

Emily C. Poulton
Terry College of Business | Department of Management
University of Georgia
Email: Emily.poulton@uga.edu
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EDUCATION

- Ph.D. University of Georgia, Terry College of Business (*expected 2023*), Management (Organizational Behavior)
- Dissertation: *Love hurts (my performance. . . but it helps a lot, too)*
Proposed May 10, 2022
- Committee: Joanna Lin (Chair), Jessica B. Rodell, Laura M. Little
- M.B.A. Queens University of Charlotte (2016)
- B.A. Queens University of Charlotte (2014), Political Science and Business Administration

RESEARCH INTERESTS

I have long been interested in how colleagues can make or break our workplace experiences both on a day-to-day and long-term basis. Thus, my research interests center around employee-coworker relationships and interactions in the workplace. More specifically, I focus on the implicit or explicit signals coworkers send one another, and how these messages influence the way employees think and feel about their experiences at work. Some of the interactions I study occur directly between an employee and a coworker, such as those characterized by helping, supportive, or affectionate behaviors. Other interactions that I study occur through observations, where interactions between coworkers influence observing employees' perceptions, emotions, and behaviors.

REFEREED PUBLICATIONS

Lin, S.-H., **Poulton, E. C.**, Xu, M., & Tu, M.-H. (2021). 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*.

REVISE AND RESUBMITTED MANUSCRIPTS

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

Matusik, J., **Poulton, E. C.**, Ferris, D. L., & Johnson, R. E. (revise-and-resubmit, 1st round). [Organizational Support]. *Journal of Applied Psychology*.

MANUSCRIPTS UNDER REVIEW

Lin, S.-H., Fatimah, S., Johnson, R. E., Ferris, D. L., Ho, C., & **Poulton, E. C.** [Voice Behaviors]. Preparing for submission: *Organizational Behavior and Human Decision Processing*.

SELECTED WORKING PAPERS

Poulton, E. C., Lin, S.-H., Mitchell, M. S., Tu, M.-H., & Xu, M. [Helping Behaviors]. Writing phase, target: *Academy of Management Journal*.

Rodell, J. B., Vogel, R., **Poulton, E. C.**, & Shanklin, B. C. (authorship order undetermined) [Purpose]. Data analysis phase, target: *Academy of Management Journal*.

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

Poulton, E. C., Frank, E. L., & Lin, S.-H. [Leader Sharing]. Data analysis phase, target: *Academy of Management Journal*.

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

Little, L. M., Zipay, K. P., & **Poulton, E. C.** [Proactive Behaviors]. Data collection phase, target: *Academy of Management Journal*.

CONFERENCE PRESENTATIONS

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 82nd Academy of Management Annual Meeting, Seattle, Washington.

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 81st Academy of Management Annual Meeting, Virtual.

Little, L. M., Zipay, K., & **Poulton, E. C.** (2021, August). The dark and bright sides of empathic concern: A conservation of resources perspective. In Ganster, M. L., & Gabriel, A. S. (Chairs), *Rethinking work-nonwork spillover: The critical role of work and nonwork relationships*. Symposium presented at 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 79th Academy of Management Annual Meeting, Boston, Massachusetts.

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

Journal of Management Studies (2022-present)

Group & Organization Management (2022-present)

Conference Reviewer

Academy of Management Annual Meeting (2020-present)

Southern Management Association Annual Meeting (2021-present)

Affiliations

Academy of Management

Society for Industrial and Organizational Psychology

FELLOWSHIPS/SCHOLARSHIPS & AWARDS

Knox Doctoral Scholar, Fellowship recipient, University of Georgia (2021 – present)

University of Georgia Graduate School Assistantship (2020 – present)

University of Massachusetts Amherst Graduate School Assistantship (2018 – 2020)

TEACHING EXPERIENCE

Instructor of Record

Human Resource Management (Spring, 2022 – In-person)

University of Georgia

Students: 43

Instructor Effectiveness Rating: 5.0/5.0

Organizational Behavior (Summer, 2021 – Hybrid)

University of Georgia

Students: 20

Instructor Effectiveness Rating: 5.0/5.0

Career Connections (Spring, 2018)

Queens University of Charlotte

Students: 27

Instructor Effectiveness Rating: 4.7/5.0

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 (Advisor)

Associate Professor

Terry College of Business

University of Georgia

Athens, GA 30602-6256

Email: JoannaLin@uga.edu

Jessica B. Rodell

William H. Willson Distinguished Chair

Terry College of Business

University of Georgia

Athens, GA 30602-6256

Email: jrodell@uga.edu

Laura M. Little

Professor and Synovus Director,

Institute for Leadership Advancement

Terry College of Business

University of Georgia

Athens, GA 30602-6256

Email: lmittle@uga.edu