

Mel Fugate, PhD

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Google Scholar: <https://scholar.google.com/citations?user=n22UVIcAAAAJ&hl=en>

EDUCATION

Ph.D. in Business Administration, Arizona State University
Concentration: Management and Organizational Behavior
Supporting Areas: Statistics and Research Methods
B.S. in Engineering and Business Administration, Michigan State University

ACADEMIC EXPERIENCE

2020-present Professor, Management and Information Systems, College of Business, Mississippi State University
2019 Visiting Scholar, McDonough School of Business, Georgetown University
2019 Visiting Scholar, Warrington College of Business, University of Florida
2018-2019 Visiting Professor, Kogod School of Business, American University
2015-2017 Associate Professor, School of Management, University of South Australia
2009-2015 Associate Professor of Management and Organizations, Southern Methodist University, Cox School of Business
2007 & 2008 Visiting Professor, EM Lyon Graduate School of Business (Lyon, France)
2003-2009 Assistant Professor of Management and Organizations, Southern Methodist University, Cox School of Business
2001-2003 Visiting Assistant Professor of Organizational Behavior (*started ABD*), Tulane University, A.B. Freeman College of Business
1997-2001 Instructor, Department of Management, Arizona State University, College of Business

PUBLICATIONS (Google Scholar Citation Count = 7,106; June 2020)

Fugate, M., Van der Heijden, B.I.J.M., De Cuyper, N., De Vos, A., & Forrier, A. (in press). Employability: What's past is not what's prologue. *Academy of Management Annals*. Impact factor: 12.30--#1 in management and #1 in business.

Van Harten, E. J., De Cuyper, N., Guest, D., Fugate, M., Knies, E., & Forrier, A. (in press). HRM and employability: Mutual gains or conflicting outcomes? *International Journal of Human Resource Management*. Impact factor: 3.46--#64 in management.

Kaltiainen, J., Lipponen, J., Fugate, M., & Vakola, M. (2020). Dynamics of intraindividual changes in work engagement and change appraisals throughout a merger. *Journal of Organizational and Health Psychology*, 25: 244-258. Impact factor: 5.13--#8 in applied psychology.

Van der Heijden, B.I.J.M., De Vos, A., Akkermans, J., Spurk, D., Semeijn, J., Van der Velde, M., & Fugate, M. (2020). Sustainable careers across the lifespan: Moving the field forward. *Journal of Vocational Behavior*, 117. Impact factor: 3.39--#14 in applied psychology.

Fugate, M., & Soenen, G. (2018). Predictors and processes related to employees' change-related compliance and championing. *Personnel Psychology*, 71: 109-132. DOI:10.1111/peps.12235. Impact factor: 6.93--#3 in applied psychology.

Ashforth, B.E., Kreiner, G.E., Clark, M.A., & Fugate, M. (2017). Congruence work: How managers help shape employees' fit perceptions in stigmatized occupations. *Journal of Organizational*

Behavior, 38: 1260-1279. (Note: The first two authors contributed equally and are listed alphabetically, and the second two authors contributed equally and are listed alphabetically.) Impact factor: 5.00--#10 in applied psychology.

Biggane, J., Allen, D., Amis, J., & Fugate, M. (2017). Cognitive appraisal as a linking mechanism between negative organizational shocks and desire to leave. *Journal of Change Management*, 17, 3: 203-227.

Hartnell, C., Kinicki, A.J., Lambert, L., Fugate, M., & Corner, T. (2016). Do similarities or differences between CEO leadership and organizational culture have a more positive effect on firm performance? A test of competing predictions. *Journal of Applied Psychology*, 101: 846-861. Impact factor: 5.07--#9 in applied psychology.

Paper selected for the Best Paper Proceedings of the 2012 Annual Meeting of the Academy of Management, Boston (Organizational Behavior Division).

Manz, C., Houghton, J., Neck, C., Fugate, M., & Pearce, C. (2016). Whistle while you work: Toward a model of emotional self-leadership. *Journal of Leadership and Organizational Studies*, 23: 374-386. Impact factor: 1.40--#53 in applied psychology.

Manz, C., Fugate, M., Hom, P., & Millikin, J. (2015). When having to leave is a good thing: A case for positive involuntary turnover. *Organization Dynamics*, January-March, 44: 57-64. Impact factor: 1.40--#54 in applied psychology.

Fugate, M. (2013). Capturing the experience of change: Antecedents, processes, and consequences. In R. By, A. Michel, & S. Oreg (Eds.), *The Psychology of Organizational Change* (pp. 15-39). Cambridge, UK: Cambridge University Press.

Fugate, M., Prussia, G.E., & Kinicki, A.J. (2012). Managing employee withdrawal during organizational change: The role of threat appraisal. *Journal of Management*, 38: 890-914. Impact factor: 9.06--#1 in applied psychology #3 in management.

Fugate, M. (2012). The impact of leadership, management, and HRM on employee reactions to organizational change. In A. Joshi, J. Martocchio, & H. Liao (Eds.), *Research in Personnel and Human Resources Management*, Vol. 31 (pp. 177-208). Bingley, UK: Emerald Publishing Group.

Shapiro, D., & Fugate, M. (2012). Anticipatory justice and the employee-organization relationship (EOR). In L. Shore, J. Coyle-Shapiro, & L. Tetrick, *The Employee-Organization Relationship* (pp. 335-359). New York, NY: Routledge Taylor Francis Press.

Fugate, M., Harrison, S.H., & Kinicki, A.J. (2011). Thoughts and feelings about organizational change: A field test of synchronous reciprocal relationships in appraisal theory. *Journal of Organizational and Leadership Studies*, 18: 421-437. Impact factor: 1.40--#53 in applied psychology.

Fugate, M., Kinicki, A.J., & Prussia, G.P. (2008). Employee coping with organizational change: An examination of alternative theoretical perspectives and models. *Personnel Psychology*, 61: 1-36. Impact factor: 6.93--#3 in applied psychology.

- *Paper selected Runner-up for the Division's Best Paper Award for the 2005 Annual Meeting of the Academy of Management, Honolulu (Organizational Behavior Division).*
- *Paper selected for the Best Paper Proceedings of the 2005 Annual Meeting of the Academy of Management, Honolulu (Organizational Behavior Division).*

Fugate, M., & Kinicki, A.J. (2008). A dispositional approach to employability: Development of a measure and test of its implications for employee reactions to organizational change. *Journal of Occupational and Organizational Psychology*, 81: 503-527. Impact factor: 6.93--#3 in applied psychology. Impact factor: 2.32--#31 in applied psychology.

Ashforth, B.E., Kreiner, G.E., Clark, M.A., & Fugate, M. (2007). Normalizing dirty work: Reducing the salience of occupational stigma. *Academy of Management Journal*, 50, 149-174. Impact factor: 7.19--#3 in applied psychology. (Note: The first two authors contributed equally and are listed alphabetically, and the second two authors contributed equally and are listed alphabetically.)
Academy of Management Journal Impact Paper Award (2020). Most impactful paper published in the journal in the past 25 years.

Fugate, M. (2006). New perspectives on employability. In J. Greenhaus and G. Callanan (Eds.), *Encyclopedia of Career Development* (pp. 267-270). Thousand Oaks, CA: Sage.

Ashforth, B.E., & Fugate, M. (2006). Attributional styles at work: Development of a measure. *Journal of Leadership and Organizational Studies*, 12: 12-29. Impact factor: 1.40--#53 in applied psychology.

Fugate, M., Kinicki, A.J., & Ashforth, B.E. (2004). Employability: A psycho-social construct, its dimensions, and applications. *Journal of Vocational Behavior*, 65: 14-38. Impact factor: 3.39--#14 in applied psychology.
Paper selected for the Best Paper Proceedings of the 2003 Annual Meeting of the Academy of Management, Seattle (Organizational Behavior Division).

Fugate, M., Kinicki, A.J., & Scheck, C.L. (2002). Coping with an organizational merger over four stages. *Personnel Psychology*, 55: 905-928. Impact factor: 6.93--#3 in applied psychology.
Paper selected 1st Runner-up for the Scholarly Achievement Award, Human Resources Division of the Academy of Management 2003.

Prussia, G.R., Fugate, M., & Kinicki, A.J. (2001). Explication of the coping goal construct: Implications for coping and reemployment. *Journal of Applied Psychology*, 86: 1179-1190. Impact factor: 5.07--#9 in applied psychology.

Ashforth, B.E., & Fugate, M. (2001). Role transitions and the lifespan. Chapter 8 in B.E. Ashforth, *Role Transitions in Organizational Life: An Identity Based Perspective*. Mahwah, NJ: Erlbaum.

Ashforth, B.E., Kreiner, G.E., Fugate, M., & Johnson, S.A. (2001). Micro role transitions. Chapter 9 in B.E. Ashforth, *Role Transitions in Organizational Life: An Identity Based Perspective*. Mahwah, NJ: Erlbaum.

Anand, V., Fugate, M., & Manz, C.C. (2000). Empowering work teams with knowledge. In M.M. Beyerlein, D.A. Johnson, & S.T. Beyerlein (Eds.), *Advances in Interdisciplinary Studies of Work Teams* (pp. 1-26). New York: JAI Press.

Wiseman, R.M., Gomez-Mejia, L.R., & Fugate, M. (2000). Rethinking compensation risk. In S. Rynes & B. Gerhart (Eds.), *Compensation in Organizations* (pp. 311-347). San Francisco: Jossey-Bass.

Ashforth, B.E., Kreiner, G.E., & Fugate, M. (2000). All in a day's work: Boundaries and micro role transitions at work. *Academy of Management Review*, 23: 472-491. Impact factor: 10.62--#2 in management.

WORK IN PROGRESS

Organizational Change

Shao, Y., Fugate, M., Bono, J., & Wang, M. The role of leadership in driving employees' values change and engagement. Writing stage. Preparing for the *Academy of Management Journal*.

Rouven, K., Hagl, C., Hoegl, M., & Fugate, M. Shaping employee emotional activation and appraisals of organizational change through dialogical communication. Preparing for submission to the *Journal of Organizational and Health Psychology*.

Fugate, M. Employees' cognitive appraisals of change revisited and expanded. Preliminary data collected.

Leadership and Other

Emotion Control or Emotion Authenticity? A False Dichotomy Resolved with Emotional Self-Leadership. Under review at *Human Resource Management Review*.

Fugate, M. The conundrum of leading versus managing change. Preparing for *Academy of Management Perspectives*.

Pearce, C., Houghton, J., Manz, C., Neck, C., & Fugate, M. Time for a group hug? Toward a model of shared emotional leadership. Preparing for submission to *Journal of Organizational Behavior*.

Fugate, M. The temporality of emotions: A vivid view of employee experience. Preliminary data collected.

Fugate, M. Compensation practices as a window into the culture of professional service firms. Paper fleshed out and preliminary data collected.

Employability and Careers

Nauta, A., Van der Heijden, B. I. J. M., Fugate, M., DeVos, A., M., & Hornung, S. What's the deal with employability? The multifaceted relationship between I-deals and employability. Preparing for submission to *Human Resource Management*.

Fugate, M. The role of employability in how employees cope with organizational change. Data collection and initial analyses complete.

BOOKS

Fugate, M. (2022). *Managing Business Ethics and Your Career*. Chicago Business Press.

Kinicki, A. J., & Fugate, M. (2021). *Organizational Behavior: A Practical Problem-Solving Approach* (3rd ed.). Burr Ridge, IL: McGraw-Hill/Irwin.

Kinicki, A. J., & Fugate, M. (2017). *Organizational Behavior: A Practical Problem-Solving Approach* (2nd ed.). Burr Ridge, IL: McGraw-Hill/Irwin.

Kinicki, A. J., & Fugate, M. (2015). *Organizational Behavior: A Practical Problem-Solving Approach* (1st ed.). Burr Ridge, IL: McGraw-Hill/Irwin.

Kinicki, A.J., & Fugate, M. (2011). *Organizational Behavior: Key Concepts, Skills, & Best Practices* (5th ed.). Burr Ridge, IL: McGraw-Hill/Irwin.

CONFERENCE PRESENTATIONS

Fugate, M., Manz, C., Pearce, C., Houghton, J., & Neck, C. (2020). Emotional Self-Leadership: A Contemporary View of Emotional Agency, Southern Management Association Annual Meeting (SMA), St. Petersburg, FL.

Vakola, M., Van Dam, K., Fugate, M., et al. (2019). Discovering Antecedents and Consequences of Complex Change Recipients' Reactions to Organizational Change, European Association of Work and Organizational Psychologists (EAWOP), Turin, Italy.

Fugate, M. (2018), What is change leadership? Presented at the Leading Organizational Change conference, Hebrew University of Jerusalem.

Fugate, M. (2018), Employability 2018 v. 20XX. Keynote presentation at European Association of Work and Organizational Psychologists (EAWOP) small group meeting on employability. Eindhoven, Netherlands.

DeVos, A., Akkermans, J., and Van der Heijden, B., & Fugate, M. (2018), Employability and Sustainable Careers Symposium. Symposium at annual meeting of the Academy of Management, Chicago, IL.

Kanitz, R., Helpap, S., Fugate, M., Oreg, S., Soenen, G., Melkonian, T., et al. (2017). New Frontiers in Employee Responses to Organizational Change Employee Responses to Change. Symposium at annual meeting of the Academy of Management, Atlanta, GA.

Kinick, A., Fugate, M., & Soleymani, P. (2017). Teaching Key Workplace Skills for the 21st Century: Problem Solving and Critical Thinking. Symposium at annual meeting of the Academy of Management, Atlanta, GA.

Van dam, K., et al. (2017). Individual Adaptation to Organizational Change: Inter- and Intra-personal Processes. Annual conference of the European Association of Work and Organizational Psychologists, Dublin, Ireland.

Kalttinen, J., Lipponen, J., Vakola, M., & Fugate, M. (2017). Am I Going to Make It? Dynamic Relations between Changes in Work Engagement and Coping Appraisals throughout Organizational Mergers. Annual conference of the European Association of Work and Organizational Psychologists (EAWOP), Dublin, Ireland.

Philippaers, K. De Cuyper, N., Forrier, A., Van der Heijden, & Fugate, M. (2016). Employability in Perspective: Moving Beyond the Hype. Symposium presented at the annual meeting of the Academy of Management, Anaheim, CA.

Fugate, M. (2015). Reactions to Organizational Change and the Role of Social Context. Symposium presented at the annual meeting of the Academy of Management, Vancouver, Canada.

Fugate, M. (2015). Emerging Debates in Organizational Change: Engagement, Energy, and Emotion. Symposium presented at the annual meeting of the Academy of Management, Vancouver, Canada.

Clark, M.A., Ashforth, B.E., Kreiner, G.E., & Fugate, M. (2015). Shedding New Light on Stigmatized Work & Workers. Symposium presented at the annual meeting of the Academy of Management, Vancouver, Canada.

De Cuyper, N., Forrier, A., Akkermans, J., & Fugate, M. (2014). The employability-management paradox: Beauty or the beast? Symposium presented at the annual meeting of the Academy of Management.

Paper selected for the Best Paper Proceedings of the 2014 Annual Meeting of the Academy of Management (Careers Division).

Manz, C., Fugate, M., Houghton, J., & Neck, C. (2014). Emotional Self-Leadership (ESL): A Process for Enhancing Emotion Self-Influence, Emotion Authenticity, and Personal Effectiveness. Southern Management Association Annual Meeting, Savannah, GA.

Hartnell, C., Kinicki, A.J., Lambert, L., Fugate, M., & Corner, T. (2014). The effect of CEO leadership and culture fit on firm performance. Presented at the annual conference of the Society of Industrial and Organizational Psychology, Waikiki, HI.

Fugate, M., Manz, C., Hom, P., & Milliken, J. (2014). Positive Involuntary Turnover—It's the PITs. Part of the "Until withdrawal do us part? Exploring employee withdrawal in organizations" session at the annual conference of the Society of Industrial and Organizational Psychology, Waikiki, HI.

Fugate, M., & Soenen, G. (2012). The champions of change: Employees, managers, and cognitive processes. Presented at the annual meeting of the Academy of Management, Boston, MA.

Biggane, J., Allen, D., Amis, J., & Fugate, M. (2012). Cognitive appraisal as a mechanism linking negative organizational shocks and desire to leave. Presented at the annual meeting of the Academy of Management, Boston, MA.

Hartnell, C., Kinicki, A., Fugate, M., & Corner, T. (2012). Which fit fits? The effect of two types of leadership-culture fit on firm performance. Presented at the annual meeting of the Academy of Management, Boston, MA.

Paper selected for the Best Paper Proceedings of the 2012 Annual Meeting of the Academy of Management, Boston (Organizational Behavior Division).

Fugate, M. (2011). Presenter in Showcase Symposium: Capturing the experience of change. Presented at the annual meeting of the Academy of Management, San Antonio, TX.

Fugate, M. (2011). Chair of Symposium: Individual and relational routes to employability. Presented at the annual meeting of the Academy of Management, San Antonio, TX.

Fugate, M. (2011). Discussant of Symposium: Strategies for sustaining employability throughout careers. Presented at the annual meeting of the Academy of Management, San Antonio, TX.

Fugate, M. (2011). Keynote speaker: Employability and I-deals Conference, University of Amsterdam, Summer of 2011.

Kinicki, A.J., Fugate, M., Hartnell, C., & Corner, P. (2010). Does context matter? Examining CEO behavior, culture, and firm effectiveness in small- to medium-sized enterprises. Academy of Management, Montreal.

Fugate, M., Prussia, G.E., & Kinicki, A.J. (2009). Organizational change and employee withdrawal. Unfolding trends in voluntary turnover research. Presented at the annual meeting of the Academy of Management, Chicago.

McKee-Ryan, F., Fugate, M., & Kinicki, A. (2008). What happens after job loss? A process-oriented perspective on job search. Presented at the annual meeting for the Society of Industrial and Organizational Psychologists, San Francisco, CA.

Fugate, M. (2008). The Experience, Management, and Implications of Emotions at Work. A pre-conference development workshop (PDW) I designed, organized, submitted, and helped present for the annual meeting of the Academy of Management, Anaheim, CA.

Fugate, M., Harrison, S., & Kinicki, A.J. (2007). Emotions during organizational change: An appraisal theory and dynamic systems perspective. Annual Academy of Management Conference, Philadelphia.

Heslin, P., & Fugate, M. (2007). Insights from regulatory focus theory for career theory and practice. Annual Conference for the Society of Industrial and Organizational Psychologists.

Fugate, M. (2006). Antecedents and consequences of employee threat appraisals during an organizational restructuring. Annual Academy of Management Conference, Atlanta.

Fugate, M. (2006). Managing stress and burnout in the workplace. (Discussant). Annual Academy of Management Conference, Atlanta.

Fugate, M., Kinicki, A.J., Prussia, G. (2005). Competing Models Test of Lazarus' Coping Theory. Annual Academy of Management Conference, Honolulu.

Fugate, M. (2005). Job Loss Symposium: Employability and Its Implications for Job Loss and Reemployment. Annual Academy of Management Conference, Honolulu.

Fugate, M., & Ashforth, B.E. (2003). Employability: The construct, its dimensions, and applications. Paper selected for the *Best Paper Proceedings* of the annual meeting of the Academy of Management, Seattle.

Fugate, M. (2003). Development of a Measure of Employability. Paper presentation at the annual meeting of the Academy of Management, Seattle.

Fugate, M., & Kinicki, A.J. (2003). Employability and its Implications for Career Exploration. Symposium for the Careers Division at the annual meeting of the Academy of Management, Seattle.

Fugate, M., & Kinicki, A.J. (2002). The role of employability in how employees cope with organizational change. Paper presentation at the annual meeting of the Academy of Management, Denver.

Ashforth, B.E., Kreiner, G.E., Fugate, M., & Clark, M.A. (2001). Dirty work is in the eye of the beholder: New directions in how individuals cope with stigmatized occupations. Showcase Symposium at the annual meeting of the Academy of Management, Washington, D.C.

Ashforth, B.E., & Fugate, M. (2000). Attributional style: Development of a measure. Paper presented at the annual meeting of the Academy of Management, Toronto, Canada.

Fugate, M., Prussia, G.E., & Kinicki, A.J. (2000). Explication of the coping goal construct: Implications for coping and reemployment. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychologists, New Orleans.

Kinicki, A.J., Fugate, M., & Scheck, C.L. (1999). Coping with an organizational merger across four stages. Paper presented at the annual meeting of the Academy of Management, Chicago.

Ashforth, B.E., Kreiner, G.E., & Fugate, M. (1999). All in a day's work: Micro transitions at work. Paper presented at the annual meeting of the Academy of Management, Chicago.

Anand, V., Fugate, M., & Manz, C.C. (1998, October). Empowering teams with knowledge. Paper presented at the North Texas Conference on the Study and Advancement of Work Teams, Denton, TX.

Boyd, B., Gove, S., Clark, M.A., & Fugate, M. (1998). Metaphors as a means of teaching strategic management principles. Symposium conducted at the annual meeting of the Academy of Management, San Diego.

DISSERTATION RESEARCH: The Role of Employability in how Employees Cope with Organizational Change.

TEACHING (Sample of Courses Taught in Undergraduate, Graduate, and Executive Education)

- Leadership
- Organizational Behavior
- Managing Organizations and Human Capital
- Ethics and Ethical Leadership
- Management
- Strategic Human Capital
- Leadership and Culture
- Socially Responsible Management
- Performance Management
- Employee Engagement
- Leading and Managing Change
- Organizational Culture and Culture Change
- Exceptional Client Service
- Leadership Brands

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Society of Industrial and Organizational Psychologists (SIOP)

Society of Human Resource Management (SHRM)

International Forum for Psychology of Organizational Change (IFPOC)

European Association of Work and Organizational Psychology (EAWOP)

HONORS

Teaching

- Distinguished Teaching Award (MBA)—SMU Cox School of Business (2015)
- Distinguished Teaching Award (MBA)—SMU Cox School of Business (2014)
- Outstanding Teaching Award (UG)—SMU Cox School of Business (2014)
- Outstanding Teaching Award (MBA)—SMU Cox School of Business (2012)
- Outstanding Teaching Award (MBA)—SMU Cox School of Business (2011)
- Distinguished Teaching Award (UG)—SMU Cox School of Business (2009)
- Distinguished Teaching Award (UG)—SMU Cox School of Business (2007)

Research

- *Academy of Management Journal* Impact Paper Award (2020). Most impactful article published in the journal in the past 25 years.
- Outstanding Reviewer Award (2018)—*Journal of Management*.
- Dunlevy Research Fellowship—Cox School of Business (2009-2012).
- Cox School of Business Media Expert Award (most hits in media outlets; 2007-2009)

- Paper selected for the *Best Paper Proceedings* of the 2012 Annual Meeting of the Academy of Management, Boston (Organizational Behavior Division). Which fit fits? The effect of two types of leadership-culture fit on firm performance.
- Paper selected for the *Best Paper Proceedings* of the 2005 Annual Meeting of the Academy of Management, Honolulu (Organizational Behavior Division). An Alternative Models Test of Employee Coping with a Restructuring.
- Paper selected Runner-up for the *Division's Best Paper Award* for the 2005 Annual Meeting of the Academy of Management, Honolulu (Organizational Behavior Division). An Alternative Models Test of Employee Coping with a Restructuring.
- Paper selected for the *Best Paper Proceedings* of the 2003 Annual Meeting of the Academy of Management, Seattle (Organizational Behavior Division). Employability: The construct, its dimensions, and applications.
- Paper selected 1st Runner-up for the *Scholarly Achievement Award*, Human Resources Division, Academy of Management 2003. Fugate, M., Kinicki, A.J., & Scheck, C.L. (2002). Coping with an organizational merger over four stages. *Personnel Psychology*, 55: 905-928.

SERVICE TO ACADEMY

Boards

- Editorial Board of *Personnel Psychology* (2008-2010; 2017-present).
- Editorial Board of *Journal of Management* (2017-2019, 2020-present).
- Editorial Board of *Journal of Business Psychology* (2019-present).
- Editorial Board of *Group and Organization Management* (2020-present)
- Editorial Board of the *Journal of Change Management* (2011-present).
- Editorial Board of *Journal of Leadership and Organizational Studies* (2008-2012).
- Special Issue Editor—*Journal of Vocational Behavior*—“Sustainable Careers and the Lifespan” (2017-2019).
- Special Issue Editor (2018-2019)—*International Journal of Human Resource Management*—“HRM and Employability.”

Subset of Conference Consortia, Organized PDWs, and Symposia

- Health Care and Hospitality Division (2020) Southern Management Association Annual Meeting--A Current Look at Health Care and Hospitality Issues
- OB Division Doctoral Consortium (2020) annual meeting of the Academy of Management--Finding Your First Academic Job
- HR Division Junior Faculty Consortium (2019, 2020) annual meeting of the Academy of Management—Managing Tenure and Politics
- Organizational Change and Development Division Doctoral Consortium (2018, 2019, 2020). Crafting research.
- HR Division Doctoral Consortium (2016, 2017, 2018, 2019) annual meeting of the Academy of Management
 - Exploring International Careers
 - Dissertation Research
- Careers Division (2019) Doctoral Consortium. Managing Your Career.
- OB Division (2019) Making Connections with OB Experts: A Networking Social (organizational culture).
- OB & HR Divisions (2018) Professional Development Workshop—Using Debates on Hot Topics in OB to Engage Students and Develop Critical Thinking.
- OB & HR Divisions--Organized Professional Development Workshop—“From Associate to Full... And Beyond”—for the Academy of Management Annual Conference in San Antonio (2011).

- HR Junior Faculty Consortium (2009) annual meeting of the Academy of Management—"The Quest for Tenure: What Can an Assistant Do?"
- OB Doctoral Consortium (2005-2009) annual meeting of the Academy of Management--"Finding Your First Job."
- Created, organized, and implemented a Professional Development Workshop—"The Experience, Management, and Implications of Emotions at Work"—for the annual conference of the Academy of Management (2008).

AOM Committees

- Representative at Large, Careers Division of the Academy of Management (2020-2023).
- Best Practitioner Paper Selection Committee, Organizational Behavior Division of the Academy of Management (2017).
- Member of the Making Connections Committee, Organizational Behavior Division of the Academy of Management (2010-2011).
- Member of the Scientific Affairs Committee, Organizational Behavior Division of the Academy of Management (2006-2010).

OTHER LEADERSHIP AND SERVICE ROLES

- *Co-director of PhD program* (2020-2023)
- *Executive committee member* at two different business schools.
- *Director of international component of the Executive MBA* program.
- Only internal member of an *expert panel that reviewed the entire slate of master's programs*.
- Long term member of the *BBA advisory committee* (responsible for all bachelor's programs, including setting program requirements, curricula, policies, and accreditation).
- Member of the *MBA review and policy committee* (focused on program difference and competitiveness).
- Reevaluated and relaunched the *honors program*.
- Faculty partner on the *HR program advisory board* (comprised of leaders from industry who helped shape the HR programs to better fit industry needs and increase student value).
- Assisted in creation and launch of *Master of Management* program.
- Involved in *rebranding a research center*.

MEDIA: Dr. Fugate's comments and research have been featured extensively in numerous media outlets, such as:

TEDxSMU	CNN
Wall Street Journal	Fox (Dallas affiliate)
New York Times	NBC (Dallas affiliate)
Financial Times	ABC (Dallas affiliate)
Dallas Morning News	FAST COMPANY
MSN Money	American Banker
Investors Daily Diary	Radio broadcasts in the U.S. and Canada