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ACADEMIC POSITIONS

06/2017-Present	University of Colorado Boulder Leeds School of Business, AACSB Accredited Organizational Leadership and Information Analytics Division Assistant Professor	Boulder, CO
08/2013-06/2017	University of New Mexico Anderson School of Management, AACSB Accredited Department of Organizational Studies Assistant Professor	Albuquerque, NM
08/2012-05/2013	Temple University Fox School of Business, AACSB Accredited Department of Human Resources Management Instructor	Philadelphia, PA

EDUCATION

08/2010-05/2013	Temple University Fox School of Business Ph.D. in Human Resource Management	Philadelphia, PA
08/2007-05/2010	University of Houston M.A. in Industrial and Organizational Psychology	Houston, TX
08/2003-05/2007	University of North Texas B.A. in Psychology Minor in Business Management	Denton, TX

REFERRED PUBLICATIONS

21. **Volpone, S. D.**, Marquardt, D. J., Casper, W. J., & Avery, D. R. (In press). Minimizing migrant maladaptation: How minority status facilitates international acculturation. In press at *Journal of Applied Psychology*.
20. Lyons, B. J., **Volpone, S. D.**, Wessel, J. L., & Alonso, N. M.† (In press). Disclosing a disability: Do strategy type and onset controllability make a difference? In press at *Journal of Applied Psychology*. doi: 10.1037/apl0000230

19. Avery, D. R., McKay, P., & **Volpone, S. D.** (2016). Blaming the building: How venue quality influences consumer bias against stigmatized leaders. *Journal of Applied Psychology, 101*, 1111-1121. doi: 10.1037/apl0000117
18. **Volpone, S. D.**, Tonidandel, S., Avery, D. A., & Castel, S.† (2015). Exploring the use of credit scores in selection processes: Beware of adverse impact. *Journal of Business and Psychology, 30*, 357-372. doi: 10.1007/s10869-014-9366-5
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16. Jiang, K., Hong, Y., McKay, P. F., Avery, D. R., Wilson, D. C., & **Volpone, S. D.** (2015). Retaining employees through anti-sexual harassment practices: Exploring the mediating role of psychological distress and employee engagement. *Human Resource Management, 54*, 1-21. doi:10.1002/hrm.21585
15. Rubino, C., Avery, D. R., **Volpone, S. D.**, & Ford, L. (2014). Does teaming obscure low performance? Exploring the temporal effects of team performance diversity. *Human Performance, 27*, 416-434. doi:10.1080/08959285.2014.956175
14. **Volpone, S. D.**, & Avery, D. R. (2013). It's self-defense: How perceived discrimination promotes employee withdrawal. *Journal of Occupational Health Psychology 18*, 430-448. doi: 10.1037/a0034016
13. Avery, D. R., Wang, M., **Volpone, S. D.**, & Zhou, L. (2013). Different strokes for different folks: The impact of sex dissimilarity in the empowerment-performance relationship. *Personnel Psychology, 66*, 757-784. doi: 10.1111/peps.12032
12. **Volpone, S. D.**, Perry, S. J., & Rubino, C. (2013). An exploratory study of factors that relate to burnout in hobby-jobs. *Applied Psychology: An International Review, 62*, 655-677. doi: 10.1111/j.1464-0597.2012.00502.x
11. Avery, D. R., **Volpone, S. D.**, Stewart, R., Luksyte, A., Hernandez, M., McKay, P. F., & Hebl, M. R. (2013). Examining the draw of diversity: How diversity climate perceptions affect job pursuit intentions. *Human Resource Management, 52*, 175-193. doi: 10.1002/hrm.21524
Reviewed by Samia Shaikh for I/O at work <<http://www.ioatwork.com/diversity-climate-cues-recruitment-really-work/>>
10. Rubino, C., **Volpone, S. D.**, & Avery, D. R. (2013). Burnout on Mars and Venus: Exploring gender differences in emotional exhaustion. *Gender in Management: An International Journal, 28*, 74-93. doi: 10.1108/17542411311303220

9. Avery, D. R., McKay, P. F., Tonidandel, S., **Volpone, S. D.**, & Morris, M. A. (2012). Is there method to the madness? Examining how racioethnic matching influences retail store productivity. *Personnel Psychology*, 65, 167-199. doi: 10.1111/j.1744-6570.2011.01241.x

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8. **Volpone, S. D.**, Avery, D. R., & McKay, P. F. (2012). Linkages between racioethnicity, appraisal reactions, and employee engagement. *Journal of Applied Social Psychology*, 42, 252-270. doi: 10.1111/j.1559-1816.2011.00877.x

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6. Stewart, R. W., **Volpone, S. D.**, & Avery, D. R. (2011). You support diversity, but are you ethical? Examining the interactive effects of diversity and ethical climate perceptions on turnover intentions. *Journal of Business Ethics*, 100, 581-593. doi: 10.1007/s10551-010-0697-5

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5. Avery, D. R., McKay, P. F., Wilson, D. C., **Volpone, S. D.**, & Killham, E. A. (2011). Does voice go flat? How tenure diminishes the impact of voice. *Human Resource Management, 50*, 147-158. doi: 10.1002/hrm.20403
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4. Avery, D. R., Lerman, B., & **Volpone, S. D.** (2010). Investigating the racioethnic differences in the link between workplace racioethnic dissimilarity and life satisfaction. *Cultural Diversity and Ethnic Minority Psychology, 16*, 307-312. doi: 10.1037/a0018669
3. **Volpone, S. D.**, & Avery, D. R. (2010). I'm confused: How failing to value sexual identities at work sends stakeholders mixed messages. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 3*, 90-92. doi: 10.1111/j.1754-9434.2009.01205.x
2. Avery, D. R., Tonidandel, S., **Volpone, S. D.**, & Raghuram, A. (2010). Overworked in America: How work hours, immigrant status, and interpersonal justice affect perceived work overload. *Journal of Managerial Psychology, 25*, 133-147. doi: 10.1108/02683941011019348
1. Rubino, C., Luksyte, A., Perry, S. J., & **Volpone, S. D.** (2009). How do stressors lead to burnout? The mediating role of motivation. *Journal of Occupational Health Psychology, 14*, 289-304. doi: 10.1037/a0015284

AUTHORED BOOK CHAPTERS

6. Avery, D. R., **Volpone, S. D.**, & Holmes IV, O. (2018). Racial discrimination in organizations. In A. J. Collela & E. B. King (Eds.) *The Oxford handbook of workplace discrimination* (Chapter 7). New York City, NY: Oxford University Press. ISBN: 978-0-19-936364-3
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5. Thomas, K. M., Plaut, V., **Volpone, S. D.**, Brown, L. B.,† & Sleight, R. (2018). Group-Based experiences of discrimination: Moving beyond cognitive theories. In A. J. Collela & E. B. King (Eds.) *The Oxford handbook of workplace discrimination* (Chapter 3). New York City, NY: Oxford University Press. ISBN: 978-0-19-936364-3
4. **Volpone, S. D.**, Thomas, K. M., Sinisterra, P., & Johnson, L. (2013). Targeted recruiting: Identifying future employees. In K. Y. T. Yu & D. M. Cable (Eds.) *The Oxford handbook*

of recruitment (Chapter 8, pp. 110-125). New York City, NY: Oxford University Press. ISBN: 978-0-19-975609-4.

3. Avery, D. R., McKay, P. F. & **Volpone, S. D.** (2013). Diversity staffing: Inclusive personnel recruitment and selection practices. In Q. M. Roberson (Ed.) *The Oxford handbook of diversity and work* (Chapter 16, pp. 282-299). New York City, NY: Oxford University Press. ISBN: 978-0-19-973635-5.
2. Avery, D. R., **Volpone, S. D.**, & Luksyte, A. (2012). Collision course: The impending impact of current immigration and retirement trends. In M. Wang (Ed.) *The Oxford handbook of retirement* (Chapter 34, pp. 559-572). New York City, NY: Oxford University Press. ISBN: 978-0-19-974652-1.
1. **Volpone, S. D.** (2012). ¡Es muy importante! Integrating Hispanics' cultural values in the workplace to influence retention of Hispanic employees. In D. M. Blancero and R. DelCampo (Eds.), *Hispanics at work: A collection of research, theory, and application* (Chapter 3, pp. 39-64). Hauppauge, NY: NOVA Publications. ISBN: 978-1-62100-428-8.

ENCYCLOPEDIA CONTRIBUTIONS

2. **Volpone, S. D.** (2017). Background checks/credit checks. In S. G. Rogelberg (Ed.) *Encyclopedia of industrial and organizational psychology* (Volume 2, pp. 91-94). Thousand Oaks, CA: SAGE Publications. ISBN: 978-1483386898. doi: <http://dx.doi.org/10.4135/9781483386874.n35>
1. **Volpone, S. D.** (2013). Kanter, Rosabeth: Homosocial reproduction and tokenism. In V. Smith (Ed.) *Sociology of work: An encyclopedia* (Volume 1, pp. 376-378). Thousand Oaks, CA: SAGE Publications. ISBN: 978-1452205069.

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