

Jessica R. Methot (formerly, Saul)

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PROFESSIONAL EXPERIENCE

Assistant Professor Department of Human Resource Management, School of Management and Labor Relations, Rutgers University, July 2010 – present

EDUCATION

Ph.D., University of Florida, 2010, Organizational Behavior
B.S., University of Florida, 2005, Psychology

RESEARCH INTERESTS

Interpersonal workplace relationships (multiplex networks, ambivalent relationships, positive workplace relationships) | Team processes and dynamics | Work-family integration

PUBLICATIONS

- Methot, J. R., LePine, J. A., Podsakoff, N. P., & Christian, J. L. Are workplace friendships a mixed blessing? Exploring tradeoffs of multiplex relationships and associations with job performance. In Press at *Personnel Psychology*.
- Methot, J. R., & LePine, J. A. Too close for comfort? Investigating the nature and functioning of work and non-work boundary segmentation preferences. In press at *Journal of Business and Psychology*.
- LePine, J. A., Buckman, B., Crawford, E. R., & Methot, J. R. (2011). A review of research on personality in teams: Accounting for pathways spanning levels of theory and analysis. *Human Resource Management Review*, 21, 311-330.
- LePine, J. A., Piccolo, R. F., Jackson, C. L., Mathieu, J. E., & Saul, J. R. (2008). A meta-analysis of teamwork processes: Tests of a multidimensional model and relationships with team effectiveness criteria. *Personnel Psychology*, 61, 273-307.

BOOK CHAPTERS

- LePine, J. A., Methot, J. R., Crawford, E. R., & Buckman, B. (2012). A model of positive relationships in teams: The role of instrumental, friendship, and multiplex social network ties. *Personal Relationships: The Effect of Supervisory, Co-worker, Team, Customer and Nonwork Exchanges on Employee Attitudes, Behavior, and Well-being, SIOP Frontier Series*. L. T. Eby and T. D. Allen (Eds).
- LePine, J. A., LePine, M. A., & Saul, J. R. (2007). Relationships among work and non-work challenge and hindrance stressors and non-work and work effectiveness criteria: A model of cross-domain stressor effects. In P. Perrewé and D. Ganster (Eds.), *Research in Occupational Stress and Well-Being* (Vol. 6, pp. 35-72). New York: Elsevier.

INVITED REVISIONS AND MANUSCRIPTS UNDER REVIEW

Methot, J. R., Lepak, D. P., Shipp, A. J., & Boswell, W. R. [A temporal theory of organizational citizenship behavior]. Under 3rd review at *Academy of Management Review*.

Methot, J. R., Melwani, S., & Rothman, N. B. Beyond good or bad: A review and research agenda for workplace relationship quality and dynamics. Proposal accepted for the *Journal of Management, 2017 Review Issue*.

RESEARCH IN PROGRESS (WRITING STAGE)

(**Denotes previous Rutgers PhD student)

Methot, J. R., Cole, M. S., & Taylor, S. Interpersonal dynamics in peer developmental networks over time. Target: *Journal of Applied Psychology*.

Zhang, Z., Barnes, C., Cole, M. S., Taylor, S., & Methot, J. R. A dynamic multilevel study of insomnia and leader emergence in developmental networks. Target: *Journal of Applied Psychology*.

Methot, J. R., Shah, N. P., & Parker, A. Examining work-family integration through the lens of social networks. Target: *Academy of Management Review Special Issue: Advancing and Expanding Work-Life Theory from Multiple Perspectives*.

**Kim, M., Park, W., Gully, S., & Methot, J. R. Balancing positive and negative effects of leaders' social capital on team efficacy. Target: *Academy of Management Journal*.

Sader, M., Chollet, B., Brion, S., & Methot, J. R. The effects of social support on occupational stress: A network approach. Target: *Journal of Management*.

SELECT RESEARCH IN PROGRESS (DATA COLLECTION AND ANALYSIS STAGE)

(*Denotes current Rutgers PhD student)

Methot, J. R., Levin, D., & *Rosado-Solomon, E. Friend and foe? A qualitative and quantitative investigation of the impact of relational ambivalence on network turbulence, brokerage, and work engagement. Target: *Academy of Management Journal*.

Sharma, P., Methot, J. R., Levin, D., & Downes, P. Interpersonal voice dynamics: Effects of constructive voice on peer evaluations of liking and competence.

Buckman, B., LePine, M., & Methot, J. R. Family challenge and hindrance stressors: Family engagement as a key transmitter to the work domain.

TECHNICAL REPORTS

Methot, J. R., Sharma, P., Downes, P., & Levin, D. (2015). *Improving Workforce Engagement through Collaborative Network Dynamics*. Feedback report submitted to Confidential IT Company.

Methot, J. R., Levin, D., & Rosado-Solomon, E. (2015). *Leveraging Expertise Awareness and Access Networks for Improved Collaboration and Leadership Development*. Feedback report submitted to CRP Industries.

Methot, J. R., & Cole, M. S. (2011). *Next Generation Leadership Program Mentoring Relationship Quality and Effectiveness*. Feedback report submitted to Texas Christian University Neeley School of Business NGLP Business Coaches Program.

ACADEMIC CONFERENCE PRESENTATIONS

Methot, J. R., Downes, P., Levin, D., & Sharma, P. *Peer ties and voice: The effects of constructive voice on liking and competence perceptions*. Presented in the “Extending the Nomological Network of Voice: Antecedents, Contingencies, and Outcomes of Speaking Up” symposium (Chairs: M. L. Frazier & R. Frieder) at the Annual Meeting of the Academy of Management, Vancouver, August 2015.

Methot, J. R., & LePine, J. A. *The impact of ambivalent friendships on network brokerage, network turbulence, and work engagement*. Presented in the “Experiences and Outcomes of Ambivalence in Interpersonal Workplace Relationships” Showcase symposium (Chairs: J. Methot & N. Rothman) at the Annual Meeting of the Academy of Management, Philadelphia, PA, August 2014.

- *Academy of Management Proceedings*, October 2014(1): 14155

Methot, J. R., & LePine, J. A. *Unpacking the functions of positive workplace relationships: Building and testing a theory of workplace friendships and their link to job performance*. Poster presented at 29th Annual Conference for Industrial and Organizational Psychology, Honolulu, HI, May 2014.

Methot, J. R., Shah, N. P., & Parker, A. *Network responsiveness: A theory of the coevolution of formal and informal organizational networks*. Presented at the 6th Intra-Organizational Networks (ION) Conference, Lexington, KY, 2014.

Methot, J. R. *How engagement and ambivalence in workplace friendships impacts job performance*. Presented at the Second Bi-Annual Meeting of the Positive Relationships at Work Microcommunity, Malvern, PA, 2014.

Methot, J. R., & LePine, J. A. *Unpacking the functions of positive workplace relationships: Building and testing a theory of workplace friendships and their link to job performance*. Presented in the “Positive Relationships at Work: Expanding the Empirical Foundations of an Emerging Research Stream” symposium (Chairs: K. Rogers & E. Heaphy) at the Annual Meeting of the Academy of Management, Lake Buena Vista, August 2013.

- *Academy of Management Proceedings*, October 2013(1): 10793

Methot, J. R., Lepak, D. Boswell, W. R., & Glomb, T. M. *Organizational citizenship behavior and burnout: The joint role of time and group dynamics*. Presented in the “Linking Seemingly Desirable Organizational Phenomena and Dysfunctional Outcomes across Contexts and Levels of Analysis” symposium (Chair: J. R. Methot), Annual Meeting of the Academy of Management, Boston, August 2012.

Methot, J. R., & Cole, M. S. *Peer Mentoring: A longitudinal analysis of next generation leaders and their developmental networks*. Presented at the 5th Intra-Organizational Networks (ION) Conference, Lexington, KY, 2012.

Methot, J. R., & Cole, M. S. *Peer Mentoring: A longitudinal analysis of next generation leaders and their developmental networks*. Presented at the 32nd Annual International Sunbelt Social Network Conference, Redondo Beach, CA, 2012.

Methot, J. R., & Crawford, E. R. *How can we be lovers if we can't be friends?: On the methodological implications of disagreement in multiplex relationships*. Presented at the 31st Annual International Sunbelt Social Network Conference, St. Pete, FL, 2011.

Methot, J. R. *The effects of friendship social capital on job performance*. Presented in the "Internal and External Relational Social Capital: Work/Nonwork Relations and Organizational Outcomes" symposium (Chair: E. E. Coyne) at the Annual Meeting of the Academy of Management, Montreal, August 2010.

CONFERENCE PRESENTATIONS cont.

Methot, J. R., LePine, J. A., Podsakoff, N. P., & Siegel, J. L. *Multiplex ties and job performance: Beyond instrumental and friendship networks*. Presented at the 25th Annual Conference for Industrial and Organizational Psychology, Atlanta, GA. April 2010.

Methot, J. R., & LePine, J. A. *"Should I say or should I go": The moderating role of voice behavior on the relationship between job satisfaction and turnover*. Presented in the "Challenging the Status Quo: Advances in Voice Behavior Research" symposium (Chair: M. L. Frazier) at the Annual Meeting of the Academy of Management, Chicago, August 2009.

Methot, J. R., & LePine, J. A. *Proactive boundary management: Examining the functionality of role segmentation preferences*. Presented at the 24th Annual Conference for Industrial and Organizational Psychology, New Orleans, April 2009.

Saul, J. R., Simon, L., & Colquitt, J. A. *When ethical leaders undermine: A complex supervisor-subordinate interaction*. Presented in the "Ethics in Organizations: Context and Authority Effects on Employees" symposium (Co-Chairs: L. Simon & J. D. Kammeyer-Mueller) at the 23rd Annual Conference of Society for Industrial and Organizational Psychology, San Francisco, April 2008.

Podsakoff, N. P., Saul, J. R., Rich, B. L. R., & LePine, J. A. *Challenge and hindrance stressors, situational strength, and employee performance: A field study*. Presented in the "Contemporary Work Stress Research: Examining Challenge and Hindrance Stressors in Organizations" symposium (Chair: N. P. Podsakoff) at the Annual Academy of Management Meeting, Philadelphia, August 2007.

Saul, J. R., LePine, J. A., & LePine, M. A. *Cross-domain relationships among work and nonwork challenge and hindrance stressors and nonwork and work criteria*. Presented in the "Contextual Influences on Work and Nonwork Role Integration" symposium (Co-Chairs: J. A. LePine & J. R. Saul) at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York City, April 2007.

CHAired SYMPOSIA AND PDW SESSIONS

- *Experiences and Outcomes of Ambivalence in Interpersonal Workplace Relationships* symposium (Chairs: J. Methot & N. Rothman). Academy of Management, Philadelphia, PA, August 2014.
 - Designated as a Showcase Symposium by the Organizational Behavior Division
- *Peering into the Future: Fostering Deep Learning Using 21st Century Tools and Techniques* (Chairs: S. Gully, J. Phillips, & J. Methot). Teaching and Learning Conference, Academy of Management, Philadelphia, PA, August 2014.
- *Enhancing Team Effectiveness Across and Between Levels of Analysis* (Chairs: M. Kukenberger & J. Methot). SIOP, Honolulu, May 2014.
- *The Role of Social Networks* (Facilitator: J. Methot). Annual Meeting of the Academy of Management, Boston, August 2012.
- *Linking Desirable Organizational Phenomena and Dysfunctional Outcomes across Contexts and Levels of Analysis* (Chair: J. Methot). Academy of Management Meeting, Boston, August 2012.
- *Contextual Influences on Work and Nonwork Role Integration* (Chairs: J. Methot & J. LePine). Society for Industrial and Organizational Psychology, New York City, April 2007.

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Professional Affiliations	Academy of Management Positive Relationships at Work Microcommunity International Network for Social Network Analysis Society for Human Resource Management Society for Industrial and Organizational Psychology RU Network of Network Scholars
Professional Development Workshops	OB Doctoral Consortium, AOM (2009), <i>Participant</i> HR Division Pre-Dissertation Consortium, AOM (2010-2014), <i>Panel Discussant/Presenter</i> OB Division Junior Faculty Workshop, AOM (2011), <i>Participant</i> Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students, OB Division, AOM (2011, 2012), <i>Roundtable Panelist</i> HR Division Junior Faculty Workshop, AOM (2012, 2013), <i>Presenter</i> Advanced Networks PDW, AOM (2013-2015), <i>Discussant</i>
Ad Hoc Reviewer	<i>Academy of Management Journal, Academy of Management Review, Organization Studies, Journal of Occupational and Organizational Psychology, Human Resource Management Journal, Information Systems Frontiers</i>
Conference Reviewer	Academy of Management, OB and HR Divisions Society for Industrial and Organizational Psychology

INVITED PRESENTATIONS

- “Friend *and* foe? The Psychological and Social Network Effects of Ambivalent Friendships.” Presentation at the 21st Annual Wharton OB Conference, Philadelphia, PA, November 2015.
- “From Instrumental to Developmental: A Mutuality Perspective of Peer Developmental Network Dynamics.” Presentation for Rutgers HR Department Research Brown Bag Series, September 28, 2015.
- “The Value of Analyzing and Managing Organizational Networks.” Presentation to Johnson & Johnson Corporate HR Executive Team, New Brunswick, NJ, June 5, 2015.
- “Harnessing the Value of Your Company’s Social Networks.” Presentation to iconectiv Leadership Team, Piscataway, NJ, May 21, 2015.
- “‘The Plight of Young Scholars’: A ‘Coin Toss’ or a Case for Resiliency?” Management and International Net-workshop. University of Zurich, Department of Business, October 12, 2014.
- “Navigating and Leveraging Your Social Networks for Job Growth.” Professional Service Group of Central New Jersey, Somerville, NJ, May 20, 2013.
- “The Nature of Human Resource Management: Past, Present, and Future.” Rutgers New Student Orientation, June 29, 2012.
- “An Introduction to Social Network Methods.” Multivariate Analysis for Industrial Relations and Human Resources, PhD seminar, April 2012.
- “The Return on Investment with Social Network Analysis at Atrion.” Presentation to the Atrion Leadership Team, April 10, 2012.
- “The Role of Social Networks in Human Resource Management.” Principles of Management, Undergraduate course, March 7, 2012.
- “Social Networks: An Overview, Research, and Implications.” State Advisory Council, New Brunswick, NJ, May 10, 2011.

MEDIA INTERVIEWS & POSTS

- “Annual employee reviews: How much good do they accomplish?” NJ 101.5 Radio Interview, October 2015.
- “Work-life Balance Harmed Most by ‘Bad Bosses,’ Survey Finds.” NJ 101.5 Radio Interview, April 2015.
- “Leveraging Social Networks for Organizational Success.” Invited blog post for the School of Management and Labor Relations Executive and Professional Education, March 9, 2015. <http://smlr.rutgers.edu/epe/leveraging-social-networks-for-organizational-success>
- “Workplace Bullying is Real and Rampant.” NJ 101.5 Radio Interview, October 28, 2013.
- “Inside the Teacher’s Studio: Featuring Jessica Methot.” Office of Instructional Research and Technology, June 24, 2013. <http://youtu.be/F8Euw5Ccwcs>
- “Interpersonal Workplace Relationships.” Rutgers University Breakfast at the Barracks. Rutgers TV, Season 3 Episode 7. http://youtu.be/t4IG8CBZ_O0
- Faculty Advice Column, *The Daily Targum, Careers Section, Volume 38, Issue 1*, February 2012.

MEDIA MENTIONS

- Methot, J. R., LePine, J. A., Podsakoff, N. P., & Christian, J. L. Are workplace friendships a mixed blessing? Exploring tradeoffs of multiplex relationships and associations with job performance. In Press at *Personnel Psychology*. (*media mentions associated with dissertation version)
 - “The Mixed Blessing of Workplace Friendships.” *Minds for Business, Association for Psychological Science*, September 29, 2015.
 - “Pros and Cons of Having a BFF at Work.” *Dr. Oz’s The Good Life*, October 6, 2015.
 - *Men’s Health Magazine*
 - “Benefits with Friends: The Value of Friendships at Work.” *Book of Odds*, September, 2010.*
 - “Friendly Fire.” *Marie Claire*, September 2010.*
 - “Flip side of friendships at work is less productivity.” *USA Today*, May 26, 2010.*
 - “The dark side of workplace friendships: Lower productivity.” *HR Morning*, May 24, 2010.*
 - “Benefiting from friends at work.” *Human Resource Executive Online*, May 7, 2010.*
 - “Workplace friendships can distract yet provide valuable info for employees.” *UF News*, April 22, 2010.*
- “Rutgers University Professor to research Atrion’s work culture.” *Atrion News*, February 28, 2012.
- “Text Messaging Welcome in Rutgers Class—and Students Retain More.” *Rutgers Today*, March 8, 2012.
- “HR Class Participation Peaks Through Professor Methot’s Polling” *SMLR Update Newsletter, Issue 3*, December 23, 2011.

STUDENT COMMITTEES AND ADVISING

Masters and Dissertation Committee Member

- Emily Rosado-Solomon (2019, Rutgers, Human Resources Department, Dissertation Committee Member)
- Eugene Son (2017, Rutgers, Human Resources Department, Masters Thesis Committee Member)
- Mee Sook Kim (2013, Rutgers, Human Resources Department, Dissertation Committee Member)

Qualifying Exam Committee Member

- Kyongji Han (2013, Rutgers, Human Resources Department)

Undergraduate Independent Research Study Advisor

- Lourndy St. Louis, Labor Relations & Human Resource Management major
- Cole Biri, Human Resource Management major

Undergraduate Human Resource Management Internship Sponsor

- Catherine Cordova, Jennifer Cummins, Margaret Frimpong, Alicia Kelly, Alison Lawler, Janine Rubin, Colleen Schultz, Larissa Semegen, Grace Zhang

DEPARTMENT, SCHOOL, AND UNIVERSITY SERVICE

Department of Human Resource Management

- Co-Coordinator: Faculty Research Brownbag Series (2015)
- Member: HRM Undergraduate Program Assessment Committee (2015-2016)
- Member: Organizational Context Curriculum Subcommittee
- Member and Co-Chair: HR Faculty Search Committee (2011 - 2013)
- Co-Coordinator: Faculty Research Colloquium/Speaker Series (2010-present)

School of Management and Labor Relations

- PhD Committee Member (2011-present)
- Created Onboarding Materials for Incoming PhD Students

Rutgers University New Student Orientation

- Invited to present to incoming first-year students during two-day summer program

TEACHING EXPERIENCE

Rutgers University

- 37:533:301: Introduction to Human Resource Management, Undergraduate
- 38:533:617: Analyzing and Managing Organizational Networks, Masters
- Managing Organizational Networks, NextGen HR Program, SMLR Executive and Professional Development
- Guest Lecturer, Human Resource Strategy, Masters in HRM Program: The Role of Social Networks in Human Resource Management.”

University of Florida

- MAN 3240: Organizational Structure and Behavior
- MAN 4301: Human Resource Management

GRANTS, AWARDS, AND RECOGNITIONS

Nominee for 2012 OBTS New Educator Award

Funds for Innovative Research, Rutgers School of Management & Labor Relations, 2011, \$14,340

Outstanding Reviewer Award, Academy of Management – OB Division, 2011

Darden Restaurants Diversity and Business Ethics Fellowship 2008-2009, \$3,500