

Hoda Vaziri

1155 Union Circle #305429, Denton, Texas 76203

hoda.vaziri@unt.edu

ACADEMIC APPOINTMENTS

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

EDUCATION

- 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

Jean, E., Taylor N., Crawford, W., Hall, A., **Vaziri, H.**, Casper, W., & Johnson, L. (2024). Identity Work Support Perceptions (IWSP): Development of a construct and measure. *Journal of Applied Psychology*. 109(8), 1287–1310. [Link to Article](#)

Amirkamali, F., Casper, W., Hyde, S., Wayne, J., & **Vaziri, H.** (2024). Setting our boundaries: The role of gender, values, and role salience in work–home boundary permeability. *Journal of Occupational and Organizational Psychology*. 97(3), 1076-1099. [Link to Article](#)

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](#)

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

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

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

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

Kossek, E., **Vaziri, H.**, Prat, B., Lauth, B., & King E. (Under 2nd Review). [Work-life inclusion]: *Journal of Management*.

Wiese, C., Dormann, C., **Vaziri, H.**, Tay, L., Chen, Z., & Wille, B. (Under 3rd Review). [Job satisfaction and life satisfaction]. *Journal of Organizational Behavior*.

Greenbaum, R., Butts, M., Mawritz, M., Quade, M., & **Vaziri, H.** (Under 2nd Review). [Social media and workplace interactions]. *Journal of Organizational Behavior*.

Wayne, J., **Vaziri, H.**, Casper, W., & Escudero, B. (Proposal Accepted for Full Submission). [Dobbs decision and organizational policies]. *Journal of Applied Psychology*.

SELECTED WORK IN PROGRESS † denotes doctoral student.

Vaziri, H., Heydarifard, Z., Drader, N.†, & Gabriel, A. (Data Collection). Disclosure of pregnancy loss at work. Target: *Academy of Management Journal*.

Vaziri, H. & Rahimian, S. † (Data Collection). Disclosure of stigmatized identities in the workplace. Target: *Journal of Applied Psychology*.

Heydarifard, Z., **Vaziri, H.**, & Arena, D. (Data Collection). Parental Identity Management. Target: *Journal of Applied Psychology*.

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

CONFERENCE SYMPOSIA & PRESENTATIONS † denotes doctoral student.

Vaziri, H., Heydarifard, Z., Drader, N.† (2024). Disclosing miscarriage at work: Motives, processes, outcomes, and boundary conditions. To be presented at the annual meeting of the Academy of Management, Chicago, IL.

Kossek, E., Pratt, B., **Vaziri, H.**, King, E., Lautsch, B. (2024). Rethinking family supportive organizations toward a diversity, equity, and inclusion perspective: A review and agenda. To be presented at the annual meeting of the Academy of Management, Chicago, IL.

Drader, N.†, **Vaziri, H.**, Heydarifard, Z., Gabriel, A. (2024). Disclosing miscarriage at work: Motives, processes, outcomes, and boundary conditions. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

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.

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**

RESEARCH GRANTS

- **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

- 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

Structural Equation Modeling

Doctoral-level course
University of North Texas

Fall 2024 (Face-to-face): 13 students
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

Fall 2024 (Online): 13 students
Spring 2024 (Online): 39 students
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-face¹): 31 students
Fall 2019 (Online): 11 students

Organizational Behavior

MBA-level course
University of North Texas

Fall 2024 (Online): 41 students
Fall 2023 (Online): 46 students

Legal Aspects of Employment

Undergraduate-level course
University of North Texas

Fall 2022 (Face-to-face): 20 students
Fall 2021 (Face-to-face): 33 students
Spring 2021 (Online): 50 students
Spring 2020 (Face-to-face¹): 48 students
Fall 2019 (Online): 38 students

Organizational Behavior

Undergraduate-level course
University of Texas at Arlington

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

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

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

UNIVERSITY SERVICE

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

- Chair of the Second-Year Paper Committee, Saba Rahimian, 2024 – Present
- Member of the Second-Year Paper Committee, Fizza Kanwal, 2022 – 2023
- Research Advisor, Nikki Drader, 2022 – 2023
- Research Advisor, Paula Kincaid, 2020
- Research Advisor, Jamila Maxie, 2019
- Research Advisor, Victor Chen, 2019

PROFESSIONAL SERVICE

Academy of Management

- *Chair of the RMD/CARMA Doctoral Student and Junior Faculty Consortium, Research Methods Division. 2021 – 2024*

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

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