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# James A. Meurs, Ph.D.

## Assistant Professor of Management

Department of Management  
School of Business Administration  
The University of Mississippi  
University, MS 38677

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### Professional Interests

#### **Research Interests**

Stress  
Personality  
Political Skill  
Self-Regulation

#### **Teaching Interests**

Organizational Behavior  
Human Resource Management

### Academic Background

Ph.D. Florida State University, Tallahassee, FL USA, Organizational Behavior & Human Resource Management, 2008

M.B.A. Grand Valley State University, Business Administration, 1999

B.A. Grand Valley State University, Liberal Studies, Emphasis: Business Studies, 1998

### **Work Experience**

#### **Academic Experience**

Assistant Professor of Management, University of Mississippi (August, 2008 - Now). Perform research; teach courses; provide service for university.

Teaching Assistant, Florida State University (April, 2005 - May, 2008). Department of Management - Solely responsible for the preparation and teaching of Cross Cultural Management and Current Issues in Human Resources Management courses.

Research Assistant, Florida State University (January, 2005 - April, 2005). Department of Management - Served as research assistant to Dr. Pamela Perrewe.

Research Assistant, Florida State University (August, 2004 - December, 2005). Department of Management - Research Assistant, Information Systems - Served as research assistant to Dr. Michael Dickey.

Adjunct Instructor, Baker College (January, 2003 - April, 2003). Instruct students regarding the operation of information systems.

Research Assistant, Grand Valley State University (January, 2000 - August, 2000). Seidman School of Business - Performed research and developed reports.

Graduate Assistant, Grand Valley State University (August, 1998 - December, 1999). Seidman School of Business - Performed research and developed reports; conducted freshman and transfer student orientations; determined probationary students' ability to register for classes.

#### **Non-Academic Experience**

##### **National**

Loan Officer, Arbor Mortgage (October, 2003 - April, 2004). Acquire and maintain detailed product information; inform and advise customers regarding purchase decisions.

Salesperson, Billiards By Christopher (April, 2002 - October, 2003). Acquire and maintain detailed product information; inform and

advise customers regarding purchase decisions.

Team Leader, Old Kent Bank (August, 2000 - April, 2001). Developed weekly oral and written reports regarding production and customer request fulfillment; ascertained skills and abilities of staff members for making individual development plans and weekly schedules; appraised departmental issues, evaluated alternatives and chose solutions.

Temporary Administrative Professional, Grand Valley State University (January, 2000 - April, 2000). Seidman School of Business - Performed research and developed reports; conducted freshman and transfer student orientations; determined probationary students' ability to register for classes.

## **Teaching**

### **Courses Taught**

Doctoral Seminar in Human Resource Management  
Organizational Behavior  
Cross-Cultural Management  
Current Issues in Human Resources Management  
Microsoft Windows  
Microsoft Word, Organization Behavior, Organizational Behavior (MBA)

## **Research/Intellectual Contributions:**

### **Refereed Articles**

Meurs, J. A. & Perrewé, P. L. (2011). Reviving stress research: A re-conceptualization of stress theory and directions for future research. *Journal of Management*.

Blickle, G. G., Kramer, J., Schneider, P. B., Meurs, J. A., Ferris, G. R., Mierke, J., Witzki, A.H., & Momm, T.D., (2011). Role of political skill in job performance prediction beyond general mental ability and personality in cross-sectional and predictive studies. *Journal of Applied Social Psychology*.

Blickle, G., Schneider, P. B., Meurs, J. A., & Perrewé, P. L. (2010). Antecedents and consequences of barriers to mentoring: A longitudinal investigation. *Journal of Applied Social Psychology*.

Meurs, J. A., Perrewé, P. L., & Ferris, G. R. (2010). Political Skill as Moderator of the Trait Sincerity - Job Performance Relationship: A Socioanalytic, Narrow Trait Perspective. *Human Performance*.

Meurs, J. A., Gallagher, V. C., & Perrewé, P. L. (2010). The role of political skill in the stressor-outcome relationship: Differential predictions for self- and other- reports of political skill. *Journal of Vocational Behavior*.

Hochwarter, W. A., Rogers, L. M., Summers, J. K., Meurs, J. A., Perrewé, P. L., Gerald R. Ferris, (2009). Personal control antidotes to the strain consequences of generational conflict as a stressor: A two-study constructive replication and extension. *Career Development International*.

Zellars, K. L., Meurs, J. A., Perrewé, P. L., Kacmar, C. J., & Rossi, A. M. (2009). Reacting to and recovering from a stressful situation: An examination of NA and physiological strain outcomes. *Journal of Occupational Health Psychology*.

Blickle, G., Meurs, J. A., Kramer, J., Mierke, J., Zettler, I., Maschler, J., Noethen, D., & Ferris, G.R., (2008). Personality, political skill, and job performance. *Journal of Vocational Behavior*.

Ferris, G. R., Blickle, G., Schneider, P., Kramer, J., Zettler, I., Solga, J., Noethen, D., & Meurs, J.A., (2008). Political skill construct and criterion-related validation: A two-study investigation. *Journal of Managerial Psychology*.

Jawahar, I. M., Meurs, J. A., Ferris, G. R., & Hochwarter, W. A. (2008). Self-Efficacy and Political Skill as Comparative Predictors of Task and Contextual Performance: A two-Study Constructive Replication. *Human Performance*.

Meurs, J. A., Breaux, D., & Perrewé, P. L. (2008). The Changing Family and HRM: Theoretical and Practical Implications of the Changing Demographics. *International Journal of Human Resource Management*.

Fiorito, J. A., Bozeman, D. P., Young, A., & Meurs, J. A. (2007). Organizational Commitment, Human Resource Practices, and Organizational Characteristics. *Journal of Managerial Issues*, 19 (2), 186-207.

Hochwarter, W. A., Meurs, J. A., Perrewé, P. L., Royle, M. T., & Matherly, T. A. (2007). The Interactive Effect of Attention Control and the Perceptions of Others' Entitlement Behavior on Job and Health Outcomes. *Journal of Managerial Psychology*.

Hochwarter, W. A., Perrewé, P., Meurs, J. A., & Kacmar, C. (2007). The Interactive Effects of Work-Induced Guilt and Ability to Manage Resources. *Journal of Occupational Health Psychology*, 12 (2), 125-135.

### **Book Chapters**

#### **Refereed**

Breaux, D., Meurs, J. A., Perrewé, P. L., & Zellars, K. (2008). "Burnout in healthcare: When helping hurts", In J.R.B. Halbesleben (Ed.) *The Handbook of Stress and Burnout in Health Care* Hauppauge, NY: Nova Science Publishers.

## Working Papers

- Meurs, J. A., Ralston, D., & Perrewe, P. L. (2011). "Cross-cultural validity of stress measures: An investigation of whether widely used instruments for stress research are invariant across seven countries".
- Meurs, J. A. (2011). "Problem-focused and emotion-focused coping: A meta-analysis".
- Meurs, J. A., Marshall, G. D. , & Schlessinger, S. (2011). "The occurrence of workplace stress and burnout in young physicians in training and how it affects their performance and health".
- Gallagher, V. C. & Meurs, J. A. (2011). "Positive affectivity under overload conditions: What helps you might not help how others perceive you".
- Meurs, J. A. & Perrewe, P. L. (2010). "The interaction of family background and personality on self- and supervisor-rated political skill".
- Meurs, J. A., Perrewe, P. L. , & Rossi, A. M. (2010). "The Role of Chronic Anxiety and Stable Resources on Physiological Reactions to Acute Stressors: The Mediating Effects of Job Tension and Job Satisfaction" targeted for Work, Stress, and Health 2009.
- Meurs, J. A. & Perrewe, P. L. (2010). "An Empirical Examination of Crossover Stress".

## Presentation of Refereed Papers

### International

- Meurs, J. A. & Perrewe, P. L. (2011). Cognitive Activation Theory of Stress: An Integrative Theoretical Approach to Work Stress. Work, Stress, and Health, Orlando, Florida.
- Gallagher, V. C., Meurs, J. A. , & Rossi, A. M. (2010). Positive affectivity as a moderator between role overload and outcomes: A constructive replication. Academy of Management Annual Meeting, Montreal, Canada.
- Meurs, J. A., Perrewe, P. L. , & Rossi, A. M. (2009). Physiological Reactions to Acute Stressors: The Role of Chronic Anxiety and Stable Resources. Academy of Management, Chicago, Illinois.
- Perrewe, P. L., Meurs, J. A. , & Rossi, A. M. (2009). The Role of Chronic Anxiety and Stable Resources on Physiological Reactions to Acute Stressors: The Mediating Effects of Job Tension and Job Satisfaction. Work, Stress, and Health, San Juan, Puerto Rico.
- Meurs, J. A. & Perrewe, P. L. (2008). Cognitive activation theory of stress in organizations. Work, Stress, and Health, Washington, District of Columbia.
- Meurs, J. A., Zellars, K. L. , Perrewe, P. L. , Kacmar, C. J. , & Rossi, A. M. (2008). Reacting to and recovering from stress: NA-physiological strain relationship. Work, Stress, and Health, Washington, District of Columbia.
- Williams, L. A., Meurs, J. A. , & Perrewe, P. L. (2008). Bring home the tension and pass it on! An examination of crossover and spillover stress with married working couples. Southern Management Association, St. Petersburg, Florida.

### National

- Meurs, J. A. & Perrewé, P. L. (2010). Political Skill as Moderator of the Trait Sincerity - Job Performance Relationship: A Socioanalytic, Narrow Trait Perspective. Southern Management Association, St. Petersburg, Florida.
- Hochwarter, W. A., Perrewe, P. L. , Meurs, J. A. , & Witt, L. A. (2006). The Interactive Effects of Work-Induced Guilt and Conservation of Resources on Satisfaction. Society for Industrial and Organizational Psychology, Dallas, Texas.
- Meurs, J. A. & Summers, J. (2006). The Interactive Effects of Generational Conflict and Self-Regulation on Job Tension. Society for Industrial and Organizational Psychology, Dallas, Texas.
- Meurs, J. A. & Zellars, K. L. (2006). The Positive Affectivity-Coping Relationship: Conscientiousness and Perceived Control as Moderators. Academy of Management Annual Meeting, Atlanta, Georgia.
- Meurs, J. A., Royle, T., Hochwarter, W. A. , & Perrewe, P. L. (2006). Attention Regulation as a Moderator of the Relationship between Others' Entitlement Behaviors and Job and Health Outcomes. Southern Management Association, Clearwater, Florida.
- Meurs, J. A. (2006). Personality, Attributional Tendencies, and Coping: Developing a Framework. Southern Management Association, Clearwater, Florida.
- Meurs, J. A. (2005). Toward A Multi-Predictor Model of Job Performance. Southern Management Association, Charleston, South Carolina.

## Research Grants

### Funded

- 2010: Meurs, J. A., Faculty Travel Grant(\$1,000.00), \$1,000 Faculty Travel Grant from the Office of Research and Sponsored Programs for travel to the Academy of Management Conference 2010 in Montreal, Canada..

## Research Honors and Awards

### Award

- 2009: 2009 Outstanding Junior Researcher of the Year Award University of Mississippi.

## Service:

### Service to the University

#### Department Assignments

##### **Other Institutional Service Activities:**

2011-2012: Department of Management Colloquium: Gave research presentation to departmental colloquium on 04/08/11

##### **Program Representative:**

2008-2009: Departmental Representative: Served as departmental representative for Fall 2008 Scholar's Day on 11/8/08

2008-2009: Departmental Representative: Served as departmental representative for Fall 2008 Major's Fair on 10/7/08

#### College Assignments

##### **Coordinator:**

2009-2010: Department of Management Colloquium: 05/01/2009-08/28/2009: Developed a tentative Spring 2010 departmental colloquium schedule.

2009-2010: Department of Management Colloquium: 12/11/2009, Holman 230, 2:00-4:00pm: Facilitated the project presentations by doctoral students taking the HR PhD class for the departmental colloquium.

2009-2010: Department of Management Colloquium: 12/04/2009, Holman 230, 2:00pm-4:00pm: Facilitated the presentation of the CARMA webcast on 'Longitudinal data analysis' by Dr. Robert Ployhart.

2009-2010: Department of Management Colloquium: 08/28/2009-12/11/2009: Sent email notifications each week to various doctoral students and management faculty members regarding that week's colloquium. Fielded questions and comments from doctoral students and faculty.

2009-2010: Department of Management Colloquium: 10/30/2009, Holman 230, 2:00pm-4:00pm: Coordinated the presentation of the CARMA webcast on 'Power analysis for traditional and modern hypothesis tests' by Dr. Kevin Murphy.

2009-2010: Department of Management Colloquium: 10/23/2009, Conner 111, 2:00pm-4:00pm: Facilitated discussion for departmental colloquium of 'Expectations of journal editors and the field'.

2009-2010: Department of Management Colloquium: 09/18/2009, Conner 111, 2:00pm-4:00pm: Facilitated discussion and brought and demonstrated sample data for the departmental colloquium topic of 'Managing data'.

2009-2010: Department of Management Colloquium: 10/16/2009, Dean's Conference Room, 2:00-4:00pm: Coordinated and lead the discussion of 'Teaching, service, and finding balance' at the departmental colloquium.

2009-2010: Department of Management Colloquium: 10/09/2009, Dean's Conference Room, 10:00am-12:00pm: Gathered potential topics for discussion, and facilitated Dr. John Slocum's talk with junior faculty and doctoral students.

1:30pm-3:00pm: Introduced Dr. John Slocum as special guest speaker for departmental colloquium.

2009-2010: Department of Management Colloquium: 10/02/2009, Holman 230, 2:00-4:00pm: Coordinated the discussion of 'Choosing a dissertation topic & managing the dissertation process'. Gave a presentation regarding choosing a dissertation topic and choosing a mentor.

2009-2010: Department of Management Colloquium: 09/25/2009, Holman 230, 2:00pm-4:00pm: Arranged and coordinated the display of the CARMA webcast on Computer-Aided Text Analysis: Tips and Techniques by Dr. Jeremy Short.

2009-2010: Department of Management Colloquium: 09/11/2009, Holman 230, 2:00pm-4:00pm: Coordinated discussion of 'Political Skill & Networking' in departmental colloquium.

2009-2010: Department of Management Colloquium: 08/28/2009-12/11/2009: Each week contacted and arranged through Sue Cabunac the location and timing of the department's colloquium.

2009-2010: Department of Management Colloquium: 09/04/2009, Holman 230, 2:00pm-4:00pm: Coordinated the discussion of 'Managing Career Success' for the departmental colloquium.

2009-2010: Department of Management Colloquium: 05/01/2009 to 08/28/2009: Collected potential colloquium topics and searched for and accumulated articles, book chapters, and other documents related to topics potentially covered in the colloquium. Assembled a schedule of colloquium topics and a reading list for them, and associated the documents found with each topic. Sought and received faculty feedback regarding potential colloquium topics. Requested a blackboard website and uploaded the documents and articles to the website, along with the colloquium schedule. Enrolled users in the colloquium's blackboard website.

2009-2010: Department of Management Colloquium: 08/28/2009, Dean's Conference Room, 2:00-4:00pm: Directed the discussion regarding the topics covered in the colloquium for Fall 2009 semester. Gathered feedback and modified colloquium schedule accordingly.

2009-2010: CARMA Contact and Webcast Coordinator: Served as primary CARMA contact. Disseminated information regarding

CARMA webcasts, workshops, and other related information. Assisted faculty and doctoral students in becoming CARMA users.

**Mentoring Activities:**

2008-2009: Presentation: Gave a presentation on managing the dissertation to the PhD Colloquium on 02/27/09

2008-2009: Meeting with Ph.D. students: Met with 1st and 2nd year doctoral students from all SBA disciplines (marketing, management, finance, MIS) for a session about advice regarding pursuing a PhD, conducting the dissertation, looking for jobs, and establishing one's career (9/19/08)

**Other Institutional Service Activities:**

2009-2010: Presentation: Gave a research presentation for the PhD Colloquium on 03/27/09

2008-2009: Invited Speaker: Invited speaker on the HEXACO model in the OB PhD class (MGMT 676) on 01/28/09

2008-2009: Developed Report for Senior Associate Dean Del Hawley: Studied internet survey providers and developed a report for Senior Associate Dean Del Hawley that analyzed each provider in detail

**University Assignments**

**Member:**

2009-2010: University Assessment Committee

**Dissertation Assignments**

**Member:**

2009-2010: Laura A. Williams Dissertation

**Service to the Profession**

**Member: Committee/Task Force**

2009: Southern Management Association, Reviewer for the Outstanding Doctoral Student Paper Committee for the Organizational Behavior Division (International).

**Reviewer - Book / Textbook**

2010: Organizational Behavior Textbook (International).

2008: Preventative Stress Management in Organizations (International).

**Reviewer: Ad Hoc Reviewer for a Journal**

2011: Human Resource Management Journal (International).

2010: Career Development International (International).

2010: Journal of Applied Social Psychology (International).

2010: Journal of Managerial Studies (International).

2009: Journal of Occupational Health Psychology (International).

2009: International Journal of Psychophysiology (International).

2009: Journal of Occupational and Organizational Psychology (International).

2009: Journal of Managerial Issues (National).

2009: Applied Psychology: An International Review (International).

**Reviewer: Conference Paper**

2011: Work, Stress, and Health (International).

2009 – 2010: Southern Management Association (International).

2009 – 2010: Academy of Management (International).

2008 – 2009: Work, Stress, and Health (International).

2008: Society for Industrial and Organizational Psychology, San Francisco, California (National).

2007: Southern Management Association, Organizational Behavior Track of the 2007 Conference., Nashville, Tennessee (Regional).

2006 – 2007: Academy of Management Conference, Reviewer for the Organizational Behavior Division, Philadelphia, Pennsylvania (National).

2006: Southern Management Association, Reviewer and Discussant for the Organizational Behavior Track, Clearwater Beach, Florida

(Regional).

## **Other**

### **Faculty Development**

#### **Research-Related Conference/Seminar**

- 2011: Work, Stress, and Health. Attended conference. Orlando, Florida.
- 2010: Academy of Management. Attended conference. Montreal, Canada.
- 2010: Southern Management Association. Attended conference. St. Petersburg, Florida.
- 2009: Academy of Management. Attended conference. Chicago, Illinois.
- 2009: Work, Stress, and Health. Attended conference. San Juan, Puerto Rico.
- 2008: Southern Management Association. Attended conference. St. Petersburg, Florida.
- 2008: Work, Stress, and Health. Attended conference. Washington, District of Columbia.

#### **Other Professional Development**

2008: Work, Stress, and Health. Co-chair symposium titled, New Developments in Theoretical and Conceptual Approaches to Job Stress. Washington, District of Columbia.

#### **Professional Seminars / Workshops**

- 2009: Academy of Management. Attended a two-day consortium designed to cover topics important to junior faculty, including strategies for getting research done, juggling multiple demands, getting tenure, strategies for effective teaching, responding to reviewers. Chicago, Illinois.
- 2008: Professional Development Workshop Series. Invited speaker for the Professional Development Workshop Series, Florida State University. Tips for determining meaningful dissertation/thesis topics. Tallahassee, Florida.
- 2008: CARMA. At Virginia Commonwealth University, attended a three-day session concerning the use of nonlinear dynamic modeling in organizational research and a three-day session concerning the use of social network analysis in organizational research. Richmond, Virginia.

### **Memberships**

- Society of Occupational Health Psychology, 2008-Present, International
- Academy of Management, 2005-Present, International
- Southern Management Association, 2005-Present, National
- Society for Industrial & Organizational Psychology, 2005-2007, International (Inactive)

### **References**

Pamela L. Perrewe  
Haywood and Betty Taylor Eminent Scholar Chair in  
Business Administration and Professor of Management  
College of Business  
Florida State University  
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Gerad R. Ferris  
Francis Eppes Professor of of  
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Jack Fiorito  
J. Frank Dame Professor  
of Management  
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**Last updated by member on 21-Mar-11 (12:50 PM)**