

James W. Beck
Curriculum Vitae

CONTACT INFORMATION

Address:

Department of Psychology
University of Waterloo
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PROFESSIONAL EMPLOYMENT

Associate Professor, Department of Psychology, University of Waterloo, July 2017 – present
Assistant Professor, Department of Psychology, University of Waterloo, July 2012 – June 2017

EDUCATION

University of Minnesota, Minneapolis, MN

Ph.D., Industrial-Organizational Psychology, June 2012

University of Akron, Akron, OH

M.A., Industrial-Organizational Psychology, August 2009

Michigan State University, East Lansing, MI

B.S., Psychology, Honors College, May 2007

GRANT FUNDING

1. **Beck, J. W.** (2023-2028). *Social Sciences and Humanities Research Council of Canada Insight Grant*. “A Motivational Account of Feedback Provision: Antecedents and Outcomes of the Effort that Managers Allocate to Providing Subordinates with Feedback” (\$265,644).
2. **Beck, J. W.** & Scholer, A. A. (2018-2022, extended to 2024). *Social Sciences and Humanities Research Council of Canada Insight Grant*. “Velocity as an Antecedent of Workplace Shortcut Behaviours” (\$153,156).
3. **Beck, J. W.** & Scholer, A. A. (2014-2016). *Social Sciences and Humanities Research Council of Canada Insight Development Grant*. “Throwing in the Towel? The Effects of Setbacks on Goal Abandonment” (\$55,665).
4. **Beck, J. W.** (2014-2017, extended to 2020). *Social Sciences and Humanities Research Council of Canada Insight Grant*. “Understanding Corner-Cutting Behaviours in the Workplace.” (\$85,452).

5. **Beck, J. W.** (2013-2016). *Social Sciences and Humanities Research Council of Canada Insight Grant*. "Understanding Corner-Cutting Behaviours in the Workplace." (\$84,628, not funded). Received 4A status (worthy of funding but insufficient SSHRC funds). Awarded \$8,000 by the University of Waterloo.

PEER REVIEWED PUBLICATIONS

*Authors contributed equally. Student co-authors underlined.

1. Law, D., Nishioka, M., Brown, D. J., & **Beck, J. W.** (in press). Clarifying perceived task help receipt in the workplace: Construct definition and scale development. *Applied Psychology: An International Review*.
2. Nishioka, M., Bobocel, D. R., & **Beck, J. W.** (in press). Making sense of claims of unfairness: Third-party overall fairness perceptions negatively affect claim veracity. *Journal of Business and Psychology*.
3. **Beck, J. W.** & Dahling, J. J. (2026). Delivering high-quality feedback is a choice: A self-regulatory framework for understanding feedback provision in organizations. *Human Resource Management Review*, 36, 101117.
4. Gödöllei, A. F., **Beck, J. W.**, Cowan, R., Cruickshank, J., & Malikiak, L. (2025). More than how you start or finish: Performance trajectories predict interns' post-graduation vocational outcomes. *Education + Training*, 67, 581-594.
5. **Beck, J. W.**, Scholer, A. A., Hughes, J., & Phan, V. (2025). Reconsidering the trade-off between speed and accuracy: The role of goal progress velocity. *Journal of Business and Psychology*, 40, 925-939.
6. **Beck, J. W.**, Nishioka, M., Scholer, A. A., & Beus, J. M. (2024). Moderation in all things, except when it comes to workplace safety: Accidents are most likely to occur under moderately hazardous work conditions. *Personnel Psychology*, 77, 963-995.

Media Coverage: *The Wall Street Journal*, *Canadian Occupational Safety*

7. **Beck, J. W.** (2024). Industrial-organizational psychology research is useful for small businesses. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 17, 449-451.
8. White, N. C., Minnikin, A. F., Malo, O. R., & **Beck, J. W.** (2024). Research productivity norms among Canadian I-O psychology scholars. *Canadian Psychology / Psychologie canadienne*, 65, 28-33.
9. Phan, V., Nishioka, M., **Beck, J. W.**, & Scholer, A. A. (2023). Goal progress velocity as a determinant of shortcut behaviors. *Journal of Applied Psychology*, 108, 553-570.

10. **Phan, V. & Beck, J. W.** (2023). Why do people (not) take breaks? An investigation of individuals' reasons for taking and for not taking breaks at work. *Journal of Business and Psychology*, 38, 259-282.

Media Coverage: *CBC Radio interviews (Charlottetown, Halifax [live], New Brunswick, Sudbury/Thunder Bay, Quebec City, London/Windsor, Ottawa [live], Winnipeg, Whitehorse, Vancouver, Kelowna, Montreal [live], Edmonton [live], Calgary [live], Saskatchewan [live], Victoria [live]), The Newsfeed with Kristy Cameron 580 CFRA Ottawa (live radio broadcast), The Mike Farwell Show CityNews Kitchener (live radio broadcast), Rogers TV (televised appearance), Canadian HR Reporter, WirtschaftsWoche Magazine.*

11. **Gödöllei, A. F. & Beck, J. W.** (2023). Insecure or optimistic? Employees' diverging appraisals of automation, and consequences for job attitudes. *Computers in Human Behavior Reports*, 12, 100342.
12. **Minnikin, A., Beck, J. W., & Shen, W.** (2022). Why do you ask? The effects of perceived motives on the effort that managers allocate toward delivering feedback. *Journal of Business and Psychology*, 37, 813-830.
13. **Beck, J. W. & Flow, A.** (2022). The effects of contracting Covid-19 on cognitive failures at work: Implications for task performance and turnover intentions. *Scientific Reports*, 12, 8826.

In the Top 100 most downloaded Scientific Reports psychology papers in 2022 (35 out of 1,080).

Media Coverage: *Global News, CTV News, Toronto Star, Waterloo Region Record, Waterloo Chronicle, iHeartRadio.ca, KNX In Depth, KNX News 97.1 FM Los Angeles (live radio broadcast), The Jeff McArthur Show, 640 Toronto (live radio broadcast), Hamilton Today with Scott Thompson, 900 CHML Hamilton (live radio broadcast), 630 CHED Mornings Edmonton (live radio broadcast), City News 957 Halifax (live radio broadcast).*

14. Harman, J. L., Weinhardt, J. M., **Beck, J. W.**, & Mai, I. (2021). Interpreting time-series Covid data: Reasoning biases, risk perception, and support for public health measures. *Scientific Reports*, 11, 15585.
15. **Phan, V. & Beck, J. W.** (2020). The impact of goal progress velocity on affect while pursuing multiple sequential goals. *Motivation Science*, 6, 247-258.
16. **Gödöllei, A. F. & Beck, J. W.** (2020). Development and validation of the State Regulatory Focus Scale. *Human Performance*, 33, 104-129.
17. **Beck, J. W.**, Schmidt, A. M., & Natali, M. W. (2019). Efficient proximal resource allocation strategies predict distal team performance: Evidence from the National Hockey League. *Journal of Applied Psychology*, 104, 1387-1403.

Media Coverage: *CTV News (televised appearance).*

18. **Beck, J. W. & Shen, W.** (2019). The effects of U.S. presidential elections on work engagement and job performance. *Applied Psychology: An International Review*, 68, 547-576.

Media Coverage: *Nikkei Business*, *Waterloo Region Record*.

19. **Beck, J. W.** & Schmidt, A. M. (2018). Negative relationships between self-efficacy and performance can be adaptive: The mediating role of resource allocation. *Journal of Management*, *44*, 555-588.
20. **Beck, J. W.**, Scholer, A. A., & Hughes, J. (2017). Divergent effects of distance versus velocity disturbances on emotional experiences during goal pursuit. *Journal of Applied Psychology*, *102*, 1109-1123.
21. **Beck, J. W.**, Scholer, A. A., & Schmidt, A. M. (2017). Workload, risks, and goal framing as antecedents of shortcut behaviors. *Journal of Business and Psychology*, *32*, 421-440.
22. **Beck, J. W.**, Beatty, A. S., & Sackett, P. R. (2014). On the distribution of job performance: The role of measurement characteristics in observed departures from normality. *Personnel Psychology*, *67*, 531-566.
23. Unsworth, K. L., Yeo, G. B., & **Beck, J. W.** (2014). Multiple goals: A review and derivation of general principles. *Journal of Organizational Behavior*, *35*, 1064-1078.
24. **Beck, J. W.** & Schmidt, A. M. (2013). State-level goal orientations as mediators of the relationship between time pressure and performance: A longitudinal study. *Journal of Applied Psychology*, *98*, 354-363.
25. **Beck, J. W.** & Schmidt, A. M. (2012). Taken out of context? Cross-level effects of between-person self-efficacy and difficulty on the within-person relationship of self-efficacy with resource allocation and performance. *Organizational Behavior and Human Decision Processes*, *119*, 195-208.
26. **Beck, J. W.**, Carr, A. E., & Walmsley, P. T. (2012). What have you done for me lately? Charisma attenuates the decline in U.S. presidential approval over time. *Leadership Quarterly*, *23*, 934-942.
27. **Beck, J. W.** (2012). Does learning agility vary primarily at the between- or within-person level of analysis? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *5*, 312-315.
28. ***Beck, J. W.** & *Walmsley, P. T. (2012). Selection ratio and employee retention as antecedents of competitive advantage. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *5*, 91-95.
29. *Gregory, J. B., ***Beck, J. W.**, & Carr, A. E. (2011). Goals, feedback, and self-regulation: Control theory as a natural framework for executive coaching. *Consulting Psychology Journal*, *63*, 26-38.

30. **Beck, J. W.**, Gregory, J. B., & Carr, A. E. (2009). Balancing development with day-to-day task demands: A multiple-goal approach to executive coaching. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 2, 293-296.

BOOK CHAPTERS

Student co-authors underlined.

1. **Beck, J. W.**, & Gödöllei, A. F. (2020). A dynamic perspective on workplace motivation. In Y. Griep & S. D. Hansen (Eds.), *Handbook on the Temporal Dynamics of Organizational Behavior* (pp. 237-250). Cheltenham, UK: Edward Elgar.
2. Schmidt, A. M., **Beck, J. W.**, & Gillespie, J. Z. (2013). Motivation. In I. Weiner, N. W. Schmitt, & S. Highhouse (Eds.), *Handbook of psychology, Volume 12: Industrial and organizational psychology, 2nd ed.* (pp. 311-340).

MANUSCRIPTS UNDER REVIEW

Student co-authors underlined.

1. Luksyte, A., Shen, W., & **Beck, J. W.** (revise and resubmit). [masked]. *Journal of Vocational Behavior*.
2. Shen, W., Pindek, S., Zheng, J., Zhong, J., & **Beck, J. W.** (revise and resubmit). [masked]. *Journal of Management*.

PEER REVIEWED CONFERENCE PRESENTATIONS

Student co-authors underlined.

1. Shen, W., & **Beck, J. W.** (2025). *At all costs or at what cost? Compounding predictors and downstream consequences of presenteeism*. Symposium presented at the 86th Annual Conference of the Canadian Psychological Association, St. John's, NL.
2. Ghorayeb, D. B., & **Beck, J. W.** (2025). *The variability of feedback orientation over time*. Poster presented at the 86th Annual Conference of the Canadian Psychological Association, St. John's, NL.
3. Priest, R., **Beck, J. W.**, & Schmidt, A. M. (2025). *Introducing feedback expectancy and testing its factorial validity*. Poster presented at the 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
4. Minnikin, A. F. & **Beck, J. W.** (2024). *Perceived subordinate mental health predicts manager feedback behavior*. Poster presented at the 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
5. White, N. C., **Beck, J. W.**, Minnikin, A. F., & Malo, O. R. (2023). *Canadian I-O psychology research output norms*. Poster presented at the 84th Annual Conference of the Canadian Psychological Association, Toronto, ON.

6. Minnikin, A. F. & **Beck, J. W.** (2023). *Development and validation of the manager feedback behavior scale*. Poster presented at the 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
7. Minnikin, A. F., **Beck, J. W.**, Law, D., & White, N. C. (2023). *Difficulties managers face when providing feedback: A qualitative investigation*. Poster presented at the 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
8. Nishioka, M., Bobocel, D. R., & **Beck, J. W.** (2022). *Overall justice perceptions can undermine support for victims of unfairness*. Symposium presented at the 82nd Annual Academy of Management Conference, Seattle, WA.
9. Gödöllei, A. F. & **Beck, J. W.** (2022). *Fear or embrace? Employees' diverging appraisals of automation, and consequences for job attitudes*. Paper presented at the 82nd Annual Academy of Management Conference, Seattle, WA.
10. Gödöllei, A. F. & **Beck, J. W.** (2022). *Skill-gaps and automation-related job insecurity*. Symposium presented at the 83rd Annual Conference of the Canadian Psychological Association, Calgary, AB.
11. Westlake, K., & **Beck, J. W.** (2022). *Worth the effort? The effects of manager arrogance and task-centrality on effort allocation during feedback-seeking episodes*. Poster presented at the 83rd Annual Conference of the Canadian Psychological Association, Calgary, AB.
12. Towers, S., **Beck, J. W.**, & Phan, V. (2022). *Understanding the decision to sign up for a massive open online course*. Poster presented at the 83rd Annual Conference of the Canadian Psychological Association, Calgary, AB.
13. Flow, A. & **Beck, J. W.** (2022). *The impact of Covid-19 on workplace cognitive failures and downstream outcomes*. Poster presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
14. Minnikin, A. F. & **Beck, J. W.** (2022). *Perceived subordinate mental health predicts managers' performance appraisal motives*. Poster presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
15. Harman, J. L., Weinhardt, J. M., **Beck, J. W.**, & Mai, I. (2022). *Interpreting time-series COVID data: Reasoning biases, risk perception, and support for public health measures*. Poster presented at the Society for Judgment and Decision Making, San Diego CA.
16. Nishioka, M., Bobocel, D. R., **Beck, J. W.**, & Mu, F. (2021). *Don't believe the victim? Employee's perception of workplace fairness undermines their support toward victims of injustice*. Paper presented at the 18th International Society for Justice Research (ISJR) Conference.

17. Law, D., Nishioka, M., Brown, D. J. & Beck, J. W. (2021). *A bifactor model approach to understanding employees' receipt of task-related help*. Poster presented at the 82nd Annual Conference of the Canadian Psychological Association.
18. Law, D., Nishioka, M., Brown, D. J. & Beck, J. W. (2021). *Understanding employees' negative beliefs about accepting coworker help: A bifactor approach*. Poster presented at the 82nd Annual Conference of the Canadian Psychological Association.
19. Gödöllei, A. F. & Beck, J. W. (2021). *Control at work helps employees see the upside of automation*. Poster presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
20. Minnikin, A. F., Beck, J. W., Shen, W. (2021). *Perceived feedback-seeking motives determine feedback-givers' effort*. Poster presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
21. Law, D., Nishioka, M., Beck, J. W., & Brown, D. J. (2021). *Identifying profiles of employee negative beliefs about coworker help and correlates*. Poster presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
22. Nishioka, M., Beck, J. W., & Bobocel, D. R. (2020). *Are managers strategic about behaving fairly? Subordinate uncertainty and manager fairness enactment*. Symposium presented at the 80th Annual Meeting of the Academy of Management, Vancouver, BC.
23. Gödöllei, A. F., & Beck, J. W. (2020). *Fear, rejoice, or ignore? Employee perceptions of and reactions to automation at work*. Poster presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
24. Minnikin, A. F., Beck, J. W., & Shen, W. (2020). *The effects of perceived feedback-seeking motives on feedback givers' effort*. Poster presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
25. Phan, V., & Beck, J. W. (2020). *Investigating the momentary and stable predictors of break-taking*. Poster presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
26. Nishioka, M., Phan, V., & Beck, J. W. (2020). *Go faster! Slow work progress increases shortcut behaviors*. Poster presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
27. Gödöllei, A. F., & Beck, J. W. (2019). *The effect of a regulatory focus induction on self-reported state regulatory focus*. Poster presented at the 80th Annual Canadian Psychological Association Convention, Halifax, NS. **RHR Kendal Award for best student paper.**

28. Law, D. S., Nishioka, M., Beck, J. W., & Brown, D. J. (2019). *Negative beliefs about accepting coworker help: A latent profile analysis*. Poster presented at the 80th Annual Canadian Psychological Association Convention, Halifax, NS.
29. Wick, B., Green, E., Beck, J. W., & Henderson, H. (2019). *When I grow up: Child temperament and aspirational career choices*. Poster presented at the Biennial Meeting of the Society for Research in Child Development, Baltimore, MD.
30. Gödöllei, A. F., & Beck, J. W. (2019). *Development of a state regulatory focus scale*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
31. Nishioka, M., Bobocel, D. R., & Beck, J. W. (2019). *When should I be very fair? Managers' fairness enactment in response to volatility*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
32. Phan, V., Nishioka, M., & Beck, J. W. (2019). *Keeping up at all costs: Goal progress velocity predicts shortcuts behaviors*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
33. Phan, V., Mu, F., & Beck, J. W. (2019). *To take—or not to take—a break? A qualitative study of motives for taking breaks*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
34. Law, D. S., Nishioka, M., Beck, J. W., & Brown, D. J. (2019). *Development and validation of the receipt of help (ROTH) scale*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
35. Addie, C. & Beck, J. W. (2019). *Going at your own pace: The effects of pacing style on performance ratings*. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
36. Randall, J. G., Beck, J. W., & Nowack, K. M. (2019). *What's new in goal setting/goal striving? Moving beyond SMART*. Community of interest presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
37. Law, D. S., Nishioka, M., Beck, J. W., & Brown, D. J. (2018). *Does the helper treat me fairly? Exploring the relationship between receiving "off-the-clock" help and the recipient's justice perceptions*. Poster presented at the 29th International Congress of Applied Psychology, Montreal, QC.
38. Nishioka, M., & Beck, J. W. (2018). *How much preventative behavior do I need to do? The answer is not intuitive*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL. **Top rated poster session**

39. Phan, V., & **Beck, J. W.** (2018). *What about the next task? Explaining velocity's influence on affect and motivation*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
40. **Beck, J. W.**, Scholer, A. A., Hughes, J., & Phan, V. (2018). *The indirect effect of goal progress velocity on persistence and frustration*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
41. **Beck, J. W.**, & Shen, W. (2018). *The effect of U.S. presidential elections on work engagement and job performance*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
42. Legault, C., **Beck, J. W.**, & Weinhardt, J. M. (2017). *Goal framing moderates the relationship between self-efficacy and resource allocation*. Poster presented at the 78th Annual Canadian Psychological Association Convention, Toronto, ON. **Award for top student poster, first place.**
43. Weinhardt, J. M., & **Beck, J. W.** (2017). *Development of an individual difference measure regarding confidence and reliance on gut feelings in employee selection*. Poster presented at Annual Conference of the European Association of Work and Organizational Psychology, Dublin, Ireland.
44. **Beck, J. W.**, Scholer, A. A., & Hughes, J. (2017). *Effects of distance and velocity disturbances on emotions and self-regulation*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
45. Weinhardt, J. M., & **Beck, J. W.** (2017). *Developing a measure of resistance to scientific personnel selection methods*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
46. Phan, V., & **Beck, J. W.** (2017). *Why does faster feel better? Explaining velocity's influence on affect*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
47. Nishioka, M., **Beck, J. W.**, & Scholer, A. A. (2017). *Evidence for an inverse-U relationship between hazards and adverse outcomes*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
48. Nishioka, M., & **Beck, J. W.** (2017). *Goal-setting and unethical behavior: The journey toward the goal matters*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
49. Matsuda, W., Schmidt, A. M., & **Beck, J. W.** (2017). *Interaction of goal level and incentive structure in multiple-goal contexts*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

50. **Beck, J. W., Legault, C., Phan, V., & Ballard, T.** (2016). *General mental ability and conscientiousness predict optimal short-cut behaviors*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
51. **Wattie, S., Shen, W., & Beck, J. W.** (2016). *A meta-analysis of the relationships between recovery experiences and outcomes*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
52. **Phan, V., Legault, C., Jiang, V., & Beck, J. W.** (2016). *Different sources of moderate time pressure: Implications for creative performance*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
53. **Hughes, J., Beck, J. W., & Scholer, A. A.** (2016). *The effect of velocity on frustration: More than projections of future success?* Poster presented at the meeting of the Society for Personality and Social Psychology, San Diego, CA.
54. **Schmidt, A. M., & Beck, J. W.** (2015). *A negative relationship between self-efficacy and performance can be adaptive*. Poster presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
55. **Beck, J. W., Scholer, A. A., & Schmidt, A. M.** (2014). *Safety doesn't happen by accident: Motivational antecedents of unsafe behaviors*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
56. **Chuapetcharasopon, P., Beck, J. W., & Adair, W. L.** (2014). *When does deep acting lead to emotional exhaustion?* Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
57. **Schmidt, A. M., Beck, J. W., Wallace, L. N., Urs, L., & Kreun, A. L.** (2014). *When to learn and when to perform?* Symposium presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
58. **Beck, J. W., Beatty, A. S., & Sackett, P. R.** (2013). *Normality of job performance: A reply to O'Boyle and Aguinis*. Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX. **Top rated poster session**
59. **Beck, J. W.** (2013). *A computational model of corner-cutting behavior and goal progress velocity*. Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
60. **Beck, J. W. & Schmidt, A. M.** (2013). *Highway to the danger zone! Situational antecedents of unsafe corner-cutting*. Symposium presented at the 73rd Annual Conference of the Academy of Management, Orlando, FL.
61. **Chuapetcharasopon, P., Adair, W. L., & Beck, J. W.** (2013). *A longitudinal field study of emotional labour in service encounters: The moderating role of intra- vs. inter-cultural*

service environments. Poster presented at the 74th Annual Canadian Psychological Association Convention, Quebec City, QC. **RHR Kendal Award for best student paper**.

62. **Beck, J. W.**, Natali, M., & Schmidt, A. M. (2012). *Efficient resource allocation predicts long-term performance: Evidence from the rink*. Poster presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
63. Schmidt, A. M., Leroy, S., & **Beck, J. W.** (2012). *The effects of regulatory focus on attention residue following interruptions*. Symposium presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
64. **Beck, J. W.**, & Schmidt, A. M. (2011). *Dynamic test-taking motivation: Effects of self-efficacy on time allocation and performance*. Paper presented at the 71st Annual Conference of the Academy of Management, San Antonio, TX. **Selected for Top Paper Proceedings**
65. Carr, A. E., **Beck, J. W.**, & Walmsley, P. T. (2011). *Elected leader approval rating changes: Charisma attenuates a honeymoon/hangover effect*. Poster presented at the 119th Annual American Psychological Association Convention, Washington, DC.
66. **Beck, J. W.**, & Schmidt, A. M. (2011). *A longitudinal study of goal orientations, time pressure, and performance*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
67. **Beck, J. W.**, & Schmidt, A. M. (2011). *Location-location-location! Between-person self-efficacy moderates within-person effects on effort and performance*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
68. Schmidt, A. M., & **Beck, J. W.** (2011). *Goal difficulty moderating self-efficacy's relationship with effort and performance*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
69. **Beck, J. W.**, Schmidt, A. M., & Ritchie, S. A. (2010). *The moderating role of regulatory focus in resource allocation*. Symposium presented at the 70th Annual Conference of the Academy of Management, Montreal, QC.
70. **Beck, J. W.**, & Schmidt, A. M. (2010). *Overall self-efficacy moderates within-person effects on performance*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
71. Gregory, J. B., **Beck, J. W.**, & Carr, A. E. (2010). *Taming the wild west: A control theory approach to coaching*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

72. **Beck, J. W.**, & Schmidt, A. M. (2009). *The role of goal orientation in goal directed behavior*. Symposium presented at the 69th Annual Conference of the Academy of Management, Chicago, IL.
73. **Beck, J. W.**, & Schmidt, A. M. (2009). *Using after-event reviews to foster optimal levels of trainee self-efficacy*. Symposium presented at the 30th Annual Industrial Organizational and Organizational Behavior Graduate Student Conference, Chicago, IL. **Robert J. Wherry Award for best paper at IO/OB**
74. **Beck, J. W.**, Kozlowski, S. W. J., & Schmidt, A. M. (2008). *Effects of previous experience on transfer of computer based training*. Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
75. **Beck, J. W.**, Imus, A., Schmitt, N., Oswald, F., Sinha, R., Friede, A., & Merritt, S. (2007). *Predicting college student success: New measures and new directions*. Poster presented at the 115th Annual American Psychological Association Convention, San Francisco, CA.

SYMPOSIA ORGANIZED

1. Jundt, D. K., & **Beck, J. W.** (2017). *Current directions in modeling within-person dynamics in self-regulation research*. Symposium organized for the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
2. Weinhardt, J. M., & **Beck, J. W.** (2017). *Employee selection decision processes: Efficient, fair, and accurate*. Symposium organized for the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
3. Schmidt, A. M., & **Beck, J. W.** (2010). *Any which way you can: Resource allocation among competing demands*. Symposium organized at the 70th Annual Conference of the Academy of Management, Montreal, QC.

INVITED TALKS

1. Canadian Association of Radiologists (2025)
2. Energy Transfer, Tulsa OK (2024)
3. University of Calgary, Haskayne Business School (2017)
4. University of Queensland, School of Psychology (2016)
5. University of Western Australia, School of Business (2016)
6. Wayne State University, Department of Psychology (2015)
7. University of Western Australia, School of Business (2013)
8. University of South Florida, Department of Psychology (2013)
9. Wilfred Laurier University, School of Business (2013)
10. Minnesota State University Mankato, Department of Psychology (2012)
11. University of Akron, Department of Psychology (2009)

TEACHING

University of Waterloo

Multiple Regression (Graduate: 2026 – present)
Personnel Psychology (Undergraduate: 2013 – present)
Personnel Psychology (Graduate: 2019 – present)
Advanced Data Analysis (Undergraduate: 2015 – present)
Work Motivation (Undergraduate: 2014)
Work Motivation (Graduate: 2013 – present)
Job Performance (Graduate: 2015 - present)
Independent Study
 Rainbow Huang (Fall 2025 – multiple regression)
 Vrinda Maheshwari (Fall 2022 – goal prioritization)
 Shruti Bagmar (Fall 2022 – goal prioritization)
 Benjamin Brown (Fall 2021 – computational modelling)

University of Akron

Introduction to Psychology (Undergraduate: 2007 – 2008)

THESIS AND DISSERTATION COMMITTEES

<u>Doctoral Dissertation Supervisor</u>	<u>Year Completed</u>
Amy Minnikin	2024
Midori Nishioka (co-supervised with Ramona Bobocel)	2022
Anna Godollei	2022
Vincent Phan	2021

<u>Master's Thesis Supervisor</u>	<u>Year Completed</u>
Janelle Quinn	In progress
Mohammed Othman	In progress
Daniel Ghorayeb	In progress
Owen Malo	2024
Arden Flow	2022
Kennedy Westlake	2022
Sarah Towers	2021
Maria Nazeer	2021
Amy Minnikin (co-supervised with Winny Shen)	2020
Denise Law (co-supervised with Doug Brown)	2018
Midori Nishioka	2018
Canaan Legault	2017
Vincent Phan	2016

<u>Undergraduate Honours Thesis Supervisor</u>	<u>Year Completed</u>
Aditi Handa	In progress
Qaanita Chaudhry	2024
Omar Camanto	2020
Ihsan Mahrez	2020

Sarah Towers	2018
Elia (Qian Yi) Lam (co-supervised with Abby Scholer)	2018
Chloe Addie	2017
Janelle Quinn	2017
Veronica Jiang	2015
Skye Wattie (co-supervised with Winny Shen)	2015
Clark Amistad (co-supervised with Abby Scholer)	2014

<u>Doctoral Dissertation Committee Member</u>	<u>Year Completed</u>
Roxy (Rukhsana) Merkand	2022
Samuel Hanig	2021
Navio Kwok	2020
Daniel Brady	2018
Vivian Chan	2017
Lindie Liang	2016
Pylin Chuapetcharasopon	2014

<u>Master's Thesis Committee Member</u>	<u>Year Completed</u>
Taylor Carroll	2022
Carlo Isola	2021
Amy Barron	2021
Alexa Dewhirst	2020
Chloe Addie	2020
Edward Yeung	2016
Frank Mu	2016
Natacha Larocque	2016
Yourie Kim	2016
Daniel Brady	2015
Jeffrey Hughes	2013
Justin Brienza	2013
Nea Powell	2013
Sarah Skyvington	2013
Vivian Chan	2012

<u>Undergraduate Research Apprenticeship</u>	<u>Year Completed</u>
Nicholas White	2022
Grace Hu	2015
Janelle Quinn	2015

AWARDS AND FELLOWSHIPS

1. *Stan Gully Award for Sustained Excellence in Reviewing* (2025). Journal of Business and Psychology.
2. *Best Editorial Board Member Reviewer* (2022). Journal of Applied Psychology.

3. *Editor Commendation* (2022). Journal of Business and Psychology. Article: “Why do people (not) take breaks? An investigation of individuals’ reasons for taking and for not taking breaks at work.”
4. *Reviewer of the Year Award* (2018). Journal of Business and Psychology.
5. *Top Rated Poster Session* (2018). Annual Conference of the Society for Industrial and Organizational Psychology.
6. *Reviewer of the Year Award* (2017). Journal of Business and Psychology.
7. *Early Career Visiting Fellowship in Management & Organisations* (2013). University of Western Australia (\$10,000 AUD).
8. *Top Rated Poster Session* (2013). Annual Conference of the Society for Industrial and Organizational Psychology.
9. *Russell J. and Dorothy S. Bilinski Fellowship* (2011). (\$22,500 USD).
10. *Graduate Summer Research Fellowship* (2011). University of Minnesota, Department of Psychology (\$4,300 USD).
11. *Industrial and Organizational Psychology Fellowship* (2010). University of Minnesota, Department of Psychology (\$1,554 USD).
12. *Graduate Research Partnership Program Fellowship* (2010). University of Minnesota, Department of Psychology (\$4,300 USD).
13. *Robert J. Wherry Award* (2009). Best Paper at the IO/OB Graduate Student Conference (\$500 USD).

CONSULTING

Freelance consultant

Project: Evaluate training program at large automotive manufacturing plant
Dates: November 2015 – January 2018

Freelance consultant

Project: Help an organization in the vacation home sales industry choose between two personality inventories for selecting employees.
Dates: September 2011 – November 2011

Freelance consultant

Project: Assess employee empowerment at a large pharmaceutical company and make suggestions for increasing autonomous decision-making.
Dates: December 2010 – January 2011

PROFESSIONAL ACTIVITIES

Associate Editor, *Journal of Business and Psychology* (2026-)
Editorial Board Member, *Journal of Applied Psychology* (2017-)
Editorial Board Member, *Organizational Behavior and Human Decision Processes* (2013-)
Editorial Board Member, *Journal of Business and Psychology* (2015-2026)
Ad Hoc Reviewer (2021-)
 Personnel Psychology
 Journal of Management
 Organizational Psychology Review
 Journal of Occupational Health Psychology
 Academy of Management Journal
 Human Performance
 Applied Psychology: An International Review
Award Reviewer, *S. Rains Wallace Dissertation Award* (2017, 2018, 2019)
Grant Reviewer
 National Science Foundation Science of Organizations Grant Reviewer (2018)
 Social Sciences and Humanities Research Council of Canada Insight Grant (2016)
Grant Committee Member, *Social Sciences and Humanities Research Council of Canada Insight Development Grant* (2015)
Delegated Research Ethics Committee (2015-2021)
Member, *Society for Industrial and Organizational Psychology* (2013-present)