

Meghan Ann Thornton-Lugo

CURRICULUM VITAE

September 2020

Mailing Address

University of Akron
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Contact

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Academic Appointments

August 2020-present: Assistant Professor, Department of Psychology, Buchtel College of Arts and Sciences, The University of Akron.

August 2015-August 2020: Assistant Professor, Department of Management, College of Business, The University of Texas at San Antonio.

Editorial Positions

Managing Editor, *Journal of Management*, July 2011-January 2015.

Education

Purdue University, Department of Psychological Sciences

Ph.D., August 2015

Focus: Industrial/Organizational Psychology

Dissertation: *The Delivery of Justice, Injustice, and Necessary Evils: Psychological, Physiological, and Behavioral Responses and Boundary Conditions*

Committee: Deborah Rupp (Chair), Louis Tay, Kipling D. Williams, Robert Bies

Certificate in Psychological Statistics, May 2015

M.S., December 2013

Thesis: *Testing the Boundary Conditions of Justice Climate Effects: The Moderating Role of Moral Identity and Corporate Social Responsibility*

Committee: Deborah Rupp (Chair), James LeBreton, Carolyn Jagacinski

University of Illinois at Urbana-Champaign, Department of Psychology

Focus: Industrial/Organizational Psychology

Began doctoral program as the Charles Hulin Fellow in 2010-2011

Transferred with Rupp Lab to Purdue University

University of Notre Dame, Notre Dame, IN (2006 – 2010)

Bachelor of Arts in Psychology and Spanish

Minor in Catholic Social Tradition

Honors Thesis: *Purpose Orientation Development in Adolescents in Relation to Volunteering*
Advisor: Daniel K. Lapsley

Research Interests

- Organizational justice
- Emotions/affect in the workplace
- Corporate social responsibility and ethics

Publications

-Under Review/Revision-

Thornton-Lugo, M. A., McCarter, M. W., Clark, J. R., Luse, W., Hyde, S., Heydarifard, Z., & Huang, L. S. R. *Makeup Calls in Organizations: An Application of Justice to the Study of Bad Calls*. 2nd revision under review at *Journal of Applied Psychology*.

Thornton-Lugo, M. A., & Rupp, D. E. *Communication of Delivering Justice, Injustice, and Necessary Evils: An Empirical Examination*. Preparing 1st revision for *Sage Open*.

-In-print-

Cropanzano, R., Rupp, D. E., **Thornton, M. A.,** & Shao, R. (2018). Organizational justice and organizational citizenship. In Podsakoff, R., MacKenzie, S., & Podsakoff, N. (Eds.). *Oxford Handbook of Organizational Citizenship Behavior* (pp. 255-284). Oxford, UK: Oxford University Press.

Lavelle, J. J., Harris, C. M., Rupp, D. E., Herda, D. N., Young, R. F., Hargrove, M. B., **Thornton-Lugo, M.,** & McMahan, G. C. (2018). Multifoci effects of injustice on targets of counterproductive work behaviors and the moderating roles of symbolization and victim sensitivity. *Journal of Organizational Behavior*, 39, 1022-1039.

Thornton-Lugo, M. A., & Munjal, D. (2018). Beyond Victims and Perpetrators. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11, 116-122.

Thornton-Lugo, M. A., Wooldridge, C. M., & Rupp, D. E. (2017). Corporate social responsibility and sports. In D. J. Svyantek, *Sports and Understanding Organizations* (pp. 205-258). Charlotte, N.C.: Information Age Publishing.

Thornton, M. A., & Rupp, D. E. (2016). The joint effects of justice climate, group moral identity, and corporate social responsibility on the prosocial and deviant behaviors of groups. *Journal of Business Ethics*, 137, 677-697.

- Lavelle, J., Rupp, D., Manegold, J. G., & **Thornton, M. A.** (2015). Multifoci Justice and Target Similarity. In M. Ambrose & R. Cropanzano, *The Oxford Handbook of Organizational Justice* (pp. 165-186). New York, NY: Oxford University Press.
- Thornton, M. A.**, Stewart, O. J., Rupp, D. E., & Rogelberg, S. (2015). Catalyzing ethical behavior among journal editors in the organizational sciences and beyond. *Journal of Information Ethics*, 23(2), 9-21.
- Woo, S. E., Keith, M., & **Thornton, M.** (2015). Amazon Mechanical Turk for industrial and organizational psychology: Advantages, challenges, and practical recommendations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 171-179.
- Berka, G., Olien, J., Rogelberg, S., Rupp, D. E., & **Thornton, M. A.** (2014). An inductive exploration of manuscript quality and publication success in small research teams. *Journal of Business and Psychology*, 29, 725-731.
- Rupp, D. E., & **Thornton, M. A.** (2014). The Role of Employee Justice Perceptions in Influencing Climate and Culture. In B. Schneider & K. M. Barbera (Eds.), *Handbook of Organizational Climate and Culture: An Integrated Perspective on Research and Practice* (pp. 360-381). Oxford, U.K.: Oxford University Press.
- Rupp, D. E., **Thornton, M. A.**, Rogelberg, S., Berka, G., & Olien, J. (2014). The characteristics of quality scholarly submissions: Considerations of author team composition and decision making. *Journal of Management*, 40, 204-219.
- Pandey, N., Rupp, D. E., & **Thornton, M. A.** (2013). The morality of corporate environmental sustainability: A psychological and philosophical perspective. In S. Klein & A. H. Huffman (Eds.). *Green Organizations: Driving Change with I-O Psychology* (pp. 69-92). New York, N. Y.: Psychology Press/Routledge.
- Rupp, D. E., Shao, R., **Thornton, M. A.**, Skarlicki, D. (2013). Applicants' and employees reactions to corporate social responsibility: The moderating effects of first-party justice perceptions and moral identity. *Personnel Psychology*, 66, 895-933.
- Rupp, D., & **Thornton, M.** (2011). Organizational Justice. *Oxford Bibliographies Online*. New York: Oxford University Press.
- Hill, P. L., Burrow, A. L., O'Dell, A. C., & **Thornton, M. A.** (2010) Classifying adolescents' conceptions of purpose in life. *The Journal of Positive Psychology*, 5, 466-473.

-Technical Reports-

- Rupp, D. E., Kossek, E. E., Burke, L., Wilson, K. S., Guidry, B., Porter, C., **Thornton, M.**, Brice, W., Perigino, M., Mallory, D., & Law-Penrose, J. (2014). Purdue University

Quality of Work Environment Initiative Employee Survey Findings. West Lafayette, IN, Purdue University.

Rupp, D. E., Porter, C., Scherer, K., **Thornton, M. A.**, & Guidry, B. (2012). *Evaluation of the Managerial Assessment and Development Center Program*. New York, New York: UNICEF.

Rupp, D. E., **Thornton, M. A.**, Porter, C., Guidry, B., & Scherer, K. (2012). *Selection Review: The Emirates Group*. Dubai, UAE: The Emirates Group.

-Working Papers-

DeRegla, A., & **Thornton-Lugo, M. A.** *Mindfulness in the Workplace*. Writing in progress. Target journal: *Mindfulness*.

Marlow, S., Faile, K., Luse, W., & **Thornton-Lugo, M. A.** *Leader emergence in teams*. Data collected. Target journal: *Academy of Management Journal*.

Strah, N., **Thornton-Lugo, M.A.**, Busby, A., & Parker, L. *Frontline Justice: A Model of Trickle-Down Justice, Justice Climate, and Implicit Bias*. Manuscript in progress. Target journal: *Business Ethics Quarterly*.

Thornton-Lugo, M. A., & Chang, P. L. *The Corporate Judge and Jury: When Should Organizations Punish Employees' Extra-Organizational Behaviors?* Under review at *Journal of Management Inquiry*.

Thornton-Lugo, M. A., & Huang, L. S-R. *Measures of Emotional Labor and Their Impacts on Employee Responses*. Manuscript proposal in progress. Target journal: *Journal of Occupational Health Psychology*.

Thornton-Lugo, M. A., Marlow, S., Faile, K., Luse, W. *Justice and backlash against female leadership in teams*. Data collected. Target journal: *Journal of Management*.

Thornton-Lugo, M. A., & Rupp, D. E. *Delivery of Justice, Injustice, and Necessary Evils: A Workplace Exploration*. Data collection completed. Target journal: *Organizational Behavior and Human Decision Processes*.

Thornton-Lugo, M. A., & Rupp, D. E. *Enacting Justice, Injustice, Necessary Evils, and Bad News: Their Impact on Guilt*. Manuscript complete. Target journal: *Sage Open*.

Thornton-Lugo, M. A., Rupp, D. E., Porter, C., & Park, H. *Abusive supervision and trickle-down justice climate*. Data collected. Target journal: *Group & Organization Management*.

Thornton-Lugo, M. A., Rupp, D. E., & Shao, R. *Individual Differences in Reactions to Justice*. Data collection/writing in process. Target journal: *Journal of Management*.

Conference Presentations

Munjal, D., & **Thornton-Lugo, M. A.** "Overall Justice and Job Embeddedness : An Empirical Analysis to Unlock this Relationship." *Submitted to the Annual Meeting of the Southern Management Association*.

Thornton-Lugo, M. A., McCarter, M. W., Clark, J. R., Luse, W., Heydarifard, Z., & Huang, L. S. R. (2019, August). *Vigilante justice: A study of makeup calls in Major League Baseball*. Presented at the 79th Annual Meeting of the Academy of Management, Boston, Massachusetts, USA.

Thornton-Lugo, M. A., McCarter, M. W., Clark, J. R., Luse, W., Heydarifard, Z., & Huang, L. S. R. (2019, April). *Vigilante justice: A study of makeup calls in Major League Baseball*. Presented at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, Maryland, USA.

Thornton-Lugo, M., & Chang, P. L. (2018, June). *Corporate judge and jury*. Paper presented at the 13th Annual Philosophy of Management Conference, Greenwich, UK. ** Listed as Chang, P. L., & Thornton-Lugo, M. in conference program.

Cropanzano, R., Rupp, D. E., **Thornton, M. A.,** & Shao, R. (2016, August). *Organizational justice and organizational citizenship behavior*. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, California, USA.

Thornton, M. A., Woo, S., & Keith, M. (2016, April). *IGNITE debate: Should we trust or avoid online convenience samples?* Session presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, California, USA.

Thornton, M. A., & Rupp, D. E. (2015, August). *Everyone has needs: The experience of delivering justice in organizations*. Paper presented at the 75th Annual Meeting of the Academy of Management, Vancouver, British Columbia, Canada.

Thornton, M. A., & Rupp, D. E. (2014, May). *Justice climate's behavioral effects: CSR and moral identity as moderators*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

Liu, L., **Thornton, M. A.,** Drasgow, F., Gosling, S. D., & Potter, J. (2014, May). *Effect size analysis of measurement equivalence across thirty-five countries*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.

- Liu, L., **Thornton, M. A.**, Drasgow, F., Gosling, S. D., & Potter, J. (2013, April). *Effect size analysis of measurement equivalence of extraversion*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, Texas.
- Pandey, N., Rupp, D. E., & **Thornton, M. A.** (2013, April). *The morality of environmental sustainability: A psychological and philosophical perspective*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, Texas.
- Thornton, M. A.**, Bielski-Boris, M., & Rupp, D. E. (2013, April). *Multifoci justice and emotional labor in unionized contexts*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, Texas.
- Rupp, D. E., **Thornton, M. A.**, Bielski-Boris, M., & Bruno, R. (2012, April). *CSR as third-party justice: The moderating role of moral traits*. Paper presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.
- Thornton, M. A.**, O'Dell, A. C., Hill, P. L., & Burrow, A. L. (2010, March). *Purpose orientations and purpose status*. Poster presented at the 13th Biennial Meeting of the Society for Research on Adolescence, Philadelphia, PA.
- Hill, P. L., Burrow, A. L., O'Dell, A. C., & **Thornton, M. A.** (2010, March). *In their own words: Adolescents' conceptions of purpose*. Symposium paper presented at the 13th Biennial Meeting of the Society for Research on Adolescence, Philadelphia, PA.
- O'Dell, A. C., Burrow, A. L., Hill, P. L., & **Thornton, M. A.** (2010, March). *Purpose statuses in adolescence: Associations with distinct patterns of adjustment*. Symposium paper presented at the 13th Biennial Meeting of the Society for Research on Adolescence, Philadelphia, PA.
- Hill, P. L., Lapsley, D. K., Cavanagh, A. J., & **Thornton, M. A.** (2010, January). *Examining the role of implicit cognitions in volunteerism*. Paper presented at the 11th Annual Conference of the Society for Personality and Social Psychology, Las Vegas, NV.
- Li, E., **Thornton, M. A.**, Hill, P. L., Burrow, A. L., Brandenberger, J. W., & Lapsley, D. K. (2008, November). *Promoting social values in undergraduates*. Poster presented at the 34th Annual Meeting of the Association for Moral Education, Notre Dame, IN.

Awards and Honors

2017 Academy of Management Annual Meeting- Outstanding Reviewer (OB Division)

2016 Academy of Management Annual Meeting- Outstanding Reviewer (OB Division)

2014 C. Eugene Walker Outstanding Graduate Student Award, Department of Psychological Sciences, Purdue University

2011 National Science Foundation, Graduate Student Fellowship Program, Honorable Mention

Spring 2010, Fall 2009, Spring 2009, Fall 2008, Dean's List, College of Arts and Letters, University of Notre Dame

Grants and Fellowships

2017 University of Texas at San Antonio. Guilt and Atonement: A Study of Makeup Calls [with Matthew McCarter and Jonathan Clark]. \$5000.00

2015 Dr. Charles H. Lawshe Graduate Fellowship (Awarded to Meghan A. Thornton, \$150.00)

2011 Robert P. Larsen Grant for Research in Career Development, University of Illinois Career Center (Awarded to Meghan A. Thornton, \$350.00)

2010 Hulin Fellowship, Department of Psychology, University of Illinois Urbana-Champaign (Awarded to Meghan A. Thornton, \$16,182.35)

2009 Research and Materials Grant, Undergraduate Research Opportunity Program, University of Notre Dame (Awarded to Meghan A. Thornton, \$1,500; Author and Primary Investigator)

2009 Loughrey Award, Undergraduate Research Opportunity Program, University of Notre Dame (Awarded to Meghan A. Thornton, \$4,125; Author and Primary Investigator).

2008 Summer Language Grant, Office of International Studies, University of Notre Dame (Awarded to Meghan A. Thornton, \$3,000; Author)

Courses Taught

Understanding People in Organizations, Instructor, University of Texas at San Antonio, College of Business, Spring 2020, Sections 001 [Course ratings not included due to COVID-19].

Internship, Instructor, University of Texas at San Antonio, College of Business, Summer 2019.

Internship, Instructor, University of Texas at San Antonio, College of Business, Spring 2019.

Independent Study, Instructor, University of Texas at San Antonio, College of Business, Spring 2019.

Understanding People in Organizations, Instructor, University of Texas at San Antonio, College of Business, Fall 2018, Sections 002, 003, and 004 [002 Overall course rating: 4.7/5; 002 Overall instructor rating: 4.78/5; 003 Overall course rating: 4.55/5; 003 Overall Instructor rating: 4.55/5; 004 Overall course rating: 4.61/5; 005 Overall Instructor rating: 4.73/5].

Understanding People in Organizations, Instructor, University of Texas at San Antonio, College of Business, Fall 2017, Sections 002, 003, and 004 [002 Overall course rating: 4.65/5; 002 Overall instructor rating: 4.65/5; 003 Overall course rating: 4.56/5; 003 Overall Instructor rating: 4.62/5; 004 Overall course rating: 4.63/5; 005 Overall Instructor rating: 4.69/5].

Independent Study, Instructor, University of Texas at San Antonio, College of Business, Fall 2017.

Understanding People in Organizations, Instructor, University of Texas at San Antonio, College of Business, Spring 2017. [Overall course rating: 4.4/5; Overall Instructor rating: 4.58/5]

Independent Study, Instructor, University of Texas at San Antonio, College of Business and College of Liberal Arts, Spring 2017. [Instruction of 3 separate independent studies]

Internship in Management, Instructor, University of Texas at San Antonio, College of Business, Spring 2017.

Understanding People in Organizations, Instructor, University of Texas at San Antonio, College of Business, Fall 2016, Sections 003 and 004 [003 Overall course rating: 4.3/5; 003 Overall Instructor rating: 4.25/5; 004 Overall course rating: 4.63/5; 005 Overall Instructor rating: 4.68/5].

Independent Study, Instructor, University of Texas at San Antonio, College of Business and College of Liberal Arts, Fall 2016.

Internship in Management, Instructor, University of Texas at San Antonio, College of Business, Summer 2016

Independent Study, Instructor, University of Texas at San Antonio, College of Business, Summer 2016*

Understanding People in Organizations, Instructor, University of Texas at San Antonio, College of Business, Spring 2016, Sections 003 and 005 [003 Overall course rating: 4.5/5; 003 Overall Instructor rating: 4.44/5; 005 Overall course rating: 4.68/5; 005 Overall Instructor rating: 4.76/5].

Understanding People in Organizations, Instructor, University of Texas at San Antonio, College of Business, Fall 2015. [Overall course rating: 4.0/5; Overall Instructor rating: 3.92/5]

Selection and Performance Appraisal in Organizations, Teaching Assistant, Purdue University, Department of Psychological Sciences, Spring 2015. [Overall course rating: 4.8; Overall TA rating: 4.6/5]

Selection and Performance Appraisal in Organizations, Instructor, Purdue University, Department of Psychological Sciences, Spring 2014. [Overall course rating: 4.3/5.0; Overall instructor rating: 4.7/5.0]

Selection and Performance Appraisal in Organizations, Teaching Assistant, Purdue University, Department of Psychological Sciences, Spring 2013. [Overall course rating: 4.7/5.0; Overall TA rating 4.7/5.0]

Industrial Organizational Psychology, Guest Lecturer, “Organizational Justice,” Purdue University, Spring 2013

Industrial Organizational Psychology, Guest Lecturer, “Organizational Justice,” Purdue University Fall 2013

Supervision of undergraduate students in the Rupp Lab, Fall 2011-Spring 2015

* Graduate Student Courses

Guest Speaking

“CSR and Sports” Presented to Trinity University, School of Business, Sports Philanthropy course, February 2020.

“CSR and Sports” Presented to Trinity University, School of Business, Sports Philanthropy course, February 2019.

“CSR and Sports” Presented to Trinity University, School of Business, Sports Philanthropy course, February 2018.

“Justice Redux” Presented to University of Texas at San Antonio, College of Business, Management Department, September 2016.

“CSR and Sports” Presented to Trinity University, School of Business, Sports Philanthropy course, September 2016.

“CSR and Sports” Presented to Trinity University, School of Business, March 2016.

Teaching Interests

- Organizational behavior
- Organizational justice
- Corporate social responsibility (micro-level)
- Selection and performance appraisal

Dissertation Committee Service

Dissertation Co-Chair:

Deeksha Munjal. *The relative contribution of interactional justice dimension in predicting organizational job embeddedness.* Defended June 2019.

Dissertation Committee:

Liyao Pan. A Meta-Analysis of Transformational Leadership and Task Performance: Exploring the Mediating Role of Core Job Characteristics. Defended June 2019.

Undergraduate Committee Service

Thesis Committee Co-Chair:

Andrew Dereglá

Thesis Reader

Tyler Werland

Student Collaborators

Current Doctoral Students

Megan Crow Bauer
Kristen Faile (UTSA)
Zahra Heydarifard (UTSA)
Lulu Huang (UTSA)
Hannah Park (UTSA)
Nicole Strah (Purdue University)

Previous Doctoral Students

Antoine Busby
Steven Hyde
William Luse
Deeksha Munjal
Colin Wooldridge

Previous Master's Students

Feiou Zhang

Previous Undergraduate Students

Andrew Dereglá
Sean Gaskey
Emily Paige McCall
Anthony Riojas
Tyler Werland

Consulting Experience

Purdue Quality of Work Environment Initiative, Core Team Member and Consultant (2013-2015)

Supervised by Drs. Deborah E. Rupp and Ellen Kossek

- Conducted focus groups
- Developed research ideas for testing

- Collaborated on survey design and implementation
- Administered training program
- Assessed managers

Pinsight, Assessor (2014-2015)

- Acted as a role player in assessment simulations
- Assessed participants on multiple competencies and skills
- Coached participants after completion of assessment

Emirates Group, Consultant (2012)

- Evaluated program for employee selection

United Nations, Consultant (2012)

- Evaluated programs for employee assessment

Service

University of Texas at San Antonio

Core Curriculum Committee, 2018-Present

College of Business, University of Texas at San Antonio

Center for Professional Student Development Distinguished Business Student Selection Committee, Spring 2019

PhD Innovation Committee 2017-Present

PhD Seal Team Committee, 2016-2017

Department of Management

Doctoral Admissions Ad Hoc Committee, 2019

Organizational Behavior Qualification Exam Committee, 2016

Doctoral Program Committee, 2015-Present

Ethics & Behavior

Ad Hoc Reviewer, 2017-2018

Journal of Business Ethics

Ad Hoc Reviewer, 2017-2020

Journal of Business and Psychology

Ad Hoc Reviewer, 2019

Editorial Board, 2019-Present

Journal of Experimental Social Psychology

Ad Hoc Reviewer, 2018

Journal of Management

Ad Hoc Reviewer, 2019-2020

Journal of Organizational Behavior

Ad Hoc Reviewer, 2019-2020

Management Communication Quarterly

Ad Hoc Reviewer, 2019

Society for Industrial and Organizational Psychology (SIOP)

SIOP Committee Chair

-Call for Proposals Committee (2019-Present)

-Friday Seminar Committee (2018-2019)

SIOP Committee Member

-Friday Seminar Committee (2015-2018)

SIOP Reviewer

-Reviewer for Annual Meeting, 2015-2020

SIOP-United Nations Student Task Force Member (2014-2015)

-Coordinated efforts with Industrial/Organizational Psychology graduate program signatories with the Global Compact

Academy of Management

AoM Reviewer

-Reviewer for 2015-2020 Annual Meeting

*Acknowledged as an “Outstanding Reviewer” by the OB Division, 2017

*Acknowledged as an “Outstanding Reviewer” by the OB Division, 2016

Deutsche Forschungsgemeinschaft

Proposal Reviewer, 2020

Professional Affiliations

Society for Industrial and Organizational Psychology

Academy of Management

References

Dr. Deborah E. Rupp
Department of Psychology
College of Humanities and Social Sciences
George Mason University
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Dr. Jonathan Clark
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Dr. Louis Tay
Associate Professor
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