

# Lisa Walther Sublett, Ph.D.

Assistant Professor of Industrial-Organizational Psychology  
University of Houston – Clear Lake, Pearland Campus  
Pearland TX

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## EDUCATION

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| <b>Ph.D.</b> | <b>Industrial-Organizational Psychology, University of Houston, Houston, TX</b><br>– Minor in Psychological Statistics and Data Analysis | <b>2015</b> |
| <b>M.A.</b>  | <b>Psychology, University of Houston, Houston, TX</b>  | <b>2013</b> |
| <b>B.S.</b>  | <b>Psychology, Baylor University, Waco, TX</b><br>– Minor in Business Administration   | <b>2011</b> |

## PUBLICATIONS AND MANUSCRIPTS

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- Hutchins, H., Penney, L. M., & **Sublett, L.W.** (2018). What imposters risk at work: Exploring imposter phenomenon, coping, and job outcomes. *Human Resource Development Quarterly*. doi 10.1002/hrdq.21304
- Sublett, L. W.**, & Penney, L. M. (In press). Tempering employee uncertainty: A multilevel analysis examining determinants of job insecurity attitudes among university employees. *Journal of Organizational Psychology*
- Sublett, L.W.**, Hutchins, H., & Penney, L. M. (In press). The exhausted imposter: How ‘feeling like a fake’ harms our roles at work and home. *British Psychological Society - Work-Life Balance Bulletin*
- Wu, C., Hunter, E. M., & **Sublett, L.W.**, (Revise and resubmit). Crossing the (not so) great divide: An experience-sampling study of micro-role transitions during workday breaks.
- Sublett, L. W.**, Bok, C., Rhodes, D., & Penney, L. M. (Submitted). Just like me: Effects of value congruence on work-family enrichment.
- Sublett, L.W.**, Penney, L. M., & Bok, C. (Undergoing revisions). When workplace family-support is misallocated: Effects of value congruence and supervisor family-support.
- Johnston, A.M., **Sublett, L.W.**, Walther, C.A.P., Seahorn, C., & Brownlee (Undergoing revisions). Speed-dating for group formation: Removing the romance and adding the pedagogy.

## TEACHING

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### Assistant Professor, University of Houston – Clear Lake 2016-present

- PSYC 6539: Practicum in I/O Psychology
- PSYC 6432: Seminar in Advanced Statistics
- PSYC 6333: Research Design and Statistics in I-O Psychology (I)
- PSYC 6334: Research Design and Statistics in I-O Psychology (II)
- PSYC 5331: Personnel Psychology
- PSYC 5931/5538: Job Attitudes
- PSYC 4332: Introduction to I-O Psychology

### Visiting Assistant Professor, University of Houston 2015-2016

- PSYC 3310: Industrial-Organizational Psychology

### Teaching Fellow (TF), University of Houston 2013-2014

- PSYC 6300: Introduction to Psychological Statistics
- PSYC 6302: Experimental Design

## PRESENTATIONS

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**Sublett, L.W.**, Hutchins, H., & Penney, L. M. (2019). *The exhausted imposter: How 'feeling like a fake' harms our roles at work and home*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Wooten, K., Frazier, E., **Sublett, L.**, Milam, A., & Mayfield, C. (2018). *Evaluation of a Pilot Team Leadership Assessment Center for Team Scientists*. Presentation at the annual Science of Team Science Conference, Galveston, TX.

Hutchins, H., **Sublett, L.W.**, & Penney, L. M. (2018). *Coping with the imposter: Gender differences and implications to job outcomes*. Presentation at the annual Empower Leadership Conference, Houston, TX.

**Sublett, L. W.**, Hunter, E. M., & Wu, C., (2018). *Keep calm and be resilient: The role of positive coping with work-family stressors*. Poster to be presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Rhodes D., **Sublett, L. W.**, & Penney, L. M. (2018). *Employee retribution: When work-family boundaries go awry*. Poster to be presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Sublett, L. W.**, Penney, L. M., Johnson, L. U., Romay, S., Palmer, A. L., Bok, C., & Witt, L. A. (2017). *Naturally nested employees: A multilevel analysis of workplace family support*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Bisbey, T., **Sublett, L. W.**, Johnson, L. U., Romay, S., Palmer, A. L., Bok, C., Tringale, A. B., Penney, L. M., & Witt, L. A. (2017). *The role of idiosyncratic deals in building affective commitment*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Nordan, A., **Sublett, L. W.**, Bok, C., Boyes, A., & Traylor, Z. (2016). *Employee-coworker value congruence: The effects on work-life conflict outcome*. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Bok, C., Nordan, A., Boyes, A., **Sublett, L. W.**, & Polk, K. (2016). *Beneficial work-life spillover: The importance of family-supportive supervisors on engagement*. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Sublett, L. W.**, Stokes, S., & Mehta, P. (2015). *"It's not you, it's me" or is it?: Estimating rater, target, and dyadic effects of round-robin personality ratings in xxM*. Poster presented at the annual meeting for Texas Universities' Educational Statistics and Psychometrics (TUESAP), Austin, TX.
- Sublett, L. W.**, Bok, C., Rhodes, D., & Penney, L. M. (2015). *Just like me: Effects of value congruence on work-family enrichment*. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychology, Philadelphia, PA
- Rhodes, D., **Sublett, L. W.**, & Penney, L. M. (2015). *Seeing green: Impact of envy and personality on interpersonally-directed CWB*. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bok, C., **Sublett, L. W.**, & Penney, L. M. (2015). *Work-family K.O.: The resource drain of competitive climate*. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Sublett, L. W.**, Penney, L. M., & Rhodes, D. (2014). When work-family support is misallocated: The key role of supervisor-employee value congruence. In P. Schilpzand (Chair). *Too Much of a Good Thing? Relationships and Fun at Work*. Symposium presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Sublett, L. W.**, & Penney, L. M. (2014). *Don't fire me!: Examining job insecurity in a multilevel context*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI
- Walther, L.**, Rhodes, D., Presson, W., & Penney, L. M. (2013). *When employees feel most secure: Working for fair, supportive organizations*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Rhodes, D., Presson, W., & **Walther, L.** (2013). *How supervision, justice, and organizational support may impact employee strains*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Hunter, E. M., Neubert, M., Perry, S. J., Weinberger, E. L., Penney, L. M., Witt, L. A., & **Walther, L.** (2011). The Virtues of Servant Leadership. In R. Hackett & G. Wang (Chairs). *A Conceptual and Empirical Exploration of Leader Values*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

## **SUPERVISION OF STUDENT-LED RESEARCH**

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### **Committee Member on Doctoral Dissertations**

Sonya Stokes (2018-present) *Social drivers of performance appraisal: An interactive, interpersonal examination of dyadic performance ratings* (4<sup>th</sup> committee member)

Sophie Romay (2016) *Caring company culture: Reducing emotional exhaustion* (4<sup>th</sup> committee member)

### **Faculty Sponsor/Advisor of Student-Led Research**

Addison, J., Figueroa, I., Fry, J., & Garcia, A. (2020). *Counterproductive work behaviors and their effects on performance*. Poster presented and displayed at the Center for Workplace Consulting, University of Houston – Clear Lake, Pearland Campus, Pearland, TX.

Ayilara, T., Cali, G., Cao, V., & Pujara, R. (2020). *Through the lens of the mentor: The impact of mentoring*. Poster presented and displayed at the Center for Workplace Consulting, University of Houston – Clear Lake, Pearland Campus, Pearland, TX.

Ciborowski, C., Malekghasemi, P., Medina, E., & Merriett, L. (2020). *The relationship between the Big Five personality traits and team effectiveness*. Poster presented and displayed at the Center for Workplace Consulting, University of Houston – Clear Lake, Pearland Campus, Pearland, TX.

Bada, I., Dickey, S., Sontag, G., & Thong, D. (2020). *What predicts training attitudes? The influence of organizational culture on employee training perceptions*. Poster presented and displayed at the Center for Workplace Consulting, University of Houston – Clear Lake, Pearland Campus, Pearland, TX.

Abrant, D., Gatling, C., & Pearson, A. (2019). *Minority and gender differences in workplace self-efficacy as it relates to perceived career development*. Poster presented at the 25<sup>th</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.

Eck, E., Marks, K., & Nunez, M. (2019). *A cross-examination of work and corporate values*. Poster presented at the 25<sup>th</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.

Price, K., & Salinas, R.. (2019). *Applicant reactions to technologically-mediated and face-to-face interview methods*. Poster presented at the 25<sup>th</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.

Devereux, A., Dixon, J., & Nguyen, A. (2019). *The difficulty of multiple hurdles in a selection process: The impact of hurdles on post-selection affective organizational commitment and job satisfaction*. Poster presented at the 25<sup>th</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.

Macomber, J., McInnis, B., Mouton, M., & Ramirez, K. (2019). *Exploring the relationship between employee personality traits and reactions to transformational and laissez faire leadership styles*. Poster presented at the 25<sup>th</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.

Jagadish, A., Navarrete, A., & Tran, A. (2018). *Commuting and emotional support: The effects on academic success*. Poster presented at the 24<sup>th</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.

- Dodd, A., Hamadah, Z., Henriquez, K., & Iles, J. (2018). *Assertiveness and leadership perception: The role of gender and age*. Poster presented at the 24<sup>th</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.
- Dawson, C., Montgomery, A., & Salisbury, M. (2018). *Training transfer: The role of self-efficacy and collective negative attitudes*. Poster presented at the 24<sup>th</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.
- Hudson, J., Jackson, J., & Rodriguez, M. (2018). *Does your teacher stress you out?: A statistical analysis of instructor methodology and student stress*. Poster presented at the 24<sup>th</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.
- George, D., Joy, J. Varghese, J., & Yau, G. (2018). *Equity theory: An analysis of salary and perceived job fairness*. Poster presented at the 24<sup>th</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.
- Conejos, S., Garza, M. Moore, A., & Pointer, K. (2018). *Perceived leadership qualities of millennials in the workplace: How stereotype threat and stereotype boost affects perceived leadership*. Poster presented at the 24<sup>th</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.
- Ali, S., Jones, J., Keels, L., & Radwan, S. (2017). *The relationship between leadership styles and engagement in the university classroom*. Poster presented at the 23<sup>rd</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.
- Achez, M., Kuhn, C., & Reese, J. (2017). *Personality facets predicting dual dimensions of counterproductive work behavior*. Poster presented at the 23<sup>rd</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.
- Calhoun, A., Linares, E., McCleary, R., & Mhaskar, S. (2017). *The effects of priming on job search behaviors and perceived job success*. Poster presented at the 23<sup>rd</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.
- Dickey, S. (2018). *Authentic Leadership Development Training for Information Technology Project Managers*. Undergraduate Independent Study in Psychology – Leadership Development, University of Houston – Clear Lake, Houston, TX.
- Haughton, K., Johnson, D., Riley, D., & Sampogna, O. (2017). *The perceived team support and satisfaction model: The moderating role of communication styles*. Poster presented at the 23<sup>rd</sup> Annual Student Conference for Research & Creative Arts, University of Houston – Clear Lake, Houston, TX.

## **SUPERVISION OF STUDENT-LED CONSULTING PROJECTS**

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Center for Workplace Consulting (CWC) Consulting Projects (2019-present)

Angela Dodd (2018-2019), “*Job Attitudes of HR Specialists*” (Chair)

Olaguibel Sampogna (2017-2018), “*Job Analyses for Family Houston*” (2<sup>nd</sup> reader)

Gia Washington (2017-2018), “*Cup-of-Coffee Intervention*” (2<sup>nd</sup> reader)

## TECHNICAL REPORTS

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- Elkins, S., **Sublett, L.W.**, & Walther, C. (2020). *HSH Faculty Network Mentoring Toolkit*. Houston, TX: University of Houston – Clear Lake.
- Sublett, L.W.**, Milam, A., McIntyre, S. (2019). *Center for Workplace Consulting Business Plan and Proposal*. Pearland, TX: University of Houston – Clear Lake, Pearland campus.
- Sublett, L.W.**, Milam, A., McIntyre, S. (2017). *University of Houston-Clear Lake Alumni Survey: Final Report*. Houston, TX: University of Houston – Clear Lake.
- Sublett, L.W.**, Rhodes, D., Martir, A., Oki, T., Brothers, S., & Penney, L. M. (2013). *University of Houston-Clear Lake 2012 Staff Morale Survey: Final Report*. Houston, TX: UHCL Support Staff Association (SSA) and Professional and Administrative Staff Association (PASA).
- Martir, A., **Sublett, L.W.**, Rhodes, D., Oki, T., Brothers, S., & Penney, L. M. (2013). *University of Houston-Victoria 2012 Staff Morale Survey: Final Report*. Houston, TX: UH-V Staff Council.
- Penney, L. M., Muscarello, P., Oki, T., Brothers, S., Wilson, I., Rhodes, D., & **Walther, L.** (2012). *University of Houston 2011 Staff Morale Survey: Final Report*. Houston, TX: University of Houston Staff Council.
- Walther, L.W.**, Oki, T., Farmer, B., Presson, W., Rhodes, D. & Zaragoza, J. (2012) *Job Analysis: Final Report*. Houston, TX: Willbros Group, Inc.

## RESEARCH TEAMS

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| <b>Supervisor of Graduate Research Assistantship</b><br>University of Houston – Clear Lake   | <b>2020-present</b> |
| <b>Supervisor and Project Manager of Imposter Phenomenon in Higher Education Research Team</b><br>University of Houston – Clear Lake   | <b>2017-present</b> |
| <b>Project Manager of ADVANCE Social Science Research Team</b><br>Supervisors: Dr. L. Alan Witt & Dr. Lisa M. Penney, University of Houston  | <b>2013-2016</b>    |
| <b>Project Manager and Graduate Research Assistant</b><br>Supervisor: Dr. Paras Mehta, Texas Institute for Measurement, Evaluation, and Statistics (TIMES) & University of Houston | <b>2011-2016</b>    |
| <b>Project Manager and Graduate Research Assistant</b><br>Supervisor: Dr. Lisa M. Penney, University of Houston  | <b>2012-2015</b>    |
| <b>Project Manager of Training Needs Analysis</b><br>Supervisor: Dr. Christiane Spitzmüller, University of Houston   | <b>2012-2013</b>    |
| <b>Project Manager and Undergraduate Research Assistant</b><br>Supervisors: Dr. Emily Hunter & Dr. Julie Patock-Peckham, Baylor University   | <b>2010-2011</b>    |

## HONORS & AWARDS

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<b>Grant for Developing Transferable Expertise</b> , UHCL Center for Faculty Development	<b>2020</b>
<b>Richard A. Swanson Research Excellence Award</b> , Human Resource Development Quarterly	<b>2019</b>
<b>Minnie Stevens Piper Foundation Award Nominee</b> , University of Houston – Clear Lake	<b>2017</b>
<b>Department of Psychology Teaching Fellowship</b> , University of Houston	<b>2013-2014</b>
<b>University Presidential Graduate Fellowship</b> , University of Houston	<b>2011-2012</b>
<b>Osburn Scholarship</b> , University of Houston	<b>2011-2012</b>
<b>President’s Scholarship</b> , Baylor University	<b>2007-2011</b>
<b>Achievement Scholarship</b> , Baylor University	<b>2007-2011</b>

## PROFESSIONAL MEMBERSHIPS

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Society for Industrial and Organizational Psychology (SIOP)

## SERVICE

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<b>Faculty Consultant and Supervisor</b> , Center for Workplace Consulting	<b>2019-present</b>
<b>Faculty Committee Member</b> , UH-System Women Leadership Forum	<b>2019-present</b>
<b>Reviewer</b> , Current Psychology	<b>2019-present</b>
<b>Committee Member</b> , Mentoring Committee, University of Houston–Clear Lake	<b>2018-present</b>
<b>Suite Representative</b> , Bayou Building 2233, University of Houston-Clear Lake	<b>2018-2020</b>
<b>Faculty Sponsor</b> , I/O Psi Honor Society, University of Houston-Clear Lake	<b>2016-present</b>
<b>Reviewer</b> , Society for Industrial and Organizational Psychology Conference	<b>2016-present</b>
<b>Reviewer</b> , Rosabeth Moss Kanter Award for Excellence in Work-Family Research	<b>2015-present</b>
<b>Volunteer</b> , University of Houston I-O Program Website Renovation	<b>2014-2015</b>
<b>Volunteer</b> , University of Houston’s Alumni Reception Volunteer, Society for Industrial and Organizational Psychology Conference	<b>2013</b>
<b>Coordinator</b> , University of Houston I/O Doctoral Program Brown-Bag Coordinator	<b>2012</b>
<b>Volunteer</b> , Society for Industrial and Organizational Psychology Conference	<b>2011-2013</b>