

# Hoda Vaziri

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## ACADEMIC APPOINTMENTS

2019 – Present	<b>University of North Texas</b> , Department of Management <i>Assistant Professor</i>
2017 – 2019	<b>Purdue University</b> , Department of Psychological Science <i>Post-Doctoral Fellow</i>

## EDUCATION

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

## REFEREED PUBLICATIONS

Jean, E., Taylor N., Crawford, W., Hall, A., **Vaziri, H.**, Casper, W., & Johnson, L. (Conditional Accept). Identity Work Support Perceptions (IWSP): Development of a construct and measure. *Journal of Applied Psychology*.

Thapa, S., **Vaziri, H.**, Shim, Y., Tay, L., Pawelski, J. (2023). Development and Validation of the Mechanisms of Engagement in the Arts and Humanities Scales. *Psychology of Aesthetics, Creativity, and the Arts*. [Link to Article](#)

Yaden, D., Batz-Barbarich, C., Ng, V., **Vaziri, H.**, Gladstone, J., Pawelski, J., Tay, L. (2022). A meta-analysis of religion/spirituality and life satisfaction. *Journal of Happiness Studies*. 23, 4147–4163. [Link to Article](#)

**Vaziri, H.**, Wayne, J., Casper, W., Lapierre, L., Greenhaus, J., Amirkamali, F., & Li, Y. (2022). A meta-analytic investigation of the personal and work-related antecedents of work-family balance. *Journal of Organizational Behavior*. 43(4), 662-692. [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](#)

- Finalist for 2022 *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*

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](#)

- Featured by IO@Work. [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](#)

- Winner of 2022 Award for Responsible Research in Management

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 2021 International HRM Scholarly Research Award, HR Division, AOM

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

**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 2020 William A. Owens Scholarly Achievement Award, SIOP

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

## BOOK CHAPTERS

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Casper, W., Hyde, S., **Vaziri, H.**, Wayne, J. (2023). 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.**, (2023). 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., (2022). 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., Butts, M., Mawritz, M., Quade, M., & **Vaziri, H.** (Under 1<sup>st</sup> Review). [Social media and workplace interactions]. *Journal of Organizational Behavior*.

Wiese, C., Dormann, C., **Vaziri, H.**, Tay, L., Chen, Z., Wille, B. (2<sup>nd</sup> Revise & Resubmit). [Job satisfaction and life satisfaction]. *Journal of Organizational Behavior*.

Amirkamali, F., Casper, W., Hyde, S., Wayne, J., & **Vaziri, H.** (1<sup>st</sup> Revise & Resubmit). [Role Salience and Boundary Behavior]. *Journal of Occupational and Organizational Psychology*.

Kossek, E., Prat, B., **Vaziri, H.**, & King E. (Invited to submit full paper for review issue). [Work-life inclusion]: *Journal of Management*.

## SELECTED WORK IN PROGRESS

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**Vaziri, H.,** Butts, M., & Cooper, D. (Manuscript Draft). Identity coactivation episodes. Target: *Organization Science*.

**Vaziri, H.,** Heydarifard, Z., Gabriel, S., & Drader, N. (Study Design). Disclosure of pregnancy loss at work. Target: *Academy of Management Journal*.

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

Heydarifard, Z., Arena, D., **Vaziri, H.** (Study Design). Motherhood paradox. Target: *Journal of Applied Psychology*.

## 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 SYMPOSIA & PRESENTATIONS

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Ganster, M. & Podsakoff, N. (2023). Person-centered techniques: An expert panel. Panel symposium at the annual meeting of the Academy of Management, Boston, MA. Panelists: Gabriel, A., Wang, M., **Vaziri, H.,** & Campbell, J.

Guo, M. & Hancock, J. (2023). Understanding the antecedents and influences of family supportive supervisor behaviors in workplace. Panel symposium at the annual meeting of the Academy of Management, Boston, MA. Panelists: Crain, T., Perrigino, M., **Vaziri, H.,** & Warner, J.

**Vaziri, H.,** Boulamatsi, A., Kidwell, V. L., Cooper, D., & Hancock, J. I. (2022). COVID-19 pandemic protocols and the surfacing of political identities at work. Presented at the annual meeting of the Academy of Management, Seattle, WA.

**Vaziri, H.,** & Butts, M. (2019). Adapting the day reconstruction method for episodic work-family research. Presented at the annual meeting of 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. Presented at the annual meeting of the Academy of Management, Chicago, IL.

Ostermeier, K., **Vaziri, H.** (2018). Me, myself, and I: Opportunities and challenges in multiple identities research. Panel symposium at the annual meeting of the Academy of Management, Chicago, IL.

**Vaziri, H.** (2017). ERG involvement and employee attitudes and well-being: The why and the when. Presented at the annual meeting of 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. Presented at the annual meeting of 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. 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. 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. 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. 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. 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. Presented at the annual meeting of the Southern Management Association, Savannah, GA.

## RESEARCH GRANTS

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- **Division of Research and Innovation, University of North Texas, 2022-2023.** Co-Principal Investigator. *To mask or not to mask? Examining the daily antecedents and consequences of mask-wearing decisions at work.* \$10,000 (awarded).

## HONORS AND AWARDS

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- Researcher of the Year Award, Department of Management, University of North Texas, 2022, 2021, 2020
- Winner of the Responsible Research in Management Award by Fellows of the Academy of Management and the Responsible Research in Business and Management, 2022
- Finalist for Rosabeth Moss Kanter Award for Excellence in Work-Family Research, 2022&2019
- PDI Business Fellowship Award College of Business, University of North Texas, 2022
- 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, Society for Industrial and Organizational Psychology, 2020
- Goldstein Scholarship by the Macey Fund, Society for Industrial and Organizational Psychology, 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
- Doctoral Students Scholarship, Southern Management Association, 2014
- Best International Paper Award, Academy of Management, Career Division, 2013

## TEACHING EXPERIENCE

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### **Structural Equation Modeling**

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

*Fall 2023 (Face-to-face): 13 students*  
*Fall 2022 (Face-to-face): 14 students*  
*Fall 2021 (Face-to-face): 11 students*

### **Leadership**

MBA-level course  
University of North Texas  
Average student rating: 4/5

*Fall 2023 (Online): 39 students*  
*Spring 2023 (Online): 34 students*  
*Fall 2022 (Online): 44 students*  
*Spring 2022 (Online): 38 students*  
*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*

### **Organizational Behavior**

MBA-level course  
University of North Texas  
Average student rating: N/A

*Fall 2023 (Online): 46 students*

### **Legal Aspects of Employment**

Undergraduate-level course  
University of North Texas  
Average student rating: 4.5/5

*Fall 2022 (Face-to-face): 20 students*  
*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*

### **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*

## UNIVERSITY SERVICE

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### **University Committees**

- Search Committee for OBHR Faculty Position, 2023
- Graduate Program Committee, Department of Management, 2021 – Present
- Library Committee, College of Business, 2019 – Present
- Search Committee for OBHR Faculty Position, 2021
- Search Committee for OBHR Faculty Position, 2020

### **Activities in Doctoral Program**

- Member of First- and Second-Year Committee, Fizza Kanwal, 2022 – Present
- Research Advisor, Nikki Drader, 2022 – Present
- Research Advisor, Paula Kincaid, 2020
- Research Advisor, Jamila Maxie, 2019
- Research Advisor, Victor Chen, 2019

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

## PROFESSIONAL SERVICE

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### Academy of Management

- *Chair of the RMD/CARMA Doctoral Student and Junior Faculty Consortium, Research Methods Division. 2022 – Present*

### 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*

### Conference Reviewing

- *Academy of Management Annual Conference*

## 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>