

## EMMA L. FRANK

Terry College of Business | Department of Management  
University of Georgia | C243 Benson Hall | Athens, GA 30602  
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Updated December, 2020

### EDUCATION

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- Ph.D. University of Georgia, Terry College of Business (*expected 2022*), Management (Organizational Behavior)
- M.B.A. University at Buffalo, The State University of New York (2017)
- B.A. University at Buffalo, The State University of New York (2015), Mathematics and Psychology

### RESEARCH INTERESTS

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Broadly, I study emotions/emotion regulation, social exchange, and stress. My primary research interests focus on emotions and social demands—both “real” and imagined—and, oftentimes, how the two intertwine. For example, some of my current research explores how employees develop implicit theories about what is expected of themselves and others, the effects of regulating emotions in pursuit of those expectations, and the emotional or relational consequences triggered when employees fail to meet perceived social demands.

### REFEREED PUBLICATIONS

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Baer, M. D., **Frank, E. L.**, Matta, F. K., Luciano, M. M., & Wellman, N. (in press). Under trusted, over trusted, or just right? The fairness of (in)congruence between trust wanted and trust received. *Academy of Management Journal*.

### REVISE AND RESUBMITTED MANUSCRIPTS

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**Frank, E. L.**, Matta, F. K., Sabey, T. B., & Rodell, J. B. (under 2<sup>nd</sup> review). [Daily emotions.] *Journal of Applied Psychology*.

Matta, F. K., **Frank, E. L.**, Farh, C. I. C., & Lee, S. M. (revise-and-resubmit, 1<sup>st</sup> round). [LMX differentiation.] *Journal of Applied Psychology*.

### MANUSCRIPTS UNDER REVIEW

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**Frank, E. L.**, Matta, F. K., & Rodell, J. B. (under 1<sup>st</sup> review). [LMX.] *Personnel Psychology*.

Matta, F. K., Muir (Zapata), C. P., & **Frank, E. L.** (under 1<sup>st</sup> review). [LMX dyads.] *Journal of Applied Psychology*.

Matta, F. K., Hill, E. T., Baer, M. D., **Frank, E. L.**, & Wilson, K. S. (under 1<sup>st</sup> review). [Resource exchanges between leaders and followers.] *Academy of Management Journal*.

Wellman, N., **Frank, E. L.**, Mitchell, M. S., Lee, S., & Farh, C. I. C. (under 1<sup>st</sup> review). [Voice.] *Organization Science*.

## **SELECT WORKS IN PROGRESS**

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**Frank, E. L.**, & Colquitt, J. A. (in progress). [Display rules.] Idea generation phase, target: *Academy of Management Journal*.

Kleshinski, C., Wilson, K., Matta, F. K., **Frank, E. L.** (in progress). [Justice motives.] Data collection phase, target: *Academy of Management Journal*.

Matta, F. K., & **Frank, E. L.** (in progress). [LMX and the times.] Data analysis phase, target: *Journal of Applied Psychology*.

Mitchell, M. S., Sharma, S., **Frank, E. L.**, & Matta, F. K. [Envy.] Idea generation phase, target: *Academy of Management Journal*.

Rodell, J. B., Shanklin, B., **Frank, E. L.** (in progress). [Stress.] Writing phase, target: *Academy of Management Journal*.

Yoon, S., Baer, M. D., **Frank, E. L.**, & Matta, F. K. (in progress). [Trust.] Idea generation phase, target: *Academy of Management Journal*.

## **CONFERENCE PRESENTATIONS**

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**Frank, E. L.**, Matta, F. K., Sabey, T., & Rodell, J. B. (2020). The dark side of affect shifts: Linking daily emotional trajectories to bad behavior. In M. Y. Lee (Chair), Understanding the Darker Side to OB Symposium accepted at the Academy of Management Annual Conference. Vancouver, BC.

Baer, M. D., **Frank, E. L.**, Matta, F. K., Luciano, M., Wellman, N. (2020). Under trusted, over trusted, or “just right”? The fairness of (in)congruence between trust wanted and trust received. In C. T. Varty & L. J. Barclay (Chairs), Broadening Our Understanding of "Doing Justice" in Organizations Symposium accepted at the Academy of Management Annual Conference. Vancouver, BC.

**Frank, E. L.**, Matta, F. K., Sabey, T., & Rodell, J. B. (2020). What does it cost you to get there? Effects of emotional journeys on daily outcomes. Poster accepted at the annual meeting of the Society for Industrial and Organizational Psychology. Austin, TX.

**\*Winner of John C. Flanagan Award for Best Student Contribution at SIOP**

Matta, F. K., Zapata, C. P., **Frank, E. L.** (2019). Seeing “eye to eye” about our relationship makes me good at being fair: A study of LMX agreement & justice efficacy. In C. Emery, R. Martin, & G. Thomas (Chairs), Recent Advances in Leader-Member Exchange Research. Symposium presented at the Academy of Management Annual Conference. Boston, MA.

**\*Included in Conference Best Paper Proceedings**

Matta, F. K., **Frank, E. L.**, Farh, C. I. C., & Lee, S. M. (2018). Do intelligent leaders differentiate LMX intelligently? An investigation of “g” and LMX. In A. L. Bartels, H. Sessions, & J. Nahrgang (Chairs), A Process Approach to LMX: Examining Dynamics, Differentiation, and Social Comparison. Symposium presented at the Academy of Management Annual Conference. Chicago, IL.

## **PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

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Ad-hoc Reviewer

*Academy of Management Journal* (2020-present)

*Personnel Psychology* (2019-present)

Conference Reviewer

*Academy of Management Annual Meeting, OB Division* (2018-present)

Affiliations

*Academy of Management*

*Phi Beta Kappa*

*National Society of Collegiate Scholars*

## **AWARDS AND GRANTS**

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John C. Flanagan Award for Best Student Contribution at SIOP 2020 (\$1,500)

Junior Faculty Seed Grants in STEM (\$10,000) under Fadel Matta, University of Georgia (2018)

Knox Doctoral Scholar, Fellowship recipient, University of Georgia (2017-present)

## **TEACHING**

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Instructor of Record, University of Georgia (Fall 2019)

Course: Human Resource Management (MGMT 5820) Students: 28 undergraduates

Average Instructor Rating: 4.9/5.0

Graduate Teaching Assistant, University of Georgia (Fall 2017 - Spring 2018)

Course: Principles of Management (MGMT 3000)

Instructor: Charles Lyons

Graduate Teaching Assistant, University at Buffalo (Fall 2015- Spring 2017)

Course: Introduction to Statistics for Analytics (MGQ 201)

Instructor: Dr. Laura Amo

## LETTERS OF RECOMMENDATION

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Fadel K. Matta (Advisor)  
Associate Professor of Management  
Terry College of Business  
University of Georgia  
Athens, GA 30602-6256  
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Jessica B. Rodell  
Terry Dean's Advisory Council Distinguished Professor  
Terry College of Business  
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Marie S. Mitchell  
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