

# Hoda Vaziri

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## ACADEMIC APPOINTMENTS

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- 2019 – Present      **University of North Texas**, Department of Management  
*Assistant Professor*
- 2017 – 2019      **Purdue University**, Department of Psychological Science  
*Post-Doctoral Fellow*

## EDUCATION

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- 2013 – 2017      **University of Texas at Arlington**, Arlington, TX  
*Management, Ph.D.*
- 2009 – 2011      **University of Texas at Arlington**, Arlington, TX  
*Human Resource Management, M.Sc.*
- 2004 – 2009      **Sharif University of Technology**, Tehran, Iran  
*Computer Engineering, B.Sc.*

## REFEREED PUBLICATIONS

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**Vaziri, H.**, Wayne, J., Casper, W., Lapierre, L., Greenhaus, J., Amirkamali, F., & Li, Y. (In Press). A meta-analytic investigation of the personal and work-related antecedents of work-family balance. *Journal of Organizational Behavior*. [Link to Article](#)

Slaughter, J., Gabriel, A., Ganster, M., **Vaziri, H.**, & MacGowan, R. (2021). Getting worse or getting better? Understanding the antecedents and consequences of emotion profile transitions during COVID-19-induced organizational crisis. *Journal of Applied Psychology*. 106(8), 1118–1136. [Link to Article](#)

Wayne, J., **Vaziri, H.**, & Casper, W. (2021). Work-nonwork balance: Development and validation of a global and multidimensional measure. *Journal of Vocational Behavior*. 127, 103565. [Link to Article](#)

**Vaziri H.**, Casper, W., Wayne, J., & Matthews, R. (2020). Changes to the work-family interface during the COVID-19 pandemic: Examining predictors and implications using latent transition analysis. *Journal of Applied Psychology*. 105(10), 1073-1087. [Link to Article](#)

de Bloom, J., **Vaziri H.**, Tay, L., & Kujanpaeae, M. (2020). An identity-based integrative needs model of crafting: Crafting within and across life domains. *Journal of Applied Psychology*. 105(12), 1423–1446. [Link to Article](#)

Benson, G., McIntosh, C., Salazar, M., & **Vaziri, H.** (2020). Cultural values and definitions of career success. *Human Resource Management Journal*. 30 (3), 392-421. [Link to Article](#)

- **Finalist for International HRM Scholarly Research Award, HR Division, AOM, 2021**

- **Winner of Best International Paper Award, Career Division, AOM, 2013**

**Vaziri, H.**, & Benson, G., & Salazar, M. (2019). Hardworking coworkers: A multi-level cross-national look at group work hours and work-family conflict. *Journal of Organizational Behavior*. 40(6), 676-692. [Link to Article](#)

**Vaziri, H.,** Tay, L., Keith, G., & Pawelski, J. (2019). History, literature, and philosophy: A systematic review of positive functioning. *Journal of Positive Psychology*. 14(6), 695-723. [Link to Article](#)

**Vaziri, H.,** Tay, L., Parrigon, S., Bradburn, N., & Pawelski, J. (2019). STEM or humanities? Toward a balance of interest fit. *Frontiers in Education*. 4(143), 1-7. [Link to Article](#)

Casper, W., **Vaziri H.,** Wayne, J., DeHauw, S., & Greenhaus, J. (2018). The jingle-jangle of work-nonwork balance: A comprehensive review of its meaning and measurement. *Journal of Applied Psychology*. 103(2), 182-214. [Link to Article](#)

- Winner of *William A. Owens Scholarly Achievement Award, SIOP, 2020*

- Finalist for *Rosabeth Moss Kanter Award for Excellence in Work-Family Research, 2019*

## BOOK CHAPTERS

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Casper, W., Hyde, S., **Vaziri, H.,** Wayne, J. (In Press). A Dual Process Model of Multi-Dimensional Work-Nonwork Balance. In *Tetrick, L. E., Fisher, G. G., Ford, M. T., Quick, J. C. (Eds.). Handbook of Occupational Health Psychology (3rd edition)*. Washington, DC: American Psychological Association.

Casper, W., Wayne, J., Rice, F., **Vaziri, H.,** (In Press). Work-Nonwork Balance and Employee Well-Being. In *Lapierre, L. & Cooper, C. (Eds). Organisational Stress and Well-Being*. Cambridge University Press.

**Vaziri, H.,** Bradburn, N., (In Press). Flourishing Effects of Integrating the Arts and Humanities in STEM Education: A Review of Past Studies and an Agenda for Future Research. In *Pawelski, J. & Tay, L. (Eds). The Oxford Handbook of the Positive Humanities*. Oxford University Press.

## UNDER REVIEW AND REVISION

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Greenbaum, R., Mawritz, M., Butts, M., Vogel, R. Quade, M., & **Vaziri, H.** (1<sup>st</sup> Revise and Resubmit). [Social media and workplace interactions]. *Academy of Management Journal*.

**Vaziri, H.,** Butts, M., & Cooper, D. (Under 1<sup>st</sup> Review). [Identity coactivation episodes]. *Organization Science*.

Wiese, C., Dormann, C., **Vaziri, H.,** Tay, L., Chen, Z., Wille, B. (Under 1<sup>st</sup> Review). [Job satisfaction and life satisfaction]. *Journal of Applied Psychology*.

Thapa, S., **Vaziri, H.,** Shim, Y., Tay, L., Pawelski, J. (Under 1<sup>st</sup> Review). [Engagement with the Arts and Humanities]. *Psychology of Aesthetics, Creativity, and the Arts*.

Yaden, D., Batz-Barbarich, C., **Vaziri, H.,** Ng, V., Pawelski, J., Tay, L. (1<sup>st</sup> Revise and Resubmit). [Spirituality and life satisfaction]. *Journal of Happiness Studies*.

## SELECTED WORK IN PROGRESS

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**Vaziri, H.,** Butts, M., & Tay, L. (Manuscript Draft). Work-family dynamics and spirals. Target: *Journal of Applied Psychology*.

Kossek, E., **Vaziri, H.,** King E., & Prat, B. (Proposal Draft for ICR). Work-life inclusion. Target: *Journal of Applied Psychology*.

Maertz, C., Shockley, K., & **Vaziri, H.** (Manuscript Writing). Balance crafting. Target: *Academy of Management Review*.

Shipp, A., Allen, D., **Vaziri, H.**, Anglin, A. (Data Analysis). Timing of pitch. Target: *Journal of Management*.

**Vaziri, H.**, & Volpone, S. (Study Design). Concealable stigmatized identities at work. Target: *Academy of Management Journal*.

Butts, M., **Vaziri, H.**, & Wilson, K. (Study Design). Commuting and work-life. Target: *Academy of Management Journal*.

## CONFERENCE PROCEEDINGS

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Benson, G., McIntosh, C., Salazar, M., & **Vaziri, H.** (2013). Defining career success: A cross-cultural comparison. Proceedings of the annual meeting of Academy of Management, Orlando, FL.  
- **Career Division's Best International Paper Award Recipient, Academy of Management, 2013**

## CONFERENCE PRESENTATIONS

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**Vaziri, H.**, & Butts, M. (2019). Adapting the day reconstruction method for episodic work-family research. Paper presented at the Society for Industrial and Organizational Psychology, National Harbor, MD.

**Vaziri, H.** (2018). Me, myself, and I, at work and at home, today, tomorrow, and the day after: Understanding intra-individual multiple selves across the work-nonwork interface. Paper presented at the Academy of Management, Chicago, IL.

**Vaziri, H.** (2017). ERG involvement and employee attitudes and well-being: The why and the when. Paper presented at the Academy of Management, Atlanta, GA.  
- **Joseph Rosenstein Research Award Recipient, University of Texas at Arlington, 2017**

Greenbaum, R., Butts, M., Quade, M., **Vaziri, H.**, Mawritz, M., Bonner, J. (2017). Should I "friend" my coworker? The effect of social media posts on workplace relationships. Paper presented at the Academy of Management, Atlanta, GA.

**Vaziri, H.**, & Butts, M. (2016). Dynamic relationships between work-to-family conflict and family-to-work conflict: An LCS model. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.  
- **Joseph Rosenstein Research Award Recipient, University of Texas at Arlington, 2016**

**Vaziri, H.**, & Benson, G. (2016). Hard working coworkers: A multi-level cross-cultural look at group work hours and work-family conflict. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Marquardt, D., Brown, L., **Vaziri, H.**, & Butts, M. (2016). A process model of ethical leadership: A meta-analysis. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Amirkamali, F., **Vaziri, H.**, Casper, W., DeHauw, S., Wayne, J., Greenhaus, J. (2016). Work-life balance, its antecedents, and outcomes: A meta-analysis. Paper presented at the annual meeting of Work and Family Researchers Network, Washington, DC.

Marquardt, D., Brown, L., **Vaziri, H.**, & Butts, M. (2015). Moral person and moral manager: A

meta-analytic mediation model of ethical leadership. Paper presented at the annual meeting of the Southern Management Association, St. Pete Beach, FL.

**Vaziri, H.** (2014). Culture, globalization, and generations: Implications for practice and future research. Paper presented at the annual meeting of the Southern Management Association, Savannah, GA.

## **CHAired SYMPOSIA & CONFERENCE PARTICIPATION**

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Ostermeier, K., **Vaziri, H.**, Me, myself, and I: Opportunities and challenges in multiple identities research. Symposium accepted at the Academy of Management, 2018.

## **HONORS AND AWARDS**

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- Junior Outstanding Researcher Award, College of Business, University of North Texas, 2021
- Finalist for International HRM Scholarly Research Award, Academy of Management, HR Division, 2021
- William A. Owens Scholarly Achievement Award, SIOP, 2020
- Researcher of the Year Award, Department of Management, University of North Texas, 2020
- Finalist for Rosabeth Moss Kanter Award for Excellence in Work-Family Research, 2019
- Goldstein Scholarship by the Macey Fund, SIOP, 2018
- Dissertation Fellowship, University of Texas at Arlington, 2017
- Dissertation Research Enhancement Grant, University of Texas at Arlington, 2017
- CoB Ph.D. Dissertation Grant, University of Texas at Arlington, 2017
- Joseph Rosenstein Research Award, University of Texas at Arlington, 2016 and 2017
- Graduate Fellowship, University of Texas at Arlington, 2013–2017
- Doctoral Students Scholarship, Southern Management Association, 2014
- Best International Paper Award, Academy of Management, Career Division, 2013
- Society of Iranian-American Women for Education (SIAWE) Endowed Scholarship, 2010

## **TEACHING EXPERIENCE**

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### **Structural Equation Modeling**

Doctoral-level course  
University of North Texas  
Average student rating: 4.7/5

*Fall 2021 (Face-to-face): 11 students*

### **Leadership**

MBA-level course  
University of North Texas  
Average student rating: 4.2/5

*Fall 2021 (Online): 47 students*  
*Spring 2021 (Online): 50 students*  
*Fall 2020 (Online): 52 students*  
*Spring 2020 (Face-to-face<sup>1</sup>): 31 students*  
*Fall 2019 (Online): 11 students*

### **Legal Aspects of Employment**

Undergraduate-level course  
University of North Texas  
Average student rating: 4.3/5

*Fall 2021 (Face-to-face): 33 students*  
*Spring 2021 (Online): 50 students*  
*Spring 2020 (Face-to-face<sup>1</sup>): 48 students*  
*Fall 2019 (Online): 38 students*

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<sup>1</sup> Face-to-face class moved online in response to COVID-19 concerns; No student evaluation available.

**Organizational Behavior**  
Undergraduate-level course  
University of Texas at Arlington  
Average student rating: 4.3/5

*Spring 2017 (Face-to-face): 35 students*  
*Fall 2016 (Face-to-face): 59 students*  
*Spring 2016 (Face-to-face): 48 students*

**Management Process Theory**  
Undergraduate-level course  
University of Texas at Arlington  
Average student rating: 4.3/5

*Fall 2015 (Face-to-face): 24 students*

## PROFESSIONAL SERVICE

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### Journal Editorial Board

- *Journal of Applied Psychology*, 2021 – Present
- *Journal of Occupational and Organizational Psychology*, 2021 – Present

### Ad Hoc Journal Reviewing

- *Personnel Psychology*
- *Organizational Behavior and Human Decision Processes*
- *Human Relations*
- *Journal of Vocational Behavior*
- *International Journal of Human Resource Management*
- *Journal of Business and Psychology*
- *Community, Work, and Family*
- *Journal of Applied Biobehavioral Research*
- *Australian Journal of Management*

### Conference Reviewing

- *Academy of Management Annual Conference*
- *Southern Management Association*

## PROFESSIONAL & CONSULTING EXPERIENCE

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2015 – 2016	<b>Frito-Lay</b> , Plano, TX <i>Culture and Inclusion Intern and Consultant</i>
2012 – 2016	<b>Center for Effective Organizations</b> , University of Southern California <i>Consultant</i>
2012 – 2013	<b>Farab Co.</b> , Tehran, Iran <i>Human Resource Specialist</i>
2006 – 2008	<b>Hesab Rayan Ltd.</b> , Tehran, Iran <i>Software Developer</i>