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EDUCATION

Doctor of Philosophy

August 2009

Major: Organizational Behavior

Minor: Industrial/Organizational Psychology

Michigan State University, East Lansing, MI

Bachelor of Arts

May 2002

Majors: Psychology and Communication Studies, Graduated with Honors

University of Michigan, Ann Arbor, MI

PROFESSIONAL EXPERIENCE

- 2023-Present Professor of Management
Department of Management, Purdue University
- 2016-2023 Associate Professor of Management (with tenure)
Department of Management, Purdue University
- 2016-2023 Associate Professor (courtesy appointment since 2011)
Department of Psychological Sciences, Purdue University
- 2009-2016 Assistant Professor of Management
Department of Management, Purdue University
- 2004-2009 Graduate Research Assistant
Department of Management, Michigan State University
- 2002-2004 Marketing Coordinator
Borders Group, Ann Arbor, MI

REFEREED JOURNAL PUBLICATIONS (†current or former student)

†Kleshinski, C. E., Wilson, K. S., †Street, J. S., & †Rosokha, L. M. (2024). Coping with work-nonwork stressors over time: A person-centered, multistudy integration of coping breadth and depth. *Journal of Applied Psychology*, 109, 1765-1793.

†Baumann, H. M., & Wilson, K. S. (2024). Considering need satisfaction both at work and at

home: What matters for employees' work-family enrichment and well-being? *Journal of Occupational and Organizational Psychology*, 97, 1659-1680.

Kossek, E. E., Porter, C.M., †Rosokha, L. M., Wilson, K. S., Rupp, D. E., & †Law-Penrose, J. C. (2024). Advancing work-life supportive contexts for the “haves” and “have notes”: Integrating supervisor training with work-life flexibility to impact exhaustion or engagement. *Human Resource Management*, 63, 397-411.

*Rosabeth Moss Kanter Award for Excellence in Work-Family Research Finalist

†Kleshinski, C. E., Wilson, K. S., DeRue, D. S., & Conlon, D. E. (2023). Does justice need to be in the eyes of both beholders? Examining face-to-face and virtual negotiators' interactional justice congruence. *Negotiation and Conflict Management Research*, 16, 100-131.

❖ Lead article

Li, Y., †Kleshinski, C. E., Wilson, K. S., & Zhang, K. (2022). Age differences in affective responses to inclusion experience: A daily diary study. *Personnel Psychology*, 75, 805-832.

Bartels, A. L., Nahrgang, J. D., Sessions, H., Wilson, K. S., †Wu, L., & †Law-Penrose, J. (2022). With a frown or a smile: How leader affective states spark the leader-follower reciprocal exchange process. *Personnel Psychology*, 75, 147-177.

Wilson, K. S., †Kleshinski, C. E., & Matta, F. K. (2021). You get me: Examining the implications of couples' depersonalization agreement for employee recovery. *Personnel Psychology*, 74, 265-293.

†Kleshinski, C. E., Wilson, K. S., †Street, J. S., & Scott, B. A. (2021). Principled leader behaviors: An integrative framework and extension of why leaders are fair, ethical, and non-abusive. *Academy of Management Annals*, 15, 1-36.

❖ Lead article

†Perrigino, M. B., Dunford, B. B., & Wilson, K. S. (2018). Work-family backlash: The “dark side” of work-life balance (WLB) policies. *Academy of Management Annals*, 12, 600-630.

Wilson, K. S., †Baumann, H. M., Matta, F. K., Ilies, R., & Kossek, E. E. (2018). Misery loves company: An investigation of couples' interrole conflict congruence. *Academy of Management Journal*, 61, 715-737.

*Rosabeth Moss Kanter Award for Excellence in Work-Family Research Finalist

Ilies, R., Wagner, D. T., Wilson, K. S., Ceja, L., Johnson, M. D., DeRue, D. S., & Ilgen, D. R. (2017). Flow at work and basic psychological needs: Effects on well-being. *Applied Psychology: An International Review*, 66, 3-24.

Wilson, K. S., DeRue, D. S., Matta, F. K., Howe, M., & Conlon, D. E. (2016). Personality similarity in negotiations: Testing the dyadic effects of similarity in interpersonal traits and the use of emotional displays on negotiation outcomes. *Journal of Applied Psychology*, 101, 1405-1421.

*Featured in [New York Magazine](#) and other media outlets

Goh, Z., Ilies, R., & Wilson, K. S. (2015). Supportive supervisors improve employees' daily lives: The role supervisors play in the impact of daily workload on life satisfaction via work-family conflict. *Journal of Vocational Behavior*, 89, 65-73.

Wilson, K. S., & †Baumann, H. M. (2015*). Capturing a more complete view of employees' lives outside of work: The introduction and development of new interrole conflict constructs. *Personnel Psychology*, 68, 235-282.

*Advance online publication June 2014. doi: 10.1111/peps.12080

❖ Lead article

Wilson, K. S., Sin, H. P., & Conlon, D. E. (2010). What about the leader in leader-member exchange? The impact of resource exchanges and substitutability on the leader. *Academy of Management Review*, 35, 358-372.

❖ Lead article

Ilies, R., Wilson, K. S., & Wagner, D. T. (2009). The spillover of daily job satisfaction onto employees' family lives: The facilitating role of work-family integration. *Academy of Management Journal*, 52, 87-102.

Barnes, C. M., Hollenbeck, J. R., Wagner, D. T., DeRue, D. S., Nahrgang, J. D., & Schwind, K. M. (2008). Harmful help: The costs of backing-up behavior in teams. *Journal of Applied Psychology*, 93, 529-539.

Ilies, R., Schwind, K. M., Wagner, D. T., Johnson, M. D., DeRue, D. S., & Ilgen, D. R. (2007). When can employees have a family life? The effects of daily workload and affect on work-family conflict and social behaviors at home. *Journal of Applied Psychology*, 92, 1368-1379.

* Rosabeth Moss Kanter Award for Excellence in Work-Family Research Finalist

Ilies, R., Schwind, K. M., & Heller, D. (2007). Employee well-being: A multi-level model linking work and nonwork domains. *European Journal of Work and Organizational Psychology*, 16, 326-341.

OTHER PUBLICATIONS (†current or former student)

Kossek, E. E., Wilson, K. S., & †Rosokha, L. M. (2020). What working parents need from their managers. *Harvard Business Review*. (<https://hbr.org/2020/11/what-working-parents-need-from-their-managers>)

†Law-Penrose, J. C., Wilson, K. S., & †Taylor, D. L. (2016). Leader-member exchange (LMX) from the resource exchange perspective: Beyond resource predictors and outcomes of LMX. In T. N. Bauer & B. Erdogan (Eds.), *The Oxford Handbook of Leader-Member Exchange* (Vol 1: pp. 55-66). Oxford, UK: Oxford University Press.

Wilson, K. S., Conlon, D. E., & Koopman, J. (2011). Fairness and consumer behavior: A WWJD (what would justice do?) analysis. In M. A. Rahim (Ed.), *Diversity, conflict, and leadership: Current topics in management* (Vol. 15: pp. 63-92). New Brunswick, NJ: Transaction Publishers.

Schwind, K. M. (2007). *The future of human resource management: Emerging HRM needs and tools*. Alexandria, VA: Society for Human Resource Management Foundation.

UNDER REVIEW (†current or former student)

Little, L. M., Wilson, K. S., & Burgess, R. (Revise & resubmit). Title withheld to protect blind review process. *Personnel Psychology*.

Zhong, R., Lee, S., †Chen, J. P., & Wilson, K.S (Revise & resubmit). Title withheld to protect blind review process. *Personnel Psychology*.

SELECT WORK IN PROGRESS (†current or former student)

†Chen, J. P., Wilson, K.S., & Nielsen, J. Tech or app experiences and work. (Status: Preparing to submit to *Personnel Psychology*)

†Kleshinski, C. E., Li, Y., Wilson, K.S., Watkins, T., Methot, J., Tang, G., & Huang, C. Daily balance and nonwork-work communication. (Status: Preparing to submit to *Organizational Behavior and Human Decision Processes*)

Zipay, K. P., †Kleshinski, C. E., Conder, S., & Wilson, K. S. Couples leisure. (Status: Preparing to submit to the *Academy of Management Journal*)

†Rosokha, L. M., †Kleshinski, C. E., †Chen, J. P., Wilson, K. S., & †Baumann, H. M. The carryover of negative social evaluations at home. (Status: Planning additional study)

†Kleshinski, C. E., Wilson, K. S., & Methot, J. R. Coworkers' blended communication. (Status: Preparing to submit to *Journal of Management*)

Matta, F. K., Baer, M. D., Hill, E., Frank, E. L., & Wilson, K. S. Leader-follower resource exchanges. (Status: Conducting additional analyses)

†Kleshinski, C. E., Wilson, K. S., & Dunford, B. B. Supervisor-employee justice agreement. (Status: Conducting additional analyses)

†Kleshinski, C. E., Wilson, K. S., & Sin, H.P. Revisiting the LMX and OCB relationship. (Status: Planning additional study)

CHAired CONFERENCE SESSIONS

Chen, J. P., Fogel, B. M., & Wilson, K. S. (Chairs). *Evolving Approaches to Spillover Research: The Implications of Diverse, Nonwork Encounters for Modern Employees*. Symposium co-chairperson at the 2024 Academy of Management Annual Meeting, Chicago, IL.

Included in the *Academy of Management Proceedings

Wilson, K. S., & Dahm, P. C. (Chairs). *Family Matters: The Influence of Close Others on Employee Identity, Attitudes, and Well-being*. Symposium* co-chairperson at the 2016 Academy of Management Annual Meeting, Anaheim, CA.

This symposium was chosen to be a showcase (high-quality and high potential) symposium and was included in the *Academy of Management Proceedings

Wilson, K. S., & Glomb, T. M. (Chairs). *New Perspectives on the Study of Work-Life Processes and Health*. Symposium co-chairperson at the 2012 Academy of Management Annual Meeting, Boston, MA.

Included in the *Academy of Management Proceedings

Ilies, R., & Schwind, K. M. (Chairs). *Processes Linking Work and Family Domains: Taking a Dynamic Approach*. Symposium co-chairperson at the 2006 Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.

CONFERENCE PRESENTATIONS

Chen, J. P., & Wilson, K. S. *Navigating disruptions inside and outside work: Work and nonwork implications of employee resource expansion*. Part of a symposium titled: *The labor of love: Exploring employee well-being, interpersonal resources, and the spillover between work-family dynamics and romantic partnerships*, A. Garcia and C. L. Nguyen (Co-Chairs), presented at the 2025 Academy of Management Annual Meeting, Copenhagen, Denmark.

Chen, J. P., Wilson, K. S., Nielsen, J. *Love in the digital age: Impact of dating apps on employee well-being and performance*. Presented at the 2024 Purdue HR Case Competition & Conference, West Lafayette, IN.

Chen, J. P., Wilson, K. S., & Nielsen, J. *“Swiping left or right”: Individual dating app experiences and the influence on work*. Part of a symposium titled: *Evolving approaches to spillover research: The implications of diverse, nonwork encounters for modern employees*, J. P. Chen, B. M. Fogel, and K. S. Wilson (Co-Chairs), presented at the 2024 Academy of Management Annual Meeting, Chicago, IL.

Included in the *Academy of Management Proceedings

Kleshinski, C. E., & Wilson, K. S. *Coworkers’ cross-domain conversations: Energizing the preoccupying effects of COVID-19*. Part of a symposium titled: *The implications of increasingly porous boundaries for workplace relationships*, M. Mucci-Ferris and A. E. Colbert (Co-Chairs), presented at the 2024 Academy of Management Annual Meeting, Chicago, IL.

Included in the *Academy of Management Proceedings

Wilson, K. S. *Conducting work-family research with multiple source: The messiness, benefits and lessons learned*. Part of an alternative symposium titled: *Evolving work-family research: Considerations needed for more inclusive approaches*, R. A. Matthews and J. J. Leslie (Co-Chairs), presented at the 2024 Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Kleshinski, C. E., Wilson, K. S., Stevenson-Street, J., & Rosokha, L. M. *Latent transitions of coping with work-nonwork stressors*. Part of a symposium titled: *Exploring work and non-work recovery: Dynamics across individuals, couples and contexts*, A. Bartels and B. Fogel (Co-Chairs), presented at the 2023 Academy of Management Annual Meeting, Boston, MA.

*** Finalist for the OB Division’s Best Symposium Award**

Little, L. M., Wilson, K. S., & Burgess, R. *Understanding family-supervisor support of working mothers of teenagers*. Part of a symposium titled: *Let's give them something to talk about: Conversations at the work-family interface*, A. Dutli, A. Gabriel and Y. Lin (Co-Chairs), presented at the 2023 Academy of Management Annual Meeting, Boston, MA.

Kleshinski, C. E., Li, Y., Huang, C., Wilson, K. S., & Tang, G. *Benefiting from balance: Positive nonwork event disclosure in the workplace*. Part of a symposium titled: *Can I tell you something? Implications of event disclosure at work for disclosers and responders*, C. Du and T. Watkins (Co-Chairs), presented at the 2023 Academy of Management Annual Meeting, Boston, MA.

Rosokha, L. M., Wilson, K.S., & Baumann, H. M. *The carryover of social evaluations at home to self-evaluations at work*. Part of a symposium titled: *Novel perspectives on employees' work-family dynamics*, X. Liu (Chair), presented at the 2022 Academy of Management Annual Meeting, Seattle, WA.

***Included in the Academy of Management Proceedings**

Kleshinski, C. E., Wilson, K. S., & Methot, J. R. *Dyadic cross-domain conversations: Energizing and preoccupying effects of COVID-19 talk*. Part of a symposium titled: *Navigating the work-life interface during the COVID-19 Pandemic*, S. Yoon, N. Chawla and K. Zipay (Co-Chairs), presented at the 2022 Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

Baumann, H. M., & Wilson, K. S. *Investigating work-home autonomy need satisfaction congruence and work-family enrichment*. Part of symposium: *The work-family interface: Affect, evaluations, and performance across domains*, H. Baumann (Presider), presented at the 2022 Work Family Researchers Network Conference, New York, NY.

Rosokha, L. M., Wilson, K. S., Baumann, H. M., & Kleshinski, C. E. *The carryover of social evaluations at home to self-evaluations at work: Distinct mechanisms for men and women*. Part of symposium: *The work-family interface: Affect, evaluations, and performance across domains*, H. Baumann (Presider), presented at the 2022 Work Family Researchers Network Conference, New York, NY.

Li, Y., Kleshinski, C. E., Wilson, K. S., & Zhang, K. *Age differences in affective responses to daily inclusion: A daily diary method*. Part of an asynchronous, virtual paper session presented virtually at the 2021 Academy of Management Annual Meeting.

***Designated as a "Best Paper" for the GDO (Gender and Diversity in Organizations) Division and included in the Academy of Management Proceedings**

Matta, F. K., Hill, E., Baer, M. D., Frank, E. L., & Wilson, K. S. (2021). *Exchanging the same favor: The role of resource distinctions and affect in leader-follower exchanges*. Part of a live, virtual symposium titled: *The third-decade of the affective revolution: How affect and emotions extend organizational research*, S. Yoon (Chair), presented virtually at the 2021 Academy of Management Annual Meeting.

Zipay, K., Kleshinski, C. E., & Wilson, K. S. *Examining the emotional and behavioral effects of*

dyadic leisure practices in dual-income couples. Part of a live, virtual symposium titled: *Rethinking work-nonwork spillover: The critical role of work and nonwork relationships*, M. Ganster and A. Gabriel (Co-Chairs), presented virtually at the 2021 Academy of Management Annual Meeting.

Included in the *Academy of Management Proceedings

Matta, F. K., Hill, E., Baer, M. D., Frank, E. L., & Wilson, K. S. *To feel good, you have to give what you get: A study of resource exchanges*. Poster presented at the virtual annual meeting of the 2021 Society for Industrial and Organizational Psychology.

***SIOP Top 10 Poster (Top 2% of Accepted Submissions)**

Kleshinski, C. E., Wilson, K. S., & Dunford, B. B. *Am I being fair? Implications of dyadic justice agreement for leader well-being, health, and performance*. Part of a symposium titled: *Don't forget about the leader: Illuminating the link between leader behaviors and leader well-being*, M. Montanye and J. Nielsen (Co-Chairs), presented asynchronously at the 2020 Academy of Management Annual Meeting.

Included in the *Academy of Management Proceedings

Wilson, K. S. & Kleshinski, C. *You get me: Examining the implications of couples' depersonalization agreement for employee recovery*. Part of a showcase symposium titled: *Stressors in the work-family interface: An exploration through multiple levels*, Z. Chen (Chair), presented at the 2019 Academy of Management Annual Meeting, Boston, MA.

Included in the *Academy of Management Proceedings

Baumann, H. M. & Wilson, K. S. *Self-determination at work and at home: A moderated mediation model of work-family enrichment*. Part of the paper session titled: *Positive behavior at work*, H. Baumann (Chair), presented at the 2019 Academy of Management Annual Meeting, Boston, MA.

Included in the *Academy of Management Proceedings

Bartels, A., Sessions, H., Nahrgang, J., Wilson, K. S., Wu, L., & Law-Penrose, J. *From me to you ... and back to me: Examining the dynamics of LMX relationships*. Part of the symposium titled: *A process approach to LMX: Examining dynamics, differentiation, and social comparison*, A. Bartels, H. Sessions and J. Nahrgang (Chairs), presented at the 2018 Academy of Management Annual Meeting, Chicago, IL.

Burgess, L. R., Little, L. M. & Wilson, K. S. *Beyond re-entry: Predictors of work stress in different stages of parenting*. Part of a symposium titled: *Re-entry and beyond: The varied transitions of becoming and being a working mother*, D. Greenberg (Chair), presented at the 2018 Academy of Management Annual Meeting, Chicago, IL.

Kleshinski, C., & Wilson, K. S. *Family supportive supervision intervention and trajectories of work-family conflict and burnout*. Part of a symposium titled: *Improving work-family life through family-supportive supervisor behaviors*, S. M. Pichler and Y. Park (Chairs), presented at the 2018 Academy of Management Annual Meeting, Chicago, IL.

Kleshinski, C., Wilson, K. S., & Matta, F. *You feel me? Examining the implications of couples' burnout agreement on employee outcomes at work and home*. Part of a symposium titled:

Situational, individual, and interpersonal factors relating to engagement in or disengagement from work and non-work roles, H. M. Baumann (Chair), presented at the 2018 Work Family Researchers Network Conference, Washington, DC.

Baumann, H. M., Perrigino, M., Wilson, K. S., Clark, M. & Robertson, M. *Absent while present: Examining antecedents and outcomes of employees' preoccupation with non-work thoughts while at work*. Part of a symposium titled: *Situational, individual, and interpersonal factors relating to engagement in or disengagement from work and non-work roles*, H. M. Baumann (Chair), presented at the 2018 Work Family Researchers Network Conference, Washington, DC.

Kleshinski, C., & Wilson, K. S. *Leader-member exchange and belongingness: The role of gender dissimilarity in leaders' and followers' citizenship behaviors*. Part of a breakout group session at the 2018 Breaking Bias: Leadership Excellence and Gender in Organization Symposium, Purdue University, West Lafayette, IN.

Wilson, K. S. & Matta, F. K. *Misery loves company: An investigation of employee and significant other conflict congruence*. Part of a showcase symposium* titled: *Advancing methods in work-life research: Illustrative studies, lessons, and future challenges*, E. E. Kossek (Chair), presented at the 2017 Academy of Management Annual Meeting, Atlanta, GA.

A showcase symposium is a high quality and well-rated symposium with the potential to draw a large audience due to the nature of the topic; included in the *Academy of Management Proceedings

Kleshinski, C., Wilson, K. S., & Kossek, E. E. *Dyadic work-nonwork mechanisms and outcomes: A relational approach*. Part of a showcase symposium titled: *We're in this together: The influence of employees' work-family experiences on other individuals*, H. M. Baumann and C. Kleshinski (Chairs), presented at the 2017 Academy of Management Annual Meeting, Atlanta, GA.

***Nominated for Academy of Management Careers Division Best Symposium Award**

Wilson, K. S. *Misery loves company: An investigation of employee and significant other family-to-work conflict*. Part of a showcase symposium* titled: *Family matters: The influence of close others on employee identity, attitudes, and well-being*, K. S. Wilson and P. C. Dahm (Chairs), presented at the 2016 Academy of Management Annual Meeting, Anaheim, CA.

***A showcase symposium is a high quality and well-rated symposium with the potential to draw a large audience due to the nature of the topic**

Wilson, K. S., DeRue, D. S., Howe, M., & Conlon, D. E. *Personality similarity in negotiations: Testing the dyadic effects of similarity in interpersonal traits and the use of emotional displays on negotiation outcomes*. Part of the symposium: *The role of individual differences in negotiation*, S. Sharma (Chair), presented at the 2016 Academy of Management Annual Meeting, Anaheim, CA.

Law-Penrose, J., & Wilson, K. S. *Nexus of identity: Understanding the role of the leader in subjective and objective career success*. Part of the symposium: *Psychological perspectives in leading organizations: Opportunities and challenges*, R. Raveendran (Chair), presented at the 2016 Academy of Management Annual Meeting, Anaheim, CA.

Included in the *Academy of Management Proceedings

Wilson, K.S., Baumann, H. M., Ilies, R., Kossek, E. E., & Matta, F. *Misery loves company: An investigation of employee and significant other similarity in family-to-work conflict*. Part of symposium: *Beyond the Individual: Crossover processes in work and family domains*, M. Matias and S. Tement (Chairs), presented at the 2016 Work Family Researchers Network Conference, Washington, DC.

Kossek, E. E., Rupp, D. E., Wilson, K. S., Porter, C., & Law-Penrose, J. *Leaders as psychological resources driving engagement on and off the job*. Part of the symposium: *Enrichment across boundaries: New perspectives on the work-life interface*, C. M. Kelly and K. Strauss (Chairs), presented at the 2015 Academy of Management Annual Meeting, Vancouver, BC.

Dunford, B. B., Wilson, K. S., Tay, L., & Boss, W. *Department burnout and individual performance: A burnout withdrawal crossover model*. Paper presented in the Featured Top Rated Posters Session at the 2015 Society for Industrial and Organizational Psychology Annual Conference, Philadelphia, PA.

Kossek, E. E., Wilson, K. S., & Law-Penrose, J. C. *Work-family interventions: Developing leader and organizational capabilities*. Symposium presented at the 2015 International Community Work and Family Conference, Malmo, Sweden.

Baumann, H. M., & Wilson, K. S. *Examining work-family enrichment as an autonomously motivated experience of resource investment*. Part of the symposium: *The scales of work and life: Moving work-life balance research forward*, L. M. Graves (Chair), presented at the 2014 Academy of Management Annual Meeting, Philadelphia, PA.

***Included in the Academy of Management Proceedings**

Baumann, H. M., Wilson, K. S., Kossek, E. E., & Ilies, R. *Family-to-work conflict and coworker rated citizenship behavior: The role of partner agreement*. Part of the symposium: *Organizational dynamics and families: New perspectives*, E. E. Kossek and M. Hyland (Chairs), presented at the 2014 Work Family Researchers Network Conference, New York, NY.

Wagner, D. T., & Wilson, K. S. *Work-family integration and the spillover from job to life satisfaction*. Part of the symposium: *Novel approaches to affective spillover*, R. Ilies and Z. W. C. Goh (Chairs), presented at the 2014 Society for Industrial and Organizational Psychology Annual Conference, Honolulu, HI.

Wilson, K. S., Baumann, H. M., & Taylor, D. L. *Work-family conflict in dual earner couples and the intervening role of exchange relationships at home: A test of actor, partner and mediation effects*. Paper presented at the 2013 International Conference of Work and Family, Barcelona, Spain.

Baumann, H. M., & Wilson, K. S. *Conflict between employees' work, family, and personal lives and relationships with health outcomes*. Part of the symposium: *New perspectives on the study of work-life processes and health*, K. S. Wilson and T. M. Glomb (Chairs), presented at the 2012 Academy of Management Annual Meeting, Boston, MA.

Wilson, K. S., & Ilies, R. *What employees do at work matters for the family: How emotional labor impacts family life*. Part of the roundtable session: *Work-life balance: Family, social, and organizational support* presented at the 2011 Academy of Management Annual Meeting, San Antonio, TX.

Taylor, D. L., Baumann, H. M., & Wilson, K. S. *Work-family conflict crossover and the role of exchange relationships at home*. Part of the roundtable session: *Work to life and life to work conflict: The role of affect and resource depletion* presented at the 2011 Academy of Management Annual Meeting, San Antonio, TX.

Baumann, H. M., Taylor, D. L., & Wilson, K. S. *Work-Family conflict: Crossover in dual-earner couples*. Interactive poster session presented at the 2011 Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

Mishina, Y., Dimotakis, N., Fulmer, I. S., & Wilson, K. S. *Style over substance: How emotional linguistic styles can influence shareholder perceptions*. Paper presented at the 2010 Strategic Management Society Annual Conference, Rome, Italy.

Wilson, K. S. *The behavioral antecedents of different forms of work-family conflict*. Interactive poster session presented at the 2010 Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA.

Wagner, D. T., Wilson, K. S., & Ilies, R. *Nice, but do you mean it? Customer reactions to employee affective display during service encounters*. Part of the symposium: *What makes customers tick...and ticked off? Affect, justice, and emotions in customer service*, D. T. Wagner and R. Ilies (Chairs), presented at the 2008 Academy of Management Annual Meeting, Anaheim, CA.

Schwind, K. M., Sin, H. P., & Conlon, D. E. *Leader-member exchange and leader outcomes*. Part of the symposium: *Multi-Level and Multi-Perspective Research in Leader-Member Exchange*, D. Major and K. Oborn (Chairs), presented at the 2008 Society for Industrial and Organizational Psychology Annual Conference, San Francisco, CA.

Ilies, R., Schwind, K. M., & Wagner, D. T. *Job satisfaction extending over the work-family boundary: Spillover to satisfaction and mood at home*. Paper presented at the 2007 Academy of Management Annual Meeting, Philadelphia, PA.

Schwind, K. M., Willaby, H., Conlon, D. E., & Murnighan, J. K. *The genesis and early determinants of artistic careers*. Poster presented at the 2007 Society for Industrial and Organizational Psychology Annual Conference, New York, NY.

Schwind, K. M., Ilies, R., & Heller, D. *Employee well-being: A multilevel model linking work and family domains*. Poster presented at the 2007 Society for Industrial and Organizational Psychology Annual Conference, New York, NY.

Ilies, R., Schwind, K. M., Wagner, D. T., & Ilgen, D. R. *Intraindividual antecedents and outcomes of work-family conflict: Workload, affect, and social behavior*. Paper presented at the 2006 International Forum CRITEOS, Lisbon, Portugal.

Schwind, K. M., & Ilies, R. *Core self-evaluations and psychological well-being: Further validation using multiple methodologies and rating perspectives*. Part of the symposium: *New directions in core self-evaluations research*, D. Heller and D. L. Ferris (Chairs), presented at the 2006 Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.

Ilies, R., Schwind, K. M., Wagner, D. T., & Ilgen, D. R. *When do employees have a family life? The effects of daily workload and affect on work-family conflict and social activities at home*. Part of the symposium: *Processes linking work and family domains: Taking a dynamic approach*, R. Ilies and K. M. Schwind (Chairs), presented at the 2006 Society for Industrial and Organizational Psychology Annual Conference, Dallas, TX.

Barnes, C. M., Ilies, R., Hollenbeck, J. R., Nahrgang, J. D., & Schwind, K. M. *Happy to help or help to be happy? Moderators in the causal relationships between positive affect and altruism*. Part of the symposium: *Examinations of mood and extra-role behavior*, I. S. Fulmer and C. M. Barnes (Chairs), presented at the 2006 Academy of Management Annual Meeting, Atlanta, GA.

Wagner, D. T., Ilies, R., & Schwind, K. M. *A Dynamic analysis of need fulfillment and well-being at work and home*. Part of the Symposium: *Dynamic work processes and well-being: Testing affective events theory via experience sampling design*, R. Ilies and D. T. Wagner (Chairs), presented at the 2006 Academy of Management Annual Meeting, Atlanta, GA.

INVITED PRESENTATIONS & MEDIA

Wilson, K. S. (August 2025). *A multifaceted approach to coping with work and nonwork stressors*. Research findings and recommendations presented to leaders and employees at Rolls Royce in Indianapolis, IN.

Wilson, K. S. (April 2025). *What happens when you bring your true personal self to work? Examining the benefits of integrated authenticity for employee outcomes*. Research presented to the Department of Management and Organizations, Nova School of Business and Economics, Carcavelos, Portugal.

Wilson, K. S. (December 2024). *Coping with work and nonwork demands*. Daniels Insights blog post. <https://business.purdue.edu/daniels-insights/posts/2024/coping-with-work-and-nonwork-demands.php>

Wilson, K. S. (November 2024). *A multifaceted approach to coping with work and nonwork stressors*. Research findings and leadership recommendations virtually presented to executives at Rolls Royce.

Wilson, K. S. (May 2023). *Coping with work-nonwork stressors over time: A multi-study investigation of the tradeoffs of employee coping profile transitions*. Research presented to the Department of Management, College of Business at the University of Nebraska, Lincoln, NE.

Wilson, K. S. (February 2022). *Coping with and without you: Examining transitions in employee coping profiles*. Research presented to the Department of Management & Organizations, Ross School of Business at the University of Michigan, Ann Arbor, MI.

Guest speaker on S. Licina & M. Grant's podcast (June 2021). Work @ Life Podcast episode titled: *How can leaders support working parents?*

Wilson, K. S. (September 2016). *Dyadic work-nonwork mechanisms: A relational approach to studying inter-role experiences*. Research presented in the Work, Family and Time Workshop at the University of Minnesota, Minneapolis, MN.

Wilson, K. S. (October 2014). *Capturing a more complete view of employees' lives: Current work-nonwork research*. Research presented to the Department of Management & Entrepreneurship, Kelley School of Business at Indiana University, Bloomington, IN.

Baumann, H. M. & Wilson, K. S. (September 2011). *The employee as a whole person: Investigating conflict between employees' work, family, and personal lives*. Paper presented to the I/O Psychology Area, Department of Psychology, Indiana University-Purdue University Indianapolis, Indianapolis, IN.

RESEARCH INTERESTS

Work-Nonwork Interface, Dyadic Relationships and Leadership

HONORS AND AWARDS

2025 Rosabeth Moss Kanter Award for Excellence in Work-Family Research Finalist

The following paper was a finalist (top four) out of over 5000 work-family articles for this annual award:

- Kossek, E. E., Porter, C.M., †Rosokha, L. M., Wilson, K. S., Rupp, D. E., & †Law-Penrose, J. C. (2024). Advancing work-life supportive contexts for the “haves” and “have notes”: Integrating supervisor training with work-life flexibility to impact exhaustion or engagement. *Human Resource Management*, 63, 397-411.

2020-2025 University Faculty Scholar (\$10,000 per year)

Purdue University

- Awarded to recognize outstanding faculty members who are on an accelerated path for academic distinction

2024 Distinguished Teaching – Elective Undergraduate (Fall)

Daniels School of Business, Purdue University

2024 Working Well Research Award (\$5,000)

Center for Working Well, Daniels School of Business, Purdue University

- Chen, J. P., Wilson, K. S., & Nielsen, J. “Swiping left or right”: Individual dating app experiences and the influence on work and well-being.

2024-2025 General Research Fund Grant (approximately \$80,000)

University Grants Committee of Hong Kong

- Shi, C., Jolly, P., Rosokha, L. M., & Wilson, K. S. Empowering Chinese females in the Hong Kong hospitality industry: Unveiling intra-racial challenges and fostering diversity

through mentorship.

2023 Distinguished Teaching – Elective Undergraduate (Fall)

Daniels School of Business, Purdue University

- Awarded to faculty with total course evaluation scores ranked in the top 25% and response rates above 60%

2022 Poets & Quants Top 50 Undergraduate Business Professor

Poets & Quants

- https://poetsandquantsforundergrads.com/news/2022-best-undergraduate-professors-kelly-schwind-wilson-purdue-school-of-management/?_hstc=106186652.0ab0f9776112e05bb83583db72ba2bde.1674671732851.1674671732851.1674671732851.1&_hssc=106186652.1.1674671732851&_hsfp=3483462447

2022 Distinguished Teaching – Elective Undergraduate & Graduate

Daniels School of Business, Purdue University

- Awarded to faculty with total student evaluation scores and response rates in the top quartile for each program, this included 6 faculty total in the graduate program, and 10 faculty total for the elective undergraduate category

2021 Distinguished Teaching – Elective Undergraduate & Residential Graduate

Krannert School of Management, Purdue University

- Awarded to faculty with total student evaluation scores and response rates in the top quartile for each program, this included 6 faculty total in the residential graduate program, and 10 faculty total for the elective undergraduate category

2021 AOM Annual Meeting Best Paper Award

Academy of Management (AOM), Professional association for management and organizational scholars

- 2021 AOM paper titled *Age differences in affective responses to daily inclusion: A daily diary method*, designated a best paper by the Gender and Diversity in Organizations Division

2019-2021 The Blake Family Fund for Ethics, Leadership and Governance (\$6,700)

Krannert School of Management, Purdue University

- Awarded to faculty and graduate students to support new research on ethics and leadership

2013-2021 Distinguished/Outstanding Teacher

Krannert School of Management, Purdue University

- Awarded to recognize faculty and courses that received excellent student ratings

2019 Rosabeth Moss Kanter Award for Excellence in Work-Family Research Finalist

The following paper was a finalist (top five) out of over 2500 work-family articles for this annual award:

- Wilson, K. S., †Baumann, H. M., Matta, F. K., Ilies, R., & Kossek, E. E. (2018). Misery loves company: An investigation of couples' interrole conflict congruence. *Academy of*

Management Journal, 61, 715-737.

2017-2018 Krannert Faculty Fellow Scholar Award (\$10,000)

Krannert School of Management, Purdue University

- Awarded to recognize faculty for their strong research achievement and potential for a continued record of scholarly research

2018 Impact Award

Krannert School of Management, Purdue University

- Awarded to recognize faculty service to the department and school

2016 Favorite Business School MBA Professor

Poets & Quants

- <http://poetsandquants.com/2016/08/17/favorite-business-school-professors-teaching-mbas/4/>

2015 SIOP Poster Award

The following paper was recognized as a Featured Top-Rated Poster at the 2015 Society for Industrial and Organizational Psychology Annual Conference in Philadelphia, PA:

- Dunford, B. B., Wilson, K. S., Tay, L., & Boss, W. *Department burnout and individual performance: A burnout withdrawal crossover model.*

2014 Faculty Mentor Recognition Award Nominee

Purdue Graduate Student Government

- Nominated by current and former doctoral students for this award, which recognizes Purdue University graduate faculty for outstanding mentoring of graduate students

2013 Purdue Research Foundation International Travel Grant (\$700 in travel funds)

Office of the Vice President for Research, Purdue University

- Awarded to help fund international conference or travel activities

2012 Teaching for Tomorrow Award (\$1000 in faculty development funds)

Purdue University

- Awarded to recognize junior faculty for their teaching accomplishments and future potential with regards to student learning

2011 John and Mary Willis Young Faculty Scholar Award (\$5,000 in research funds)

Krannert School of Management, Purdue University

- Awarded to recognize junior faculty for their strong research potential and facilitate future research pursuits

2009 SIOP Lee Hakel Graduate Student Scholarship (\$3,500)

Society for Industrial and Organizational Psychology

- Awarded to recognize achievement in a graduate career and to support the dissertation work of students in the field of industrial-organizational psychology

2008 Rosabeth Moss Kanter Award for Excellence in Work-Family Research Finalist

The following paper was a finalist (top five) for the Center for Families at Purdue University and Boston College Center for Work and Family annual award:

- Ilies, R., Schwind, K. M., Wagner, D. T., Johnson, M. D., DeRue, D. S., & Ilgen, D. R. (2007). When can employees have a family life? The effects of daily workload and affect on work-family conflict and social behaviors at home. *Journal of Applied Psychology*, 92, 1368-1379.

2008 Summer Support Fellowship (\$5,000)

Michigan State University

- Awarded to selected graduate students in order to facilitate their dissertation and summer research pursuits

2006 Research Enhancement Award (\$500)

Michigan State University

- Awarded to selected graduate students in order to facilitate and support their research pursuits

TEACHING EXPERIENCE

Leadership in a Changing World, Professor

Purdue University, Fall 2019 to Present

- Undergraduate elective course; honors contracting offered
- Rated a Distinguished Teacher for this course
- Course entirely redesigned and updated in Fall 2024

Leadership, Professor

Purdue University, Spring 2013 to Present

- Masters leadership course (have taught in the full-time, weekend and online masters programs)
- Rated a Distinguished and Outstanding Teacher for this course

Individual Behavior in Organizations, Professor

Purdue University, Spring 2011 to Present

- PhD Seminar in organizational behavior

Introduction to Organizational Behavior, Professor

Purdue University, Fall 2010 to 2019

- Undergraduate core organizational behavior course
- Rated a Distinguished and Outstanding Teacher for this course

Research Methods II, Guest Speaker

Purdue University, Spring 2014

- Guest speaker on publishing in I/O Psychology PhD seminar

Corporate Social Responsibility, Guest Lecture

Purdue University, Summer 2011

- Guest lecture for Master's (MSIA) course

Management Skills, Instructor

Michigan State University, Spring and Summer 2006

- Undergraduate organizational behavior course

Managing Human Resources, Instructor

Michigan State University, Summer 2007 and 2008

- Undergraduate human resource management course

Negotiation and Conflict Resolution, Teaching Assistant

Michigan State University, Spring 2008

- Weekend MBA negotiation course

UNIVERSITY SERVICE

Dissertation Committees

- Phoenix J. Chen, Chair of Dissertation Committee, Department of Management, Purdue University (2025-Present)
- Julia Stevenson-Street, Member of Dissertation Committee, Department of Management, Purdue University (2022-2023)
- Lindsay M. Rosokha, Chair of Dissertation Committee, Department of Management, Purdue University (2021-2022)
- Catherine E. Kleshinski, Chair of Dissertation Committee, Department of Management, Purdue University (2020-2021)
 - Recipient of the 2020 SIOP Lee Hakel Graduate Student Scholarship for her dissertation research
- Xiaolin (Crystal) Shi, Member of Dissertation Committee, Department of Hospitality & Tourism Management, Purdue University (2018-2020)
- Jared C. Law-Penrose, Member of Dissertation Committee, Department of Management, Purdue University (2017-2019)
- Matthew Perrigino, Member of Dissertation Committee, Department of Management, Purdue University (2017-2018)
- Lusi Wu, Member of Dissertation Committee, Department of Management, Purdue University (2017-2018)
- Chris J. Hartwell, Member of Dissertation Committee, Department of Management, Purdue University (2015)
- Lauren Kuykendall, Member of Dissertation Committee, Department of Psychological Sciences, Purdue University (2015)
- Heidi M. Baumann, Chair of Dissertation Committee, Department of Management, Purdue University (2013)
 - Recipient of the Bilslund Dissertation Fellowship from Purdue University, which is awarded to outstanding PhD candidates
- David L. Taylor, Member of Dissertation Committee, Department of Management, Purdue University (2012)

Master's Thesis & Research Paper Committees

- Phoenix J. Chen, Advisor for the 606 research project requirement, Department of Management, Purdue University (2022)
- Lindsay Rosokha, Advisor for the 606/2nd year paper requirement, Department of Management, Purdue University (2018)

- Catherine Kleshinski, Advisor for the 606/2nd year paper requirement, Department of Management, Purdue University (2016)
- Lauren Gasque, Member of Master's Thesis Committee, Department of Psychological Sciences, Purdue University (2013)

Management Committees

- Daniels School of Business Area P&T Committee (2025-Present)
- OBHR Department Primary P&T Committee (2025-Present)
- OBHR Department Advisory Committee (2025-Present)
- OBHR PhD Program Committee (2013-Present)
 - Attended PhD Project Conference to recruit PhD applicants (2022)
- Management Department Primary P&T Committee (2016-2025)
- Daniels School of Business Area P&T Committee (2023-2024)
- Management Executive Committee (2022-2024)
- OBHR PhD Coordinator (2019-2022)
- Management Department PhD Program Committee (2018-2022)
- OBHR Faculty Search Committee (2022)
- Management Department Head Selection Advisory Committee (2022)
- OBHR Faculty Search Committee (2021)
- OBHR Faculty Search Committee (2020-2021)
- Krannert BSIM 2.0 Faculty Curriculum Committee (2019-2020)
- OBHR MSHRM Committee (2019)
- OBHR Faculty Search Committee (2018)
- Management Department Graduate Program Committee, *Chair* (2017-2018)
- OBHR Faculty Search Committee, *Chair* (2017)
- Management Department Head Selection Advisory Committee (2017)
- OBHR Undergraduate Task Force (2016)
- OBHR Lecturer Search Committee (2016)
- OBHR Lecturer and Visitor Search Committee (2015)
- OBHR Faculty Search Committee (2012)

Other Service

- Speaker for the 2025 Purdue Academic Advising Convocation
- Senior faculty panelist for the 2025 Daniels School Junior Faculty Research Orientation
- Co-presenter with Eaton for the 2023 Purdue HR Case Competition & Conference
- Faculty coach for the 2023 Butler Center's Conference for Assistant Professors during the Speech Coaching and Roundtable Discussions session
- Facilitated a Leadership Workshop for the 2023 BOP Future Scholars Summer Camp
- Faculty panelist for the 2022-2024 Management Junior Faculty Research Orientation
- Faculty judge for the 2020 KDSA Research Symposium for Krannert PhD students
- OBHR Faculty Representative at the 2019 Boiler Gold Rush College Welcome
- Leadership professor for the 2019 Empowering Women in Business Retreat for the Brock-Wilson Center for Women in Management at Purdue University
- Co-presenter with GM for the 2019 Krannert Alumni Conference & Reunion at the Employees are People Too: Leading Innovation and Global Teams session
- Reviewer for the 2019 Kanter Lecture Series research-to-practice segment sponsored by

the Brock-Wilson Center for Women in Management

- Session moderator for the 2018 NSF Workshop (Work-Life Inclusion in Business Schools and Understudied Contexts: An Organizational Science Lens) at Purdue University
- Mentor for the 2018 Focus Forward Fellowship of women student veterans at Purdue University
- Session moderator for the 2018 Breaking Bias: Leadership Excellence and Gender in Organizations Symposium at Purdue University
- Faculty panelist for the 2016 Ignite/Admit Weekend for Krannert Masters programs
- Facilitated a 2014 Leadership and Teams Workshop for high potential Krannert applicants
- Faculty judge for the 2014 OBHR 330 Case Competition
- Faculty judge for the 2012 Krannert Human Capital Case Competition

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

- Academy of Management (AOM)
- Society for Industrial and Organizational Psychology (SIOP Scholar as of 2012)
- Southern Management Association (SMA)
- Work and Family Researchers Network (WFRN)
- Susan Bulkeley Butler Center for Leadership Excellence, Purdue University, Research Fellow (2023)
- 2025 Academy of Management OB Doctoral Consortium Invited Roundtable Host for “Acing the Job Talk: Tips from Experts and Recent Grads”
- 2025 Academy of Management OB Research Incubator PDW Invited Facilitator (virtual)
- 2024 Academy of Management OB Doctoral Consortium Invited Roundtable Host for “Acing the Job Talk: Tips from Experts and Recent Grads”
- 2024 Academy of Management Making the Most of Being a Full Professor PDW Invited Moderator
- 2024 Academy of Management Virtual Workshop titled “Preparing for the OB Job Market: Advice from Experts & Reflections from Recent Grads” Invited Panelist
- 2023-2024 Mentor for the Tenure Project
- 2023 Southern Management Association Pre-Doctoral Consortium Invited Panelist
- 2023 Academy of Management Pre-Doctoral Student PDW Invited Roundtable Host
- 2023 Academy of Management OB Research Incubator PDW Invited Facilitator
- 2023 Academy of Management Virtual Workshop titled “Preparing for the OB Job Market: Advice from Experts & Reflections from Recent Grads” Invited Panelist
- 2022 Academy of Management OB Research Roundtables Forum PDW Invited Expert
- 2020-2022 Academy of Management OB Research Incubator PDW Invited Facilitator (virtual)
- 2022 WFRN Conference Presider for paper session #57 titled *Gender, Status, Income and Equality at Home*
- 2021 Academy of Management OB Division New Member Mentor (2 mentees; virtual)
- 2018 Academy of Management Making Connections with OB Experts: A Networking Social Invited Expert
- 2016 Academy of Management OB Doctoral Student PDW “Building your

Academic Career: Here, There, and Everywhere” Invited Panelist

- 2011 Academy of Management OB Division Junior Faculty Consortium Participant
- 2011 Academy of Management OB Division “Halfway There But Now What? Advice for Pre-Dissertation Doctoral Students” PDW Invited Roundtable Discussant
- 2008 Academy of Management HR Division Doctoral Student Consortium Participant
- 2005 Academy of Management New Doctoral Student Consortium Participant

Ad Hoc Reviewer:

- *Academy of Management Journal*
- *Academy of Management Review*
- *Organizational Behavior and Human Decision Processes*
- *Journal of Organizational Behavior*
- *Small Group Research*
- *Applied Psychology: An International Review*
- OB & HR Divisions of the Academy of Management
- Society for Industrial and Organizational Psychology (SIOP)
- SIOP John Flanagan Award for Outstanding Student Contribution
- INFORMS Organization Science Dissertation Proposal Competition
- Rosabeth Moss Kanter Award for Excellence in Research on Work and Family
- South African National Research Foundation research grant proposal

Editorial Board Member:

- *Journal of Management* (July 2014-Present)
- *Personnel Psychology* (June 2021-Present)
- *Journal of Applied Psychology* (January 2022-Present)