology* (Vol. 3, pp. 289-306). SAGE: Washington.

Gonzalez-Mulé, E., **Carter, K. M.**, & Mount, M. K. (2017). Are smarter people happier? Meta-analyses of the relationships between general mental ability and job and life satisfaction. *Journal of Vocational Behavior*, 99, 146-164.

Yu, J., Downes, P. E., **Carter, K. M.**, & O'Boyle, E. H. (2016). The problem of effect size heterogeneity in meta-analytic structural equation modeling. *Journal of Applied Psychology*, 101, 1457-1473.

MANUSCRIPTS UNDER REVIEW

Carter, K. M., Gonzalez-Mulé, E., Mount, M. K., Oh, I.-S., & Zachar, L. On the way to the top: Linking leadership behaviors, succession planning, and turnover via self-other agreement. *Revise and Resubmit, Journal of Vocational Behavior*

Stewart, G. L., **Carter, K. M.**, & Ptashnik, T. Team design characteristics. *Revise and Resubmit, Oxford Bibliographies*

Zhao, H. H., Shipp, A. J., Gonzalez-Mulé, E., **Carter, K. M.**, & Xu, E. A meta-analysis of the effects of time. *Under review, Personnel Psychology*

SELECTED WORKS IN PROGRESS

Carter, K. M., Firth, B., Astrove, S. L., Stewart, G. L., Mead, B. A., & Solimeo, S. L. More than the core: Examining the interaction between primary care provider role conflict and team action processes. *Writing in progress*

Carter, K. M., Ghahremani, H., Barrett, R., Crawford, E. R., & Balkundi, P. The social ledger of workplace relationships: A meta-analysis of the assets of positive social network ties and liabilities of negative social network ties. *Writing in progress*

Carter, K. M., Walter, S. L., Harman, D. M., & Gruca, T. S. Work context satisfaction, engagement, and organizational citizenship. *Writing in progress*

Moeckli, J., **Carter, K. M.**, Stewart, G. L., & Solimeo, S. L. Extended team members of Patient-Aligned Care Teams. *Writing in progress*

Park, H. M., **Carter, K. M.**, & Phillips, J. M. Abusive delegation. *Idea generation stage*

CONFERENCE PRESENTATIONS

Carter, K. M., Firth, B., Astrove, S. L., Stewart, G. L., Mead, B. A., & Solimeo, S. L. A multi-level examination of the interaction between core member role conflict and intrateam process. Paper presented at the *Academy of Management Meeting, 2017*, Atlanta, GA.

Stewart, G. L., Mead, B. A., Lampman, M. A., **Carter, K. M.,** McCoy, K. D., & Solimeo, S. L. Individual and unit level influences on behavioral change following an organizational intervention. Paper presented at the *Academy of Management Meeting, 2017*, Atlanta, GA.

Carter, K. M., & Barrett, R. The negative side of the social ledger: A meta-analysis on the effects of negative networks. Paper presented at the *Academy of Management Meeting, 2016*, Anaheim, CA.

*Yu, J., Downes, P. E., **Carter, K. M.,** & O'Boyle, E. H. Incorporating effect size variance into meta-analytic structural equation modeling through the development of credibility intervals for path estimates. Paper presented at the *Academy of Management Meeting, 2015*, Vancouver, BC, Canada.

**Winner Best Student Paper Award Research Methods Division
Published in Academy of Management Proceedings*

O'Boyle, E. H., Banks, G. C., **Carter, K. M.,** & Walter, S. L. What moderates moderators? A meta-analytic examination of interactions in management and applied psychology research. Paper presented at the *Academy of Management Meeting, 2015*, Vancouver, BC, Canada.

Carter, K. M., Mount, M. K., & Steigleder, Q. Biodata predictors of tournament performance on the PGA Tour. Paper presented at the *Society of Industrial and Organizational Psychology Conference, 2015*, Philadelphia, PA.

Gonzalez-Mulé, E., **Carter, K. M.,** & Mount, M. K. A meta-analysis of the relationship between general mental ability and attitudes. Paper presented at the *Academy of Management Meeting, 2014*, Philadelphia, PA.

TEACHING EXPERIENCE

Pennsylvania State University

Instructor, Staffing and Training Spring, 2019

Instructor, Research Methods in Human Resources and Employment Relations I Fall, 2018

Master's-level class

University of Iowa

Instructor, Performance Management & Rewards Systems Spring, 2017

Instructor-online, Strategic Human Resource Management Summer, 2014

Teaching assistant, Introducing to Management Spring 2015, 2014; Fall, 2013

WORK EXPERIENCE

Academic Coaching Assistant Coordinator, Longwood University, Farmville, VA, 2012-2013.
Assistant Women's Golf Coach, Longwood University, Farmville, VA, 2012-2013.

PROFESSIONAL AND SERVICE ACTIVITIES

Professional Associations

Member, Society for Industrial and Organizational Psychology, since 2013

Member, Academy of Management, since 2013

- Human Resources, Organizational Behavior, and Research Methods Divisions

Service Activities

Reviewer, *Academy of Management Conference* 2015-2018

Ad-hoc reviewer, *SHRM Effective Practice Guidelines Report* 2016

Ad-hoc reviewer, *Management Decision* 2018

Ad-hoc reviewer, *Human Resource Management Review* 2018-present

AWARDS AND HONORS

Graduate Alumni Award, Longwood University	2017
Outstanding Reviewer Award, Organizational Behavior Division Academy of Management	2017
Research Methods Division Best Student Paper, Academy of Management	2015