**Ian M. Hughes**

North Carolina State University

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**Academic Appointments**

*July 2023 – Present* Assistant Professor (Tenure Track)

Department of Psychology

North Carolina State University

**Academic Degrees**

*August 2021 – August 2023* Ph.D., Bowling Green State University  
Major: Industrial/Organizational Psychology  
**Dissertation**: *The Curvilinear Impacts of Instrumental Social Support Elicitations*  
Chair: Melissa G. Keith; Committee Members: Michael J. Zickar, Joshua Grubbs, Jeanelle Sears

*August 2019 – August 2021*  M.A., Bowling Green State University  
Major: Industrial/Organizational Psychology **Thesis**: *The “Who”, “When”, and “How” of Workplace Support Provision: An Exploration of Workplace Support Provision Likelihood and Citizenship Fatigue Assessing Individual and Contextual Factors*. Chair: Melissa G. Keith; Committee Members: Clare L. Barratt, Meagan Docherty

*August 2015 – May 2019* B.S., University of Central Florida  
Major: Industrial/Organizational Psychology   
Minor: Political Science Chair: Steve M. Jex; Committee Member: Craig D. Crossley

**Research Interests**

My current stream of research primarily concerns the relationships between workplace social exchanges and employee well-being. More specifically, my work focuses on the impact various exchanges (e.g., social support, workplace mistreatment) have on psychological, physiological, and behavioral outcomes for employees. This research stream is couched within my broader interest in topics related to occupational health psychology and organizational behavior. I also explore questions surrounding social media use and work.

**Peer-Reviewed Publications**

+ = Equal contribution.

13. **Hughes, I. M.**, Gray, C. E., Bazzoli, A., & Stavely, S. (In Press). Why your help is unhelpful: A multi-stage mediation model exploring mechanisms linking unhelpful workplace social support to work engagement. *Journal of Occupational Health Psychology*.

12. **Hughes, I. M.**, Keith, M. G., Lee, J., & Gray, C. E. (2024). Working, scrolling, and worrying: Doomscrolling at work and its implications for work engagement. *Computers in Human Behavior, 153*. doi: 10.1016/j.chb.2023.108130

11. **Hughes, I. M.**, & Gray, C. E. (2023). When help is draining: Investigating the importance of various unhelpful workplace social support exchanges to psychological strain. *International Journal of Stress Management*. doi: [10.1037/str0000313](https://psycnet.apa.org/doi/10.1037/str0000313)

10. **Hughes, I. M.**, Levey, Z. J., Lee, J., & Jex, S. M. (2023). Doing good to be (subtly) bad: A moral licensing view on the relations between organizational citizenship behavior and instigated incivility*. Human Performance, 36*(5), 201-218. doi: 10.1080/08959285.2023.2248961

9. **Hughes, I. M.**, Keith, M. G., & Gallagher, C. M. (2023). Informational justice, organizational communication, and job insecurity in the early stages of the COVID-19 pandemic. *Journal of Personnel Psychology*, *23*(1), 23-35. doi: 10.1027/1866-5888/a000325

8. **Hughes, I. M.**, Levey, Z. J., Sturgis, G. D., & Box, M. (2023). Spitefulness as a boundary condition for the relations between subtle workplace mistreatment and deviant work behavior. *Personality and Individual Differences*. doi: 10.1016/j.paid.2023.112174

7. **Hughes, I. M.**+, & Childers, M+. (2023). It’s just (family) business: The impact of familial work experience on perceived qualification and hireability during the selection process. *International Journal of Selection and Assessment, 31*(3), 477-483*.* doi: 10.1111/ijsa.12420

6. **Hughes, I. M.**, & Freier, L. M. (2023). The other side of emotional support: The moderating role of personality in the relations between emotionally-valenced support elicitation experiences and strain. *Applied Psychology: An International Review, 73*(2), 851-862. doi: 10.1111/apps.12463

5. **Hughes, I. M.**, Lee, J., Hong, J., Currie, R., & 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 & Health, 39*(4), 766-781. doi: 10.1002/smi.3221

4. **Hughes, I. M.**, & Jex, S. M. (2022). Individual differences, job demands and job resources as boundary conditions for relations between experienced incivility and forms of instigated incivility. *International Journal of Conflict Management*, *33*(5), 909-932. doi: 10.1108/IJCMA-02-2022-0045

3. **Hughes**, **I. M.**, Freier, L. M., & Barratt, C. L. (2022). “Your help isn’t helping me!” Unhelpful workplace social support, strain, and the role of individual differences. *Occupational Health Science*, *6*(3), 387-423.doi: 10.1007/s41542-022-00115-x

* Featured on the *Healthy Work Podcast* (https://open.spotify.com/episode/6rQijSwkdqAWRjekosmi3W?si=ApbRb0SCR3ecSZQ3I7wVPw&nd=1)
* Featured on *PaulSpector.com* (https://paulspector.com/unhelpful-help-is-detrimental-social-support/)

2. Gallagher, C. M., **Hughes**, **I. M.**, & Keith, M. G. (2022). From Social Burden to Support Elicitation: Development and validation of a new measure of workplace support elicitation experiences. *Journal of Business and Psychology*, *37*(4), 675-694. doi: 10.1007/s10869-021-09769-w

1. Gallagher, C. M., & **Hughes**, **I. M.** (2020). Bearing the burden: Outcomes and moderators of social burden in the workplace. *Occupational Health Science*, *4*(1), 123-138. doi: 10.1007/s41542-020-00063-4

**Book Chapters**

2. Gray, C. E., Elhouar, W., & **Hughes, I. M.** (2024). Unhelpful help: Introducing an under-examined interpersonal stressor in the world of work. In C. P. McAllister & J. D. Mackey (Eds.), *Stress and quality of working life*. Information Age Publishing.

1. Freier, L. M., & **Hughes, I.** **M.** (2024). Promoting Well-Being and Innovation in Startups: The Role of Social Exchanges and Interactions. In N. Blacksmith & M. McCusker (Eds.), *Data Driven Decision-making in the Entrepreneurial Ecosystem: Novel Analytic Techniques to Understand and Enhance Business Performance*. Routledge Publishing.

**Manuscripts Under Review**

+ = Equal contribution.  
^ = Graduate or undergraduate student.

**Hughes, I. M.**, Guild, A.+^, Lamb, K.+^, LaRoche, R.+^, & Stewart, K+^. (Under Review, 1 R&R). [PET CONTACT].

**Hughes, I. M.** (Under Review, 1 R&R). [POLITICAL CORRECTNESS].

Bazzoli, A.+, & **Hughes, I. M.**+ (Special Issue at Journal; Proposal Accepted). [FINANCIAL STRESS].

**Hughes, I. M.** (Under Review). [PET CONTACT].

**Conference Presentations**

***Panel Presentations***

\*\* = Accepted and to be presented.

2. Regina, J. (Co-Chair), Waiwood, A. (Co-Chair), **Hughes, I. M.**, Dubois, H., & Dumani, S. (2024, April). *How to defend surveys from bad actors to maximize data quality: A colloquium* [Panel]. Society for Industrial and Organizational Psychology 39th Annual Meeting, Chicago, IL.

1.Levey, Z. J. (Co-Chair), Zickar, M. J. (Co-Chair), **Hughes, I. M.**, Mellor, S., Vesper, D. (2023, April). *Barriers to the psychological study of labor relations* [Panel]. Society for Industrial and Organizational Psychology 38th Annual Meeting, Boston, MA.

***Paper Presentations***

\*\* = Accepted and to be presented.

6. Skovera, I. R., Gray, C. E., **Hughes, I. M.**, & Offermann, L. (2024, April). *Help! We need a measure: Developing a multidimensional measure of coworker support*. In **Hughes, I. M. (Co-Chair)** & Keith, M. G. (Co-Chair), *Helping revisited: Research on alternative workplace social support perspectives* [Symposium]. Symposium presented at the Society for Industrial and Organizational Psychology 39th Annual Meeting, Chicago IL.

5. **Hughes, I. M.**, Freier, L. M., Keith, M. G., & Brooks, M. E. (2024, April). *Using policy capturing to determine the factors that influence the workplace social support decision-making process*. In **Hughes, I. M. (Co-Chair)** & Keith, M. G. (Co-Chair), *Helping revisited: Research on alternative workplace social support perspectives* [Symposium]. Symposium presented at the Society for Industrial and Organizational Psychology 39th Annual Meeting, Chicago IL.

4. **Hughes, I. M.**, Gray, C. E., Freier, L. M., & Box, M. J. (2023, April). *Why your help is unhelpful: An exploration of the mechanisms that link unhelpful workplace social support to strain*. In Scotney, V. S. (Co-Chair), Batz-Barbarich, C. L. (Co-Chair), & Tay, L., *Receiving Help at Work: The Good, the Bad, and the Unknown* [Symposium]. Symposium presented at the Society for Industrial and Organizational Psychology 38th Annual Meeting, Boston MA.

3. **Hughes, I. M.**, Gray, C. E., Zhao, T., & Keith, M.G. (2023, April). *Thank you for your (unhelpful) help: The impact of trait and state gratitude on unhelpful workplace social support dynamics.* In Kane, M. E. & Locklear, L. R. (Chairs), *Gratitude, Appreciation, Anger, Oh My! Moral Emotions in the Workplace* [Symposium]. Symposium presented at the Society for Industrial and Organizational Psychology 38th Annual Meeting, Boston MA.

2. Gallagher, C. M., & **Hughes**, **I. M.** (2022, April). *Reactions to novel comparative formats: Considering test-taker goals*. In C. M. Gallagher & G. P. Yankov (Chairs), & McCarthy, J. M. (Discussant), *New methods to improve reactions to FC personality tests* [Symposium]. Symposium presented at the Society for Industrial and Organizational Psychology 37th Annual Meeting, Seattle WA.

1. **Hughes**, **I. M.**, Gallagher, C. M., & Keith, M. G. (2021, April). *Job insecurity during the COVID-19 pandemic: The role of informational justice and organizational communication*. In R. Saef & X. Hu (Chairs), *The implications of COVID-19 related job demands for occupational health* [Symposium]. Symposium presented at the Society for Industrial and Organizational Psychology 36th Annual Meeting, New Orleans LA.

***Poster Presentations***

\*\* = Accepted and to be presented.   
^ = Graduate or undergraduate student.

28. Biancofiore, S.^, & **Hughes, I. M.** (2024, April). *The effects of identity related questioning on asexual individual’s well-being*. Poster presented at the NC State Undergraduate Research & Creativity Symposium.

27. Guild, A.^, & **Hughes, I. M.** (2024, April). *How employee contact with nature during the workday influences work outcomes*. Poster presented at the NC State Undergraduate Research & Creativity Symposium.

26. LaRoche, R. A.^, Lamb, B. K.^, Stewart, K. E.^, & **Hughes, I. M.** (2024, April). *Morning quality time with pets: Effects during and after work*. Poster presented at the NC State Undergraduate Research & Creativity Symposium.

25. Stewart, K. E.^, Guild, A.^, LaRoche, R. A.^, Lamb, B. K.^, & **Hughes, I. M.** (2024, April). *Working hard, feeling guilty: The behavioral implications of guilt at work*. Poster presented at the NC State Undergraduate Research & Creativity Symposium.

24. Levey, Z. J., **Hughes, I. M.**, Childers, M., & Zickar, M. J. (2023, April). *Addressing attitudes toward unions: Development of a construct-valid scale*. Poster presented at the Society for Industrial and Organizational Psychology 38th Annual Meeting, Boston MA.

23. Freier, L. M., Yu, S. B., & **Hughes, I. M.** (2023, April). *“Honey, I’m at work”: An exploration of “work spouse” as a unique work relationship*. Poster presented at the Society for Industrial and Organizational Psychology 38th Annual Meeting, Boston MA.

22. **Hughes, I. M.**, Polavarapu, A., Freier, L. M., & Shea, M. A. (2023, April). *Emotionally-valenced support elicitation experiences, strain, and personality*. Poster presented at the Society for Industrial and Organizational Psychology 38th Annual Meeting, Boston MA.

21. **Hughes, I. M.**, & Jex, S. M. (2022, October). *Boundary conditions of reciprocated incivility*. Poster presented at the 3rd International Symposium to Advance *Total Worker Health*®, Bethesda MA.

20. **Hughes**, **I. M.**, Hong, J., & Jex, S. M. (2022, April). *Customer incivility and displaced colleague mistreatment: A dual-path process model*. Poster presented at the Society for Industrial and Organizational Psychology 37th Annual Meeting, Seattle WA.

19. **Hughes**, **I. M.**, Freier, L. M., & Barratt, C. L. (2022, April). *Unhelpful workplace social support, strain, and individual differences*. Poster presented at the Society for Industrial and Organizational Psychology 37th Annual Meeting, Seattle WA.

18. **Hughes**, **I. M.**, Gressley, M. E.^, Freier, L. M., & Barratt, C. L. (2021, May). *Unhelpful workplace social support: Outcomes and importance among related exchanges at work*.Poster presented at the Association for Psychological Science 33rd Annual Convention, Virtual.

17. Gallagher, C. M., **Hughes**, **I. M.**, & Barratt, C. L. (2021, April). *Considering the value of psychometric network models for CWB and OCB*. Poster presented at the Society for Industrial and Organizational Psychology 36th Annual Meeting, New Orleans LA.

16. Freier, L. M., & **Hughes**, **I. M.** (2020, May). *Pressure to reply: Outcomes and moderators of workplace telepressure.* Poster accepted at the Association for Psychological Science 32nd Annual Convention, Chicago IL. (Did not present due to COVID-19 complications).

15. **Hughes, I. M.**, & Jex, S. M. (2020, May). *Does morality matter? Assessing the moderating effects of moral identity on the relationship between counterproductive work behavior and organizational citizenship behavior.* Poster accepted at the Association for Psychological Science 32nd Annual Convention, Chicago IL. (Did not present due to COVID-19 complications).

14. Ferraro, J., Clark, L., Christy, N., **Hughes**, **I. M.**, Guidubaldi, A., Hofmann, I., Mangos, P., & Mouloua, M. (2019, May). *The effect of automation reliability on multi-tasking and trust in flight-related tasks*. Poster presented at the 20th International Symposium on Aviation Psychology, Dayton OH.

13. Ferraro, J., Christy, N., **Hughes**, **I. M.**, Guidubaldi, A., Pharmer, R., Perez, I., Hofmann, I., Cannavina, S., Mangos, P., & Mouloua, M. (2019, May). *Influence of trust on performance, workload, and situation awareness in UAV operation.* Poster presented at the 20th International Symposium on Aviation Psychology, Dayton OH.

12. Hoffman, I., **Hughes**, **I. M.**, Guidubaldi, A., Ferraro, J., & Mouloua, M. (2019, April). *Gender differences: Task monitoring in an automated cockpit simulation platform*. Poster presented at the 2019 University of Central Florida Showcase for Undergraduate Research Excellence, Orlando FL.

11. **Hughes, I. M.**, Perez, I., Pharmer, R., Hofmann, I., Guidubaldi, A., Mouloua, S., Ferraro, J., & Mouloua, M. (2019, March). *Individual differences on the effects of mind wandering in UAV simulations.* Poster presented at the 2019 Southeastern Psychological Conference, Jacksonville FL.

10. Hofmann, I., **Hughes**, **I. M.**, Guidubaldi, A., Ferraro, J., & Mouloua, M. (2019, March). *Individual differences between genders in automated task monitoring.* Poster presented at the 2019 Southeastern Psychological Association Conference, Jacksonville FL.

9. Perez, I., **Hughes**, **I. M.**, Pharmer, R., Guidubaldi, A., Hofmann, I., Mouloua, S., Ferraro, J., & Mouloua, M. (2019, March). *The function of locus of control when operating highly autonomous vehicles.* Poster presented at the 2019 Southeastern Psychological Conference, Jacksonville FL.

8. Hoffman, I., **Hughes**, **I. M.**, Guidubaldi, A., Ferraro, J., & Mouloua, M. (2019, January). *Gender differences in an automated cockpit task*. Poster presented at the 2019 Human Factors and Applied Psychology Conference, Orlando FL

7. Ferraro, J., Clark, L., Christy, N., **Hughes**, **I. M.**, Guidubaldi, A., Hoffman, I., & Mouloua, M. (2018, October). *Effects of automation reliability and trust on system monitoring performance in simulated flight tasks.* Poster presented at the 2018 Human Factors and Ergonomics Society International Annual Meeting, Philadelphia PA.

6. Clark, L., Ferraro, J., Christy, N., **Hughes**, **I. M.**, Hoffman, I., Guidubaldi, A., & Mouloua, M. (2018, July). *Automation and human monitoring performance: Effects of automation reliability and task load*. Poster presented at the 2018 International Conference on Applied Human Factors and Ergonomics, Orlando FL.

5. Ferraro, J., Christy, N., Clark, L., Guidubaldi, A., **Hughes**, **I. M.**, Hoffmann, I., Mouloua, S., Mouloua, M., & Mangos, P. (2018, July). *Assessing UAS operator performance and workload during simulated search and rescue.* Poster presented at the 2018 International Conference on Applied Human Factors and Ergonomics, Orlando FL.

4. Hoffman, I., **Hughes**, **I. M.**, Clark, L., Guidubaldi, A., Christy, N., Ferraro, J., & Mouloua, M. (2018, April). *Individual differences between genders in automated task monitoring*. Poster presented at the 2018 Southeastern Human Factors Applied Research Conference, Clemson SC.

3. **Hughes**, **I. M.**, Hoffman, I., Clark, L., Guidubaldi, A., Christy, N., Ferraro, J., Mouloua, S., Mouloua, M., & Mangos, P. (2018, April). *The effects of mind wandering on simulated search and rescue.* Poster presented at the 2018 Southeastern Human Factors Applied Research Conference, Clemson SC.

2. Clark, L., Guidubaldi, A., Hoffman, I., **Hughes**, **I. M.**, Christy, N., Ferraro, J., & Mouloua, M. (2018, March). *The effects of automation reliability and task load on monitoring performance in simulated flight tasks.*Poster presented at the 2018 Southeastern Psychological Association Conference, Charleston SC.

1. Guidubaldi, A., Clark, L., Hoffman, I., **Hughes**, **I. M.**, Christy, N., Ferraro, J., Mouloua, S., & Mouloua, M. (2018, March). *Individual differences in automated task monitoring***.** Poster presented at the 2018 Southeastern Psychological Association Conference, Charleston SC.

**Invited Presentations**

**Hughes, I. M.** (October 2023). Doomscrolling in the workplace: Implications for work engagement. Invited talk for the Industrial/Organizational Psychology Program at Baruch College (CUNY), NY.

**Hughes, I. M.** (November 2021). They mistreated me, so now I’m mistreating you: A time-lagged process model of customer incivility and instigated colleague mistreatment exploring cognitive and affective pathways. Invited talk for the Employee Health and Well-Being Lab at the University of Central Florida, FL.

**Funding**

2022 Bowling Green State University, NIOSH Education and Research Center, 2022-2023 Pilot Research Project Grant: Family-to-work conflict and hostility in home health workers. (Principal Investigator, $7,500, *Not funded*).

2019 Bowling Green State University, Research Enhancement Award (Principal Investigator, $1000, *Funded*).

**Awards**

2022 Freeburne Committee Award for Graduate Teaching Excellence (Bowling Green State University, Reward: $500)

**Student Advising**

***Graduate Students***

Elizabeth Curtis (*2024 – Present*)

***Dissertation Committees***

Luke Priest (In Progress).

Grace Cox (In Progress).

***Current Undergraduate Advisees***

Sophie Biancofiore

Reilly LaRoche

Allison Guild

Keaton Lamb

Kayla Stewart

Abby Shoemaker

Henry Smith

**Teaching Experience**

**Graduate Courses**

*August 2024 – Present*

**Teaching Instructor**

North Carolina State University

Courses Taught:

* *Industrial/Organizational Psychology*

**Undergraduate Courses**

*August 2023 – Present*

**Teaching Instructor**North Carolina State University

Courses Taught:

* *Introduction to Psychological Research*
* *Industrial/Organizational Psychology*

*August 2021 – December 2021; August 2022 – May 2023*

**Teaching Instructor**Bowling Green State University

Courses Taught:

* *Introduction to Laboratory Methods in Psychology (Research Methods)*
* *Quantitative Methods 1*
* *Survey of Industrial/Organizational Psychology*
  + Awarded for performance.

*August 2020 – August 2021; January 2022-May 2022*

**Graduate Teaching Assistant**Bowling Green State University

Courses Assisted:

* *Introduction to Psychology*
* *Quantitative Methods I*
* *Quantitative Methods II*
* *Introduction to Laboratory Methods in Psychology*

*August 2017 – August 2018*

**Undergraduate Teaching Assistant**University of Central Florida

Courses Assisted:

* *Developmental Psychology*
* *Cross-Cultural Psychology*
* *Statistical Methods in Psychology*
* *History and Systems of Psychology*

**Applied Experience**

*July 2022 – March 2023***HR Research Analyst**Automatic Data Processing (ADP), Inc.

* Worked for Talent Acceleration and Insights Group
  + Assisted StandOut, Organizational Sensing, and Performance Management teams with research projects.
    - Primarily worked with data focused on:
      * Employee Engagement & Turnover
      * Performance
      * Organizational Culture and Job Attitudes
  + Conducted advanced statistical analyses for research and validation studies.
  + Cleaned, restructured, and re-organized large datasets (*N* > 50,000).
  + Presented summaries of various I/O literatures/topics (e.g., Selection, Work-Life Interface) to research team.

*August 2020 – December 2020***Job Analysis: United States Coast Guard Training & Development Specialist**Bowling Green State University

* Conducted literature search using O\*NET and USCG materials
* Designed and conducted structured interviews of job incumbents and their supervisor
* Determined most important & frequent tasks using survey given to incumbents
* Conducted linkage analysis to determine most task relevant KSAOs
* Created updated job description

**Service**

*July 2023 – Present*

**Speaker Series Coordinator**

*North Carolina State University, Industrial/Organizational Psychology Ph.D. Program*

Responsibilities included: Recruiting guest speakers for program, planning speaking schedule for each semester, coordinating with speakers.

*August 2023 – February 2024*

**Search Committee Member**

*North Carolina State University, Industrial/Organizational Psychology Ph.D. Program*

Responsibilities included: Working with other search committee members to narrow down applicant pool, conducting interviews with finalists and semi-finalists, helping coordinate visit days, assisting with final decision.

*January 2024 – May 2024*

**Personnel Review Committee**

*Department of Psychology, North Carolina State University*

Responsibilities included: Providing a yearly evaluation of NCSU faculty on three criteria: teaching, research, and service.

*May 2023 – May 2024*

**Small Grants Award Subcommittee**

*Society for Industrial/Organizational Psychology*

Responsibilities included: Reviewing the submissions for Small Grants and supporting the process of choosing the winners who will ultimately receive funding for their grant proposals.

*January 2021 – August 2023***Graduate/Undergraduate Peer Mentor**Bowling Green State University   
Responsibilities included: Guiding introductory-level graduate students by a) assisting in developing their research autonomy and interests, b) providing feedback when elicited, and c) helping immerse them in program culture. Facilitating undergraduate research development by working one-on-one with undergraduate students interested in getting involved with research/pursuing graduate level education.

*August 2020 – May 2022*

**Occupational Health Psychology Research Group Student Lead**

Bowling Green State University

Responsibilities included: Work with faculty lead (Clare L. Barratt, Ph.D.) to organize and coordinate research group projects, help coordinate research group outreach, and assist with structuring group meetings.

*August 2019 – May 2020*

**Recruitment Committee Member**

Bowling Green State University

Responsibilities included: Communicating with potential graduate students about Program culture, degree requirements, community living, and more.

***Ad Hoc Reviewer***

*Journal of Occupational and Organizational Psychology*

*Applied Psychology: An International Review*

*International Journal of Stress Management*

*Journal of Organizational Behavior*

*Journal of Occupational Health Psychology*

*Occupational Health Science*

*Journal of Personality*

*PLOS One**Journal of Business Ethics*

*International Journal of Conflict Management  
Current Psychology*