

**SOPHIA V. MARINOVA**  
**Curriculum Vitae**  
College of Business Administration  
University of Illinois at Chicago  
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**EDUCATION:**

PhD University of Maryland, College Park, Spring 2005  
Major: Organizational Behavior  
Minor: Human Resource Management

**Dissertation Title:** An organizational culture perspective on role emergence and role enactment

BA American University in Bulgaria, Spring 2000  
Major: Business & Management  
Minor: Fine Arts

**RESEARCH INTERESTS:**

**Key Areas:** Organizational citizenship behaviors (OCBs); leadership; expatriate management.

**Theoretical Perspectives:** Individual and motivational differences; multilevel perspectives; organizational culture and climate; self and other orientation; social and resource exchange theories.

**JOURNAL PUBLICATIONS AND JOURNAL ACCEPTANCES:**

**Marinova, S.V.,** Moon, H. & Kamdar, D. (*forthcoming*). Getting ahead or getting along? The two-facet conceptualization of conscientiousness and leadership emergence. *Organization Science*.  
5-year impact factor: 5.61. Impact factor: 4.34.

Moon, H.K., **Marinova, S.V.,** Livne, E. (*forthcoming*). Understanding the independent influence of duty and achievement-striving when predicting the relationship between conscientiousness and organizational cultural profiles and helping behaviors. *Journal of Personality Assessment*.  
5-year impact factor: 1.80. Impact factor: 1.29.

Mawritz, M. B., Mayer, D. M., Hoobler, J., Wayne, S. J., & **Marinova, S. V.** (2012). A trickle-down model of abusive supervision. *Personnel Psychology*, 65(2): 325-357.  
5-year impact factor: 6.07. Impact factor: 2.93.

Chiaburu, D. & **Marinova, S.** (2012). What determines employees' role perceptions? An instrumentality-based explanation. *Public Personnel Management*, 41(1): 45-60.  
5-year impact factor: 0.44. Impact factor: 0.45.

**Marinova, S.V.,** Moon, H. & Van Dyne, L. (2010). Are all good soldier behaviors the same? Supporting multidimensionality of organizational citizenship behaviors based on rewards and roles.

*Human Relations*, 63(10): 1463-1485.

5-year impact factor: 2.38. Impact factor: 1.73.

Takeuchi, R., Wang, M., & **Marinova, S. V.**, Yao, X. (2009). Role of domain-specific facets of perceived organizational support during expatriation and implications for performance. *Organization Science*, 20(3): 621-634.

5-year impact factor: 5.61. Impact factor: 4.34.

Moon, H., Hollenbeck, J.R., **Marinova, S.V.**, & Humphrey, S. (2008). Beneath the surface: Uncovering the relationship between extraversion and organizational citizenship behavior through a facet approach. *International Journal of Selection and Assessment*, 16(2): 143-154.

5-year impact factor: 1.48. Impact factor: 1.30.

Takeuchi, R., Lepak, D. P., **Marinova, S. V.**, & Yun, S. (2007). Nonlinear influences of stressors on general adjustment: the case of Japanese expatriates and their spouses. *Journal of International Business Studies*, 38(6): 928-943.

5-year impact factor: 5.24. Impact factor: 3.56.

Chiaburu, D.S., **Marinova, S.V.** & Lim, A.S. (2007). Helping and proactive extra-role behaviors: The influence of motives, goal orientation, and social context. *Personality and Individual Differences*, 43(8): 2282-2293.

5-year impact factor: 2.31. Impact factor: 1.88.

Chiaburu, D. & **Marinova, S.V.** (2006). Employee role enlargement: Interactions of trust and organizational fairness. *Leadership and Organization Development Journal*, 27(3): 168-182.

Takeuchi, R., Wang, M., & **Marinova, S. V.** (2005). Antecedents and consequences of psychological workplace strain during expatriation: a cross-sectional and longitudinal investigation. *Personnel Psychology*, 58(4): 925-948.

5-year impact factor: 6.07. Impact factor: 2.93.

Chiaburu, D. & **Marinova, S. V.** (2005). What predicts skill transfer? An exploratory study of goal orientation, training self-efficacy and organizational supports. *International Journal of Training and Development*, 9(2): 110-123.

Takeuchi, R., **Marinova, S. V.**, Lepak, D. P., & Liu, W. (2005). A model of expatriate withdrawal-related outcomes: Decision making from a dualistic adjustment perspective. *Human Resource Management Review*, 15(2): 119-138.

5-year impact factor: n/a. Impact factor: 2.37.

## BOOK CHAPTERS:

Chiaburu, D., **Marinova, S.V.**, & Van Dyne, L. (2008). Should I do it or not? An initial model of cognitive processes predicting voice behaviors. In L.T. Kane and M. R. Poweller (Eds.), *Citizenship in the 21<sup>st</sup> Century*: 127-153. Hauppauge, NY: Nova Science Publishers.

Takeuchi, R., Tesluk, P. E., & **Marinova, S. V.** (2006). Role of international experiences in the development of cultural intelligence. In S. Dey & V. N. Posa (Eds.), *Cultural intelligence: An introduction*: 56-91. Hyderabad, India: ICFAI University Press.

**BEST PAPER PROCEEDINGS — PEER REVIEWED (Top 10% of accepted papers):**

**Marinova, S.V.**, Moon, H. & Kamdar, D. (2009). The two faces conceptualization of conscientiousness and leadership emergence. Selected for *Academy of Management 2009 Best Paper Proceedings*, Chicago, IL.

Chiaburu, D., **Marinova, S.V.**, & Van Dyne, L. (2008). Should I do it or not? An initial model of cognitive processes predicting voice behaviors. *Academy of Management 2008 Best Paper Proceedings*, Anaheim, CA.

Wayne, S., Hoobler, J., **Marinova, S.** & Johnson, M. (2008). Abusive behavior: Trickle-down effects beyond the dyad. *Academy of Management 2008 Best Paper Proceedings*, Anaheim, CA.

Takeuchi, R., **Marinova, S.**, Lepak, D., & Moon, H. (2004). Justice climate as a missing link for the relationship between high Investment HRM systems and OCBs. *Academy of Management 2004 Best Paper Proceedings*, New Orleans, LA.

**WORK UNDER REVIEW AND WORK IN PROGRESS (By submission status & alphabetically):**

Marinova, S.V., Peng, A., Lorinkova, N. Chiaburu, D., & Van Dyne, L. Change-oriented citizenship: A meta-analysis of individual and job design predictors. *Submitted. (Journal of Management)*.

Marinova, S.V., Van Dyne, L., & Moon, H. Are good citizens good transformational leaders as well? An employee-centric perspective on organizational citizenship behaviors and transformational leadership. *Submitted. (Group and Organization Management)*.

Glibkowski, B., Lemmon, G., Wayne, S., Chaudhry, A., & Marinova, S.V. Employee resources inventory (ERI): Development and validation of a measure of resources within dyadic relationships. *Finalizing for submission. (Target journal: TBD)*.

Marinova, S.V. Self and other-orientation in leadership research: An integrative review and directions for future research. *Literature review in progress*.

Marinova, S. & Cao, X. Organizational culture profiles and organizational citizenship behaviors. *Analysis completed, finalizing draft. (Target journal: Journal of Applied Psychology)*.

Marinova, S.V., Hu, J., Wang, M., & Shi, J. A multilevel study of leadership, team climate, and employee innovative behaviors. *Finalizing analysis, working on draft. (Target journal: Academy of Management Journal)*.

Marinova, S.V., Kamdar, D., & Moon, H. A study of group ostracism, voice, and silence in work groups. *Theoretical model building stage*.

Marinova, S.V., Takeuchi, R., Tesluk, P., & Anand, S. Other-oriented emotional intelligence and employee performance: A relational perspective. *Initial draft completed, additional analyses in progress. (Target journal: Organizational Behavior and Human Decision Processes)*.

**CONFERENCE PRESENTATIONS — PEER REVIEWED:**

Chiaburu, D., Marinova, S.V., & Lorinkova, N. (2012). Change-oriented citizenship: Individual and job design predictors. Presented at the *2012 Academy of Management Meeting*, Boston, MA.

Marinova, S. V., Basadur, T., Hu, J. & Shi, J., & Wang, M. (2011). Am I creative or not? A contingent perspective on goal orientation in a creative context. Presented at the *2011 Southern Management Association Meeting*, Savannah, GA.

Marinova, S.V. (2011). Organizational culture and OCB: What are the processes? Presented at the *2011 Academy of Management Meeting*, San Antonio, TX.

Marinova, S.V., Hu, J., Basadur, T., Wang, M. & Shi, J. (2010). A multilevel model of creativity: The role of goal orientation and empowering leadership. Presented at the *2010 Southern Management Association Meeting*, St. Pete Beach, FL.

Marinova, S.V., Moon, H. & Kamdar, D. (2009). The two faces conceptualization of conscientiousness and leadership emergence. Presented at the *2009 Academy of Management Meeting*, Chicago, IL.

Mayer, D., Bardes, M., Hoobler, J., Wayne, S., Marinova, S.V. (2009). An examination of the trickle-down effects of abusive supervision. Presented at the *24<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, New Orleans, LA.

Chiaburu, D. & Marinova, S.V. (2008). Should I do it or not? An initial model of cognitive processes predicting voice behaviors. Presented at the *2008 Academy of Management Meeting*, Anaheim, CA.

Glibkowski, B., Chaudhry, A., Marinova, S.V. (2008). Triadic resource theory: Theory development and testing through scale development. Presented at the *2008 Academy of Management Meeting*, Anaheim, CA.

Wayne, S., Hoobler, J., Marinova, S.V. & Johnson, M. (2008). Abusive behavior: Trickle-down effects beyond the dyad. Presented at the *2008 Academy of Management Meeting*, Anaheim, CA.

Marinova, S.V. (2007). Emotional intelligence, relationship building and employee effectiveness. Presented at the *2007 Academy of Management Meeting*, Philadelphia, PA.

Chiaburu, D., Marinova, S.V., & Lim, A. S. (2007). What predicts giving and receiving help ? The influence of motivational and goal orientations. Presented at the *22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, New York, NY.

Marinova, S.V. & Tesluk, P. (2006). A good citizen or a good soldier? An organizational culture perspective on OCB roles and behaviors. Presented at the *2006 Academy of Management Meeting*, Atlanta, GA.

Chiaburu, D. & Marinova, S. V. (2005). What predicts skill transfer? Exploratory study of goal orientation, self-efficacy and organizational supports. Presented at the *20<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.

Takeuchi, R., Wang, M., & Marinova, S. V. (2005). The roles of perceived organizational support and affective commitment during expatriation: A social exchange perspective. Presented at the 20<sup>th</sup> *Annual Conference of the Society for Industrial and Organizational Psychology*, Los Angeles, CA.

Takeuchi, R., Marinova, S., Lepak, D., & Moon, H. (2004). Justice climate as the missing link for the relationship between high Investment HRM systems and OCBs. Presented at the *2004 Academy of Management Meeting*, New Orleans, LA.

Takeuchi, R., Tesluk, P., & Marinova, S. (2004). The role of international experiences in the development of cultural intelligence. Presented at the *2004 Academy of Management Meeting*, New Orleans, LA.

Chiaburu, D. & Marinova, S. V. (2004). Antecedents and consequences of trust in organization and manager. Presented at the 19<sup>th</sup> *Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.

Takeuchi, R., Lepak, D. P., Marinova, S. V., & Yun, S. (2004). Neglected but not forgotten? Non-linear effects of stress-related variables on socio-cultural adjustment and multiple crossover effects from spouses to expatriates. Presented at the 19<sup>th</sup> *Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.

Takeuchi, R., Wang, M., & Marinova, S. V. (2004). Centrality of work stress during international assignments: The pervasive role of stress and its consequences. Presented at the 19<sup>th</sup> *Annual Conference of the Society for Industrial and Organizational Psychology*, Chicago, IL.

Chiaburu, D. & Marinova, S. V. (2004). Building the organizational learning transfer system: Needs assessment, design, and implementation. Presented at the *American Society for Training and Development International Conference*, Washington, DC.

Marinova, S. V., & Moon, H. (2003). Introducing a circumplex model of organizational citizenship behaviors. Paper presented at the 18<sup>th</sup> *Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.

Moon, H., Marinova, S. V., Hollenbeck, J. R., & Humphrey, S. E. (2003). Halos and Horns: The suppression of facets of extraversion when predicting organizational criterion of interest. Paper presented at the 18<sup>th</sup> *Annual Conference of the Society for Industrial and Organizational Psychology*, Orlando, FL.

#### **SESSION CHAIR – DISCUSSANT – PANELIST:**

Marinova, S.V. Session chair. Organizational culture and leadership influences. Symposium presented at the *2012 Academy of Management Meeting*, Boston, MA.

Marinova, S.V. Session chair. Cooperation and helping. Symposium presented at the *2010 Academy of Management Meeting*, Montreal, Canada.

Marinova, S.V. Discussant. The virtues: Humility, Empathy, Benevolence and Citizenship. Symposium presented at the *2009 Academy of Management Meeting*, Chicago, IL.

Marinova, S.V. (with Dan Chiaburu). Symposium organizer and co-chair. Goal orientation research across levels: The role of motives and context. Symposium presented at the *22<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychologists*, 2007, New York, NY.

Marinova, S. V. (with Dan Chiaburu). Symposium organizer and co-chair. Advances in understanding OCB at work: from social exchanges to contingency perspectives. Symposium presented at the *2006 Academy of Management Meeting*, Atlanta, GA.

Marinova, S. V. Session chair. Leadership and emotions. Symposium presented at the *2006 Academy of Management Meeting*, Atlanta, GA.

## TEACHING EXPERIENCE AND CURRICULUM DEVELOPMENT:

### Curriculum Development:

At UIC	At UMD
MGMT 445— Organizational Theory and Practice	BGMT 360— Human Resources Management
MGMT 541—Organizational Behavior	BGMT 364—Management and Organization Theory
MGMT 587—Multilevel Issues in OB/HR	

### Teaching Experience (chronologically & by course topic):

**Summer 2002, Summer 2003** (2 sections):

BGMT 364 Management and Organization Theory –The University of Maryland, Robert H. Smith School of Business.

**Fall 2002, Spring 2003, Fall 2003, Spring 2004** (8 sections):

BGMT 495 Business Policies (Capstone course, typical enrollment: 35 students)– The University of Maryland, Robert H. Smith School of Business.

**Summer 2005** (1 section):

BGMT 360 Human Resources Management – The University of Maryland, Robert H. Smith School of Business.

**Fall 2005, Spring 2006, Fall 2006, Spring 2007, Fall 2007, Spring 2008, Fall 2008, Fall 2009, Fall 2010, Spring 2011, Fall 2011, Spring 2012, Fall 2012** (21 sections):

MGMT 445 Organizational Theory and Practice (Core requirement, management major, typical enrollment: 45 students)-- University of Illinois at Chicago, College of Business Administration.

***Fall 2007, Fall 2009*** (2 sections):

MGMT 587 Multilevel Issues in OB/HR (PhD level seminar)– University of Illinois at Chicago, College of Business Administration.

***Fall 2008, Fall 2011*** (2 sections):

MGMT 541 Organizational Behavior (Core MBA requirement, typical enrollment: 45 students)– University of Illinois at Chicago, Liautaud Graduate School of Business.

**GRANTS AND AWARDS:**

Managerial Studies Research Development Award (2012): \$2,725

Faculty Scholarship Support Award (2012): \$1,000

Outstanding Reviewer Award- Academy of Management Meeting (Organizational Behavior), Montreal, Canada 2010.

Marinova, S.V. & Hu, J.A multilevel study of leadership, team process and creativity in teams. \$6,000 research grant awarded by Center for Human Resource Management, University of Illinois. Awarded in March 2008.

**PROFESSIONAL AFFILIATIONS, SERVICE TO THE PROFESSION, AND TO THE BUSINESS COMMUNITY:**

**Professional Association Membership and Service:**

The Academy of Management, Member, 2000 — present.

- Reviewer, Academy of Management Meetings, Organizational Behavior Division: 2006-present.
- Served on the 2010 AOM Human Resources Division's Ralph Alexander Dissertation Award Committee.

American Psychological Association, Member, 2003-2007; 2009-2010.

The Society for Industrial and Organizational Psychology (SIOP), Member, 2002-2007; 2009-2010.

- Reviewer SIOP Annual Conferences: 2006, 2007, 2010.

Southern Management Association, Member, 2010 — present.

- Reviewer SMA Annual Meetings: 2010-present.

Eastern Academy of Management, Member, 2012— present.

**Journal Reviewer (Ad Hoc):**

Academy of Management Journal  
Human Relations  
Journal of Applied Psychology  
Journal of Management Studies  
Organizational Behavior and Human Decision Processes  
Personnel Psychology  
Journal of Personality

**Executive Board Membership:**

- Executive Board Member, Center for Human Resource Management (UIC and UIUC), 2011 — present.

**PROFESSIONAL EXPERIENCES:**

2005- Present: Assistant Professor, University of Illinois at Chicago, CBA, Department of Managerial Studies. Research, teaching, and service activities.

May 2005- July 2005: Instructor- M&O Department, Robert H. Smith School of Business.

Aug. 2004- May 2005: Research Assistant- M&O Department, Robert H. Smith School of Business, Academy of Management Journal Special Issue coordinator, University of Maryland at College Park.

Aug 2002- Aug 2004: Instructor- M&O Department, Robert H. Smith School of Business, teaching instructor for junior and senior level undergraduate management classes.

Aug. 2000- Aug. 2002: Research Assistant –M&O Department, R. H. Smith School of Business, project on online selection methods of recruitment, University of Maryland at College Park.

August-December 1999: Intern in an HR department- United Bulgarian Bank, Sofia, Bulgaria.

**SERVICE AT UIC:**

**Service to the Department**

- Speaker Series Organizer- 2010-2011, 2011-2012.
- Entrepreneurship/Strategy Faculty Search Committee- 2011.
- PhD Student Applicants Selection Committee- 2005-present.
- PhD Student Qualifying Exam Committee – 2005- present (member of 9 committees).
- PhD Student Dissertation Committee (member of 3 committees).



**Service to the College of Business Administration**

- Managerial Studies Representation/Presenter for College of Business Administration Majors Fair 2011.
- Research Committee (College of Business Administration)- 2005-2007.

**Service to the Liautaud Graduate School of Business**

- Presenter at the UIC Liautaud New Student Orientation- 2012.
- Guest Lecturer, MBA 501 Business Concepts & Skills, Spring 2008.

**Service to the University**

- (Elected) University Senate- 2007-2010. Incoming member, 2012-2015.
- (Elected) Senate Research Committee- 2010-2014.
- (Elected) Senate Support Services Committee- 2010-2014.
- (Elected) Senate External Relations & Public Service Committee. Incoming member, 2012-2014.

**Service to Students**

- Graduate College Awards Committee (Behavioral & Social Sciences), 2011- 2014.
- (Elected) Senate Student Affairs Committee. Incoming member, 2012-2014.
- Honors College Capstone Project Supervisor.
- Independent Studies Supervisor.