
Houston F. Lester, Ph.D.

Assistant Professor of Management

Academic Background

Ph.D. University of Nebraska - Lincoln, 2017.

M.S. Auburn University, 2010.

B.A. Huntington College, 2007.

Academic Experience

Assistant Professor of Management, University of Mississippi (July, 2022 - Present), University, Mississippi.

Statistician/Programmer, Baylor College of Medicine (July, 2020 - Present), Houston, Texas.

Instructor of Management, University of Mississippi (August, 2020 - June, 2022), University, Mississippi.

Instructor, Medicine, Baylor College of Medicine (2019 - 2020), Houston, Texas.

Paid Service

2019: University of Exeter, Longitudinal Data Analysis Workshop

Refereed Articles

Hysong, S. J., Arredondo, K., Hughes, A. M., Lester, H. F., Oswald, F. L., Petersen, L. A., Woodard, L., Post, E., DePeralta, S. Murphy, D. R., McKnight, J., Nelson, K., & Haidet, P. (2022). An evidence-based, structured, expert approach to selecting essential indicators of primary care quality. *PloS one*.

Amspoker, A. B., Lester, H. F., Spitzmueller, C., Thomas, C. L., & Hysong, S. J. (2022). Developing and validating a comprehensive measure of coordination in patient aligned care teams. *BMC Health Services Research*.

Floyd, T. M., Cullen-Lester, K. L., Lester, H. F., & Grosser, T. J. (in press, 2022). Emphasizing "me" or "we": Training framing and self-concept in network-based leadership development. *Human Resource Management*.

Lester, H. F., Cullen-Lester, K. L., & Walters, R. W. (2021). From Nuisance to Novel Research Questions: Using Multilevel Models to Predict Heterogeneous Variances. *Organizational Research Methods, 24* (2), 342-388.

Moreno, J. P., Razjouyan, J., Lester, H. F., Dadabhoy, H., Amirmazaheri, M., ... & Baranowski, T. (2021). Later sleep timing predicts accelerated summer weight gain among elementary school children: a prospective observational study. *International Journal of Behavioral Nutrition and Physical Activity, 18* (1), 1-12.

Hysong, S. J., Amspoker, A. B., Hughes, A. M., Lester, H. F., Svojse, E. K., Khan, K., Mehta, P., & Petersen, L.A. (in press, 2021). Improving team coordination in primary-care settings via multifaceted team-based feedback: A non-randomised controlled trial study. *British Journal of General Practice Open*.

- Kamdar, N. V.H., Lester, H. F., Daundasekara, S. S., Greer, A. E., Hundt, N. E., Utech, A., & Hernandez, D. C. (2020). Food insecurity: Comparing odds between working-age veterans and nonveterans with children. *Nursing Outlook*, *69* (2), 212-220.
- Nugent, G., Barker, B., Lester, H. F., Grandgenett, N., & Valentine, D. (2019). Wearable textiles to support student STEM learning and attitudes. *Journal of Science Education and Technology*, *28*, 470-479.
- Hysong, S. J., Amspoker, A. A., Hughes, A. M., Woodward, L., Petersen, L. A., Lester, H. F. (2019). Impact of team configuration and team stability on primary care quality. *Implementation Science*, *14* (22).
- Sheridan, S. M., Knoche, L. L., Boise, C. E., Moen, A. L., Lester, H. F., Edwards, C. P., Meisinger, R. E., & Cheng, K. (2018). Supporting preschool children with developmental concerns: Effects of the Getting Ready intervention on school-based social skills and relationships. *Early Childhood Research Quarterly*, *48*, 303-316.
- Sheridan, S. M., Witte, A. L., Kunz, G. M., Wheeler, L. A., Angell, S. R., Lester, H. F. (2018). Rural teacher practices and partnerships to address behavioral challenges: The efficacy and mechanisms of conjoint behavioral consultation. *The Elementary School Journal*, *119* (1), 99-121.
- Griese, E. R., Buhs, E. S., & Lester, H. F. (2016). Peer victimization and prosocial behavior trajectories: Exploring sources of resilience for victims. *Journal of Applied Developmental Psychology*, *44*, 1-11.
- Fritz, M. S., & Lester, H. F. (2016). Mediating Variables. *Encyclopedia of Psychology*.
- Graves, L., Cullen, K. L., Lester, H., Ruderman, M. N., & Gentry, W. A. (2015). Managerial motivational profiles: Understanding their nature, antecedents, and consequences. *Journal of Vocational Behavior*, *87*, 32-42.
- Forward, J. B., Greuter, N. E., Crisall, S. J., & Lester, H. F. (2015). Effect of structured touch and guided imagery for pain and anxiety in elective joint replacement patients M. TIJRP: A randomized controlled trial. *The Permanente Journal*, *19* (4), 18-28.
- Honaker, J. A., Lester, H. F., Patterson, J. N., & Jones, S. M. (2014). Examining post-concussion symptoms of dizziness and imbalance of neurocognitive performance in collegiate football players. *Otology & Neurotology*, *35* (6), 1111-1117.
- Haynie, J., Cullen, K. L., Lester, H., Winter, J. A., & Svyantek, D. J. (2014). Differentiated leader-member exchange, justice climate, and performance: Main and interactive effects. *Leadership Quarterly*, *25* (5), 912-922.

Refereed Proceedings

Abstract Only

- Wang, L. M., Brill, L. C., Lester, H. F., & Bovaird, J. A. (2017). Relations between acoustic quality and student achievement in K-12 classrooms. *Journal of the Acoustical Society of America*.
- Lee, J., Brill, L. C., Lester, H. F., Bovaird, J. A., & Wang, L. M. (2016). Statistically defining the construct of 'acoustic quality' in K-12 classrooms. *Journal of the Acoustical Society of America*.

Working Papers

- Lester, H., Cullen-Lester, K. L., Carter, D., Jones, J., & Walters, R. (2023). "Title blinded for peer review. Topic: Detecting Dependence within Teams," targeted for Journal of Applied Psychology.
- Yip, J., Lester, H. F., & Posner, B. Z. (2023). "Title blinded for peer review: Multisource ratings of leader receptiveness," targeted for Journal of Applied Psychology.
- Lester, H., Cullen-Lester, K. L., Edwards, B., & Walters, R. (2023). "Title blinded for peer review. Topic: Conditional ICC(1) and Model Building," targeted for Organizational Research Methods.

Cullen-Lester, K. L., Woehler, M. L., Lester, H. F., & Solanelles, P. (2022). "Title blinded for peer review. Topic: The Impact of Threat on Teams Assembly," targeted for Personnel Psychology.

Hysong, S. J., Hughes, A. M., Lester, H. F., Arredondo, K., & Sorelle, R. (2021). "Impact of Team Configuration on Team Stability in Primary Care Quality."

Presentation of Refereed Papers

International

Hughes, A., Arradondo, K., Lester, H. F., & Hysong, S. J. (2023). *When times change, teams change: Examining the impact of nurse turnover in patient access to primary care*. International Symposium on Human Factors and Ergonomics in Health Care, Orlando, Florida.

Cullen-Lester, K. L., Woehler, M., Lester, H. F., & Solanelles, P. (2022). *Calling on ties when everyone is under siege: Gender, pervasive threat, and network utilization*. Academy of Management, Seattle, Washington.

Amspoker, A. A., Lester, H. F., Thomas, C. L., Spitzmueller, C., & Hysong, S. J. (2021). *Developing and Validating a Comprehensive Measure of Coordination in Primary Care Teams*. AcademyHealth, Virtual, Virtual.

Arredondo, K., Hughes, A. M., Pham, T., Lester, H. F., Sorelle, R., Oswald, F., & Hysong, S.J. (2021). *Team adaptation in Primary Care: Examining the impact of COVID-19*. Society for Industrial and Organizational Psychology, Seattle, Washington.

Solanelles, P., Cullen-Lester, K. L., Woehler, M., & Lester, H. F. (2021). *Calling on Strong and Weak Ties when Forming a Team: The Impact of COVID-19 on Men's and Women's Network Utilization*. Interdisciplinary Network for Group Research Annual Conference, Virtual, Virtual.

Lester, H. F. & Hysong, S. J. (2019). *Getting More from Your Team Data: Using the Mixed-Effects Location-Scale Model to Predict within-Team Variability*. AcademyHealth, Washington, D.C., District of Columbia.

Lester, H. F., Koziol, N. A., & Hysong, S. J. (2019). *Improving Power to Detect Moderation*. Society of Industrial and Organizational Psychology, National Harbor, Maryland.

Lester, H. F. & Cullen-Lester, K. L. (2019). *Heterogeneity of Variance: From Nuisance to Novel Research Questions*. Society for Industrial and Organizational Psychology, National Harbor, Maryland.

Lester, H. F. & Bovaird, J. A. (2018). *Informative hypotheses as a methodological middle-ground to detect interpretational confounding in formative measurement models*. International Meeting of the Psychometric Society, New York, New York.

Nugent, G., Lester, H. F., & Guru, A. (2018). *Predictive analytics for learning and usage of the plant sciences E-library*. IEEE Technically, Sponsored Computing Conference, London, England.

Nugent, G., Barker, B., Lester, H. F., Grandgenett, N., Valentine, D., Nelson, C., & Keshwani, J. (2018). *The effectiveness of e-textiles technologies to promote STEM learning and attitudes*. International Conference on Education, Honolulu, Hawaii.

Graves, M. L., Lester, H. F., Cullen, K. L., & Ruderman, M. N. (2013). *Understanding the nature and consequences of managers' work motivation: A latent profile modeling approach*. International Conference on Self-Determination Theory, Rochester, New York.

Lester, H. F., Wu, C., & Bovaird, J. A. (2012). *Evaluating Contextual Effects in Multilevel SEM: The Effects of Non-invariant Measurement at the Macro and Micro Levels*. International Meeting of the Psychometric Society, Lincoln, Nebraska.

Lester, H. F., Bovaird, J. A., & Wu, C. (2012). *Two Approaches to Estimate Multilevel Confirmatory Factor Analysis Models with Small Macro Level Sample Sizes*. AERA SEM Special Interest Group, Vancouver,

Canada.

Lester, K. C., Lester, H. F., Svyantek, D. J., & Winter, J. (2012). *Examination of Reciprocity and General Tendencies in Leader-member Exchange (LMX)*. Society for Industrial and Organizational Psychology, San Diego, California.

Lester, H. F., Cullen, K. L., Franco-Watkins, A. M., & Svyantek, D. J. (2010). *Decision Making Consequences of the Paradoxical Flip*. Annual Convention of the Society for Judgment and Decision Making, Saint Louis, Missouri.

Lester, H. F., Cullen, K. L., Franco-Watkins, A. M., & Svyantek, D. J. (2010). *Decision Making Consequences of the Paradoxical Flip*. Annual Convention of the Society for Judgment and Decision Making, St. Louis, Missouri.

Lester, H. F., Cullen, K. L., Franco-Watkins, A. M., & Svyantek, D. J. (2009). *An examination of real-world predictions from experience and description*. Annual Convention of the Society for Judgment and Decision Making, Boston, Massachusetts.

Cullen, K. L., Lester, H. F., & Svyantek, D. J. (2008). *Individual differences in stable motivational qualities and skill acquisition*. Association for Psychological Science, Philadelphia, Pennsylvania.

Cullen, K. L., Lester, H. F., Franco-Watkins, A. M., & Svyantek, D. J. (2008). *March Madness... or is it? It's all about confidence*. Annual Convention of the Society for Judgment and Decision Making, Chicago, Illinois.

Local

Lester, H. F., Petersen, L. A., & Hysong, S. J. (2018). *Effectiveness of audit and feedback to promote punctual provider appointments*. Department of Medicine Research Symposia, Houston, Texas.

Lester, H. F., Woodard, L. D., Spitzmueller, C., & Hysong, S. J. (2018). *Linking coordination and clinician interaction to the clinical performance in primary care teams*. BCM Quality Improvement and Patient Safety Conference, Houston, Texas.

National

Lester, H. F., Cullen-Lester, K. L., Amspoker, A. B., Spitzmueller, C., Thomas, C. L., & Hysong, S. J. (2020). *Measuring Coordination: Using Network Psychometrics to Explore MTMM Team Data*. Society of Industrial and Organizational Psychology, Austin, Texas.

Koziol, N. A., Lester, H. F., & Nord, J. (2017). *Evaluating methods for analyzing subpopulation data with single-level and multilevel pseudo maximum likelihood*. American Educational Research Association, San Antonio, Texas.

Xia, J. & Lester, H. F. (2017). *The impacts of no child left behind on principals' and teachers' decision-making: A longitudinal study*. American Educational Research Association, San Antonio, Texas.

Regional

Solanelles, P., Cullen-Lester, K. L., Woehler, M., & Lester, H. F. (2021). *A Network Approach to Team Assembly: Antecedents of Network-Leveraged Team Formation*. Southern Management Association, New Orleans, Louisiana.

Unknown

Griese, E. R., Buhs, E. S., & Lester, H. F. (2014). *Peer victimization and prosocial behavior trajectories: Exploring a potential source of resilience for victims*. Society for Research on Adolescence Conference, Austin, Texas.

Research Grants

Funded

2018: Hysong, S. J., Oswald, F., Lester, H. F., Hughes, A. M., & Sorelle, R. Impact of Team Configuration and Team Stability on Primary Care Quality, Co-Investigator, GOV-Agency for Health Care Research and Quality (AHRQ).

Service to the University

University of Mississippi

Department Assignments

Mentoring Activities:

2020-2021: Caleb Lugar

2020-2021: Pol Solanelles

Other Institutional Service Activities:

2020-2021: Monthly Business Communication Instructor Discussions

School Assignments

Workshop:

2018-2019: Multilevel Data Analysis

University Assignments

Committee Member:

2021-2022 – 2022-2023: Graduate Minor in Applied Statistics

Organizer:

2021-2022 – 2022-2023: CARMA Lecture Series

Service to the Profession

Reviewer: Ad Hoc Reviewer for a Journal

2023: Organizational Research Methods.

2018 – 2019: Organizational Research Methods.

Reviewer: Conference Paper

2022: Academy of Management Annual Meeting. Reviewing for the HR and research methods divisions.

2022: European Conference on Information Systems. European Conference on Information Systems

Faculty Development

Professional Seminars / Workshops

2020: Latent Class/Cluster Analysis and Mixture Modeling.

Memberships

Southern Management Association, 2021-Current

Society for Industrial and Organizational Psychology, 2015-Present

Academy of Management, 2015-Current