

VITA
JEREMY M. BEUS

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updated through 9/11/2020

EDUCATION

Ph.D	Industrial/Organizational Psychology Texas A&M University, College Station, Texas	May, 2012
M.S.	Industrial/Organizational Psychology Texas A&M University, College Station, Texas	May, 2009
B.S.	Psychology Brigham Young University – Idaho, Rexburg, Idaho	April, 2007

HONORS AND AWARDS

2019 – 2020	Ourso Professorship in Management #1, E. J. Ourso College of Business, Louisiana State University
2016, 2019	Research Excellence Award, E.J. Ourso College of Business, Louisiana State University
2017	Outstanding Untenured Professor Teaching Award, E.J. Ourso College of Business, Louisiana State University
2016 – 2019	Robert & Patricia Hines Professorship, E.J. Ourso College of Business, Louisiana State University
2013, 2015	Outstanding Reviewer Award from the Organizational Behavior Division of the Academy of Management
2012	U. S. Senator Phil Gramm Doctoral Fellowship (Recognition for “outstanding research, teaching, and mentoring at Texas A&M University”)
2012	Association of Former Students Distinguished Graduate Student Award for Excellence in Doctoral Research, Texas A&M University
2012	Saul Sells Research Excellence Award, Psychology Department, Texas A&M University
2007	Regents’ Graduate Student Fellowship, Texas A&M University

ACADEMIC POSITIONS

2020 – present	Associate Professor Department of Management, Information Systems, & Entrepreneurship Carson College of Business Washington State University
2019 – 2020	Associate Professor Rucks Department of Management E. J. Ourso College of Business Louisiana State University
2013 – 2019	Assistant Professor Rucks Department of Management E. J. Ourso College of Business Louisiana State University
2012 – 2013	Assistant Professor Department of Psychology University of Central Florida
2007 – 2012	Instructor and Graduate Research Assistant Department of Psychology Texas A&M University

REFEREED JOURNAL PUBLICATIONS

*Underlined names represent co-authors who were students when the project began

Beus, J. M., Taylor, E. C., & Solomon, S. J. (in press). Climate-context congruence: Examining context as a boundary condition for climate-performance relationships. *Journal of Applied Psychology*.

Beus, J. M., Solomon, S. J., Taylor, E. C., & Esken, C. A. (in press). Making sense of climate: A meta-analytic extension of the competing values framework. *Organizational Psychology Review*.

Beus, J. M., Lucianetti, L., & Arthur, W., Jr. (2020). Clash of the climates: Examining the paradoxical effects of climates for promotion and prevention. *Personnel Psychology*, 73, 241-269.

†Lead article for the issue

Beus, J. M., Payne, S. C., Arthur, W., Jr., & Muñoz, G. J. (2019). The development and validation of a cross-industry safety climate measure: Resolving conceptual and operational issues. *Journal of Management*, 45, 1987-2013.

- Beus, J. M., & Taylor, W. D.** (2018). Working safely at some times and unsafely at others: A typology and within-person process model of safety-related work behaviors. *Journal of Occupational Health Psychology, 23*, 402-416.
- Dhanani, L. Y., Beus, J. M., & Joseph, D. L.** (2018). Workplace discrimination: A meta-analytic extension, critique, and future research agenda. *Personnel Psychology, 71*, 147-179.
- †Lead article for the issue
- McCord, M. A., Joseph, D. L., Dhanani, L. Y., & Beus, J. M.** (2018). A meta-analysis of sex and race differences in perceived workplace mistreatment. *Journal of Applied Psychology, 103*, 137-163.
- Beus, J. M., & Whitman, D. S.** (2017). Almighty dollar or root of all evil? Testing the effects of money on workplace behavior. *Journal of Management, 43*, 2147-2167.
- Beus, J. M., McCord, M. A., & Zohar, D.** (2016). Workplace safety: A review and research synthesis. *Organizational Psychology Review, 6*, 352-381.
- Beus, J. M., Dhanani, L. Y., & McCord, M. A.** (2015). A meta-analysis of personality and workplace safety: Addressing unanswered questions. *Journal of Applied Psychology, 100*, 481-498.
- Beus, J. M., Muñoz, G. J., & Arthur, W., Jr.** (2015). Personality as a multilevel predictor of climate: An examination in the domain of workplace safety. *Group & Organization Management, 40*, 625-656.
- Beus, J. M., Jarrett, S. M., Taylor, A. B., & Wiese, C. W.** (2014). Adjusting to new work teams: Testing work experience as a multidimensional resource for newcomers. *Journal of Organizational Behavior, 35*, 489-506.
- Bergman, M. E., Payne, S. C., Taylor, A. B., & **Beus, J. M.** (2014). The shelf life of a safety climate assessment: How long until the relationship with safety-critical incidents expires? *Journal of Business and Psychology, 29*, 519-540.
- †Received 2014 Editor Commendation
- Beus, J. M., Jarrett, S. M., Bergman, M. E., & Payne, S. C.** (2012). Perceptual equivalence of psychological climates within groups: When agreement indices do not agree. *Journal of Occupational and Organizational Psychology, 85*, 454-471.
- Beus, J. M., & Whitman, D. S.** (2012). The relationship between typical and maximum performance: A meta-analytic examination. *Human Performance, 25*, 355-376.
- Rodriguez, J. M., Payne, S. C., Bergman, M. E., & **Beus, J. M.** (2011). The impact of the BP Baker report. *Journal of Safety Research, 42*, 215-222.
- Beus, J. M., Payne, S. C., Bergman, M. E., & Arthur, W., Jr.** (2010). Safety Climate and injuries: An examination of theoretical and empirical relationships. *Journal of Applied Psychology, 95*, 713-727.
- Beus, J. M., Bergman, M. E., & Payne, S. C.** (2010). The influence of organizational tenure on safety climate strength: A first look. *Accident Analysis and Prevention, 42*, 1431-1437.

†Published in a special issue on safety climate

Payne, S. C., Bergman, M. E., Rodriguez, J. M., **Beus, J. M.**, & Henning, J. B. (2010). Leading and lagging: Process safety climate-incident relationships at one year. *Journal of Loss Prevention in the Process Industries*, 23, 806-812.

Payne, S. C., Bergman, M. E., **Beus, J. M.**, Rodriguez, J. M., & Henning, J. B. (2009). Safety climate: Leading or lagging indicator of safety outcomes? *Journal of Loss Prevention in the Process Industries*, 22, 735-739.

OTHER PUBLICATIONS

*Underlined names represent student co-authors

Beus, J. M. (2020). A temporal perspective on workplace safety. In Y. Griep, & S. D. Hansen (Eds.), *Handbook on the temporal dynamics of organizational behavior* (pp. 304-318). Northampton, MA: Edward Elgar Publishing.

Beus, J. M., Smith, J. H., & Taylor, E. C. (2018). A theory of climate: Explaining the formation and function of organizational climates. In Guclu Atinc (Ed.), *Proceedings of the Seventy-eighth Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561.

†“Best paper” for the Organizational Behavior division (top 10% of accepted papers)

Smith, J. H., Taylor, E. C., & **Beus, J. M.** (2017). Steeped in history: Symbols, traditions, and stories in sports and organizations. In Svyantek (Ed.), *Research in Organizational Sciences: Sports and Understanding Organizations* (pp. 27-50). Charlotte, NC: Information Age Publishing.

Taylor, E. C., Smith, J. H., & **Beus, J. M.** (2017). Rectitude in rivalry: A conceptual review and synthesis of sportsmanship and citizenship. In Svyantek (Ed.), *Research in Organizational Sciences: Sports and Understanding Organizations* (pp. 179-204). Charlotte, NC: Information Age Publishing.

Beus, J. M., Muñoz, G. J., Arthur, W., Jr., & Payne, S. C. (2013). A multilevel construct validation of safety climate. In Leslie A. Toombs (Ed.), *Proceedings of the Seventy-third Annual Meeting of the Academy of Management*. Online ISSN: 1543-8643.

†“Best paper” for the Research Methods division (top 10% of accepted papers)

REFEREED CONFERENCE PAPERS AND PRESENTATIONS

*Underlined names represent co-authors who were students when the project began

Taylor, E. C., & **Beus, J. M.** (2019, October). *Team-oriented proactivity and team performance: A heat map analysis of World Cup soccer players*. Paper presented at the annual meeting for the Southern Management Association, Norfolk, VA.

- Beus, J. M.** (2019, August). *Relational team dynamics* (session chair). Paper session held at the 78th annual meeting of the Academy of Management, Boston, MA.
- Beus, J. M., Taylor, E. C., & Solomon, S. J.** (2019, August). *Climate-context congruence: Examining context as a boundary condition for climate-performance relationships*. Paper presented at the 79th annual meeting of the Academy of Management, Boston, MA.
- Smith, J. H., & Beus, J. M.** (2018, November). *Feeling the heat: Developing a psychological needs-based theory of performance pressure at work*. Paper presented at the annual meeting for the Southern Management Association, Lexington, KY.
- Solomon, S. J., Beus, J. M., & Whitman, D. S.** (2018, November). *Falling to the competition: The effects of regulatory processes on competitive effort*. Paper presented at the annual meeting for the Southern Management Association, Lexington, KY.
- Beus, J. M.** (2018, August). *Warming up to organizational climate* (session chair). Paper session held at the 78th annual meeting of the Academy of Management, Chicago, IL.
- He, Y., Payne, S. C., Beus, J. M., & Muñoz, G. J.** (2018, April). *Configuration of safety climate level and strength: A group-centered approach*. Paper presented at the 33rd annual meeting for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Beus, J. M.** (2017, August). *Research on workplace safety* (session chair). Paper session held at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- Beus, J. M.** (2017, August). New directions in safety climate research (discussant). In L. Jiang's (chair), *Safety climate: Measurements, cultural causes, and climate strength*. Symposium presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- Beus, J. M., & Taylor, W. D.** (2017, August). *Explaining within-person variation in safety-related work behaviors*. Paper presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- Beus, J. M., Solomon, S. J., Taylor, E. C., & Esken, C.** (2016, August). *Adopting the competing values framework as a taxonomy of organizational climates: A meta-analysis*. Paper presented at the 76th annual meeting of the Academy of Management, Anaheim, CA.
- Glerum, D. R., & Beus, J. M.** (2016, April). *Development of the philanthropy and community involvement psychological climate measure*. Paper presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Taylor, E. C., & Beus, J. M.** (2015, October). *Rules that were made to be broken: The introduction of a climate for permissiveness*. Paper presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.
- Beus, J. M., McCord, M. A., & Zohar, D.** (2015, April). *An integrated model of workplace safety: Synthesizing theory and research*. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Glerum, D. R., Joseph, D. L., **Beus, J. M.**, & Jarrett, S. M. (2014, August). *Adapt to survive: Individual differences affect performance trends during organizational entry*. Paper presented at the 74th annual meeting of the Academy of Management, Philadelphia, PA.
- Dhanani, L. Y., & **Beus, J. M.** (2014, May). *A meta-analysis of the consequences of perceived workplace discrimination*. Paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- McCord, M. A., Dhanani, L. Y., & **Beus, J. M.** (2014, May). *Relationships between personality traits and safety behaviors: A meta-analysis*. Paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Beus, J. M.**, & Wolcott, A. M. (2013, August). *When there is an "I" in teams: The effects of priming individual rewards in a team context*. Paper presented at the 73rd annual meeting of the Academy of Management, Orlando, FL.
- Bergman, M. E., Payne, S. C., Taylor, A. B., & **Beus, J. M.** (2013, May). *The "shelf-life" of leading and lagging safety climate-safety incident relationships*. Paper presented at Work, Stress, and Health 2013: Protecting and Promoting Total Worker Health, Los Angeles, CA.
- Beus, J. M.**, Muñoz, G. J., Arthur, W., Jr., & Payne, S. C. (2012, June). *Cross-national validation of a Spanish version of the Generalized Safety Climate Measure*. Paper presented at the Workshop on Research Translation with Vulnerable Worker Populations, Colorado State University, Fort Collins, CO.
- Beus, J. M.**, Jarrett, S. M., & Taylor, A. B. (2012, April). *Newcomer performance adjustment in teams: Experiential predictors*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Beus, J. M.**, Jarrett, S. M., Bergman, M. E., & Payne, S. C. (2012, April). *When agreement indices do not agree: Faultlines and climate perceptions*. Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Beus, J. M.**, Payne, S. C., & Arthur, W., Jr. (2011, April). *The initial validation of a universal measure of safety climate*. Paper presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Bergman, M. E., Krauss, A., **Beus, J. M.**, & Xu, X. (2011, April). Safety performance, safety skills, and safety-related personality traits. In A. E. Johnson, S. B. Nichols, & J. Foster (Co-Chairs), *The latest and greatest in workplace safety research*. Symposium presented at the 26th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Beus, J. M.**, & Whitman, D. S. (2010, August). *The relationship between typical and maximum performance: A meta-analytic examination*. Paper presented at the 70th annual meeting of the Academy of Management, Montreal, Canada.

- Beus, J. M.**, Jarrett, S. M., Payne, S. C., & Bergman, M. E. (2010, April). *Safety climate perceptions across the organizational hierarchy*. Paper presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Whitman, D. S., Caleo, S., & **Beus, J. M.** (2010, April). *Incremental validity of emotional intelligence predicting leadership effectiveness: A meta-analysis*. Paper presented at the 25th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Beus, J. M.**, Bergman, M. E., Payne, S. C., & Rodriguez, J. M. (2009, April). *Safety climate strength and the influence of organizational tenure*. Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Beus, J. M.**, Payne, S. C., & Bergman, M. E. (2009, April). *Safety climate-injury relationship across levels of analysis: A meta-analytic examination*. Paper presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Bergman, M. E., Henning, J. B., & **Beus, J. M.** (2009, April). Safety and security of persons, processes, and products. In J. B. Henning & T. Woodrick (Co-Chairs), *Personal versus process safety: What's the difference?* Symposium presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Rodriguez, J. M., Bergman, M. E., Payne, S. C., & **Beus, J. M.** (2009, April). The impact of the BP Baker report. In J. B. Henning & T. Woodrick (Co-Chairs), *Personal versus process safety: What's the difference?* Symposium presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Payne, S. C., Bergman, M. E., Henning, J. B., Rodriguez, J. M., & **Beus, J. M.** (2008, May). *Safety climate research in organizations: Unanswered research questions*. Invited address to the Abnormal Situation Management Quarterly Meeting, College Station, TX.
- Bergman, M. E., Payne, S. C., Rodriguez, J. M., **Beus, J. M.**, & Henning, J. B. (2008, April). Leading and lagging: The safety climate-unsafe events relationship. In S. C. Payne & J. M. Rodriguez (Co-Chairs), *Safety in organizations: Moderators and mediators of safety climate*. Symposium presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

TEACHING EXPERIENCE

Organizational Behavior (undergraduate course)
Rucks Department of Management, Louisiana State University
17 sections taught (2016-2020)

Strategic Human Resource Management (undergraduate course)
Rucks Department of Management, Louisiana State University
7 sections taught (2013-2016)

Organizational Behavior (doctoral seminar)
Rucks Department of Management, Louisiana State University

2 sections taught (2015, 2019)

Organizational Culture and Climate (doctoral seminar)
Rucks Department of Management, Louisiana State University
2 sections taught (2014, 2016)

Advanced Social Psychology (doctoral seminar)
Department of Psychology, University of Central Florida
1 section taught (2013)

Industrial and Organizational Psychology (undergraduate course)
Department of Psychology, University of Central Florida
1 section taught (2013)

Organizational Psychology (doctoral seminar)
Department of Psychology, University of Central Florida
1 section taught (2012)

Personnel Psychology (undergraduate course)
Department of Psychology, Texas A&M University
1 section taught (2011)

Industrial and Organizational Psychology (undergraduate course)
Department of Psychology, Texas A&M University
3 sections taught (2010-2011)

CHAired DISSERTATIONS

Jacob H. Smith – completed Spring 2019 (MBA faculty, Louisiana State University)

Erik C. Taylor – completed Spring 2017 (Assistant Professor, East Carolina University)

INVITED TALKS

Beus, J. M. (2018, March). *Tug of war: The effects of organizational identity ambiguity*. Psychology Department brownbag presented at Louisiana State University, Baton Rouge, LA.

Beus, J. M. (2016, Oct). *Why do workers behave safely in some instances and unsafely in others?* Psychology Department Colloquium presented at Clemson University, Clemson, SC.

Beus, J. M. (2016, June). *Aligning safety goals and practices with organizational culture*. Presentation given to executives at Mars Incorporated, McLean, VA.

Beus, J. M. (2012, May). *Hold on to the past or leave it behind? Work experience as a resource for newcomer performance adjustment*. Psychology Department Colloquium presented at the University of Central Florida, Orlando, FL.

TECHNICAL REPORTS

- Beus, J. M.** (2015, December). *Wolseley Canada Safety Survey Report*. Final report submitted to management of Wolseley Canada's Waterworks Division, Burlington, Ontario.
- Beus, J. M.**, Muñoz, G. J., Arthur, W., Jr., & Payne, S. C. (2011, December). *Geo-Operaciones Safety Survey Report*. Report submitted to Geo-Operaciones management, El Salvador, Chile.
- Beus, J. M.** (2011, December). *Lockheed Martin Safety Survey Report*. Final report submitted to Lockheed Martin management, Grand Prairie, Texas.
- Beus, J. M.**, & Payne, S. C. (2011, July). *Formosa Contractor Safety Survey Report*. Final report submitted to Formosa management, Point Comfort, Texas.
- Payne, S. C., **Beus, J. M.**, & Xu, X. (2011, April). *University Dining 2011 employee survey*. Final report submitted to the Executive Director of University Dining, Texas A&M University.
- Payne, S.C., Bergman, M. E., & **Beus, J. M.** (2008, February). *INVISTA Health and Safety Survey Technical Report*. Final report submitted to INVISTA management.
- Alessi, R. S., **Beus, J. M.**, & Pulley, R. T. (2007, July). *Management Systems Survey: Results from June 2007*. Idaho National Laboratory Internal Documents, INL/INT-07-12995.

MEDIA CONTRIBUTIONS

- [WalletHub.com](#). *Best states for working from home*. Commented on the individual and organizational implications of increased work from home as a result of the COVID-19 pandemic (April 20, 2020).
- [WWL.com](#). *A growing trend, employers offer promotions without increase in pay*. Interviewed by Jim Hanzo to discuss the motivational implications of promoting employees without corresponding pay raises—interview snippets were aired on the radio and appeared online (February 6, 2019).
- [Greater Baton Rouge Business Report](#). *#BRtoo: Baton Rouge business scrambling to understand sexual harassment laws and policies*. Commented on sexual harassment laws and how businesses can ensure they are being compliant with them (December 28, 2017).
- [The Advocate](#). *Familiar name replacing Troy Bell as Baton Rouge's interim chief administrative officer*. Commented on the ideal process for hiring top executives in the wake of a recent hiring scandal (April 24, 2017).
- [Louisiana Radio Network](#). Interview with Jeff Palermo to discuss a Gallup poll regarding the engagement of Louisiana workers (February 24, 2017).

- The Advocate. *Day care, shelter, repairs, supplies: How Baton Rouge companies helped workers after record floods*. Commented on how local businesses can assist flood-affected workers and get them back to work (November 13, 2016).
- Greater Baton Rouge Business Report. *Baton Rouge area businesses with a solid disaster strategy in place were able to work through historic flood more effectively, aid affected employees*. Commented on how businesses can use human resource management to prepare for natural disasters (October 26, 2016).
- 3WL 1350's Double Coverage. Interview with Kristian Garic and T-Bob Hebert to discuss Beus & Whitman (2017) and NBA free agency (July 2, 2015).

PROFESSIONAL AFFILIATIONS

- Academy of Management (Human Resources, Organizational Behavior, and Research Methods Divisions)
- Society for Industrial and Organizational Psychology (SIOP)

SERVICE ACTIVITIES

- Associate Editor, *Human Performance* (2019 – present)
- Editorial board member for:
 - *Journal of Organizational Behavior* (2017 – present)
 - *Human Performance* (2017 – present)
 - *Occupational Health Science* (2016 – present)
- Ad hoc reviewer for:
 - *Academy of Management Review*
 - *American Psychologist*
 - *Journal of Applied Psychology*
 - *Journal of Management*
 - *Journal of Occupational Health Psychology*
 - *National Science Foundation*
 - *Organizational Psychology Review*
 - *Organization Science*
 - *Personnel Psychology*
- Conference participation:
 - Submission reviewer for the Academy of Management and SIOP (2011 – present)
 - Mentor for the AOM HR Division Doctoral Consortium (2015 – present)
 - HR Division Roundtable Facilitator (2019)