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EDUCATION

- Ph.D. University of Georgia, Terry College of Business (2023)
Business Administration (Organizational Behavior)
- University of Massachusetts – Amherst, Isenberg School of Management (transferred)
Business Administration (Organization Studies)
- M.B.A. Queens University of Charlotte, McColl School of Business (2016)
- B.A. Queens University of Charlotte (2014)
Political Science and Business Administration

ACADEMIC EMPLOYMENT

Indiana University, Kelley School of Business
Assistant Professor, Department of Indianapolis
July 2023 – Present

RESEARCH INTERESTS

Interpersonal relationships, communication, affect, and well-being.

REFEREED PUBLICATIONS

- Poulton, E. C.**, Lin, S.-H. (J.), Fatimah, S., Ho, C. M., Ferris, D. L., & Johnson, R. E. (2024). My manager endorsed my coworkers' voice: Understanding observers' positive and negative reactions to managerial endorsement of coworker voice. *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/apl0001180>
- Matusik, J. G., **Poulton, E. C.**, Ferris, D. L., Johnson, R. E., & Rodell, J. B. (2023). The PCMT model of organizational support: Scale development and theoretical application. *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/apl0001110>
- Lin, S.-H. (J.), **Poulton, E. C.**, Tu, M.-H., & Xu, M. (2022). The consequences of empathic concern for the actors themselves: Understanding empathic concern through conservation of resources and work-home resources perspectives. *Journal of Applied Psychology*, 107(10), 1843–1863. <https://doi.org/10.1037/apl0000984>

REVISE AND RESUBMITTED MANUSCRIPTS

- Lin, S.-H. (J.), Fatimah, S., **Poulton, E. C.**, Ho, C., Ferris, D. L., & Johnson, R. E., (revise-and-resubmit, 1st round). [Coworkers' Voice]. *Journal of Occupational and Organizational Psychology*.

MANUSCRIPTS UNDER INITIAL REVIEW

- Lin, C.-Y., Lin, S.-H. (J.), **Poulton, E. C.**, & Chi, N.-W. [Social Activities]. *Organization Science*.
- Lin, S.-H. (J.), **Poulton, E. C.**, & Johnson, R. E. [Abusive Supervision]. *Organizational Behavior and Human Decision Processes*.

Lin, S.-H. (J.), Woodall, J., **Poulton, E. C.**, & Ho, C. [Leader Communication]. *Academy of Management Journal*.

Poulton, E. C., Frank, E. L., & Lin, S.-H. (J.) [Leader Capitalization]. *Journal of Applied Psychology*.

Poulton, E. C., Lin, S.-H. (J.), Nakos, O., & Lin, C.-Y. [Alcohol Abstinence]. Proposal submitted to the special issue on social impact: *Journal of Applied Psychology*.

SELECTED WORKING PAPERS

*Equal contribution

Frank, E. L.* & **Poulton, E. C.*** [Tough Love]. Writing phase, target: *Academy of Management Review*.

Frank, E. L.*, **Poulton, E. C.***, Shanklin, B. C. *, & Matta, F.K. [Disclosure], Data analysis phase, target: *Organization Science*.

Heaphy, E. D.* & **Poulton, E. C.*** [Workplace Romances]. Writing phase, target: *Administrative Science Quarterly*.

Lin, C.-Y., Lin, S.-H. (J.), **Poulton, E. C.**, & Chi, N.-W. [Social Activities]. Data analysis phase, target: *Academy of Management Journal*.

Matusik, J. G., **Poulton, E. C.**, Nakos, O., & Rodell, J. B. [Organizational Support]. Data analysis phase, target: *Academy of Management Journal*.

Poulton, E. C. & Lin, S.-H. (J.). [Positivity Resonance]. Writing phase, target: *Academy of Management Journal*.

Rodell, J. B., Vogel, R., Shanklin, B. C., & **Poulton, E. C.** [Purpose]. Writing phase, target: *Academy of Management Journal*.

CONFERENCE PRESENTATIONS

Poulton, E. C., Lin, S. H., Frank, E. L. (2023, August). Bearing My Own Bad News: The Dual Consequences of Leaders Sharing Bad News with Subordinates. In C. Du & T. Watkins (Chairs), *Can I Tell You Something? Implications of Event Disclosure at Work for Disclosers and Responders*. Symposium presented at the 83rd Academy of Management Annual Conference. Boston, MA.

Heaphy, E. D. & **Poulton, E. C.** (2023, July). Taking a chance on love: Dynamics of attraction and risk in the development of workplace romances. In Petriglieri, J., Barker Caza, B., & Ramarajan, L. (Convenors), *Bridging the Space between Us: Exploring Connection and Disconnection in Workplace Relationships*. Sub-theme presented at 39th EGOS Colloquium, Cagliari, Italy.

Heaphy, E. D. & **Poulton, E. C.** (2022, August). Risky or risqué?: The role of stigmatized identity in workplace romance formation. In Heaphy, E.D. & **Poulton, E. C.** (Chairs), *Bringing to light what's been cast to the shadows: Marginalized relationships and narratives at work*. Symposium presented at the 82nd Academy of Management Annual Meeting, Seattle, WA.

Poulton, E. C., Yuan, Z., Little, L. M., & Zipay, K. (2021, November). Building normalcy at home: Family-routine engagement and the work-family interface during the COVID-19 pandemic. Paper presented at the Southern Management Association Annual Meeting, New Orleans, LA.

Poulton, E. C., Lin, S.-H., Tu, M.-H., & Xu, M. (2021, August). The dark side of a coworker receiving help. Paper presented at the 81st Academy of Management Annual Meeting, Virtual.

Little, L. M., Zipay, K., & **Poulton, E. C.** (2021, August). An exploratory investigation of working parents' proactivity-change patterns during COVID-19. In Ganster, M. L., & Gabriel, A. S. (Chairs), *Rethinking work-nonwork spillover: The critical role of work and nonwork relationships*. Symposium presented at the 81st Academy of Management Annual Meeting, Virtual.

Lin, S.-H., **Poulton, E. C.**, M.-H. Tu, & Xu, M., (2019, August). The dark and bright sides of empathic concern: A conservation of resources perspective. In Song, Y., Tu, M.-H., & Koopmann, J. (Chairs), *Citizenship Behavior: Different Theoretical Perspectives to Understand the Predictors and Outcomes*. Symposium presented at the 79th Academy of Management Annual Meeting, Boston, MA.

REFEREED CASE STUDIES AND TEACHING NOTES

Milanese, H., **Poulton, E. C.**, Hull, J., & Chanland, D. E., (2019). Olympic Skiing, Elite Distance Runners, & NCAA Basketball: Three Cases of Exemplary Team Performance. *Journal of Case Studies*.

Poulton, E. C., Chanland, D. E., Burson, T., & Brooks, B. (2018). New Balance: Fanning a video firestorm. *Journal of Case Studies*. 36(1): 43-52.

Berka, G., **Poulton, E. C.**, & Chanland, D. E. (2018). Not just another expense cut: Transformational change at Duke Energy. *Business Case Journal*. 25(2): 15-31.

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Ad-hoc Reviewer

Academy of Management Journal (2023-present)
Group & Organization Management (2022-present)
Journal of Management Studies (2022-present)
Journal of Business Ethics (2024-present)
Business Horizons (2024-present)

Conference Reviewer

Academy of Management Annual Meeting
Southern Management Association Annual Meeting

Affiliations

Academy of Management
European Group for Organizational Studies
Society for Industrial and Organizational Psychology

FELLOWSHIPS, SCHOLARSHIPS, & AWARDS

Editorial Fellowship (2024 – 2025), *Journal of Applied Psychology* (\$1,000)
Athletics Favorite Professor (2023 – 2024), IUPUI
Student Career Success Influencer (2023), University of Georgia
Knox Doctoral Scholar, fellowship recipient (2021 – 2023), University of Georgia
Graduate School Assistantship (2020 – 2023), University of Georgia
Graduate School Assistantship (2018 – 2020), University of Massachusetts – Amherst

INVITED RESEARCH PRESENTATIONS

University of Kentucky, Gatton College of Business and Economics (October, 2022)
Texas A&M University, Mays Business School (October, 2022)
Drexel University, LeBow College of Business (October, 2022)

TEACHING EXPERIENCE

Instructor of Record

Fall, 2023

Managing and Behavior in Organizations (BUS Z302)

Indiana University (Indianapolis): In-person

Students: 49 undergraduates

Average Instructor Rating: 6.71/7.0

Human Resource Management (BUS Z340), 2 sections

Indiana University (Indianapolis): In-person

Students: 19 undergraduates, 21 undergraduates

Average Instructor Rating: 6.65/7.0, 6.61/7.0

Spring, 2022

Human Resource Management (MGMT 5820)

University of Georgia: In-person

Students: 43 undergraduates

Average Instructor Rating: 4.96/5.0

Summer, 2021

Organizational Behavior (MGMT 5920)

University of Georgia: Hybrid

Students: 20 undergraduates

Average Instructor Rating: 4.99/5.0

Spring, 2018

Career Connections (INT 201)

Queens University of Charlotte: In-person

Students: 27 undergraduates

Average Instructor Rating: 4.67/5.0

PROFESSIONAL EXPERIENCE

Queens University of Charlotte

Research and Assessment Analyst

Admissions Counselor

July 2016 – August 2018

August 2014 – June 2016

LETTERS OF RECOMMENDATION

Joanna Lin (Dissertation Chair)

Associate Professor

Terry College of Business

University of Georgia

Email: JoannaLin@uga.edu

Jessica B. Rodell

William H. Willson Distinguished Chair

Professor of Management

Terry College of Business

University of Georgia

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Laura M. Little

Chick-fil-A Distinguished Professor

for Leadership Advancement

Professor of Management

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