

# Ian M. Hughes

Texas A&M University

Email: [ihughes@tamu.edu](mailto:ihughes@tamu.edu)

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

## Academic Appointments

---

<i>August 2025 – Present</i>	Assistant Professor (Tenure Track) Department of Psychological & Brain Sciences Texas A&M University
<i>August 2023 – July 2025</i>	Assistant Professor (Tenure Track) Department of Psychology North Carolina State University

## Academic Degrees

---

<i>August 2021 – August 2023</i>	Ph.D., Bowling Green State University Major: Industrial/Organizational Psychology <b>Dissertation:</b> <i>The Curvilinear Impacts of Instrumental Social Support Elicitations</i> Chair: Melissa G. Keith; Committee Members: Michael J. Zickar, Joshua Grubbs, Jeanelle Sears
<i>August 2019 – August 2021</i>	M.A., Bowling Green State University Major: Industrial/Organizational Psychology <b>Thesis:</b> <i>The “Who”, “When”, and “How” of Workplace Support Provision: An Exploration of Workplace Support Provision Likelihood and Citizenship Fatigue Assessing Individual and Contextual Factors.</i> Chair: Melissa G. Keith; Committee Members: Clare L. Barratt, Meagan Docherty
<i>August 2015 – May 2019</i>	B.S., University of Central Florida Major: Industrial/Organizational Psychology Minor: Political Science Chair: Steve M. Jex; Committee Member: Craig D. Crossley

## Research Interests

---

I consider my research to primarily be at the intersection of organizational behavior and occupational health psychology. Specifically, I will often focus on the impacts of person-to-person exchanges (both at work and at home) on workers’ well-being—inclusive of psychological (e.g., burnout, work engagement), behavioral (e.g., aggression at work and at

home), emotional (e.g., anger, anxiety), and cognitive (e.g., self-control) indicators. I am also interested in technology and work, politics and work, and human-animal interaction.

## Peer-Reviewed Publications

---

<sup>+</sup> = Equal contribution.

<sup>†</sup> = Graduate student mentee.

<sup>^</sup> = Undergraduate student mentee.

19. **Hughes, I. M.**, Gold, H.<sup>†</sup>, Curtis, E. L.<sup>†</sup>, & Stewart, C.<sup>^</sup> (2025). Animals as more than just workers: Considering the role of pets as facilitators of nonwork-work processes. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. doi: 10.1017/iop.2025.10037
18. Gray, C. E., Skovera, I. R., **Hughes, I. M.**, Kellman, D., & Offermann, L. (2025). Help! We need a measure: Developing and evaluating a multidimensional coworker support scale (MCSS). *Journal of Occupational Health Psychology*. doi: 10.1037/ocp0000408
17. Bazzoli, A., & **Hughes, I. M.** (2025). Money comes, money goes—does stress follow suit? A longitudinal and nonlinear perspective on workers' financial stress. *Journal of Business and Psychology*. doi: 10.1007/s10869-025-10047-2
  - Special Issue: Economic Stress and Work
  - Featured on the *Healthy Work Podcast*: Link TBD
16. Biancofiore, S. E.<sup>^</sup>, & **Hughes, I. M.** (2025). Asking about me: The impact of identity-related questions from others on asexual peoples' well-being and functioning. *Psychology & Sexuality*. doi: 10.1080/19419899.2025.2465989.
15. **Hughes, I. M.**, Guild, A.<sup>+</sup>, Lamb, K.<sup>+</sup>, LaRoche, R.<sup>+</sup>, & Stewart, K.<sup>+</sup> (2024). Pet your cat, walk your dog: The spillover effects of morning quality time with pets on outcomes during and after the workday. *Stress & Health*, 40(5), 766-781. doi: 10.1002/smi.3443
14. Chen, Y., Deng, K., **Hughes, I. M.**, Smith, C. E., Meng, H., Le, M. Q., Sun, M., Zhang, X., & Liu, D. (2024). More than sleep problems? Testing five key health behaviors as reasons for quality of life issues among shift workers. *Health and Quality of Life Outcomes*, 22(1), 52. doi: 10.1186/s12955-024-02269-4
13. **Hughes, I. M.**, Gray, C. E., Bazzoli, A., & Stavelly, S. M. (2024). Why your help is unhelpful: A multistage mediation model exploring mechanisms linking unhelpful workplace social support to work engagement. *Journal of Occupational Health Psychology*, 29(4), 238-257. doi: 10.1037/ocp0000382
12. **Hughes, I. M.**, Keith, M. G., Lee, J., & Gray, C. E. (2024). Working, scrolling, and worrying: Doomscrolling at work and its implications for work engagement. *Computers in Human Behavior*, 153. doi: 10.1016/j.chb.2023.108130
  - Appeared in Harvard Health Publishing's *Doomscrolling dangers*.  
<https://www.health.harvard.edu/mind-and-mood/doomscrolling-dangers>

11. **Hughes, I. M., & Gray, C. E. (2023).** When help is draining: Investigating the importance of various unhelpful workplace social support exchanges to psychological strain. *International Journal of Stress Management*. doi: 10.1037/str0000313
10. **Hughes, I. M., Levey, Z. J., Lee, J., & Jex, S. M. (2023).** Doing good to be (subtly) bad: A moral licensing view on the relations between organizational citizenship behavior and instigated incivility. *Human Performance*, 36(5), 201-218. doi: 10.1080/08959285.2023.2248961
9. **Hughes, I. M., Keith, M. G., & Gallagher, C. M. (2023).** Informational justice, organizational communication, and job insecurity in the early stages of the COVID-19 pandemic. *Journal of Personnel Psychology*, 23(1), 23-35. doi: 10.1027/1866-5888/a000325
8. **Hughes, I. M., Levey, Z. J., Sturgis, G. D., & Box, M. (2023).** Spitefulness as a boundary condition for the relations between subtle workplace mistreatment and deviant work behavior. *Personality and Individual Differences*. doi: 10.1016/j.paid.2023.112174
7. **Hughes, I. M.<sup>+</sup>, & Childers, M.<sup>+</sup> (2023).** It's just (family) business: The impact of familial work experience on perceived qualification and hireability during the selection process. *International Journal of Selection and Assessment*, 31(3), 477-483. doi: 10.1111/ijsa.12420
  - Special Issue: Job Search, Attraction, and Selection: Challenges for the Next Decade
6. **Hughes, I. M., & Freier, L. M. (2023).** The other side of emotional support: The moderating role of personality in the relations between emotionally-valenced support elicitation experiences and strain. *Applied Psychology*, 73(2), 851-862. doi: 10.1111/apps.12463
5. **Hughes, I. M., Lee, J., Hong, J., Currie, R., & Jex, S. M. (2023).** They were uncivil, and now I am too: A dual process model exploring relations between customer incivility and instigated incivility. *Stress & Health*, 39(4), 766-781. doi: 10.1002/smi.3221
4. **Hughes, I. M., & Jex, S. M. (2022).** Individual differences, job demands and job resources as boundary conditions for relations between experienced incivility and forms of instigated incivility. *International Journal of Conflict Management*, 33(5), 909-932. doi: 10.1108/IJCMA-02-2022-0045
3. **Hughes, I. M., Freier, L. M., & Barratt, C. L. (2022).** “Your help isn’t helping me!” Unhelpful workplace social support, strain, and the role of individual differences. *Occupational Health Science*, 6(3), 387-423. doi: 10.1007/s41542-022-00115-x
  - Featured on the *Healthy Work Podcast* (<https://open.spotify.com/episode/6rQijSwkdqAWRjekosmi3W?si=ApbRb0SCR3ecSZQ3I7wVPw&nd=1>)
  - Featured on *PaulSpector.com* (<https://paulspector.com/unhelpful-help-is-detrimental-social-support/>)

2. Gallagher, C. M., **Hughes, I. M.**, & Keith, M. G. (2022). From Social Burden to Support Elicitation: Development and validation of a new measure of workplace support elicitation experiences. *Journal of Business and Psychology*, 37(4), 675-694. doi: 10.1007/s10869-021-09769-w
1. Gallagher, C. M., & **Hughes, I. M.** (2020). Bearing the burden: Outcomes and moderators of social burden in the workplace. *Occupational Health Science*, 4(1), 123-138. doi: 10.1007/s41542-020-00063-4

## **Book Chapters**

---

3. **Hughes, I. M.**, & Samo, A. (2025). AI and the Employee Lifecycle: What We Know and What May Come. In Ferraro, J., & Mangos, P. (Eds.), *AI and Gamification for Complex Work*. Taylor & Francis Publishing. doi: 10.1201/9781032701639-10
2. Gray, C. E., Elhouar, W., & **Hughes, I. M.** (2024). Unhelpful help: Introducing an under-examined interpersonal stressor in the world of work. In A. M. Rossi, C. P. McAllister, & J. D. Mackey (Eds.), *Stress and quality of working life: Coping at work and at home* (p. 89-105). Charles C Thomas Publisher, Ltd.
1. Freier, L. M., & **Hughes, I. M.** (2024). Promoting Well-Being and Innovation in Startups: The Role of Social Exchanges and Interactions. In N. Blacksmith & M. McCusker (Eds.), *Data-Driven Decision Making in Entrepreneurship: Tools for Maximizing Human Capital*. Routledge Publishing.

## **Conference Presentations**

---

### **Chaired Symposia**<sup>1</sup>

\*\* = Accepted and to be presented.

1. **Hughes, I. M.** (Co-Chair) & Gray, C. E. (Co-Chair) (2025). *Support received: Exploring the nuanced effects of received social support at work* [Symposium]. Symposium presented at the Society for Industrial and Organizational Psychology 40<sup>th</sup> Annual Meeting, Denver CO.

### **Panel Presentations**

\*\* = Accepted and to be presented.

4. Peters, J. (Co-Chair), Siderits, I. (Co-Chair), **Hughes, I. M. (Co-Chair)**, Tay, L., Cleveland, J., Bergman, M. E., Murphy, K. R., & O'Shea, D. (2025, April 2-5). *Beyond the bottom line: Well-being as the new gold standard for organizational success*. [Panel Discussion]. Society of Industrial and Organizational Psychology 40th Annual Meeting, Denver CO.

---

<sup>1</sup> This section includes symposia I have chaired where I did *not* present or contribute to any individual paper.

3. Johnson, L. U. (Chair), Lumbreras, J., **Hughes, I. M.**, & Ruggs, E. N. (2024, October). *The Application Process: Interviewing and Preparing to Start* [Panel]. Diversifying I-O Psychology Virtual Conference.
2. Regina, J. (Co-Chair), Waiwood, A. (Co-Chair), **Hughes, I. M.**, Dubois, H., & Dumani, S. (2024, April). *How to defend surveys from bad actors to maximize data quality: A colloquium* [Panel]. Society for Industrial and Organizational Psychology 39<sup>th</sup> Annual Meeting, Chicago, IL.
1. Levey, Z. J. (Co-Chair), Zickar, M. J. (Co-Chair), **Hughes, I. M.**, Mellor, S., Vesper, D. (2023, April). *Barriers to the psychological study of labor relations* [Panel]. Society for Industrial and Organizational Psychology 38<sup>th</sup> Annual Meeting, Boston, MA.

### **Paper Presentations**

\*\* = Accepted and to be presented.

6. Skovera, I. R., Gray, C. E., **Hughes, I. M.**, & Offermann, L. (2024, April). *Help! We need a measure: Developing a multidimensional measure of coworker support*. In **Hughes, I. M. (Co-Chair)** & Keith, M. G. (Co-Chair), *Helping revisited: Research on alternative workplace social support perspectives* [Symposium]. Symposium presented at the Society for Industrial and Organizational Psychology 39<sup>th</sup> Annual Meeting, Chicago IL.
5. **Hughes, I. M.**, Freier, L. M., Keith, M. G., & Brooks, M. E. (2024, April). *Using policy capturing to determine the factors that influence the workplace social support decision-making process*. In **Hughes, I. M. (Co-Chair)** & Keith, M. G. (Co-Chair), *Helping revisited: Research on alternative workplace social support perspectives* [Symposium]. Symposium presented at the Society for Industrial and Organizational Psychology 39<sup>th</sup> Annual Meeting, Chicago IL.
4. **Hughes, I. M.**, Gray, C. E., Freier, L. M., & Box, M. J. (2023, April). *Why your help is unhelpful: An exploration of the mechanisms that link unhelpful workplace social support to strain*. In Scotney, V. S. (Co-Chair), Batz-Barbarich, C. L. (Co-Chair), & Tay, L., *Receiving Help at Work: The Good, the Bad, and the Unknown* [Symposium]. Symposium presented at the Society for Industrial and Organizational Psychology 38<sup>th</sup> Annual Meeting, Boston MA.
3. **Hughes, I. M.**, Gray, C. E., Zhao, T., & Keith, M.G. (2023, April). *Thank you for your (unhelpful) help: The impact of trait and state gratitude on unhelpful workplace social support dynamics*. In Kane, M. E. & Locklear, L. R. (Chairs), *Gratitude, Appreciation, Anger, Oh My! Moral Emotions in the Workplace* [Symposium]. Symposium presented at the Society for Industrial and Organizational Psychology 38<sup>th</sup> Annual Meeting, Boston MA.
2. Gallagher, C. M., & **Hughes, I. M.** (2022, April). *Reactions to novel comparative formats: Considering test-taker goals*. In C. M. Gallagher & G. P. Yankov (Chairs), & McCarthy, J. M. (Discussant), *New methods to improve reactions to FC personality tests*

[Symposium]. Symposium presented at the Society for Industrial and Organizational Psychology 37<sup>th</sup> Annual Meeting, Seattle WA.

1. **Hughes, I. M.**, Gallagher, C. M., & Keith, M. G. (2021, April). *Job insecurity during the COVID-19 pandemic: The role of informational justice and organizational communication*. In R. Saef & X. Hu (Chairs), *The implications of COVID-19 related job demands for occupational health* [Symposium]. Symposium presented at the Society for Industrial and Organizational Psychology 36<sup>th</sup> Annual Meeting, New Orleans LA.

### **Poster Presentations**

\*\* = Accepted and to be presented.

† = Graduate student mentee.

^ = Undergraduate student mentee.

36. Curtis, E. L.<sup>†</sup>, & **Hughes, I. M.** (2025, May). *Yelling, crying, fighting, oh my! How exposure to salient displays of negative affect impacts nurses' well-being*. Poster presented at the Association for Psychological Science 37<sup>th</sup> Annual Meeting, Washington D.C.
35. Stewart, C.<sup>^</sup>, & **Hughes, I. M.** (2025, April). *The impacts of workplace humor: Comparing in-person, text, and video communication*. Poster presented at the NC State 34<sup>th</sup> Annual Spring Undergraduate Research & Creativity Symposium.
34. Guild, A.<sup>^</sup>, & **Hughes, I. M.** (2025, April). *The impacts of received coworker venting*. Poster presented at the NC State 34<sup>th</sup> Annual Spring Undergraduate Research & Creativity Symposium.
33. Stewart, C.<sup>^</sup>, & **Hughes, I. M.** (2025, April). *The effects of quality time with dogs on work and home behavior*. Poster presented at the NC State 34<sup>th</sup> Annual Spring Undergraduate Research & Creativity Symposium.
32. Jacobs, E.<sup>^</sup>, & **Hughes, I. M.** (2025, April). *Loneliness as a moderator for the effects of burnout*. Poster presented at the NC State 34<sup>th</sup> Annual Spring Undergraduate Research & Creativity Symposium.
31. Smith, H.<sup>^</sup>, & **Hughes, I. M.** (2025, April). *How generative AI perceptions enhance engagement and creativity through positive affect*. Poster presented at the NC State 34<sup>th</sup> Annual Spring Undergraduate Research & Creativity Symposium.
30. Curtis, E. L.<sup>†</sup>, **Hughes, I. M.**, & Gray, C. E. (2025, April). *Supervisor stress bragging: Developing a nomological network*. Poster presented at the Society for Industrial and Organizational Psychology 40<sup>th</sup> Annual Meeting, Denver CO.
29. **Hughes, I. M.**, Johnson, L. U., Bueno, A., & Curtis, E. L.<sup>†</sup> (2025, April). *Workplace political venting: Exploration of a timely coping strategy*. Poster presented at the Society for Industrial and Organizational Psychology 40<sup>th</sup> Annual Meeting, Denver CO.

28. Biancofiore, S. <sup>^</sup>, & **Hughes, I. M.** (2024, April). *The effects of identity related questioning on asexual individual's well-being*. Poster presented at the NC State 33<sup>rd</sup> Annual Spring Undergraduate Research & Creativity Symposium.
27. Guild, A. <sup>^</sup>, & **Hughes, I. M.** (2024, April). *How employee contact with nature during the workday influences work outcomes*. Poster presented at the NC State 33<sup>rd</sup> Annual Spring Undergraduate Research & Creativity Symposium.
26. LaRoche, R. A. <sup>^</sup>, Lamb, K. B. <sup>^</sup>, Stewart, K. E. <sup>^</sup>, & **Hughes, I. M.** (2024, April). *Morning quality time with pets: Effects during and after work*. Poster presented at the NC State 33<sup>rd</sup> Annual Spring Undergraduate Research & Creativity Symposium.
25. Stewart, K. E. <sup>^</sup>, Guild, A. <sup>^</sup>, LaRoche, R. A. <sup>^</sup>, Lamb, K. B. <sup>^</sup>, & **Hughes, I. M.** (2024, April). *Working hard, feeling guilty: The behavioral implications of guilt at work*. Poster presented at the NC State 33<sup>rd</sup> Annual Spring Undergraduate Research & Creativity Symposium.
24. Levey, Z. J., **Hughes, I. M.**, Childers, M., & Zickar, M. J. (2023, April). *Addressing attitudes toward unions: Development of a construct-valid scale*. Poster presented at the Society for Industrial and Organizational Psychology 38<sup>th</sup> Annual Meeting, Boston MA.
23. Freier, L. M., Yu, S. B., & **Hughes, I. M.** (2023, April). *"Honey, I'm at work": An exploration of "work spouse" as a unique work relationship*. Poster presented at the Society for Industrial and Organizational Psychology 38<sup>th</sup> Annual Meeting, Boston MA.
22. **Hughes, I. M.**, Polavarapu, A., Freier, L. M., & Shea, M. A. (2023, April). *Emotionally-valenced support elicitation experiences, strain, and personality*. Poster presented at the Society for Industrial and Organizational Psychology 38<sup>th</sup> Annual Meeting, Boston MA.
21. **Hughes, I. M.**, & Jex, S. M. (2022, October). *Boundary conditions of reciprocated incivility*. Poster presented at the 3<sup>rd</sup> International Symposium to Advance Total Worker Health®, Bethesda MA.
20. **Hughes, I. M.**, Hong, J., & Jex, S. M. (2022, April). *Customer incivility and displaced colleague mistreatment: A dual-path process model*. Poster presented at the Society for Industrial and Organizational Psychology 37<sup>th</sup> Annual Meeting, Seattle WA.
19. **Hughes, I. M.**, Freier, L. M., & Barratt, C. L. (2022, April). *Unhelpful workplace social support, strain, and individual differences*. Poster presented at the Society for Industrial and Organizational Psychology 37<sup>th</sup> Annual Meeting, Seattle WA.
18. **Hughes, I. M.**, Gressley, M. E. <sup>^</sup>, Freier, L. M., & Barratt, C. L. (2021, May). *Unhelpful workplace social support: Outcomes and importance among related exchanges at work*. Poster presented at the Association for Psychological Science 33<sup>rd</sup> Annual Convention, Virtual.

17. Gallagher, C. M., **Hughes, I. M.**, & Barratt, C. L. (2021, April). *Considering the value of psychometric network models for CWB and OCB*. Poster presented at the Society for Industrial and Organizational Psychology 36<sup>th</sup> Annual Meeting, New Orleans LA.
16. Freier, L. M., & **Hughes, I. M.** (2020, May). *Pressure to reply: Outcomes and moderators of workplace telepressure*. Poster accepted at the Association for Psychological Science 32<sup>nd</sup> Annual Convention, Chicago IL. (Did not present due to COVID-19 complications).
15. **Hughes, I. M.**, & Jex, S. M. (2020, May). *Does morality matter? Assessing the moderating effects of moral identity on the relationship between counterproductive work behavior and organizational citizenship behavior*. Poster accepted at the Association for Psychological Science 32<sup>nd</sup> Annual Convention, Chicago IL. (Did not present due to COVID-19 complications).
14. Ferraro, J., Clark, L., Christy, N., **Hughes, I. M.**, Guidubaldi, A., Hofmann, I., Mangos, P., & Mouloua, M. (2019, May). *The effect of automation reliability on multi-tasking and trust in flight-related tasks*. Poster presented at the 20<sup>th</sup> International Symposium on Aviation Psychology, Dayton OH.
13. Ferraro, J., Christy, N., **Hughes, I. M.**, Guidubaldi, A., Pharmer, R., Perez, I., Hofmann, I., Cannavina, S., Mangos, P., & Mouloua, M. (2019, May). *Influence of trust on performance, workload, and situation awareness in UAV operation*. Poster presented at the 20<sup>th</sup> International Symposium on Aviation Psychology, Dayton OH.
12. Hoffman, I., **Hughes, I. M.**, Guidubaldi, A., Ferraro, J., & Mouloua, M. (2019, April). *Gender differences: Task monitoring in an automated cockpit simulation platform*. Poster presented at the 2019 University of Central Florida Showcase for Undergraduate Research Excellence, Orlando FL.
11. **Hughes, I. M.**, Perez, I., Pharmer, R., Hofmann, I., Guidubaldi, A., Mouloua, S., Ferraro, J., & Mouloua, M. (2019, March). *Individual differences on the effects of mind wandering in UAV simulations*. Poster presented at the 2019 Southeastern Psychological Conference, Jacksonville FL.
10. Hofmann, I., **Hughes, I. M.**, Guidubaldi, A., Ferraro, J., & Mouloua, M. (2019, March). *Individual differences between genders in automated task monitoring*. Poster presented at the 2019 Southeastern Psychological Association Conference, Jacksonville FL.
9. Perez, I., **Hughes, I. M.**, Pharmer, R., Guidubaldi, A., Hofmann, I., Mouloua, S., Ferraro, J., & Mouloua, M. (2019, March). *The function of locus of control when operating highly autonomous vehicles*. Poster presented at the 2019 Southeastern Psychological Conference, Jacksonville FL.
8. Hoffman, I., **Hughes, I. M.**, Guidubaldi, A., Ferraro, J., & Mouloua, M. (2019, January). *Gender differences in an automated cockpit task*. Poster presented at the 2019 Human Factors and Applied Psychology Conference, Orlando FL.



7. Ferraro, J., Clark, L., Christy, N., **Hughes, I. M.**, Guidubaldi, A., Hoffman, I., & Mouloua, M. (2018, October). *Effects of automation reliability and trust on system monitoring performance in simulated flight tasks*. Poster presented at the 2018 Human Factors and Ergonomics Society International Annual Meeting, Philadelphia PA.
6. Clark, L., Ferraro, J., Christy, N., **Hughes, I. M.**, Hoffman, I., Guidubaldi, A., & Mouloua, M. (2018, July). *Automation and human monitoring performance: Effects of automation reliability and task load*. Poster presented at the 2018 International Conference on Applied Human Factors and Ergonomics, Orlando FL.
5. Ferraro, J., Christy, N., Clark, L., Guidubaldi, A., **Hughes, I. M.**, Hoffmann, I., Mouloua, S., Mouloua, M., & Mangos, P. (2018, July). *Assessing UAS operator performance and workload during simulated search and rescue*. Poster presented at the 2018 International Conference on Applied Human Factors and Ergonomics, Orlando FL.
4. Hoffman, I., **Hughes, I. M.**, Clark, L., Guidubaldi, A., Christy, N., Ferraro, J., & Mouloua, M. (2018, April). *Individual differences between genders in automated task monitoring*. Poster presented at the 2018 Southeastern Human Factors Applied Research Conference, Clemson SC.
3. **Hughes, I. M.**, Hoffman, I., Clark, L., Guidubaldi, A., Christy, N., Ferraro, J., Mouloua, S., Mouloua, M., & Mangos, P. (2018, April). *The effects of mind wandering on simulated search and rescue*. Poster presented at the 2018 Southeastern Human Factors Applied Research Conference, Clemson SC.
2. Clark, L., Guidubaldi, A., Hoffman, I., **Hughes, I. M.**, Christy, N., Ferraro, J., & Mouloua, M. (2018, March). *The effects of automation reliability and task load on monitoring performance in simulated flight tasks*. Poster presented at the 2018 Southeastern Psychological Association Conference, Charleston SC.
1. Guidubaldi, A., Clark, L., Hoffman, I., **Hughes, I. M.**, Christy, N., Ferraro, J., Mouloua, S., & Mouloua, M. (2018, March). *Individual differences in automated task monitoring*. Poster presented at the 2018 Southeastern Psychological Association Conference, Charleston SC.

## **Invited Presentations**

---

- Hughes, I. M.** (October 2023). DoomsScrolling in the workplace: Implications for work engagement. Invited talk for the Industrial/Organizational Psychology Program at Baruch College (CUNY), NY.
- Hughes, I. M.** (November 2021). They mistreated me, so now I'm mistreating you: A time-lagged process model of customer incivility and instigated colleague mistreatment exploring cognitive and affective pathways. Invited talk for the Employee Health and Well-Being Lab at the University of Central Florida, FL.

## **Funding**

---

- 2025 Texas A&M University, SIOP Small Grant Program: Yelling, crying, fighting, oh my! Salient displays of negative affect and their impact on nurses' work and home functioning. (Co-Investigator, \$5,250, *Under Review*).
- 2025 North Carolina State University, Psi Chi Graduate Research Grant: The Impact of Criterion Domain Expansion on Worker Perceptions: A Two-Sample Study of HR Manager Skills and Abilities. (Co-Investigator, \$850, *Funded*).
- 2022 Bowling Green State University, NIOSH Education and Research Center, 2022-2023 Pilot Research Project Grant: Family-to-work conflict and hostility in home health workers. (Principal Investigator, \$7,500, *Not funded*).
- 2019 Bowling Green State University, Research Enhancement Award (Principal Investigator, \$1000, *Funded*).

## **Awards**

---

- 2022 Freeburne Committee Award for Graduate Teaching Excellence (Bowling Green State University, Reward: \$500)

## **Student Advising**

---

### **Graduate Students**

Halle Gold (TAMU; 2025 – *Present*)  
 Jonny Russell (TAMU; 2025 – *Present*)  
 Elizabeth Curtis (NCSU, TAMU; 2024 – *Present*)

### **Dissertation Committees**

Grace Cox (NCSU; Defended).  
 Ian Siderits (NCSU; Proposed).

### **Undergraduate Advisees**

Sophie Biancofiore (NCSU)  
 Reilly LaRoche (NCSU)  
 Allison Guild (NCSU)  
 Keaton Lamb (NCSU)  
 Kayla Stewart (NCSU)  
 Abby Shoemaker (NCSU)  
 Henry Smith (NCSU)

## **Teaching Experience**

---

## **Graduate Courses**

*January 2024 – Present*

### **Teaching Instructor**

North Carolina State University

Courses Taught:

- *Organizational Psychology I*

## **Undergraduate Courses**

*August 2023 – Present*

### **Teaching Instructor**

North Carolina State University

Courses Taught:

- *Introduction to Psychological Research*
- *Industrial/Organizational Psychology*

*August 2021 – December 2021; August 2022 – May 2023*

### **Teaching Instructor**

Bowling Green State University

Courses Taught:

- *Introduction to Laboratory Methods in Psychology (Research Methods)*
- *Quantitative Methods I*
- *Survey of Industrial/Organizational Psychology*
  - o Awarded for performance.

*August 2020 – August 2021; January 2022-May 2022*

### **Graduate Teaching Assistant**

Bowling Green State University

Courses Assisted:

- *Introduction to Psychology*
- *Quantitative Methods I*
- *Quantitative Methods II*
- *Introduction to Laboratory Methods in Psychology*

## **Applied Experience**

---

*July 2022 – March 2023*

### **HR Research Analyst**

Automatic Data Processing (ADP), Inc.

- Worked for Talent Acceleration and Insights Group
  - o Primarily worked with data focused on:
    - Employee Engagement & Turnover
    - Performance
    - Organizational Culture and Job Attitudes
  - o Conducted statistical analyses—such as structural equation modeling and factor analysis—for research and validation studies.
  - o Cleaned, restructured, and re-organized large datasets using R software ( $N > 50,000$ ).

- Presented summaries of various I/O literatures/topics (e.g., Selection, Work-Life Interface) to research team.

## **Service**

---

*July 2023 – December 2024*

### **Speaker Series Coordinator**

*North Carolina State University, Industrial/Organizational Psychology Ph.D. Program*

Responsibilities included: Recruiting guest speakers for program, planning speaking schedule for each semester, coordinating with speakers.

*August 2024 – December 2024*

### **Awards Committee Member**

*North Carolina State University, Department of Psychology*

Responsibilities included: Determining nominees and winners of various departmental awards, helping them prepare their packets for submission.

*July 2024 – July 2025*

### **Hakel/Tenopyr/Graduate Student Scholarships Subcommittee**

*Society for Industrial/Organizational Psychology*

Responsibilities included: Reviewing dissertation proposals, CVs, and recommendation letters for graduate students interested in receiving scholarship funding (a total of 4 winners are selected).

*August 2023 – February 2024*

### **Search Committee Member**

*North Carolina State University, Industrial/Organizational Psychology Ph.D. Program*

Responsibilities included: Working with other search committee members to narrow down applicant pool, conducting interviews with finalists and semi-finalists, helping coordinate visit days, assisting with final decision.

*January 2024 – May 2024*

### **Personnel Review Committee**

*Department of Psychology, North Carolina State University*

Responsibilities included: Providing a yearly evaluation of NCSU faculty on three criteria: teaching, research, and service.

*May 2023 – May 2024*

### **Small Grants Award Subcommittee**

*Society for Industrial/Organizational Psychology*

Responsibilities included: Reviewing the submissions for Small Grants and supporting the process of choosing the winners who will ultimately receive funding for their grant proposals.

*January 2021 – August 2023*

### **Graduate/Undergraduate Peer Mentor**

*Bowling Green State University*

Responsibilities included: Guiding introductory-level graduate students by a) assisting in developing their research autonomy and interests, b) providing feedback when elicited, and c) helping immerse them in program culture. Facilitating undergraduate research development by working one-on-one with undergraduate students interested in getting involved with research/pursuing graduate level education.

*August 2020 – May 2022*

### **Occupational Health Psychology Research Group Student Lead**

Bowling Green State University

Responsibilities included: Work with faculty lead (Clare L. Barratt, Ph.D.) to organize and coordinate research group projects, help coordinate research group outreach, and assist with structuring group meetings.

### **Editorial Board Member**

*International Journal of Stress Management*

*Journal of Business and Psychology*

### **Ad Hoc Reviewer**

*Stress & Health*

*Human Performance*

*Human Resource Development Quarterly*

*Journal of Occupational and Organizational Psychology*

*Applied Psychology: An International Review*

*Journal of Organizational Behavior*

*Journal of Occupational Health Psychology*

*Occupational Health Science*

*Journal of Personality*

*PLOS One*

*Journal of Business Ethics*

*International Journal of Conflict Management*

*Current Psychology*

### **Professional Memberships**

---

Society for Industrial/Organizational Psychology

Academy of Management