Christina L. Stamper
(Maiden name: Daly)

Home Address:
2103 Chevy Chase Blvd.
Kalamazoo, MI 49008
Home: 269-544-0679
Cell: 269-254-4003

Office Address:
Haworth College of Business
Dean's Office
2110 Schneider Hall
Kalamazoo, MI 49008-5457
269-387-5068

EDUCATION

1998 Michigan State University PhD in Org. Behavior and Human Resource Management
Minor in Industrial/Organizational Psychology
Dissertation Title: *Explaining the Extra-Role Behavior of Part-Time and Full-Time Workers: A Matter of Support?*
1991 Michigan State University MBA in Hospitality Management
1988 University of Miami BBA in Marketing, Concentration in General Business
Magna Cum Laude with General Honors

PROFESSIONAL EMPLOYMENT

2011 – present	Associate Dean of Undergraduate Programs, Haworth College of Business Western Michigan University
2010 – 2011	Professor, Western Michigan University
2003 – 2010	Associate Professor, Western Michigan University (tenured, 2004)
2001 – 2003	Assistant Professor, Western Michigan University
1998 – 2001	Assistant Professor, University of North Carolina at Wilmington
1992 – 1998	Graduate Assistant, Michigan State University
1991 – 1992	Restaurant Manager, Ritz Carlton Dearborn
1989 – 1991	Assistant Restaurant Manager, Chesapeake Crab House

LEADERSHIP ROLES and AFFILIATIONS

2015 – 2016	Past Chair, AOM Diversity and Inclusion Theme Committee
2014 – 2015	Committee Chair, AOM Diversity and Inclusion Theme Committee
2013 – 2014	PDW Chair, AOM Diversity and Inclusion Theme Committee
2012 – 2013	Executive Committee Member, AOM Diversity and Inclusion Theme Committee
2011 – present	Research Affiliate, Institute for Inclusion and Diversity in Organizations, San Diego State University

EDITORIAL BOARDS

2007 – present	Journal of Organizational Behavior 'Best Reviewer' award for 2007-2008; 2009-2010
2003 – 2006	Mid-American Journal of Business

DISSERTATION COMMITTEE ASSIGNMENTS
Jeffrey McNally, McMaster University: Examining the Antecedents and Consequences of Employee Perceptions of the Employment-Organization Relationship (External Reviewer)

Seth Kopald, Capella University: Manager Openness to Improvement-oriented Employee Voice: A Study Searching for Keys to Unlock the Manager's Door (Committee Member)

HONORS THESIS COMMITTEE ASSIGNMENTS
Nicole Drew: 2011 (Reader) Western Michigan University, Department of Management

Jamie Koyl: 2010 (Chair) Western Michigan University, Department of Management

Stephanie Supp: 2005 (Chair) Western Michigan University, Department of Management

REFEREED PUBLICATIONS
Fitzsimmons, S. and **Stamper, C.L.** (2014). How societal culture influences friction in the employee-organization relationship, Human Resource Management Review, vol. 24, 80-94.

Lapalme, M., **Stamper, C.L.**, Simard, G., Tremblay, M. (2009) Bringing the outside in: Can 'external' workers experience insider status?, Journal of Organizational Behavior, vol. 30(7), 919-940.

Stamper, C.L., Masterson, S.S., and Knapp, J.R. (2009) A typology of membership profiles: Understanding different membership relationships through the lens of social exchange, Management and Organization Review, vol. 5(3), 303-328.

Muse, L.A. and **Stamper, C.L.** (2007) Perceived organizational support and its consequences: Evidence for a mediated association with work performance. Journal of Managerial Issues, vol. 19(4), 517-535.   *Reprinted in Entrepreneur.com (2007)*

Deshpande, S. and **Stamper, C.L.** (2004) Predicting union certification elections in the hospitality industry, Cornell Hotel and Restaurant Administration Quarterly, vol. 45 (2), 196-208.   *Reprinted in Entrepreneur.com (2004)*

Masterson, S.S., and **Stamper, C.L.** (2003) Perceived organizational membership: An aggregate framework representing the employee-organization relationship, Journal of Organizational Behavior, *Special issue on employment relationships,* vol. 24(5), 473-490.

Stamper, C.L., and Johlke, M.C. (2003) The impact of perceived organizational support on the relationship between boundary spanner role stress and work outcomes, Journal of Management, vol. 29(4), 569-588.

Stamper, C.L., and Van Dyne, L. (2003) Organizational Citizenship Behavior: A comparison between part-time and full-time service employees, <u>Cornell Hotel and Restaurant Administration Quarterly</u>, 44, 33-42.

Stamper, C.L., and Masterson, S.S. (2002). Insider or outsider? How employee perceptions about insider status affect their work behavior, <u>Journal of Organizational Behavior</u>, 875-894.

Johlke, M.C., **Stamper, C.L.,** and Shoemaker, M.E. (2002). Antecedents to boundary-spanner perceived organizational support, <u>Journal of Managerial Psychology,</u> 17(2), 116-128.

Kaufman, J.D., **Stamper, C.L**., and Tesluk, J.P. (2001). Do Supportive Organizations Make for Good Corporate Citizens?, <u>Journal of Managerial Issues,</u> vol. XIII (4), 436-449.

Stamper C.L., and Van Dyne, L. (2001). Work Status and Organizational Citizenship Behavior: A Field Study of Restaurant Employees, <u>Journal of Organizational Behavior</u>, 22, 517-536.

Stamper, C.L., and Van Dyne, L. (1999). Diversity at work: Do men and women differ in their organizational citizenship behavior?, <u>Performance Improvement Quarterly (Special Issue: Embracing Diversity)</u>, 12(1), 59-76.

Barber, A.E., **Daly, C.L.**, Giannantonio, C.M., and Phillips, J.M. (1994). Job search activities: an examination of changes over time, <u>Personnel Psychology</u>, 47, 739-766.

PUBLISHED BOOK CHAPTERS
Stamper, C.L. (2012). The Importance of Insider-Outsider Perceptions: Creating an Inclusive Work Environment, In M. Paludi (ed.) *Managing Diversity in the Workplace: Workplace Politics*, *3*, 201-226, Santa Barbara, CA: Praeger.

Bennett, R., and **Stamper, C.L.** (2001). Corporate Citizenship and Deviancy: A Study of Discretionary Work Behavior, in Craig S. Galbraith & Mike Ryan (eds.) <u>Strategies and Organizations in Transition</u>, vol. 3, 269 – 290, Elsevier Science, Ltd.: Amsterdam.

Barber, A.E., and **Daly, C.L.** (1996). Compensation and diversity: New pay for a new workforce?, in E.E. Kossek and S. Lobel, eds., <u>Human Resource Strategies for Managing Diversity</u>, Blackwell Publishers, 194-216.

PUBLISHED PEDOGOGICAL MATERIALS
Stamper, C.L. (2009). Power Point Slide Presentation to accompany J.W. Weiss's, *Business Ethics*, 5[h] edition, Thomson Southwestern.

Stamper, C.L. (2006). Cox-2 Inhibitor Drugs: An Ethical Dilemma, in McShane, S. and Von Glinow, M.A. *Organizational Behavior*, 4th edition, Irwin-McGraw Hill.

Stamper, C.L. (2006). Power Point Slide Presentation to accompany J.W. Weiss's, *Business Ethics*, 4th edition, Thomson Southwestern.

Stamper, C.L. (2006). Cox-2 Inhibitor Drugs: An Ethical Dilemma, in McShane, S. and Von Glinow, M.A. *Essential of Organizational Behavior*, 1st edition, Irwin-McGraw Hill.

Stamper, C.L. (2004). The Pfizer-Pharmacia Merger: A Case Study on Leadership Ethics, in McShane, S. and Von Glinow, M.A. *Organizational Behavior*, 3rd edition, Irwin-McGraw Hill.

REFEREED PROCEEDINGS
Stamper, C.L. and Masterson, S.S. (2009). Cultural differences in relational ties: The relative importance of need fulfillment, mattering, and belonging, Proceedings of the Southern Management Association.

Lapalme, M., **Stamper, C**., Simard, G. & Tremblay, M. (2007). "Antécédents et conséquences de la perception d'inclusion organisationnelle des travailleurs d'agence." Proceedings of the Annual Conference of the Administrative Sciences Association of Canada (ASAC), Organizational Behavior Division, Ottawa, Canada.

Stamper, C.L., Knapp, J.R., and Masterson, S.S. (2006). Perceived organizational membership and work behavior: An examination of rights and responsibilities, Proceedings of the Southern Management Association.

Muse, L. and **Stamper, C.L.** (2003). Benefits and perceived organizational support: Does type of benefit matter?, Proceedings of the Southern Management Association.

Stamper, C.L. (2002). The importance of perceived organizational support to the decision to exhibit deviant workplace behavior, Proceedings of the Southern Management Association.

Masterson, S.S., and **Stamper, C.L.** (2001). Understanding the employee-organization relationship: Perceived citizenship as an organizing framework, Proceedings of the Southern Management Association.

Stamper, C.L., and Masterson, S. S. (2000). Insider or outsider? Understanding employees' perceived inclusion in their work organizations, Proceedings of the Southern Management Association.

Daly, C.L. (1997). Experiential Learning and Organizational Behavior, Michigan Regional Organizational Behavior Teaching Conference Proceedings.

SYMPOSIA and WORKSHOPS
Stamper, C.L. (Organizer) 2015. Diversity and Inclusion in the Academy: A Town Hall Meeting, held at the annual Academy of Management Conference in Vancouver, BC.

Stamper, C.L. (Organizer) 2014. Diversity and Inclusion in the Academy: A Town Hall Meeting, held at the annual Academy of Management Conference in Philadelphia, PA.

Stamper, C.L. (Facilitator) 2013. Diversity and Inclusion in AOM Divisions: Survey Results, Best Practices, and Action Plan, presented at the annual Academy of Management Conference in Orlando, FL.

Stamper, C.L. (session coach) 2012. Ethics and Fairness, presented at the annual Academy of Management conference in Boston, MA.

Ferdman, B., Shore, L.M., **Stamper, C.L.** (facilitator) 2012. Current and Future Inclusion Efforts in the Academy of Management: A Town-Hall Follow-up, presented at the annual Academy of Management conference in Boston, MA.

Stamper, C.L. (co-chair and facilitator), Shore, L.M., Roberson, Q. 2011. Current and Future Inclusion Efforts in the Academy of Management: A Panel Discussion, presented at the annual Academy of Management conference in San Antonio, TX.

Stamper, C.L. (co-chair), Shore, L.M., Roberson, Q. 2011. Current and Future Inclusion Efforts in the Academy of Management: A Town-Hall Work Session, presented at the annual Academy of Management conference in San Antonio, TX.

Stamper, C.L. (facilitator/discussant) 2010. Cross-organizational complexities in the use of contingent labor: Contingent labor across firms, presented at the annual Academy of Management conference in Montreal, Canada.

Stamper, C.L. (faculty fellow) 2009. Organizational Behavior Division's Doctoral Consortium, held at the 2009 Academy of Management annual meeting, Chicago, IL.

Stamper, C.L. (chair) 2007. Dr. Seuss' The Lorax: A tool to teach students about doing well by doing good in business, presented as a pre-conference workshop at the annual Academy of Management conference in Philadelphia, PA.

Stamper, C.L. and Masterson, S.S. (co-chairs), 2005. Perceived organizational membership, presented as a pre-conference workshop at the annual Academy of Management conference in Honolulu, HI.

Masterson, S.S. and **Stamper, C.L.** (co-chairs), 2004. Research on relational ties: Exploring the perceived organizational membership framework, presented at the annual Academy of Management conference in New Orleans, LA.

Stamper, C.L. (organizer and chair), Roehling, M., and Watson, M. (facilitators), 2002. Building effective research networks, presented as a pre-conference development workshop at the annual Academy of Management conference in Denver, CO.

Stamper, C.L. (chair), 1999. Positive and negative discretionary behavior: Exploring the relationship between organizational citizenship behavior and deviant workplace behavior, presented at the annual Academy of Management conference in Chicago, IL.

Van Dyne, L. and **Stamper, C.L.** (co-chairs), 1998. Contextual performance of temporary, part-time, and virtual employees: When does work status make a difference?, presented at the annual Academy of Management conference in San Diego, CA.

INTERNATIONAL PRESENTATIONS
Stamper, C.L., Masterson, S.S., and Knapp, J.R. 2008. A typology of membership profiles: Understanding different membership relationships through the lens of social exchange, presented at the 2008 International Association for Chinese Management Research (IACMR) Conference in Guangzhou, China.

Stamper, C.L., Masterson, S.S., and Knapp, J.R. 2007. Justice and perceived organizational membership: Relating fairness with need fulfillment, mattering, and belonging, presented at the Workshop on Research Advances in Organizational Behavior, Human Resources Management, and Corporate Social Responsibility, LIRHE & GRACCO CNRS - IAE Universite Toulouse, France.

Lapalme, M., **Stamper, C**. Simard, G. & Tremblay, M. 2007. Antécédents et conséquences de la perception d'inclusion organisationnelle des travailleurs d'agence, presented at the Annual Conference of the Administrative Sciences Association of Canada (ASAC), Organizational Behavior Division, Ottawa, Canada.

NATIONAL PRESENTATIONS
Fitzsimmons, S. and **Stamper, C.L.** Cultural influences on fit and friction in the employee-employer relationship, presented at the annual Academy of Management Conference, Boston, MA, August, 2012.

Stamper, C.L. and Palmer, T. Strategies for Faculty Engagement: Driving culture change through a college-wide assessment retreat, presented at the AACSB Assessment Conference, Houston, TX, March, 2012.

Stamper, C.L. Work-life balance issues for tenure-track faculty, presented at the Organizational Behavior Division's Junior Faculty Consortium, held at the annual Academy of Management Conference, Anaheim, CA in August, 2008.

Masterson, S.S., Knapp, J.R., and **Stamper, C.L.** Paid vs. non-paid membership: Implications for the justice-trust relationship, presented at the annual Academy of Management Conference, Philadelphia, PA in August, 2007.

Muse, L. and **Stamper, C.L.** The impact of benefit value on perceived organizational support, employee performance and retention, presented at the annual Academy of Management Conference, Honolulu, HI, in August, 2005.

Stamper, C.L. Perceived insider status as it relates to the perceived organizational membership framework (part of the symposium on perceived organizational membership; see above), presented at the annual Academy of Management annual conference in New Orleans, LA, in August, 2004.

Muse, L. and **Stamper, C.L.** Perceived organizational support and performance: Evidence for differential prediction, presented to the Academy of Management annual conference in Seattle, WA, in August, 2003.

Johlke, M.C., and **Stamper, C.L.** Antecedents and outcomes of salesperson perceived organizational support, presented at the National Conference in Sales Management, 2003.

Stamper, C.L., and Johlke, M.C. The moderating effects of perceived organizational support on the relationship between role stress and work attitudes, presented at Academy of Management Annual Conference, August, 2001.

Johlke, M.C., **Stamper, C.L.**, and Shoemaker, M.E. Individual and organizational antecedents to salesperson perceived organizational support, presented at the National Conference in Sales Management, 2001.

Bennett, R., and **Stamper, C.L.** A multi-dimensional scaling study of positive and negative discretionary behaviors at work, presented at the annual Academy of Management Conference in Chicago, IL, August, 1999.

Stamper, C.L., Kaufman, J.D., and Tesluk, J.P. Organization and interpersonal-focused organizational citizenship behavior: Evidence for differential prediction, presented at the annual Academy of Management Conference in Chicago, IL, August, 1999.

Stamper, C.L., and Van Dyne, L. Work status and organizational citizenship behavior: A field study of restaurant employees, presented at the annual Academy of Management Conference in San Diego, CA, August, 1998.

Barber, A.E., and **Daly, C.L.** Compensation and diversity: New pay for a new workforce? Annual meeting of the Society for Industrial and Organizational Psychologists, Orlando, FL, April, 1995.

REGIONAL PRESENTATIONS
Stamper, C.L. and Masterson, S.S. Cultural differences in relational ties: The relative importance of need fulfillment, mattering, and belonging, to be presented at the Southern Management Association's annual conference, November, 2009.

Stamper, C.L., Knapp, J.R., and Masterson, S.S. Perceived organizational membership and work behavior: An examination of rights and responsibilities, presented to the Southern Management Association annual conference, October, 2006.

Muse, L. and **Stamper, C.L.** Benefits and perceived organizational support: Does type of benefit matter?, presented to the Southern Management Association annual conference, November, 2003.

Stamper, C.L. The importance of perceived organizational support to the decision to exhibit deviant workplace behavior, presented at the annual Southern Management Association meeting, Atlanta, GA, November, 2002.

Masterson, S.S., and **Stamper, C.L.** Understanding the employee-organization relationship: Perceived citizenship as an organizing framework, presented at the annual Southern Management Association meeting, New Orleans, LA, November, 2001.

Stamper, C.L., and Masterson, S. S. Insider or outsider?: Understanding employees' perceived inclusion in their work organizations, presented at the annual Southern Management Association meeting, Orlando, FL, November, 2000.

Daly, C.L. Experiential learning and organizational behavior. Michigan Regional Organizational Behavior Teaching Conference, Saginaw Valley State University, May, 1997.

Daly, C.L. Predicting extra-role behavior differences in full- and part-time workers: A matter of inclusion? Midwest Academy of Management, Ann Arbor, MI, April, 1997.

Tower, S.A., and **Daly, C.L.** Introductory exercise concerning process and content issues related to OB/MGT/HRM topic areas. Michigan Regional Organizational Behavior Teaching Conference, Eastern Michigan University, May, 1996.

RESEARCH REPORTS
Stamper, C.L. 2009. Kalamazoo Nature Center Donor Member Summary Report.

Stamper, C.L. 2009. Kalamazoo Nature Center Employee/Supervisor Summary Report.

Stamper, C.L. 2006. Member Summary Report for Kalamazoo First United Methodist Church.

WORKS IN PROGRESS
Stamper, C.L., Ng, E., Hoobler, J., Shore, L., Inclusion and exclusion in professional associations, data collected and analyzed.

Metz, I., Benschop, Y.W.M., Ng, E., **Stamper, C.L.,** Predicting exclusion in organizational members, data collected.

Stamper, C.L., State versus Trait Inclusion: The importance of mattering, conceptual paper.

McNally, J.J., Luchak, A.A., **Stamper, C.L.,** Hackett, R.D., Will they 'fold' or 'go all in': Exploring employee side bets as causal mechanisms of workplace exchanges, data collected, to be submitted to HRMJ by June 2015.

QUOTED PUBLICATIONS
Affirmative action ruling supports most Big Business policies, <u>MiBizWest</u>, Monday, July 14, 2003 (commented on U of Michigan Supreme Court rulings).

INVITED COMMUNITY PRESENTATIONS
Stamper, C.L. November, 2008. Racial diversity in the United States, presented to UMW Lydia Circle.

Stamper, C.L. 2005 - 2008. Abrahamic religions: comparing Christianity, Judaism, and Islam, presented to 4 different groups of UMW members on various dates.

Stamper, C.L. April, 2006. Should SUV production be banned?, presented to students as part of a lecture series for WMU residential halls.

Stamper, C.L. Spring, 2003. Faculty research presentation sponsored by the HCoB Faculty Enhancement Committee

Stamper, C.L. May, 2002. Coping with stress: Reducing the impact of employee stress on business effectiveness, Haworth College of Business Keystone Breakfast Series.

RESEARCH GRANTS and FUNDING
WMU Faculty Professional Development Awards: 2001-2004, 2006-2013
WMU Faculty Research Travel Funds
WMU Haenicke Center International Travel Fund: 2007
UNCW Cameron School of Business Research Grant: awarded $4200 for 1999, 2000

GRANT REVIEWING
  ➢ <u>City University of Hong Kong</u>:
      Project Title: Person-Organization Fit, Equity Sensitivity, and Social Exchange as
                          Predictors of Organizational Citizenship Behaviors
      Principle Investigator: Dr Tae-Yeol Kim

  ➢ <u>Hong Kong Polytechnic University</u>:
      Project Title: Investment in Organizational Behavior: An Investment Theory of
                          Perceived Insider Status and Outcomes
      Principal Investigator: Professor Hui Chun

TEACHING ASSIGNMENTS

Nominated for the 2008-2009 WMU University Distinguished Teaching Award

Western Michigan University
(Received "Above Average to Excellent" student evaluations in all classes (4.2-4.9 / 5)
- ➢ Staffing Organizations (UG)
- ➢ Managing Diversity (UG)
- ➢ Organizational Behavior (UG)
- ➢ Business and Society (UG Ethics)
- ➢ Project Management/Leadership (UG) (team taught)
- ➢ Managing Human Resources and Behavior (G)
- ➢ Business Policy and Social Responsibility (G)
- ➢ Independent Study – (multiple at both UG and G levels)

University of North Carolina at Wilmington
Received "Above Average to Excellent" student evaluations (4.0-4.7 / 5)
- ➢ Human Resource Management (UG)
- ➢ Principles of Management (UG)
- ➢ Interpersonal Skills (MBA) - team taught
- ➢ Human Resource Management (MS in Accountancy)

STUDENT ADVISING
Western Michigan University
- ➢ Student Leadership Advisory Board – 2011-present
- ➢ SEHR student chapter acting advisor – Fall, 2003

University of North Carolina at Wilmington
- ➢ SHRM student chapter formation – Spring, 2001
- ➢ Society for the Advancement of Management - 1998 - 2000

Michigan State University, School of Hospitality Management
- ➢ Career Expo - 1996, 1997
- ➢ Hospitality Association Auction - 1997, 1998
- ➢ Les Gourmets - 1997, 1998

UNIVERSITY SERVICE
Western Michigan University (WMU)
- ➢ University Recruitment Committee – 2013-present
- ➢ University Assessment Steering Committee – 2011-present
- ➢ ICES Steering Committee – 2011-2013
- ➢ ICES Implementation Committee – 2011-2013
- ➢ First Year Experience Tactical Action Committee – 2013

- ➢ University Strategic Plan Operational Taskforce – 2012-2013
- ➢ PIO-WMU negotiating team – 2012-2013
- ➢ Lee Honors College Associate Dean Search Committee – 2012
  - ▪ *Committee Chair*
- ➢ University Academic Advising Review Committee – 2011-2012
- ➢ University Academic Advising Award Committee – 2011-2012
- ➢ President's Council on Diversity and Multiculturalism – 2004-2005

Haworth College of Business (WMU)
- ➢ Policy Council – 2011-present
- ➢ Undergraduate Program Council – 2011-present
- ➢ College Curriculum Committee – 2004-2008; 2009-present
  - ▪ *Committee Chair 2006-2008; 2009-2011*
- ➢ College Assessment Committee – 2001-2006; 2011-present
  - ▪ *Committee Chair 2005-2006*
  - ▪ Liaison to the Graduate Program Council – 2004-2005
- ➢ College Scholarship Committee – 2011-present
- ➢ Continuous Improvement Council – 2005-2007; 2009-2010

Department of Management (WMU)
- ➢ Executive Committee – 2006-2009
- ➢ Personnel Committee – 2004-2011
- ➢ Sabbatical Committee – 2009-2010
- ➢ Ad Hoc Scholarship Committee – 2003-2011
- ➢ Curriculum Committee – 2002-2011
  - ▪ *Committee Chair 2004-2008; 2009-2010; 2010-2011*
- ➢ HR Faculty Subcommittee – 2003-2011;
  - ▪ *Committee Chair 2003-2005*
- ➢ Budget Committee – 2001-2003
- ➢ Faculty Search Committee – 2001-2002; 2004-2005; 2010-2011
  - ▪ *Committee Chair 2004-2005*; *2010-2011*

Cameron School of Business (UNCW)
- ➢ Undergraduate Curriculum Committee - 2000-2001
- ➢ Undergraduate Curriculum Committee - 1999-2000
- ➢ Dean's Search Committee - 1999-2000
- ➢ Student Services Committee - 1998-1999

Department of Management & Marketing (UNCW)
- ➢ Micro Faculty Search Committee – 1998-1999; 1999-2000
  - ▪ *Committee Chair 1998-1999; 1999-2000*
- ➢ Strategy Faculty Search Committee - 1998-1999

PROFESSIONAL MEMBERSHIPS AND SERVICE
Memberships and Activities
Academy of Management - 1993 – present

- ➢ Diversity and Inclusion Theme Committee – 2012-present
- ➢ HR Division:
  - ▪ International HRM Award Committee – 2015
  - ▪ Ralph Alexander Dissertation Award Committee – 2008
  - ▪ Professional Development Workshop committee – 2004-2005
  - ▪ Reviewer – 2000–2013
  - ▪ Session Chair – 2009 (2 sessions)
  - ▪ Discussant – 2004, 2010
- ➢ OB Division:
  - ▪ Doctoral Consortium Fellow (invited panelist) - 2009
  - ▪ Junior Faculty Consortium Fellow (invited panelist) - 2008
  - ▪ Reviewer – 2000, 2003, 2004, 2008-2013
- ➢ Gender/Diversity Division:
  - ▪ Reviewer – 2002—2011

Southern Management Association - 1999 - present
- ▪ Best Paper Award Committee, OB Track – 2007
- ▪ Reviewer – 1999-2004, 2006, 2008, 2009
- ▪ Discussant – 1999-2002, 2006, 2009
- ▪ Session Chair – 2006

Midwest Academy of Management - 1996 - 1999
- ▪ Reviewer and Facilitator - 1997, 1998

Journal Reviewing (Ad Hoc)
- ➢ Academy of Management Journal
- ➢ Organizational Behavior and Human Decision Processes
- ➢ Personnel Psychology: *Special Issue on Cross-Cultural Issues*
- ➢ Group and Organization Management: *Special Issue on Cultural Intelligence*
- ➢ Journal of Organizational Behavior: *Special Issue on Employment Relationships*
- ➢ Journal of Management
- ➢ Human Relations
- ➢ British Journal of Industrial Relations
- ➢ Industrial Relations: A Journal of Economy and Society
- ➢ International Journal of Hospitality Management
- ➢ European Journal of Work and Organizational Psychology
- ➢ Journal of Organizational and Occupational Psychology
- ➢ Management and Organization Review: *Special Issue on Social Exchange*
- ➢ International Journal of Sociology
- ➢ International Journal of Management Theory and Practices
- ➢ Industrial and Labor Relations Review
- ➢ Journal of Managerial Psychology

Textbook Reviewing
- ➢ An Introduction to Business Ethics (3rd ed) – Desjardins, 2009
- ➢ Developing Management Skills – Baldwin, Bommer, and Rubin, 2006
- ➢ Understanding and Managing Diversity (3rd ed.) – Harvey and Allard, 2005
- ➢ Developing Management Skills – Baldwin, Bommer, Wiethoff, and Rubin, 2005

- Business Ethics (3rd ed.) – Weiss, 2003
- Organizational Behavior (3rd ed.) – George and Jones, 2002, 2003
- Organizational Behavior (10th ed.) – Robbins, 2003
- Organizational Behavior (5th ed.) – Kreitner and Kinicki, 2003
- Organizational Effectiveness – Cherrington, Bischoff, Dyer, and Stephan, 2002
- Organizational Behavior – McShane and Von Glinow, 2001, 2005

PROFESSIONAL AND STUDENT AWARDS AND SCHOLARSHIPS

Awards

Western Michigan University
- Supervisor of the Year nominee, 2012-13

Journal of Organizational Behavior
- Best Reviewer award, 2007-2008; 2009-2010

University of North Carolina at Wilmington
- "Impact Professor" - university-wide recognition by graduating students
  - Fall semester, 2000, 2001 (after leaving position)
  - Spring semester, 1999, 2000, 2001

Michigan State University
- Excellence in Teaching Citation - 1998, recommended by the Eli Broad College of Business to receive this university-wide award

University of Miami
- Beta Gamma Sigma, business honor society - 1988 (undergraduate inductee)
- Phi Kappa Phi, national honor society - 1988
- Phi Beta Gamma and Alpha Lambda Delta freshman honor societies - 1985
- Honor Roll/President's List - all four years

Scholarships

Michigan State University
- Klare Fellowship - 1996-1997
- Doctoral Student Competitive Fellowship - 1996-1998
- Minority Competitive Fellowship - 1992-1993
- Klare Scholarship - 1989-1991

University of Miami
- Henry King Stanford Competitive Scholarship - all four years

PROFESSIONAL DEVELOPMENT

CITI-program certified human subject researcher: 2006 - present.

AACSB Associate Deans conference, November 2014, San Antonio, TX

AACSB New Standards seminar, January, 2014, Tampa, FL

AACSB Aspiring Deans seminar and Associate Deans conference: Nov, 2013, Phoenix, AZ

AACSB Online Strategies seminar: October, 2013, Tampa, FL

AACSB Associate Deans conference, November 2012, St. Petersburg, FL

AACSB Applied Assessment seminar and conference: March, 2012, Houston, TX

AACSB Associate Deans conference: November, 2011, Houston, TX

AACSB Assessment seminar and conference: March, 2011, Atlanta, GA.

CARMA webcast course on qualitative design: March, 2011.

Prezi Software Training: March, 2011 (WMU Faculty Enhancement Committee).

Content Analysis Software Training: Spring, 2008 (WMU Faculty Enhancement Committee).

Vista Blackboard Software Training: Spring, 2007 (WMU Department of Technology).

AACSB Assessment seminar: March 2006, Scottsdale, AZ.

McGraw Hill Symposium on Organizational Behavior: Teaching effectiveness in the classroom, March, 2004, Las Vegas, NV.

SAP Training: HR software course, June 2003, Nova Scotia, Canada.
Junior Faculty Consortium at the Southern Academy of Management annual conference, 2000.

HR Division Junior Faculty Consortium at the Academy of Management annual conference, 1999.

OTHER PROFESSIONAL ACTIVITIES
FUMC Academy, Fall, 2004 – Christianity and Business Ethics course for church members

FUMC Lay Personnel Team consultant, 2002-2006 – employee handbook, lay staff restructuring, volunteer training program, job description