

ANGELA L. HEAVEY
The Pennsylvania State University
School of Labor and Employment Relations
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EDUCATION

Ph.D. **Cornell University, School of Industrial & Labor Relations, August 2012**
Concentration: Human Resource Studies
Minors: Organizational Behavior, Social Statistics

M.S. **The Pennsylvania State University, December 2006**
Major: Industrial Relations and Human Resources

B.A. **Colby-Sawyer College, May 2002**
Major: Psychology, *Minor:* Sociology

ACADEMIC WORK EXPERIENCE

Teaching Professor of Human Resource Management The Pennsylvania State University School of Labor and Employment Relations, University Park, PA	July 2023 – Present
Assistant Professor James Madison University College of Business, Department of Management, Harrisonburg, VA	August 2016 – May 2023
Assistant Professor Florida International University College of Business, Department of Management and International Business, Miami, FL	August 2012 – May 2016

TEACHING EXPERIENCE

The Pennsylvania State University (Sole Instructor)
Research Methods in Labor and Employment Relations – In-Person (Undergraduate)
Ethics in the Workplace – In-Person (Undergraduate)
Research Methods and Analytics in Human Resources and Employment – In-Person (Graduate)
Research Methods – Fully Online (Graduate)
Talent Development and Change Management – In-Person (Graduate)

James Madison University (Sole Instructor):
Human Resource Management – In-Person (Undergraduate)
Human Resource Management – Hyflex/Online (Undergraduate)
Evidence-Based Decision Making – In-Person (Undergraduate)
Evidence-Based Decision Making – Fully Online (Undergraduate)
Managing and Retaining Human Capital – In-Person (Undergraduate)
Management and Organizational Behavior – In-Person (Undergraduate)
Analytical Decision Making for the Ethical Manager – Hybrid (MBA)
Analytical Decision Making for the Ethical Manager – Fully Online (MBA)

Florida International University (Sole Instructor):
Recruitment & Staffing – In-Person (Undergraduate)
Recruitment & Staffing – Hybrid (Undergraduate)
Human Resource Management Metrics – In-Person (Master's)
Human Resource Management Metrics – Fully Online (Master's)
- Quality Matters (QM) Certified online course
Finance for HR Professionals – Fully Online (Master's)
Advanced Research Methods – In-Person (Doctoral)

Cornell University (Sole Instructor):

Staffing Organizations– In-Person (Undergraduate)

Introduction to Human Resource Management – In-Person (Undergraduate)

Cornell University (Teaching Assistant):

Human Resource Analytics – In-Person (Undergraduate)

Strategic HR Metrics – In-Person (Master's)

TEACHING WORKSHOPS AND PROFESSIONAL PRESENTATIONS

Heavey, A.L. (April 2020). HR Analytics in Practice: Applied Approaches and Best Practices. Workshop session presented at the April Chapter Meeting of the Shenandoah Valley Society for Human Resource Management Chapter Meeting, Virtual Presentation (via WebEx).

Parks-Leduc, L., Heavey, A.L., Thurgood, G., Charlier, S. (August 2019). Innovative and Experiential Approaches to Teaching HRM. Professional development workshop offered at the Annual Conference of the Academy of Management, Boston, MA.

Parks-Leduc, L., Heavey, A.L., Thurgood, G., & Wesson, M. (August 2018). Teaching HR Metrics and Analytics. Professional development workshop accepted to the Annual Conference of the Academy of Management, Chicago, IL.

Heavey, A.L. (July 2018). Evidence-Based Management. Workshop session presented at the July Chapter Meeting of the Shenandoah Valley Society for Human Resource Management Chapter Meeting, Fishersville, Virginia.

Heavey, A.L. (November 2017). The impact of information source use frequency and credibility on employee attributions for HR practices. Paper presented at the SLSS Fall Student Research Brown Bag, James Madison University: School of Strategic Leadership Studies, Harrisonburg, Virginia.

Parks-Leduc, L.M., & Heavey, A.L. (August 2017). Using Videos, Games, and Online Content to Teach HR. Professional Development Workshop to be presented at the 77th Annual Meeting of the Academy of Management, Atlanta, GA.

RESEARCH INTERESTS

Employee withdrawal and turnover

Executive succession and leadership

Measurement of HR practices/initiatives/impact

PUBLICATIONS

*Name previously Angela M. Langevin

Melnyk, S. A., Ritchie, W. J., Stark, E. M., Heavey, A. (2023). When a dominant certified management standard is replaced: Theoretical insights from the American hospital field. *International Journal of Operations & Production Management*, 43(12), 2031-2054.

Hausknecht, J.P., & Heavey, A.L. (2017). Selection for service and sales jobs. In Farr, J.L. & Tippins, N.T. (Eds.), *Handbook of Employee Selection (2nd Edition)*. New York: Routledge.

Pissaris, S., Heavey, A.L., & Golden, M. (2017). Executive pay matters: Looking beyond the CEO to explore implications of pay disparity on non-CEO executive turnover and firm performance. *Human Resource Management*, 56(2), 307-327.

Heavey, A. L., Holwerda, J. A., & Hausknecht, J. P. (2013). Causes and consequences of collective turnover: A meta-analytic review. *Journal of Applied Psychology*, 98 (3), 412-453.

Heavey, A. L., Beijer, S., Federman, J., Hermans, M., Klein, F., McClean, E., & Martinson, B. (2012). Measurement of human resource practices: Issues regarding scale, scope, source and substantive content. In Guest, D., Paaauwe, J., & Wright, P. (Eds.) *HRM and Performance: Achievements and Challenges*. Chichester, United Kingdom: John Wiley & Sons, Ltd.

Hausknecht, J.P., & Langevin, A.M. (2010). Selection for service and sales jobs. In Farr, J.L. & Tippins, N.T. (Eds.), *Handbook of Employee Selection*. New York: Psychology Press.

RESEARCH PRESENTATIONS

*Name previously Angela M. Langevin

- Chacar, A., Heavey, A. L., Sim, D. & Combs, D. (August 2020). CFO Turnover Drivers and Consequences Research: Time to Move Beyond Wrongdoing? Paper presented at the Annual Meeting of the Academy of Management (virtual format due to COVID-19).
- Chacar, A., Combs, D., Heavey, A. L., Ozgen, S., Sim, D. (October 2019). CFOs and Strategic Human Capital Research: Out of the Spotlight? Paper presented as panel presentation at the Annual Conference of the Strategic Management Society, Minneapolis, MN.
- Chacar, A., Heavey, A. L., Combs, D., Ozgen, S., Sim, D. (August 2019). Rise of the CFO from Humble Origins to a CEO Partner and Foe. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
- Pissaris, S. & Heavey, A.L. (June 2019). Using Innovative Strategies to Unpack Female Contributions on Corporate Boards. Paper presented at the FIU Business-IMM Bangalore 2019 Conference, Bangalore, India.
- Heavey, A.L., & Pissaris, S. (August 2016). Female Executives in the C-Suite: Exploring Firm Financial Performance, Shareholder Return, and Risk. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Pissaris, S., & Heavey, A.L. (August 2015). The impact of pay disparity on non-CEO executive turnover. Paper presented at the 75th Annual Meeting of the Academy of Management, Vancouver, British Columbia, Canada.
- Heavey, A.L. (May, 2014). Human Resource (HR) Information Sources and Trends over Time. Poster presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Heavey, A.L. (May 2014). The Potential Impact of Absence and Turnover on Non-Withdrawing Employees. Poster presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Heavey, A.L. (August 2013). HR attributions: Potential predictors, trends over time, and the role of HR information sources. Paper presented at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.
- Langevin-Heavey, A. (August 2011). What do you think I expect? An empirical investigation of young worker expectations for HR practices. Discussion paper presented at the 71st Annual Meeting of the Academy of Management, San Antonio, Texas.
- Langevin-Heavey, A. (April 2011). Deviant behavior impression management: A newly proposed impression management dimension. Poster presented at the 26th Annual Society for Industrial and Organizational Psychology Conference, Chicago, Illinois.
- Nishii, L.H., & Langevin, A.M. (April 2010). Managerial diversity attributions: Why we should care. Poster presented at the 25th Annual Society for Industrial and Organizational Psychology Conference, Atlanta, Georgia.
- Nishii, L.H., & Langevin, A.M. (August 2009). The influence of employee attributions of diversity practices on employee attitudes and behaviors. Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, Illinois.
- Nishii, L.H., & Langevin, A.M. (August 2009). The role of climate, LMX, and demographic faultlines in the experiences of aging workers. Paper presented at the 69th Annual Meeting of the Academy of Management, Chicago, Illinois.
- Langevin, A.M., & Hausknecht, J.P. (April 2009). The dynamic nature of applicants' reactions to selection: Effects of face validity, feedback, and reconsideration opportunity. Poster presented at the 24th Annual Society for Industrial and Organizational Psychology Conference, New Orleans, Louisiana.

Session Chair/Invited Panelist/Session Facilitator:

HRM Practices in the Multinational Context. (Session Chair, August 2016). Paper session at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.

HR Doctoral Consortium. (Invited Panelist, August 2016). 76th Annual Meeting of the Academy of Management, Anaheim, CA.

HR Doctoral Consortium. (Invited Panelist, August 2015). 75th Annual Meeting of the Academy of Management, Vancouver, British Columbia.

Middle-Stage HR Doctoral Consortium. (Invited Panelist, August 2015). 75th Annual Meeting of the Academy of Management, Vancouver, British Columbia.

Middle-Stage HR Doctoral Consortium. (Invited Panelist, August 2014). 74th Annual Meeting of the Academy of Management, Philadelphia, PA.

Understanding psychological contracts: Affect, identification, and justice in social exchange. (Session Facilitator, August 2011). Paper session at the 71st Annual Meeting of the Academy of Management, San Antonio, TX.

PROFESSIONAL DEVELOPMENT CONFERENCE ATTENDANCE

TLC@AOM Teaching and Learning Conference (August 2016). 76th Meeting of the Academy of Management. Anaheim, CA.
TLC@AOM Teaching and Learning Conference (August 2015). 75th Meeting of the Academy of Management. Vancouver, British Columbia, Canada.

Innovation in HRM Teaching Conference (June 2013). Jointly sponsored by the HR Division of AOM and the Society for Human Resource Management Annual Conference and Exposition. Chicago, IL.

SERVICE

Department / College / School / University:

The Pennsylvania State University:

- Co-Advisor, Penn State Society for Human Resource Management (SHRM) Student Chapter, Summer 2024-Present
- Member, Non-Tenure Track (NTT) Promotion Committee, School of Labor and Employment Relations, Summer 2024-Present
- Member, MHRER Graduate Certificate Committee, School of Labor and Employment Relations, Summer 2024-Present
- Member, Graduate Committee, School of Labor and Employment Relations, Fall 2023-Present
- Member, Teaching Faculty (NTT) Search Committee, School of Labor and Employment Relations, Spring 2025, Spring 2024

James Madison University:

- Co-Advisor, JMU Society for Human Resource Management (SHRM) Student Chapter, Fall 2016-May 2023
- Member, Assessment Committee, Department of Management, College of Business, Fall 2016-Spring 2023
- Coordinator, SHRM Academic Alignment for BBA with concentration in HR Management, Department of Management, College of Business, Fall 2020-Spring 2023
- Member, Faculty Search Committee, Department of Management, College of Business, Spring 2021
- Member, Student Recognition Committee, Department of Management, College of Business, Spring 2019
- Member, Faculty Search Committee, Department of Management, College of Business, Spring 2018
- Member, Faculty Search Committee, Department of Management, College of Business, Spring 2017

Florida International University:

- Co-Chair and Member, Departmental Seminar Series/Brown Bag Committee, Management & International Business Department, College of Business, Fall 2012- Spring 2016
- Member, Student Expectations Committee, Management & International Business Department, College of Business, Fall 2012-Spring 2016
- Member, MSHRM Team, Management & International Business Department, College of Business, Fall 2012-Spring 2016

Cornell University:

- Cornell Student Representative, Multi-campus Doctoral Education Network Professional Development Workshop, Planning Committee, Fall 2008

Professional:

Board Member (College Relations), Central Keystone Valley HR Professionals, January 2025-present
Member, HR Division of the Academy of Management, 2008-present
Member, Organizational Behavior Division of the Academy of Management, 2008-present
Board Member (College Relations), Shenandoah Valley Society for Human Resource Management, September 2016-May 2023
Editorial Review Board Member, *Journal of Organizational Behavior*, January 2021-December 2022
Ad-Hoc Reviewer for *Academy of Management Review*, *Journal of Management*, *Human Resource Management*, *Human Resource Management Journal*, *Journal of Organizational Behavior*, *Human Performance*, *Personnel Review*, *Management Decision*, *Thunderbird International Business Review*, *Journal of Workplace Behavioral Health*
Committee Member-Student Conference Planning Committee, HR Virginia, 2017-2018
Member of AOM HR Division Member Relations Welcome Committee, 2013-2015

Professional Memberships:

Academy of Management (AOM)
Society for Human Resource Management (SHRM)

HONORS AND AWARDS

Teaching and Service Awards:

Accenture Professional Service Award, College of Business, James Madison University (August 2019)
Best Professor Award, Master of Science in Human Resource Management Online Program, Florida International University
(Awarded Fall 2013, Fall 2014, Summer 2015, Fall 2015, Summer 2016)
Best Course Award, Master of Science in Human Resource Management On-Campus Program, Florida International University
(Awarded Summer 2014, Summer 2015: Human Resource Management Metrics)
Best Professor Award, Master of Science in Human Resource Management On-Campus Program, Florida International University (Awarded Summer 2014, Summer 2015, Fall 2015, Summer 2016)

Fellowships, Academic Awards, and Honors:

Provost Diversity Fellowship, Cornell University (Fall 2011)
SUNY Diversity Fellowship, Cornell University (2007-08, 2008-09)
John Shultz, Sr. Graduate Fellowship, Pennsylvania State University (Fall 2006)
Arlene Smith Endowed Educational Enhancement Award, Pennsylvania State University (2005-06)
Bunton-Waller Graduate Assistantship, Pennsylvania State University (Spring 2005)
Presidential Scholarship, Colby-Sawyer College
Honors Program, Colby-Sawyer College
Summa Cum Laude, Colby-Sawyer College
Baccalaureate Award in Psychology, Colby-Sawyer College
Alpha Chi National Honor Society, Colby-Sawyer College
Psi Chi Psychology Honor Society, Colby-Sawyer College
James Duane Squires Book Award, Colby-Sawyer College
