

Wayne S. Crawford, Ph.D.

Professor of Practice
Southern Methodist University
Cox School of Business
Department of Management, Strategy, & Entrepreneurship
wscrawford@smu.edu | [Personal Website](#) | [Google Scholar](#)

ACADEMIC POSITIONS

Southern Methodist University – Cox School of Business

Professor of Practice (2025 – Present)

Adjunct Professor of Management (2023 – 2024)

University of Texas at Arlington – College of Business

Assistant Professor of Management (2017 – 2021)

New Mexico State University – College of Business

Assistant Professor of Management (2015 – 2017)

INDUSTRY POSITIONS

Amazon.com – People eXperience & Technology Central Science

Senior Research Scientist (2021 – 2024)

EDUCATION

Ph.D. *Manderson Graduate School of Business*, University of Alabama, 2015

M.B.A. *Southeastern Louisiana University*, 2012

B.A. *Southeastern Louisiana University*, 2010

PRIMARY INTERESTS

Research interests: Work-family interface, Employee identity, Leadership, Employee health.

Teaching interests: Structural equation modeling, People & organizational analytics, Organizational consulting, Human resource management, Organizational behavior, Research methods, Leadership

Analytics proficiencies: Regression, Factor analysis, Scale development, Structural equation modeling, (M)ANOVA, Fixed Effects, Nonlinear Regression

Software proficiencies: R, Python, SQL, SPSS, Mplus, JASP, Tableau, Excel,

PUBLICATIONS

1. Crawford, W., Taylor, N., Miles, J., Andrews, M. C., & Kacmar, M. (2025). Internals vs. externals: Who is impacted by ethical leadership? *Leadership & Organization Development Journal*, 1-22.

2. Valenzuela, M. A., Ross, J., **Crawford, W.**, Zare, M., Lindhardt, R., Maalouf, J. T., Aad, A. A. (2025). Leader's Feelings of Violation and High LMX Relationships: A Multilevel Approach to Examine a Contextual Boundary Condition in LMX. *Journal of Management & Organization*, 31, 173-194.
3. Jean, E. L., Taylor, N., **Crawford, W. S.**, Hall, A. V., Vaziri, H., Casper, W. J., & Johnson, L. U. (2024). Identity work support perceptions (IWSP): Development of a construct and measure. *Journal of Applied Psychology*, 109, 1287–1310.
4. Thompson, M. J., Hackney, K., **Crawford, W. S.**, Bonner, J. M., & Carlson, D. S. (2023). Partner Psychological Abuse: Can You Leave Home at Work? *Journal of Organizational and Occupational Psychology*, 96, 457-472
5. Thompson, M., Carlson, D., **Crawford, W.**, Kacmar, K. M., & Weaver, S. (2022). You Make Me Sick: Abuse at Work and Healthcare Utilization. *Human Performance*, 35(3–4), 193–217.
6. Weaver, N.L., Jean, E.L., & **Crawford, W.S.** (2022). Walking the tightrope: How and when the paradoxical act of breaking character leads to resilience. *Research in Occupational Stress and Well-Being*.
7. Thompson, M. J., Carlson, D., **Crawford, W. S.**, & Kacmar, K. M. (2021). My partner made me do it: The crossover of one partner's job tension to the other partner's workplace incivility. *Human Performance*, 34, 298-315.
8. Thompson, M. J., Carlson, D., Hackney, K., & **Crawford, W. S.** (2021). With a little help from my (her) friends: The role of friend support on the negative effects of work engagement for married couples. *Journal of Vocational Behavior*, 125.
9. **Crawford, W. S.** and Lamarre Jean, E. (2020). Structural Equation Modeling. In *Oxford Encyclopedia of Business and Management*. Oxford University Press.
10. Brown, L., Goll, I., Rasheed, A., & **Crawford, W. S.** (2020). Responses to regulation: Nonmarket strategies and their performance outcomes. *Group and Organization Management*.
11. Wayne, J. H., Matthews, R., **Crawford, W. S.**, Casper, W. (2020). Predictors and processes of work-family balance satisfaction: Examining the roles of personal, work, and family resources and conflict and enrichment. *Human Resource Management*, 59, 25-42.
12. **Crawford, W. S.**, Lamarre, E., Kacmar, K. M., & Harris, K. J. (2019). Politics and deviance: Exploring the role of political skill. *Human Performance*, 32, 92-106.
13. Carlson, D. S., Thompson, M., **Crawford, W. S.**, & Kacmar, K. M. (2019). Spillover and crossover of work resources: A test of the positive flow of resources through work-family enrichment. *Journal of Organizational Behavior*, 40, 709-722.
14. **Crawford, W. S.**, Kacmar, K. M., & Harris, K. J. (2019). Do you see me as I see me? The effects of impression management congruence of actors and audiences. *Journal of Business and Psychology*, 34, 453-469.
15. ***Crawford, W. S.**, Thompson, M. J., Ashforth, B. E. (2019). Work-life events theory: Making sense of shock events in dual-earner couples. *Academy of Management Review*, 44, 194-212.
*equal contribution from first and second author
16. Tillman, C.J., Gonzalez, K., **Crawford, W. S.**, & Lawrence, E.R. (2018). Affective responses to abuse in the workplace: The role of hope and affective commitment. *International Journal of Selection and Assessment*, 26, 57-65.
17. Tillman, C. J., Gonzalez, K., Whitman, M., **Crawford, W. S.**, & Hood, A. C. (2018). A multifunctional view of moral disengagement: Exploring the effects of learning the consequences. *Frontiers in Psychology*, 8, 2286.

18. Carlson, D. S., Thompson, M., **Crawford, W. S.**, Boswell, W., & Whitten, D. (2018). Your job is messing with mine! mWork's impact on the spouse's work life. *Journal of Occupational Health Psychology*, 23, 471-482.
19. **Crawford, W. S.**, Shanine, K. K., Whitman, M. V., & Kacmar, K. M. (2016). Examining the impostor phenomenon and work-family conflict. *Journal of Managerial Psychology*, 31, 375-390.
20. Halbesleben, J. R. B., Whitman, M. V., & **Crawford, W. S.** (2014). A dialectical theory of the decision to attend work: Bringing together absenteeism and presenteeism. *Human Resource Management Review*, 24, 177-192.
21. Kacmar, K. M., **Crawford, W. S.**, Carlson, D. S., Ferguson, M., & Whitten, D. (2014). A short and valid measure of work-family enrichment. *Journal of Occupational Health Psychology*, 19, 32-45.

WORKING PAPERS

1. Amalgamated feedback, search, and performance: The moderating role of collaborative intensity. With Owen Parker & Hanbo Shim. Stage: Data Analysis.
2. Director demographics and audience polarization: The role of congruity between director gender and genre expectations. With Owen Parker & Rachel Mui. Stage: Data Analysis.
3. Expertise discrepancies between contributors and managers: An investigation into technical roles and managerial technical competence. Stage: Idea Development.
4. Technical ICs under non-technical managers: A theoretical model. Stage: Idea Development.
5. Tool proliferation in the age of AI and employee productivity: When is more better? Stage: Idea Development.
6. Network effects of layoffs and re-organization: Team recovery and network reparation. Stage: Idea Development.

CONFERENCE PRESENTATIONS

1. Jean, E., Weaver, N., & **Crawford, W. S.** Company response to COVID19 recommendations: The supervisor effect. 2021 Annual Meeting of the Academy of Management, New Orleans, LA.
2. Parker, O., Short, C., Anand, V., Nahm, P., & **Crawford, W. S.** Negative impression management and its antecedents. 2021 Annual Meeting of the Academy of Management, New Orleans, LA.
3. Thompson, M. J., Hackney, K., **Crawford, W. S.**, Bonner, J. M., & Carlson, D. S. The Spillover of Partner Psychological Abuse. 2021 Annual Meeting of the Academy of Management, New Orleans, LA.
4. Jean, E. L. & **Crawford, W. S.** Development and Validation of an Identity Climate Scale. 2020 Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
5. Weaver, N. & **Crawford, W. S.** How fluctuations in work-family conflict and work-family enrichment differentially predict changes in organizational outcomes: The impact of regulatory focus. Accepted for presentation to the 2020 Annual Meeting of the Academy of Management, Vancouver, BC, Canada.
6. Brock-Baskin, M., Gruys, M., Winterberg, C., & **Crawford, W. S.** Monkey see, monkey do, monkey tell? Examining supervisor and peer reports of counterproductive work behaviors.

- Submitted for presentation to the 2020 Annual Meeting of the European Academy of Management, Dublin, Ireland.
7. Amerkamali, F., Casper, W., & **Crawford, W. S.** Traditional Values, Gender, Role Identity Salience, and Work-Home Permeability Behavior: How Men and Women Manage Boundaries at Work and Home. 2020 Meeting of the Work-Family Researchers Network, New York, NY.
 8. Weaver, N. & **Crawford, W. S.** Work-family fluctuations: How fluctuations in conflict and enrichment differentially predict changes in organizational outcomes. 2020 Meeting of the Work-Family Researchers Network, New York, NY.
 9. Thompson, M. J., Carlson, D., **Crawford, W. S.**, Kacmar, K. M., & Weaver, S. Increased healthcare utilization as a product of abusive supervision: The role of gender. 2020 Annual meeting of the Western Academy of Management, Waikoloa Village, HI.
 10. **Crawford, W. S.** Testing Popular Models in Micro-Research Using Mplus. PDI Presented at 2019 Annual Meeting of the Southern Management Association, Norfolk, VA.
 11. Jean, E. L., Miller, C. D., & **Crawford, W. S.** Racial similarity, LMX and subordinate outcomes: Does it matter if you're black or white? 2019 Annual Meeting of the Academy of Management, Boston, MA.
 12. **Crawford, W. S.**, Ferguson, M. J. Work-life events theory: Making sense of shock events in dual-earner couples. 2018 Annual Meeting of the Academy of Management, Chicago, IL.
 13. Miles, J., **Crawford, W. S.**, Andrews, M., & Kacmar, K. M. Ethical leadership and employee attitudes: The moderating role of regulatory focus. 2018 Annual Meeting of the Academy of Management, Chicago, IL.
 14. Carlson, D. S., Thompson, M., **Crawford, W. S.**, & Kacmar, K. M. Positive Flow of Work Resources: A Test of the Work-Home Resources Model. 2018 Annual Meeting of the European Academy of Management, Reykjavik, Iceland.
 15. Yang, T. S., **Crawford, W. S.**, Casper, W. J. Dual-earners and the work-family interface: Recent developments and implications. 2018 Annual Meeting for the Society of Industrial and Organizational Psychology, Chicago, IL.
 16. Castille, C. M., **Crawford, W. S.**, & Simmering, M. You gotta keep em' separated: The efficacy of proximal remedies for method variance. 2017 Annual Meeting of the Southern Management Association, St. Petersburg, FL. **Winner, Best Overall Conference Paper, Best Paper in Track – Human Resources/Organizational Research Methods.**
 17. Zare, M. & **Crawford, W. S.** LMX and transformational leadership: A critical review. 2017 Annual Meeting of the Southern Management Association, St. Petersburg, FL.
 18. Carlson, D. S., Thompson, M., **Crawford, W. S.**, Boswell, W., & Whitten, D. Your job is messing with mine! mWork's impact on the spouse's work life. 2017 International Association for Conflict Management Annual Meeting, Berlin, Germany.
 19. Flinchbaugh, C., Luth, M., & **Crawford, W. S.** Help! My team failed: How conducting a premortem can improve group processes and outcomes. 2017 Annual Meeting of the Academy of Management, Atlanta, GA.
 20. Benson, P. B., Whitten, N., **Crawford, W. S.**, & Javadizadeh, B. When valid selection methods reduce selection utility: The impact of negatively viewed screening methods in hiring. 2017 Annual Meeting of the Western Academy of Management. Palm Springs, CA.
 21. **Crawford, W. S.**, Valenzuela, M., Ross, J., & Zare, M. High-quality exchange relationships with the violated leader: Testing an assumption of leader-member exchange. 2016 Annual Meeting of the Southern Management Association, Charlotte, NC.

22. Tillman, C.J., Gonzalez, K., **Crawford, W. S.**, Lawrence, E.R., & McClellan, J. Emotions and the bad boss. Accepted for presentation at the 2016 Annual Meeting of the Academy of Management, Anaheim, CA.
23. Benson, P. B., **Crawford, W. S.**, Javadizadeh, B., & Whitten, N. When valid selection methods reduce selection utility: The impact of negatively viewed screening methods in hiring. 2016 International Conference on Human Resource Management, Victoria, BC, Canada.
24. Tillman, C.J., Boncoeur, O.D., Gonzalez, K., & **Crawford, W. S.** The Impact of Perceptual Performance Asymmetry on Ethical Behavior: Does Agreement Matter? 2015 International Vincentian Business Ethics Conference, New York, NY.
25. **Crawford, W. S.**, Kacmar, K. M., Harris, K. J. Now you see me, now you don't: Using political skill to navigate negative outcomes. 2015 Southern Management Association Conference, St. Petersburg, FL.
26. Boncoeur, O. D., Tillman, C. J., Gonzalez, K., & **Crawford, W. S.** The Impact of Perceived Performance Asymmetry on Ethical Behavior Intention. Paper presentation at the 2015 AKempor Annual Conference (Research Group on Empirical Management and Organizational Studies), Lüneburg, Germany.
27. Kacmar, K. M., **Crawford, W. S.**, Harris, K. J., & Cheung, G. W. It takes two: Examining the incongruence of impression management ratings by actors and audiences. 2015 Academy of Management Conference, Vancouver, BC, Canada.
28. Kacmar, K. M., **Crawford, W. S.**, & Harris, K. J. Can I get a witness? The role of the audience/target in impression management effectiveness. 2014 Academy of Management Conference, Philadelphia, Pa.
29. **Crawford, W. S.**, Shanine, K. K., Whitman, M. V., & Kacmar, K. M. Are you who we think you are? Impostors and work-family conflict. 2014 Academy of Management Conference, Philadelphia, Pa.
30. Kacmar, K. M., **Crawford, W. S.**, Carlson, D. S., Ferguson, M., & Whitten, D. G. Measuring conflict and enrichment between the work and family domains: Four shortened scales for greater usability. 2013 Southern Management Association Conference, New Orleans, La.
31. Carlson, D. S., Ferguson, M., Kacmar, K. M., & **Crawford, W. S.** Boundary management tactics: An examination of the alignment with preferences in the work and family domains. 2013 Academy of Management Conference, Orlando, Fl.
32. Whitman, M. V. & **Crawford, W. S.** A dialectical theory of the decision to attend work: Bringing together absenteeism and presenteeism. 2012 Southern Management Association Conference, Ft. Lauderdale, Fl.

ACADEMIC EXPERIENCE

Southern Methodist University 2025 – Present

Professor of Practice

MNO 6219: People & Organizational Analytics (Masters-level)

Mean rating – SP 26 (XX students): XX.XX /5.00

Mean rating – SP 25 (XX students): XX.XX /5.00

MANA 6202: Leading Teams & Organizations (Masters-level)

Mean rating – SP 26 (XX students): XX.XX /5.00

Mean rating – SP 26 (XX students): XX.XX /5.00

Mean rating – SP 26 (XX students): XX.XX /5.00

Mean rating – FA 25 (XX students): XX.XX /5.00
 Mean rating – FA 25 (XX students): XX.XX /5.00
 Mean rating – FA 25 (XX students): XX.XX /5.00
 Mean rating – SU 25 (XX students): XX.XX /5.00
 Mean rating – SP 25 (XX students): XX.XX /5.00
 Mean rating – SP 25 (XX students): XX.XX /5.00
 Mean rating – SP 25 (XX students): XX.XX /5.00

MNO 3370: Introduction to Management

Mean rating – SP 26 (XX students): XX.XX/5.00
 Mean rating – FA 25 (XX students): XX.XX/5.00
 Mean rating – SP 25 (XX students): XX.XX /5.00

Southern Methodist University 2023 – 2024

***Adjunct Professor (while working full-time at Amazon)**

MNO 6219: People & Organizational Analytics (Masters-level)
 Mean rating – SP 24 (XX students): XX.XX /5.00
 Mean rating – SP 23 (XX students): XX.XX /5.00

University of Texas at Arlington, 2017 – 2021

Assistant Professor

BSAD 6321: Structural Equation Modeling (Doctoral-level)
 Mean rating – SP 20 (12 students): 4.60/5.00
 Mean rating – SP 19 (12 students): 4.54/5.00

MANA 5334: Organizational Consulting (Masters-level) Mean
 rating – SP 18 (28 students): 4.20/5.00
 MANA 5329: HR Metrics & Analytics (Masters-level)
 Mean rating – FA 19 (26 students): 4.60/5.00

MANA 3320: Human Resource Management
 Mean rating – SU 20 – moved online due to COVID-19 (37 students): 4.50/5.00
 Mean rating – SP 20 – moved online due to COVID-19 (60 students): 4.10/5.00
 Mean rating – FA 19 (46 students): 4.40/5.00
 Mean rating – SP 19 (56 students): 4.58/5.00
 Mean rating – SP 18 (59 students): 4.81/5.00
 Mean rating – FA 17 (61 students): 4.62/5.00
 Mean rating – FA 17 (29 students): 4.74/5.00
 MANA 3319: Management Process Theory (Online)
 Mean rating – SU 19 (57 students): 3.88/5.00
 *one-time instruction of this course due to retiring faculty member

New Mexico State University, 2015 – 2017

Assistant Professor

MGT 660: Research Design & Methodology (Doctoral-level)
 Mean rating – SP 17 (5 students): 5.00/5.00

MGT 332 (M02/M03): Human Resources Management

Mean rating – SP 17 (47 students): 4.87/5.00
 Mean rating – FA 16 (45 students): 4.88/5.00
 Mean rating – SP 16 (44 students): 4.85/5.00
 Mean rating – FA 15 (31 students): 4.59/5.00

MGT 332 (M80/M70): Human Resources Management (Online)

Mean rating – SU 17 (28 students): 4.48/5.00
 Mean rating – FA 16 (47 students): 4.68/5.00
 Mean rating – SU 16 (33 students): 4.48/5.00
 Mean rating – SP 16 (51 students): 4.64/5.00
 Mean rating – FA 15 (39 students): 4.58/5.00

MGT 391/491: Management Internship & Cooperative Education

Mean rating – SP 17 (2 students): 5.00/5.00
 Mean rating – FA 16 (2 students): NA

University of Alabama, 2012 – 2015

Doctoral Student – OB/HR

MGT 301: Introduction to HR Management
 Mean rating – SU 15 (10 students): 4.60/5.00

MGT 320: Leadership

Mean rating – SU 15 (11 students): 4.80/5.00
 Mean rating – SP 14 (25 students): 4.77/5.00
 Mean rating – FA 13 (48 students): 4.74/5.00

Southeastern Louisiana University, 2011-2012

Graduate assistant – Bloomberg lab

Graduate assistant to department head – Department of Management & Business Administration

President – Society for Human Resource Management (student chapter)

PROFESSIONAL SERVICE

- SMU AI Academic Integrity Committee (2025-present; university-level committee)
- SMU Cox IT Committee (2025-present; college-level committee)
- Prior Editorial Board Appointments
 - *Journal of Management*
 - *Journal of Managerial Psychology*
- Ad hoc Reviewer
 - *Human Performance*
 - *Human Resource Management Journal*
 - *Journal of Applied Psychology - Journal of Management*
 - *Journal of Managerial Psychology*
 - *Journal of Vocational Behavior*
 - *Organizational Psychology Review*
 - *Stress & Health*
 - *The Social Science Journal*

- Search Committee Chair – Tenure-track OB/HR position (2019)
- Search Committee Member – Tenure-track OB/HR position (2018)
- Best Doctoral Student Paper Committee – Annual meeting of the Southern Management Association (2017) • Best Doctoral Student Paper Committee – Annual meeting of the Southern Management Association (2016)
- Informally taught 3 NMSU doctoral students an introduction to data analysis in Mplus
- Committee Member – Evaluation of the MGT Ph.D. program at NMSU
- Chair of Doctoral Committee – Esther Lamarre-Jean (UTA Ph. D. Student – Management)
- Doctoral Committee Member – Julia Whitaker (UTA Ph. D. Student – I/O Psychology)
- Doctoral Committee Member – Nicolina Weaver (UTA Ph. D. Student – Management)
- Doctoral Committee Member – Faezeh Amirkamali (UTA Ph. D. Student – Management)
- Doctoral Committee Member – Kilho Shin (UTA Ph. D. Student – Management)
- Doctoral Committee Member – Carma Nez (NMSU Ph. D. Student – Management)
- Doctoral Committee Member – Gabriella Lewis (NMSU Ph. D. Student – Management)
- Doctoral Committee Member – John Ross (NMSU Ph. D. Student – Management)
- Co-conducted independent study on research methods for doctoral students at NMSU
- Reviewer - Annual meetings of the Academy of Management (2013-present)
- Reviewer - Annual meetings of the Southern Management Association (2013-present)
- Reviewer - Annual meetings of the Western Academy of Management (2016-present)
- Reviewer - Annual meetings of the Southwest Academy of Management (2015)
- Graduate Student Association Representative – Department of Management (2013-2015)

CONSULTING EXPERIENCE

- City of Tuscaloosa
- Frito-Lay
- Gladney Center for Adoption
- Pioneer Natural Resources
- Urology Austin

PROFESSIONAL DEVELOPMENT

- SMU Center for Teaching Effectiveness Symposium – Fall 2025 Program
- SMU Center for Teaching Effectiveness Symposium – Spring 2025 Program
- Applying the Quality Matters (QM) Rubric for online courses (NMSU Teaching Academy)
- Sustaining Member – NMSU Teaching Academy (participation in Teaching Academy Events)
- Teaching Business Ethics Workshop – Hosted by the Daniels Fund Ethics Initiative, UNM, & NMSU

GRANTS, AWARDS, & HONORS

- Best Overall Conference Paper, 2017 Southern Management Association Annual Meeting
- Best Paper in Track – Human Resources/Research Methods, 2017 Southern Management Association Annual Meeting
- Star Reviewer – Western Academy of Management (2017)

- 2016 Fulton Grant Award recipient (NMSU College of Business Award)
- 2014 University of Alabama Research and Creative Activity Graduate Council Fellowship
- 2014 University of Alabama Summer of Excellence in Research Award
- 2014 Minnie C. Miles HRM Endowed Scholarship Award
- Outstanding Reviewer Award – Southern Management Association Conference (2013)
- Research Methods Consortium participant, sponsored by the Research Methods Division of the Academy of Management and CARMA, 2013 Academy of Management Annual Meeting
- HR Division Pre-Dissertation Doctoral Consortium participant, sponsored by the HR Division of the Academy of Management, 2013 Academy of Management Annual Meeting
- University of Alabama Graduate Assistantship and Scholarship (2012-2014)
- 2012 Southern Management Association early-stage doctoral consortium participant
- 2014 Southern Management Association late-stage doctoral consortium participant
- Past student chapter president of SHRM (Society for Human Resource Management) • Member of Beta Gamma Sigma (Business Honor's Society)

INVITED PRESENTATIONS

- AI & Education (keynote speaker) – Hosted by Method360 (DFW, TX – October 2025)
- AI in Real Organizations: Humans as the Pacing Element (panelist) – Hosted by Method360 (DFW, TX – July 2025)
- Data Management – 2019 GDO Division of AOM doctoral consortium
- Co-present informal brown-bag sessions to NMSU Management doctoral students o Topics:
 - The Role of the Academy of Management
 - Current Work in Progress
 - Questionable Research Practices in the Field of Management
- UTA SHRM Student Chapter Meeting