

# Richard A. Currie, Ph.D.

Assistant Professor of Leadership & Workplace Psychology  
Boston University | School of Hospitality Administration (SHA)  
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## EDUCATION

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<b>University of Central Florida</b> , Orlando, FL (GPA: 3.90/4.00)	08/2016 – 08/2021
Doctor of Philosophy (Ph.D.)   Industrial and Organizational Psychology	08/2021
<i>Dissertation Committee Chair: Mark Ehrhart, Ph.D.</i>	08/2019
Master of Science (M.S.)   Industrial and Organizational Psychology	05/2019
<i>Thesis Committee Chair: Mark Ehrhart, Ph.D.</i>	
<b>University of Missouri – St. Louis</b> , St. Louis, MO (GPA: 3.99/4.00)	01/2015 – 12/2015
Bachelor of Arts (B.A.)   Psychology	12/2015
<b>Saint Charles Community College</b> , Cottleville, MO (GPA: 3.53/4.00)	08/2013 – 12/2014
Associate of Arts (A.A.)   Psychology	12/2014

## TEACHING APPOINTMENTS

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<b>Assistant Professor</b> , Boston University   School of Hospitality Administration	07/2021 – present
Hospitality Leadership (HF 432)	
Workplace Experiences for Hospitality (HF 631)	
Organizational Leadership (HF 733)	
Hospitality Research Methods (HF 801)	
<b>Lecturer</b> , Boston University   School of Hospitality Administration	01/2021 – 06/2021
Organizational Leadership (HF 733)	
<b>Adjunct Professor</b> , Boston University   School of Hospitality Administration	09/2020 – 12/2020
Organizational Leadership (HF 733)	
<b>Instructor</b> , University of Central Florida   Department of Psychology	01/2019 – 12/2019
Organizational Psychology (INP 4313)	
Introduction to Industrial/Organizational Psychology (INP 3004)	

**Teaching Assistant**, University of Central Florida | Department of Psychology 08/2016 – 05/2020  
 Statistical Methods in Psychology (PSY 3204C)  
 Research Methods in Psychology (PSY 3213C)  
 Positive Psychology (PSY 4932)  
 Introduction to Industrial/Organizational Psychology (INP 3004)  
 Developmental Psychology (DEP 2004)  
 Motivation (EXP 3304C)  
 History and Systems of Psychology (PSY 4604)

## APPLIED EXPERIENCE

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**Intern**, U.S. Naval Research Laboratory | Washington, D.C. 11/2020 – 12/2020  
 Originally planned as a 10-week summer research internship for the Defense Equal Opportunity Management Institute at Patrick AFB. Changed to an abbreviated fall internship with NRL due to the COVID-19 pandemic.

**Consultant**, Procter & Gamble (P&G) | Cincinnati, OH 09/2019 – 09/2019  
 Worked on a team to analyze an existing talent management tool in order to (1) offer recommendations for its improvement and (2) propose a method of evaluating the effectiveness of the tool. *Unpaid consulting challenge*

**Consultant**, Virbac Corporation US | Bridgeton, MO 03/2019 – 03/2019  
 Analyzed results of a leadership development survey for a business department. Provided summative tables and graphs as well as a short summary of employee feedback as well as evidence-based suggestions for improvement. *Work done on a volunteer basis*

**Consultant**, UCF Human Resources | Orlando, FL 08/2018 – 11/2018  
 Worked on a team to create a training program on the effective use of delegation for participants of the Leadership in Action Series. Project components included a training needs analysis, literature review, training materials, final training presentation, and training evaluation. *Work done on a volunteer basis 10hr./wk.*

**Consultant**, Chicago Transit Authority (CTA) | Chicago, IL 04/2018 – 04/2018  
 Worked on a team to create a proposal for the implementation of an initiative designed to increase diversity and inclusion, innovation, and employee engagement for operational and non-operational CTA employees. *Unpaid consulting challenge*

**Assistant Store Manager**, Gymboree Corporation | Chesterfield, MO 07/2014 – 08/2016  
 Co-led a team of shift leaders and sales associates in a retail sales environment. Assisted the store manager in areas such as customer service and safety compliance, inventory auditing, scheduling (via Kronos workforce management platform), personnel selection, training and onboarding, and creating individual development plans. *35hr./wk.*

**Vault Teller**, Great Southern Bank | O'Fallon, MO

08/2013 – 08/2014

Maintained detailed records of cash flow for my teller drawer and my assigned vault. Assisted customers by answering their banking-related questions and suggesting additional services to better meet their individual needs. Served as a point of contact for newly hired tellers and assisted in their company- and federally-mandated training.

25hr./wk.

## PUBLICATIONS

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Hughes, I. M., Lee, J., Hong, J., **Currie, R. A.**, & Jex, S. M. (2023). They were uncivil, and now I am too: A dual process model exploring relations between customer incivility and instigated incivility. *Stress and Health*, 1– 16. <https://doi.org/10.1002/smi.3221>

**Currie, R. A.**, Pace, V. L., & Ramdial, K. J. (2020). Individual differences in employee performance. In B. J. Carducci (Editor-in-Chief) & J. S. Mio & R. E. Riggio (Vol. Eds.), *The Wiley-Blackwell encyclopedia of personality and individual differences: Vol. IV. Clinical, applied, and cross-cultural research*. Hoboken, NJ: John Wiley & Sons.

## MANUSCRIPTS UNDER REVIEW

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**Currie, R.A.**, Lee, J., Min, H., Jex, S.M. Special privileges or busywork? The impact of qualitative job insecurity on idiosyncratic deals and illegitimate tasks among hospitality workers. *International Journal of Hospitality Management* (revision submitted 12/11/2022).

**Currie, R.A.**, Lee, J. Silly customer, that's not my job: How customer-initiated illegitimate tasks relate to organization-directed citizenship among hospitality workers. *International Journal of Hospitality Management* (submitted 04/27/2023).

## PENDING SUBMISSIONS

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Lee, J., **Currie, R. A.**, Min, H., Jex, S. M. An investigation of the moderating effects of recovery on the relationship between customer incivility and unhealthy coping behaviors. To be submitted to the *Journal of Occupational Health Psychology* by July 2023.

**Currie, R.A.**, Achyldurdyeva, J., Lee, J., Guchait, P. To share or not to share: How supervisors' nosy behavior impacts hospitality workers' knowledge sharing decisions. To be submitted to the *International Journal of Hospitality Management* by August 2023.

**Currie, R. A.**, Ehrhart, M. G. None of your business: Exploring relationships between perceived coworker nosiness and employee knowledge sharing and hiding behaviors. To be submitted to the *Journal of Organizational Behavior* by September 2023.

**Currie, R. A.**, Lee, J., Ehrhart, M. G., Predicting team member-targeted citizenship during early team development: The role of psychological collectivism and emergent leadership. To be submitted to *Group & Organization Management* by November 2023.

## CONFERENCE PRESENTATIONS

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Lee, J., **Currie, R. A.**, Min, H., & Jex, S. M. (2023). Examining the relationship between customer incivility and unhealthy eating behaviors [Poster]. Presented at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

**Currie, R. A.**, Doshi, D. V., Ehrhart, M. G. (2022). Supportive and nosy coworkers: Linking perceptions of coworker support and nosiness to employee knowledge sharing and knowledge hiding behaviors. In **Currie, R. A.** (Co-Chair), Ehrhart, M.G. (Co-Chair), & Connelly, C.E. (Discussant) (2022). Transferring knowledge in the workplace: Why employees choose to hide knowledge [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Culbreth, C., Velez de Jesus, C. S., **Currie, R. A.**, (2021, May). None of your business: Situational antecedents of knowledge sharing and warmth [Poster]. Presented at the 33<sup>rd</sup> annual convention of the Association for Psychological Science, Virtual format due to COVID-19 pandemic.

Doshi, D. V., **Currie, R. A.**, (2021, May). Should I start packing? The joint impact of leader-member exchange quality and differentiation on job insecurity and turnover intentions [Poster]. Presented at the 33<sup>rd</sup> annual convention of the Association for Psychological Science, Virtual format due to COVID-19 pandemic.

Posey, C., Shoss, M. K., **Currie, R. A.**, Perez, A. M., (2021, April). Exploring the cyber behaviors of temporary work-from-home (TWFH) employees. In C. A. LeNoble (Chair), Making I/O research RAPID in times of crisis: Quick-response NSF funding insights [Symposium]. Presented at the 36<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Virtual format due to COVID-19 pandemic.

**Currie, R. A.**, Holden, C. R., Culbreth, C., Doshi, D. V., Shaer, G. S., Velez de Jesus, C., (2021, April). How's your work going? The role of competitive tasks on knowledge sharing at work [Poster]. Presented at the 36<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Virtual format due to COVID-19 pandemic.

**Currie, R. A.**, Lee, J., Ehrhart, M. G., (2021, April). Helping hands: When psychological collectivism predicts citizenship behavior in teams [Poster]. Presented at the 36<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Virtual format due to COVID-19 pandemic.

- Currie, R. A.**, Ehrhart, M. G., (2020, May). Competitiveness and leadership emergence: The role of affective motivation to lead [Poster]. Presented at the 32<sup>nd</sup> annual convention of the Association for Psychological Science, Virtual/Online format due to COVID-19 pandemic.
- Currie, R. A.**, Baz, G., Naranjo, A., Vermilion, B., Kath, L., Stichler, J., Ehrhart, M. G., (2020, April). Job demands and burnout: The buffering role of relative leader-member exchange [Poster]. Presented the 35th annual conference of the Society for Industrial and Organizational Psychology, Virtual/Online format due to COVID-19 pandemic
- Currie, R. A.**, Naik, P., Madrio, P. A., & Ehrhart, M. G., (2019, May). Group openness to experience as a predictor of shared leadership [Poster]. Presented at the 31st annual convention of the Association for Psychological Science, Washington, D.C.
- Currie, R. A.**, Farah, L., Wieselthier, H. J., & Ehrhart, M. G., (2019, April). Negative outcomes of a competitive workplace: The role of envy [Poster]. Presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Currie, R. A.**, Ramdial K. J., & Shoss, M. K., (2018, April). Antecedents and outcomes of perceived coworker support [Poster]. Presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Mitchell, S., **Currie, R. A.**, Blechle, E., Hodge, C., Kanyuck, L., Petzel, Z. W., & Casad, B. J., (2016, May). The Effects of Threatening Environments on Task Performance and Cardiovascular Reactivity Among Women in STEM [Poster]. Presented at the 90th annual conference of the Midwestern Psychological Association, Chicago, IL.

## CHAired RESEARCH SYMPOSIA

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- Currie, R. A.** (Co-Chair), Ehrhart, M. G. (Co-Chair), and Wang, S. (Discussant) (2022). Transferring knowledge in the workplace: Why employees choose to share knowledge [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
- Currie, R. A.** (Co-Chair), Ehrhart, M. G. (Co-Chair), & Connelly, C. E. (Discussant) (2022). Transferring knowledge in the workplace: Why employees choose to hide knowledge [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

## OTHER PRESENTATIONS

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Cruz-Quetell, R., Culbreth, C., Velez de Jesus, C., Holden, C. R., **Currie, R. A.**, Ehrhart, M. G., (2020, April). None of your business: Situational antecedents of knowledge sharing and warmth [Poster]. Accepted for presentation at the 17th annual Symposium for Undergraduate Research Excellence at the University of Central Florida, Orlando, FL. (Canceled due to COVID-19 pandemic)

Doshi, D. V., Astacio, M. A., Shaer, G. S., **Currie, R. A.**, Ehrhart, M. G., (2020, April). Should I start packing? The joint impact of leader-member exchange quality and differentiation on job insecurity and turnover intentions [Poster]. Accepted for presentation at the 17th annual Symposium for Undergraduate Research Excellence at the University of Central Florida, Orlando, FL. (Canceled due to COVID-19 pandemic)

**Currie, R. A.**, Chiang, H., Morlock, B., Petzel, Z. W., & Casad, B. J. (2015, May). The role of perceived difficulty in women's commitment to STEM [Poster]. Presented at the Annual Undergraduate Research Symposium at the University of Missouri – St. Louis, St. Louis, MO.

## GRANT-FUNDED RESEARCH

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*Co-Investigator*, Sunshine Education & Research Center, National Institutes for Occupational Safety & Health Pilot Research Project

Title: Daily stressors, coping behaviors, and employee well-being in hospitality

Total Costs: \$7,400 (Approved 01/29/2021)

Due: Final report due 07/30/2021

## INVITED TALKS

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<i>Presenter</i> , The Business of Hospitality Lecture Series   Henry Stewart Talks	05/2023
<i>Panelist</i> , Diverse Talent Deserves Your Attention   Greater Boston Convention and Visitor's Bureau	05/2022
<i>Panelist</i> , Ph.D. Pathway Program for Students of Color   School of Hospitality Administration, Boston University	04/2022
<i>Panelist</i> , Hospitality Resilience Series   Hospitality Consulting Solutions (HoCoSo)	12/2021
<i>Panelist</i> , SPIOP Graduate Student Panel   Department of Psychology, University of Central Florida	03/2021
<i>Presenter</i> , Meeting of Cybersecurity for Non-profits (CSNP)	12/2020
<i>Presenter</i> , PegaSec Cyber Security Expo   University of Central Florida	10/2020
<i>Panelist</i> , Graduate Student Instructor Panel   Department of Psychology, University of Central Florida	07/2020
<i>Panelist</i> , SPIOP Research Assistant/Supervisor Panel   University of Central Florida	01/2020
<i>Panelist</i> , Psi Chi Graduate Student Panel   University of Central Florida	09/2018
<i>Panelist</i> , SPIOP Industrial/Organizational Psychology Panel   University of Central Florida	02/2018

## HONORS AND AWARDS

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SIOP 2021 Graduate Student Scholarship (\$3000)	Awarded November 2020
Graduate Presentation Fellowship, University of Central Florida (\$500)	2018, 2019, 2020
UCF Department of Psychology Research Travel Award (varying amounts)	2018, 2019, 2020
UCF Award for Excellence by a Graduate Teaching Assistant Nominee	2019
University of Missouri – St. Louis Dean’s List	01/2015 – 12/2015
University of Missouri – St. Louis Psychology Department Chair’s List	01/2015 – 12/2015
Saint Charles Community College Dean’s List	01/2014 – 12/2014

## ORGANIZATIONAL MEMBERSHIPS AND AFFILIATIONS

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Academy of Management	
Society for Industrial and Organizational Psychology	
Association for Psychological Science	
Society for Personality and Social Psychology	
Student Professionals for I/O Psychology (SPIOP) at UCF	
President (Elected Officer)	05/2019 – 05/2020
Events Coordinator (Elected Officer)	05/2018 – 05/2019

## SERVICE AND VOLUNTEERISM

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SHA Scholarships and Awards Committee (Faculty Chair)	09/2021 – present
BU Diversity and Inclusion Chairs Committee (SHA Faculty Chair)	01/2021 – present
Group and Organization Management (Ad Hoc Reviewer)	10/2021 – present
Human Resource Management Journal (Ad Hoc Reviewer)	03/2022 – present
European Journal of Work and Organizational Psychology (Ad Hoc Reviewer)	07/2022 - present
Society for Industrial/Organizational Psychology Conference Submission Reviewer	10/2022 - present

## SOFTWARE EXPERTISE

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Data Analysis and Data Visualization: IMB SPSS, Mplus, HLM  
 Surveys: Qualtrics, Microsoft Forms, Google Forms, Survey Monkey  
 Learning Management: Canvas by Instructure, Blackboard  
 Other Software: Microsoft Office Suite, NVivo 12