

Publications from the Last Five Years

Refereed Journal Publications

Allen, T. D., Shockley, K. M., & Poteat, L. (2010). Anxiety attachment and feedback in mentoring relationships. *Journal of Vocational Behavior*, 77, 73-80.

Shockley, K., & **Allen, T. D.** (2010). Investigating the missing link in flexible work arrangement utilization: An individual difference perspective. *Journal of Vocational Behavior*, 76, 131-142.

Lu, L., Cooper, C. L., Kao, S-F., **Allen, T. D.**, Lapierre, L. M., O'Driscoll, M., Poelmans, S. A. Y., Sanchez, J. I., & Spector, P. E. (2010). Cross-cultural differences on work-to-family conflict and role satisfaction: A Taiwanese-British comparison. *Human Resource Management*, 49, 67-85.

O'Brien, K. E., Biga, A., Kessler, S. R., & **Allen, T. D.** (2010). A meta-analytic investigation of gender differences in mentoring. *Journal of Management*, 36, 537-554.

Allen, T. D., Johnson, H., Rodopman, O. B., Ottinot, R. C., & Biga, A. (2009). Mentoring and protégé narcissistic entitlement. *Journal of Career Development*, 35, 385-405.

Allen, T. D., Smith, M. A., Mael, F. A., O'Shea, P. G. & Eby, L. T. (2009). Organization-level mentoring and organizational performance within substance abuse centers. *Journal of Management*, 35, 1113-1128.

Lapierre, L., Bonaccio, S., & **Allen, T. D.** (2009). The separate and joint effects of employee job performance domains on supervisors' willingness to mentor. *Journal of Vocational Behavior*, 74, 135-144.

Lentz, E., & **Allen, T. D.** (2009). The role of mentoring others in the career plateauing phenomenon. *Group & Organization Management*, 34, 358-384.

Lu, L., Kao, S-F., Cooper, C. L., **Allen, T. D.**, Lapierre, L. M., O'Driscoll, M., Poelmans, S. A. Y., Sanchez, J. I., & Spector, P. E. (2009). Work resources, work-to-family conflict, and its consequences: A Taiwanese-British cross-cultural comparison. *International Journal of Stress Management*, 16, 25-44.

Poteat, L., Shockley, K., & **Allen, T. D.** (2009). Mentor-protégé commitment fit and relationship satisfaction in academic mentoring. *Journal of Vocational Behavior*, 74, 332-337.

Rank, J., Nelson, N. E., **Allen, T. D.**, & Xu, X. (2009). Leadership predictors of innovation and task performance: Subordinates' self-esteem and self-presentation as moderators. *Journal of Organizational and Occupational Psychology*, 82, 465-489.

- Allen, T. D.,** Eby, L. T., O'Brien, K. E., & Lentz, E. (2008). The state of mentoring research: A qualitative review of current research methods and future research implications. *Journal of Vocational Behavior, 73*, 343-357.
- Allen, T. D.,** & Eby, L. T. (2008). Mentor commitment in formal mentoring relationships. *Journal of Vocational Behavior, 72*, 309-316.
- Allen, T. D.,** Shockley, K. M., & Poteat, L. F. (2008). Workplace factors associated with family dinner behaviors. *Journal of Vocational Behavior, 73*, 336-342.
- Eby, L. T., & **Allen, T. D.** (2008). Moving toward an interdisciplinary dialogue in mentoring scholarship. *Journal of Vocational Behavior, 72*, 159-167.
- Eby, L. T., **Allen, T. D.,** Evans, S. C., Ng, T., & DuBois, D. (2008). Does mentoring matter? A multidisciplinary meta-analysis comparing mentored and nonmentored individuals. *Journal of Vocational Behavior, 72*, 254-267.
- Lapierre, L. M., Spector, P. E., **Allen, T. D.,** Poelmans, S. et al. (2008) Family-supportive organization perceptions, multiple dimensions of work-family conflict, and employee satisfaction: A test of model across five samples. *Journal of Vocational Behavior, 73*, 92-106.
- O'Brien, K. O., & **Allen, T. D.** (2008). The relative importance of correlates of organizational citizenship behavior and counterproductive work behavior using multiple sources of data. *Human Performance, 21*, 62-88.
- Shockley, K. M., & **Allen, T. D.** (2007). When flexibility helps: Another look at the availability of flexible work arrangements and work-family conflict. *Journal of Vocational Behavior, 71*, 479-493.
- Spector, P. E., **Allen, T. D.,** Poelmans, S., Lapierre, L. M., Cooper, C. L. et al. (2007). Cross-national differences in relationships of work demands, job satisfaction and turnover intentions with work-family conflict. *Personnel Psychology, 60*, 805-835. **Top 20 Nominee Rosabeth Moss Kanter Award.**
- Allen, T. D.** (2006). Rewarding good citizens: The relationship between citizenship behavior, gender, and organizational rewards. *Journal of Applied Social Psychology, 36*, 120-143.
- Allen, T. D.,** & Armstrong, J. (2006). Further examination of the link between work-family conflict and physical health: The role of health-related behaviors. *American Behavioral Scientist, 49*, 1204-1221.
- Allen, T. D.,** Eby, L. T., & Lentz, E. (2006). Mentor and protégé outcomes associated with formal mentoring programs: Closing the gap between research and practice. *Journal of Applied Psychology, 91*, 567-578. **Awarded ASTD Best Research Article of the Year**

- Allen, T. D.**, Eby, L. T., & Lentz, E. (2006). The relationship between formal mentoring program characteristics and perceived program effectiveness. *Personnel Psychology*, *59*, 125-153.
- Allen, T. D.**, Lentz, E., & Day, R. (2006). Career success outcomes associated with mentoring others: A comparison of mentors and nonmentors. *Journal of Career Development*, *32*, 272-285.
- Allen, T. D.**, & O'Brien, K. (2006). Formal mentoring programs and organizational attraction. *Human Resource Development Quarterly*, *17*, 43-58.
- Lapierre, L. M. & **Allen, T. D.** (2006). Work-supportive family, family-supportive supervision, use of organizational benefits, and problem-focused coping: Implications for work-family conflict and employee well-being. *Journal of Occupational Health Psychology*, *11*, 169-181.

Books and Special Journal Issues

- Allen, T. D.**, Finkelstein, L. M., & Poteet, M. L. (2009). *Designing workplace mentoring programs: An evidence-based approach*. Oxford: Blackwell-Wiley Publishing. (Reviewed in *PsycCritiques*)
- Allen, T. D.**, & Eby, L. T. (Editors) (2007). *Blackwell handbook of mentoring: A multiple perspectives approach*. London: Blackwell. (Reviewed in *Personnel Psychology*, *International Journal of Evidence Based Coaching and Mentoring*, *PsycCritiques*, *Choice*)
- Eby, L. T. & **Allen, T. D.** (Guest Editors) (2008, April) Special issue of *Journal of Vocational Behavior*, *Mentoring Across Disciplinary Divides*.

Book Chapters and Encyclopedia Entries

- Allen, T. D.**, & Shockley, K. (in press). Older workers and work-family issues. In J. W. Hedge & W. C. Borman (Eds). *Oxford Handbook of Work and Aging*. Oxford University Press.
- Allen, T. D.** (in press). The work-family interface. In S. Kozlowski (Ed). *Oxford Handbook of Industrial and Organizational Psychology*. Oxford University Press.
- Greenhaus, G. H., & **Allen, T. D.** (2010). Work-family balance: A review and extension of the literature. In L. Tetrick & J. C. Quick (Eds). *Handbook of Occupational Health Psychology (2nd ed.)*. Washington, DC: American Psychological Association.

- Allen, T. D.**, Shockley, K. M., & Biga, A. (2010). Work and family in a global context. In K. Lundby (Ed). *Going global: Practical applications and recommendations for HR and OD professionals in the global workplace* (pp. 377-401). San Francisco, CA: Jossey-Bass.
- Allen, T. D.** & Shockley, K. (2009). Flexible work arrangements: Help or hype? In D. R. Crane & E. J. Hill (Eds). *Handbook of families and work: Interdisciplinary perspectives* (pp. 265-284). Lanham, MD: University Press of America.
- Allen, T. D.** (2008). Integrating career development and work-family policy. In S. A. Y., Poelmans & P. Caligiuri (Eds.) *Harmonizing work, family, and personal life: From policy to practice* (pp. 78-93). Cambridge University Press.
- Dorio, J. M., Bryant, R. H., & **Allen, T. D.** (2008). Work-related outcomes of the work-family interface: Why organizations should care. In K. Korabik, D. Lero, & D. Whitehead (Eds.) *Handbook of work-family integration* (pp. 157-176). Amsterdam: Academic Press.
- Allen, T. D.** (2007). Mentoring relationships from the perspective of the mentor. In B. R. Ragins & K. E. Kram (Eds). *The handbook of mentoring at work: Theory, research and practice* (pp. 123-147). Thousand Oaks, CA: Sage Publications.
- Allen, T. D.**, & Eby, L. T. (2007). Overview and introduction. In T. D. Allen & Eby, L. T. (Editors). *Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 3-6). Oxford: Blackwell Publishing.
- Allen, T. D.**, & Eby, L. T. (2007). Common bonds: An integrative view of mentoring relationships. In T. D. Allen & Eby, L. T. (Editors). *Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 398-419). Oxford: Blackwell.
- Eby, L. T., Rhodes, J., & **Allen, T. D.** (2007). Definition and evolution of mentoring. In T. D. Allen & T. D. Eby (Editors). *Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 7-20). Oxford: Blackwell.
- Johnson, H. A., Xu, X., & **Allen, T. D.** (2007). Reflections on diversity and mentoring. In T. D. Allen & Eby, L. T. (Editors). *Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 301-304). London: Blackwell.
- Lentz, E., & **Allen, T. D.** (2007). Reflections on naturally occurring mentoring relationship. In T. D. Allen & Eby, L. T. (Editors). *Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 159-162). London: Blackwell.
- O'Brien, K. E., Rodopman, O. B., & **Allen, T. D.** (2007). Reflections on best practices of formal mentoring programs. In T. D. Allen & Eby, L. T. (Editors). *Blackwell handbook of mentoring: A multiple perspectives approach* (pp. 369-372). London: Blackwell.

- Thompson, C., Poelmans, S. E. A., **Allen, T. D.**, & Andreassi, J. (2007). On the importance of coping: A model and new directions for research on work and family. In P. L. Perrewe & D. C. Ganster (Eds). *Research in occupational stress and well being*, Volume 6 (pp 73-113). JAI Press/Elsevier.
- Allen, T. D.** (2006). Mentoring. In S. Rogelberg (Ed). *The encyclopedia of industrial and organizational psychology*. Thousand Oaks, CA: Sage Publications.
- Allen, T. D.** (2006). Mentoring. In J. H. Greenhaus & G. Callanan (Eds.) *Encyclopedia of career development* (pp. 487-492). Thousand Oaks, CA: Sage.
- Greenhaus, J. H., **Allen, T. D.**, & Spector, P. E. (2006). Health consequences of work-family conflict: The dark side of the work-family interface. In P. L. Perrewe & D. C. Ganster (Eds). *Research in occupational stress and well being*, Volume 5 (pp. 61-99). JAI Press/Elsevier.
- Thompson, C., Beauvais, L., & **Allen, T. D.** (2006). Work and family from an industrial/organizational psychology perspective. In M. Pitt-Catsouphes, E. E. Kossek, & S. Sweet (Eds.) *Work-family handbook: Multi-disciplinary perspectives and approaches* (pp. 283-307). Mahwah, New Jersey: Lawrence Erlbaum.