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EDUCATION

Ph. D., University of Florida, 2008
Major: Organizational Behavior

B. S., University of Florida, 2002 (magna cum laude)
Major: Psychology
Minor: Business Administration

RESEARCH INTERESTS

- Organizational justice
- Personality
- Motivation
- Leadership

COURSES TAUGHT

- MAN 4301: Human Resource Management
- MGT 3101: Organizational Behavior

ACADEMIC AFFILIATIONS

- Academy of Management
- Society for Industrial & Organizational Psychology
- American Psychological Association
- Management Doctoral Students' Association (Ph.D. Project)

PUBLICATIONS

Zapata-Phelan, C. P., Colquitt, J. A., Scott, B. A., & Livingston, B. (2009). Procedural justice, interactional justice, and task performance: The mediating role of intrinsic motivation. *Organizational Behavior and Human Decision Processes*, 108, 93-105.

Colquitt, J. A., & **Zapata-Phelan, C. P.** (2007). Trends in theory building and theory testing: A five-decade study of Academy of Management Journal. *Academy of Management Journal*, 50, 1281-1303.

Scott, B. A., Colquitt, J. A., & **Zapata-Phelan, C. P.** (2007). Justice as a dependent variable: Subordinate charisma as a predictor of interpersonal and informational justice perceptions. *Journal of Applied Psychology*, 92, 1597-1609.

Jackson, C. L., Colquitt, J. A., Wesson, M. J., & **Zapata-Phelan, C. P.** (2006). Psychological collectivism: A measurement validation and linkage to group member performance. *Journal of Applied Psychology*, 91, 884-899.

Colquitt, J. A., **Zapata-Phelan, C. P.**, & Roberson, Q. M. (2005). Justice in teams: A review of fairness effects in collective contexts. In J. J. Martocchio (Ed.), *Research in personnel and human resources management* (Vol. 24, pp. 53-94). Oxford, UK: Elsevier.

Colquitt, J. A., Greenberg, J., & **Zapata-Phelan, C. P.** (2005). What is organizational justice? A historical overview of the field. In J. Greenberg & J. A. Colquitt (Eds.), *The handbook of organizational justice* (pp. 3-56). Mahwah, NJ: Erlbaum.

MANUSCRIPTS UNDER REVIEW

Colquitt, J. A., LePine, J. A., **Zapata, C. P.**, & Wild, R. E. (2nd round revise-and-resubmit). Trust in typical and high-reliability contexts: Building and reacting to trust among firefighters. *Academy of Management Journal*.

Colquitt, J. A., LePine, J. A., Piccolo, R. F., **Zapata, C. P.**, & Rich, B. L. (2nd round revise-and-resubmit). Explaining the justice-performance relationship: Trust as social exchange or trust as uncertainty reduction? *Journal of Applied Psychology*.

Judge, T. A., & **Zapata, C. P.** (under review). Job discretion: An important consideration in the relationships of the big five personality traits with job performance? *Journal of Applied Psychology*

Zapata, C. P. & Colquitt, J. A. (revise-and-resubmit). Procedural justice, social exchange, and task performance: A mediated moderation approach using emotional exhaustion. *Journal of Management*.

CONFERENCE PRESENTATIONS

Colquitt, J. A., Paddock, E. L., **Zapata-Phelan, C. P.**, & Mueller, J. (2007, April). The effects of organizational justice on motivation in creativity contexts. In D. M. Mayer & D. De Cremer (Chairs), *Toward a motivational perspective on organizational justice*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. New York, NY.

Zapata-Phelan, C. P., Hurst, C., & Colquitt, J. A. (2006, August). Core self-evaluations and performance: The moderating role of challenge and hindrance stressors. Paper presented at the annual meeting of the Academy of Management. Atlanta, GA.

Colquitt, J. A., **Zapata-Phelan, C. P.**, Scott, B. A., & Livingston, B. A. (2006, August). The effects of procedural and interactional justice on self-set goals and intrinsic motivation. In J. A. Colquitt & J. Greenberg (Chairs), *Organizational justice threads in mainstream management fabric*. Symposium conducted at the annual meeting of the Academy of Management. Atlanta, GA.

Scott, B. A., Colquitt, J. A., & **Zapata-Phelan, C. P.** (2006, April). Subordinate characteristics and justice perceptions: For what reasons do managers act fairly? In J. A. Colquitt (Chair), *Justice and individual differences: New research findings, directions, and questions*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Dallas, TX.

Colquitt, J. A., LePine, J. A., **Zapata-Phelan, C. P.**, & Wild, R. E. (2005, August). Trust in urgent and routine contexts: Building and reacting to trust among firefighters. In J. A. Colquitt & **C. P. Zapata-Phelan** (Chairs), *When trust is an uphill climb: Studying trust in contexts that do not encourage it*. Symposium conducted at the annual meeting of the Academy of Management. Honolulu, HI.

Jackson, C. L., Colquitt, J. A., Wesson, M. J., & **Zapata-Phelan, C. P.** (2005). Psychological collectivism: A measurement validation and linkage to group member performance. Paper presented at the annual meeting of the Academy of Management. Honolulu, HI.

Shaw, J. C., **Zapata-Phelan, C. P.**, & Colquitt, J. A. (2005, April). Personality moderators of fairness effects: Fairness theory as a guide. In D. M. Mayer & M. S. Taylor (Chairs), *Who cares most about justice?: A theoretically-based individual difference perspective*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Los Angeles, CA.

ACADEMIC SERVICE AND ACTIVITIES

- Planning Committee Secretary for Management Doctoral Students' Association (Ph.D. Project) (2006-2007)
- Ad Hoc Reviewer for *Academy of Management Journal*
- Ad Hoc Reviewer for *Academy of Management Review*
- Ad Hoc Reviewer for *Organizational Behavior and Human Decision Processes*
- Ad Hoc Reviewer for *Social Justice Research*
- Ad Hoc Reviewer for *Journal of Occupational and Organizational Psychology*
- Ad Hoc Reviewer for *Work and Stress*
- Reviewer for the Academy of Management Conference (2006, 2007, 2008, 2009)
- Reviewer for the Society of Industrial/Organizational Psychology (2007, 2008, 2009)
- Participant: Human Resources Division Doctoral Consortium at Academy of Management (2006)

- Presenter for the Management Doctoral Students' Association Conference (Ph.D. Project) (2007, 2008)