

## JENNY M. HOOBLER

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College of Business Administration  
Department of Managerial Studies  
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### EDUCATION

**Ph.D.** in Business Administration May 2002  
University of Kentucky, School of Management  
Majors: Human Resource Management and Organizational Behavior  
Graduate Certificate in Women's Studies

**MBA** May 1994  
University of Illinois at Springfield

**B.S.** in Secondary English Education August 1992  
University of Illinois at Urbana-Champaign  
Minor: Accountancy

### JOURNAL PUBLICATIONS

Burton, James, Hoobler, Jenny M. & Scheuer, Melinda, L. In Press. Supervisor stress and abusive supervision: The buffering effect of exercise. Journal of Business and Psychology.

Hoobler, Jenny M., Lemmon, Grace, & Wayne, Sandy J. In Press. Women's managerial aspirations from a human capital perspective. Journal of Management.

Mawritz, Mary B., Mayer, David M., Hoobler, Jenny M., Wayne, Sandy J., & Marinova, Sophia V. In Press. A trickle-down model of abusive supervision. Personnel Psychology.

Burton, James, & Hoobler, Jenny M. 2011. Aggressive reactions to abusive supervision: The role of interactional justice and narcissism. Scandinavian Journal of Psychology, 52(4), 389–398.

Burton, James, Hoobler, Jenny M. & Kernan, Mary C. 2011. When research setting is important: The influence of subordinate self-esteem on reactions to abusive supervision. Organization Management Journal, 8, 139-150.

- Hoobler, Jenny M., Lemmon, Grace, & Wayne, Sandy J. 2011. Women's underrepresentation in upper management: New insights on a persistent problem. Organizational Dynamics, 40, 151-156.
- Amoroso, Lisa M., Loyd, Denise L., & Hoobler, Jenny M. 2010. The diversity education dilemma: Exposing status hierarchies without reinforcing them. Journal of Management Education, 34(6), 795-822. Fritz Roethlisberger Memorial Award for the best article published in this journal in 2010.
- Briscoe, Jon P., Hoobler, Jenny M., & Byle, Kevin A. 2010. Do 'protean' employees make better leaders? The answer is in the eye of the beholder. Leadership Quarterly, 21, 783-795.
- Duffy, Michelle K., Shaw, Jason D., Hoobler, Jenny M., & Tepper, Bennett J. 2010. A time-based perspective on emotion regulation in emotional labor performance. Research in Personnel and Human Resources Management, vol. 29.
- Hoobler, Jenny M., Hu, Jasmine, & Wilson, Morgan S. 2010. Do workers who experience conflict between the work and family domains hit a "glass ceiling?" A meta-analytic examination. Journal of Vocational Behavior, 77, 481-494.
- Hoobler, Jenny M., Rospenda, Kathleen M., Lemmon, Grace, & Rosa, Jose A. 2010. A within-subject longitudinal study of the effects of positive job experiences and generalized workplace harassment on well-being. Journal of Occupational Health Psychology, 15(4), 434-451.
- Hoobler, Jenny M., Wayne, Sandy J., & Lemmon, Grace. 2009. Bosses' perceptions of family-work conflict and women's promotability: Glass ceiling effects. Academy of Management Journal, 52(5), 939-957. Finalist for Rosabeth Moss Kanter Award for best work-family research published in 2010.
- Hoobler, Jenny M. 2007. On-site or out-of-sight? Family-friendly childcare provisions and the status of working mothers. Journal of Management Inquiry, 16(4), 372-380.
- Hoobler, Jenny M., Basadur, Tim, & Lemmon, Grace. 2007. Management of a diverse workforce: Meanings and practices. Journal of Equipment Lease Financing, 25(1), Winter issue.
- Burton, James, & Hoobler, Jenny M. 2006. Subordinate self-esteem and abusive supervision. Journal of Managerial Issues, 18(3), 340-355.
- Gowen, Charles R., McFadden, Kathleen L., Hoobler, Jenny M., & Tallon, William J. 2006. Exploring the efficacy of healthcare quality practices, employee commitment, and employee control. Journal of Operations Management, 24(6), 765-778--special issue on incorporating behavioral theory in OM empirical models.

- Hoobler, Jenny M., & Brass, Daniel J. 2006. Abusive supervision and family undermining as displaced aggression. Journal of Applied Psychology, 91(5), 1125-1133.
- Hoobler, Jenny M., & Swanberg, Jennifer. 2006. The enemy is not us: Unexpected workplace violence trends. Public Personnel Management, 35(3), 229-246.
- Hoobler, Jenny M. 2005. Lip service to multiculturalism: Docile bodies of the modern organization. Journal of Management Inquiry, 14(1), 49-56.
- Hoobler, Jenny M., & Johnson, Nancy Brown. 2004. A five-year analysis of current human resource management publications. Personnel Review, 33(6), 665-676.
- Tepper, Bennett J., Duffy, Michelle K., Hoobler, Jenny M., & Ensley, Michael D. 2004. Moderators of the relationships between coworkers' organizational citizenship behavior and fellow employees' attitudes. Journal of Applied Psychology, 89(3), 455-465.
- Droege, Scott B., & Hoobler, Jenny M. 2003. Employee turnover and tacit knowledge diffusion: A network perspective. Journal of Managerial Issues, 15(1), 50-64.
- Tepper, Bennett J., Lockhart, Daniel, & Hoobler, Jenny M. 2001. Justice, citizenship, and role definition effects. Journal of Applied Psychology, 86(4), 789-796.
- Grimes, Andrew, & Hoobler, Jenny M. 1999. Article reviews of the Handbook of Organization Studies. Electronic Journal of Radical Organisation Theory, 5(1).

#### **MANUSCRIPTS UNDER REVIEW**

- Hoobler, Jenny M. Recent developments in the uneasy tension between family and career: Competency-related perceptions of women and mothers. S. MacDermid Wadsworth (Ed.), Military Families. Springer.
- Hoobler, Jenny M., & Hu, Jasmine. Affect and the abusive supervision mood contagion process. Revise and resubmit - Leadership Quarterly.
- Nkomo, Stella, & Hoobler, Jenny M. An historical perspective on diversity ideologies in the US: Reflections on HRM research & practice. Human Resource Management Review.

#### **REFEREED CONFERENCE PRESENTATIONS/PROCEEDINGS**

- Nkomo, Stella, & Hoobler, Jenny M. An historical perspective on diversity ideologies

- in the US: Reflections on HRM research & practice. Accepted - *2012 Meetings of the Academy of Management*, Boston, MA.
- Liao, Chenwei, Wang, Zhen, & Hoobler, Jenny M. Antecedents of voice behavior: A meta-analytic review. Accepted - *Meetings of the Society for Industrial and Organizational Psychology*, San Diego, CA.
- Burton, James, Hoobler, Jenny M., & Scheuer, Melinda L. Supervisor workplace stress and abusive supervision: The buffering effect of exercise. Accepted - *8th International Conference on Workplace Bullying*, Copenhagen, Denmark.
- Hoobler, Jenny M., & Hu, Jasmine. 2011. Abusive supervisors' mood contagion. *Meetings of the Academy of Management*, San Antonio, TX.
- Renko, Maija, Oftstein, Laurel, & Hoobler, Jenny M. 2011. The role of entrepreneurial passion and self-efficacy in the development of entrepreneurial intent and behaviors. *Meetings of the Academy of Management*, San Antonio, TX.
- Hoobler, Jenny M., Lemmon, Grace, & Wayne, Sandy J. 2011. Women's managerial aspirations from a career development perspective. *Meetings of the Society for Industrial and Organizational Psychology-South Africa, Pretoria*.
- Burton, James, Hoobler, Jenny M., & Scheuer, Melinda L. 2011. Blaming the abusive boss: How LOC influences aggression. *Meetings of the Society for Industrial and Organizational Psychology*, Chicago, IL.
- Hoobler, Jenny M., Hu, Jasmine, & Wilson, Morgan S. 2010. Do workers with work- family conflict hit a "glass ceiling?" A meta-analytic examination. *Meetings of the Academy of Management*, Montreal, Canada.
- Burton, James, Hoobler, Jenny M. & Kernan, Mary C. 2010. Deviant reactions to abusive supervision: The interactive effect of injustice and self-esteem. *Proceedings of the 7th International Conference on Workplace Bullying*, Cardiff, Wales.
- Burton, James, & Hoobler, Jenny M. 2009. Aggressive reactions to abusive supervision: The role of justice and fragile self-esteem. *Proceedings of the Annual Meeting of the Southern Management Association*, Asheville, NC. Best Organizational Behavior Track and Best Overall Paper Award.
- Hoobler, Jenny M., Lemmon, Grace, & Wayne, Sandy J. 2009. The maternal wall: A human capital perspective. *Annual Meetings of the Academy of Management*, Chicago, IL.
- Scheuer, Melinda L., Burton, James, Parker, Chris, & Hoobler, Jenny M. 2009. Direct vs. indirect abusive supervision: Personality determinants of aggressive responses. *Annual Meetings of the Academy of Management*, Chicago, IL.

- Bardes, Mary, Mayer, David M., Hoobler, Jenny M., Wayne, Sandy J., & Marinova, Sophia V. 2009. An examination of the trickle-down effects of abusive supervision. *Annual Meetings of the Society for Industrial and Organizational Psychology*, New Orleans, LA.
- Becker, Thomas E., Clark, Kevin, D., Hoobler, Jenny M., Johnson, Diane E., Klein, Howard J., Klimoski, Richard J., & Quigley, N. 2009. Out from under Damocles' sword: A Human Resource assessment of tenure. *Annual Meetings of the Society for Industrial and Organizational Psychology*, New Orleans, LA.
- Burton, James P., & Hoobler, Jenny M. 2009. The influence of subordinate self-esteem on reactions to abusive supervision. *Annual Meetings of the Society for Industrial and Organizational Psychology*, New Orleans, LA.
- Burton, James P., Hoobler, Jenny M., & Tepper, Bennett J. 2008. The influence of subordinate gender on reactions to abusive supervision: Evidence from laboratory and field settings. *Annual Meetings of the Academy of Management*, Anaheim, CA.
- Wayne, Sandy J., Hoobler, Jenny M., Marinova, Sophia V., & Johnson, Marty. 2008. Abusive behavior: Trickle-down effects beyond the dyad. *Proceedings of the Annual Meetings of the Academy of Management*, Anaheim, CA.
- Hoobler, Jenny M., Wayne, Sandy J., & Lemmon, Grace. 2008. Bosses' perceptions of work-family conflict and women's upward mobility: The glass ceiling reexamined. *Annual Meetings of the Academy of Management*, Anaheim, CA.
- Burton, James P., & Hoobler, Jenny M. 2008. Understanding reactions to bully bosses: A research program. *Proceedings of the 6<sup>th</sup> International Conference on Workplace Bullying*, Montreal, Canada.
- Burton, James P., & Hoobler, Jenny M. 2007. Abusive supervision and subordinate aggression: The role of self-esteem and narcissism. *Annual Meetings of the Academy of Management*, Philadelphia, PA.
- Hoobler, Jenny M., Rospenda, Kathleen M., & Lemmon, Grace. 2007. Asymmetrical effects of positive job experiences and generalized workplace harassment on well-being. *Annual Meetings of the Academy of Management*, Philadelphia, PA.
- Hoobler, Jenny M. 2007. Lip service to diversity in the classroom: Lessons from HR training and development. Panel presentation, *Proceedings of the North American Management Society/MBAA*, Chicago, IL.
- Hoobler, Jenny M., & Lemmon, Grace. 2007. The effects of subordinate commitment to family identity on outcomes of abusive supervision. *Annual Meetings of the Society for Industrial and Organizational Psychology*, New York, NY.
- Briscoe, Jon P., Hoobler, Jenny M., & Byle, Kevin A. 2007. Is a protean career

- orientation linked to transformational leadership? The answer's in the eye of the beholder. *Annual Meetings of the Society for Industrial and Organizational Psychology*, New York, NY.
- Hoobler, Jenny M., & Annavarjula, Madan. 2006. Work and family identities in India and the United States: An empirical test of "convergence and divergence." *Proceedings of the Annual Meeting of the Asia Academy of Management*, Tokyo, Japan.
- Briscoe, Jon P., Hoobler, Jenny M., & Byle, Kevin A. 2006. Using the protean career orientation to predict transformational leadership: An empirical study. *Annual Meetings of the Academy of Management*, Atlanta, GA.
- Gowen, Charles R., McFadden, Kathleen L., Hoobler, Jenny M., & Tallon, William J. 2005. Exploring commitment-based and control-based human resource management systems, continuous quality improvement, and healthcare quality program results. *Proceedings of the Annual Meeting of the Decision Sciences Institute*, San Francisco, CA.
- Annavarjula, Madan, Hoobler, Jenny M., Beldona, Sri, & Lynch, Joel. 2005. A cross-cultural comparison of the impact of work and family identities on individual outcomes. *Journal of International Business Studies/Academy of International Business Paper Development Workshop, AIB Annual Meeting*, Quebec City, Canada.
- Skinner, Jolene L., & Hoobler, Jenny M. 2005. Abusive supervision, employee alcohol usage, and drinking attributions: Performance implications. *Annual Meetings of the Academy of Management*, Honolulu, HI.
- Annavarjula, Madan, Hoobler, Jenny M., Beldona, Sri, & Lynch, Joel. 2005. Work and family identities: A three-nation study of salience, involvement, and individual outcomes. *Annual Meetings of the Eastern Academy of Management-International*, Cape Town, South Africa.
- Hoobler, Jenny M., & Skinner, J. 2004. Abusive supervision and employee alcohol usage: The impact on performance. *Annual Meetings of the Society for Industrial and Organizational Psychology*, Chicago, IL.
- Hoobler, Jenny M. 2003. Abuse, undermining, and restorative justice: When workers kick the dog. *Annual Meetings of the Academy of Management*, Seattle, WA.
- Hoobler, Jenny M., & Swanberg, Jennifer. 2003. Intersections of violence and aggression in the workplace: Lessons from municipal government employees and customers. *Work, Stress, and Health: New Challenges in a Changing Workplace, Fifth Interdisciplinary Conference on Occupational Stress and Health*, Toronto, Canada.

- Droege, Scott B., & Hoobler, Jenny M. 2002. Tacit knowledge diffusion from a social network perspective. *5th World Congress on the Management of Intellectual Capital*, Hamilton, ON, Canada.
- Hoobler, Jenny M. 2002. Lip service to multiculturalism: Docile bodies of the modern organization. *Proceedings of the Annual Meeting of the Southern Management Association*, Atlanta, GA.
- Tepper, Bennett J., Duffy, Michelle K., & Hoobler, Jenny M. 2002. Moderating effects of abusive supervision on relationships between coworkers' organizational citizenship behavior and fellow employees' attitudes. *Annual Meetings of the Academy of Management*, Denver, CO. Named to "Showcase Symposium" – Organizational Behavior Track.
- Hoobler, Jenny M. 2001. A process model of individual diversity-related behavior in organizations. *Proceedings of the Annual Meeting of the Southern Management Association*, New Orleans, LA. Best Paper Award – Social Issues Track.
- Hoobler, Jenny M. 2001. On-site or Out-of-sight? Family-friendly childcare provisions and the status of working mothers. *Proceedings of the Annual Meeting of the Midwest Academy of Management*, Toledo, OH.
- Hoobler, Jenny M., & Garrett, Brent. 2001. The deinstitutionalization of public policy: The case of Affirmative Action. *Annual Meetings of the Academy of Management*, Washington, D.C.
- Hoobler, Jenny M., & Johnson, Nancy Brown. 2001. A five-year analysis of current human resource management publications. *Proceedings of the Annual Meeting of the Industrial Relations Research Association*, New Orleans, LA.
- Hoobler, Jenny M., & Tepper, Bennett J. 2001. An examination of the causal relationships between abusive supervision and subordinates' attitudes, distress, and performance. *Annual Meetings of the Academy of Management*, Washington, D.C.
- Johnson, Nancy Brown, & Hoobler, Jenny M. 2001. Airline union elections: 1972-1998. *Proceedings of the Annual Meeting of the Industrial Relations Research Association*, New Orleans, LA.
- Hoobler, Jenny M. 2000. Networking for career attainment and advancement. *Proceedings of Solving the Puzzle: Integrating New Ideas with Classic Theories, Industrial Organizational/Organizational Behavior Graduate Student Conference*, Knoxville, TN.
- Hoobler, Jenny M., Duffy, Michelle K., & Tepper, Bennett J. 2000. The process of emotion regulation in emotional labor performance. Symposium paper presented at the *Annual Meetings of the Academy of Management*, Toronto, Canada.

Hoobler, Jenny M., Tepper, Bennett J., & Duffy, Michelle K. 2000. Moderating effects of coworkers' organizational citizenship behavior on relationships between abusive supervision and subordinates' attitudes and psychological distress. *Proceedings of the Annual Meeting of the Southern Management Association*, Orlando, FL.

## **WORKING PAPERS**

Lemmon, Grace, Wayne, Sandy J., & Hoobler, Jenny M. The interactive effects of political skill and growth-need strength on employee outcomes: Boundaries on the utility of workplace political skill.

## **INVITED PRESENTATIONS**

“Workplace attitude and climate: They’re within your control.” University of Pretoria Faculty of Economic and Management Sciences Administrative Staff, November 2011.

“Researching abusive supervision.” UIC HON 101, Honors Research Course, September 2006.

“Networking.” University of Illinois Campuses Student Leader Development Seminar, September 2005.

“Interview do’s and don’ts.” NIU Sigma Iota Epsilon Honorary Fraternity meeting, April 2005.

“The abusive supervisor.” NIU Presidential Commission on Women and Women’s Resource Center, Networking Luncheon, April 2005.

“Expatriates: Human resource implications.” Northern Illinois University Professional MBA Program, International Experience, Lisbon, Portugal, March 2005.

“Workplace diversity: Organizational change (?) and the new racism.” State Farm Insurance Companies, Administrative Services Department Managers, June 2004.

“The social identity complexity of work and family: Effects of abusive supervision on family consequences.” Northern Illinois University College of Business Board of Executive Advisors meeting, May 2004.

“Workplace diversity and sexual harassment.” Northern Illinois University College of Business, UBUS 311, April 2004.

“Workplace attitude and climate: They’re within your control.” Northern Illinois University Salute to Secretaries, April 2004.



“Incorporating job shadowing into course requirements.” Illinois Association for Cooperative Education and Internships (IACEI) conference, College of DuPage, March 2004.

“Understanding and dealing with difficult supervisors.” Northern Illinois University Society for Human Resource Management (SHRM) student chapter, October 2003.

“Incorporating lesbian, gay, bisexual, and transsexual issues into the business classroom.” Northern Illinois University LGBT Program national seminar for faculty, October 2003.

“Understanding and dealing with difficult supervisors.” Northern Illinois University Human Resource Services Training Program for faculty and staff, October 2003.

“Role modeling and self-image.” State Farm Insurance Companies, Administrative Services Department, Women Mentoring Women group, March 2003.

“Subordinate self-esteem and abusive supervision: The role of gender.” Northern Illinois University Introduction to Business Research class, February 2003.

“Careers in business management.” Northern Illinois University Women’s Studies Program, Conference for Young Women, October 2002, 2003.

“Abusive supervisors.” University of Kentucky Center for Labor Education and Research (CLEAR) School for Union Women, March 2002.

## **GRANT PROJECTS**

Co-investigator (w/W. Casper, University of Texas, Arlington). *Electronic communication interruptions during work and nonwork time, cognitive performance, and burnout: The moderating effects of individual, contextual, and organizational differences*. University of Illinois Center for Human Resource Management (\$9,520). Funded March 2011.

Principle Investigator (w/collaborator S. Nkomo, University of Pretoria). *The Impact of Race and Gender on the Career Progress of South Africans*. Fulbright U.S. Scholars Program. Awarded April 2011.

Principle Investigator (w/collaborator C. Dickens, University of Illinois at Chicago Hospital, and research mentor K. Rospenda, UIC Department of Psychiatry). *Impact of bullying and stressors on nursing/patient outcomes*. Pilot Project Research Training Program – National Occupational Research Agenda (NORA) (\$19,890). Funded June 2010.

Co-investigator (w/S.J. Wayne, G. Lemmon, and M.S. Wilson, University of Illinois at Chicago). *Developing employee engagement*. University of Illinois Center for Human Resource Management (\$8,920). Funded March 2009.

Co-investigator (w/S.J. Wayne and G. Lemmon, University of Illinois at Chicago). *The role of the MBA degree and other human capital factors in mitigating the effects of managerial stereotyping on career outcomes*. Graduate Management Admission Council, MERInstitute (\$56,828). Funded February 2009.

Co-investigator (w/S. Anand, University of Illinois at Chicago). *Understanding job offer acceptance behavior: The effects of perceived embeddedness on job choice behavior*. University of Illinois Center for Human Resource Management (\$7,307). Funded Spring 2007.

Sole investigator: *Diversity in the leasing and finance industry*. Equipment Leasing and Finance Foundation (\$15,700). Funded September 2005.

Primary investigator (w/J. Swanberg, University of Kentucky): *Employed individuals' experience of intimate partner violence: Individual and organizational determinants*. Society for the Psychological Study of Social Issues (\$1,825). Funded January 2005.

Sole investigator: *Avoiding traps and scaling fences: Uncovering the social dilemmas which impede diversity in organizations*. Society for the Psychological Study of Social Issues (\$1,000). Funded May 2000.

Sole investigator: *Bases of student motivation*. University of Kentucky Teaching and Learning Center (\$500). Funded Summer 1999.

## AWARDS AND HONORS

- Rosabeth Moss Kanter Award for Excellence in Work-Family Research - Center for Families at Purdue University and Boston College Center for Work and Family
  - One of 6 finalists for best work-family research paper published in 2010
- Fritz Roethlisberger Memorial Award for the best article published in Journal of Management Education, 2010
- UIC Faculty Scholarship Support Program Award, 2010, 2011
- Best Paper Award (all tracks), Southern Management Association, 2009
- 2 papers invited to the Best Paper Proceedings – Organizational Behavior and Gender & Diversity in Organizations tracks, Academy of Management annual meetings, Anaheim, CA, 2008
- Outstanding Service Award, Honorable Mention, for service “above and beyond” the call of duty and substantial contribution to the continued success of the college, UIC College of Business Administration, 2006
- Outstanding Reviewer Award for “exceptionally high quality feedback,” Academy of Management annual meetings, Organizational Behavior Division, 2006
- Northern Illinois University summer research funding (fully funded), 2002, 2003, 2004
- Dissertation Year Fellowship, University of Kentucky Graduate School, 2001-2002
  - One of 15 doctoral candidates campus-wide to receive full dissertation funding
- Best Paper Award, Southern Management Assn., Social Issues Track, 2001

- Research Challenge Trust Fund II Gatton Doctoral Fellowship for academic and research potential, 2000-2001
- University of Kentucky Graduate School Commonwealth Research Award, 2000
- Southern Management Association Doctoral Consortium (fully funded), 2000
- University of Kentucky Graduate School Fellowship Award, 2000
- University of Kentucky Woman's Club Scholarship, 2000
- McClintock Book Scholarship for academic merit and potential, 1999

## **BOARD AND COMMITTEE MEMBERSHIPS**

- Member, Selection Committee, Best Doctoral Student Paper submitted to the HR Division of the Academy of Management, 2012
- Member, Society for Industrial and Organizational Psychology (SIOP) Lee Hakiel Graduate Student Scholarship Awards Committee, 2010, 2011
- Editorial Board Member, Journal of Management Studies, 2009-2011
- Member, UIC Fulbright Interview and Evaluation Committee, 2009
- Member, SIOP Visibility Committee, 2009-2011.
- Member, Academy of Management Human Resource Management Division, Ralph Alexander Dissertation Award Selection Committee, 2009
- Editorial Board Member, Journal of Organizational Behavior, 2008-Present
- Board Member, UIC Center for Research on Women and Gender, 2008-2011.
- Advisory Board Member, Campaign for Paid Family Leave, Women Employed, 2008-Present
- Executive Committee Member, Academy of Management Human Resource Management Division, 2008-2011
- Member, Making Connections Award Selection Committee, Academy of Management Annual Meetings, OB Division, 2007
- Faculty Associate, Institute for Workplace Innovation, University of Kentucky, 2006-Present
- Executive Board Member, University of Illinois Center for Human Resource Management, 2005-Present
- Women's Studies Faculty Associate, Northern Illinois University, 2003-2005
- Member, University of Kentucky President's Commission on Women, 2002
- Member, University of Kentucky Presidential Taskforce on becoming a "top twenty" research institution, 2001-2002
- Lead Researcher and Member, University of Kentucky Faculty Senate Ad-hoc Committee on the Status of Women, 1999-2002
- Member, University of Kentucky Women's Studies Graduate Steering Committee, 1999-2002

## **OTHER PROFESSIONAL SERVICE**

- Ad-hoc Reviewer, American Journal of Business

- Ad-hoc Reviewer, Journal of Occupational Health Psychology
- Ad-hoc Reviewer, Organizational Behavior and Human Decision Processes
- Ad-hoc Reviewer, Anxiety, Stress, & Coping
- Discussant, Academy of Management Annual Meetings, HR Division, 2010
- Ad-hoc Reviewer, Academy of Management Review
- Ad-hoc Reviewer, Personnel Psychology
- Reviewer, Society for Industrial and Organizational Psychology (SIOP) Annual Meetings, 2009
- Ad-hoc Reviewer, Journal of Research in Personality
- Ad-hoc Reviewer, Human Resource Management Review
- Ad-hoc Reviewer, Group Dynamics
- Ad-hoc Reviewer, British Journal of Management
- Faculty Advisor, UIC MBA Association, 2007-2011
- Ad-hoc Reviewer, Journal of Management Studies
- Ad-hoc Reviewer, Human Relations
- Ad-hoc Reviewer, Journal of Social Psychology
- Ad-hoc Reviewer, Leadership
- Ad-hoc Reviewer, The International Journal of Management Reviews
- Ad-hoc Reviewer, The Psychologist-Manager Journal
- Ad-hoc Reviewer, Journal of Occupational and Organizational Psychology
- Ad-hoc Reviewer, Canadian Journal of Administrative Sciences
- Reviewer, Asia Academy of Management Annual Meetings, 2006
- Ad-hoc Reviewer, Journal of Interpersonal Violence
- Ad-hoc Reviewer, Journal of Operations Management
- Caucus Chair, Academy of Management Annual Meetings, Honolulu, 2005
- Reviewer, Eastern Academy of Management-International Annual Meetings, 2004
- Ad-hoc Reviewer, Personnel Review
- Ad-hoc Reviewer, Academy of Management Journal
- Facilitator, Academy of Management Annual Meetings, OB Division, 2003
- Reviewer, Academy of Management Annual Meetings, 2003-2012
- Discussant, Southern Management Association Annual meeting, 2002
- Reviewer, Southern Management Association Annual Meeting, 2001-2007
- Founder and President, University of Kentucky Graduate Women in Business (GWIB), 1999-2001
- Reviewer, Western Decision Sciences Institute Annual Meeting, 1999-2003

## **DOCTORAL COMMITTEE SERVICE**

### *Dissertation Chairperson*

- Morgan Wilson, UIC Managerial Studies dept., 2012-Present

### *Dissertation Committee Member*

- Abeba Mengistu, Addis Ababa University, 2012-Present
- Dayo Akinlade, UIC Managerial Studies dept., 2011-Present

- Jasmine Hu, UIC Managerial Studies dept., 2011-2012
- Grace Lemmon, UIC Managerial Studies dept., 2009-2011
- Renata Jaworski, UIC Managerial Studies dept., 2006-Present
- Prajya Vidyarthi, UIC Managerial Studies dept., 2007-2009
- Anjali Chaudry, UIC Managerial Studies dept., 2006-2008
- Jolene Skinner, NIU Psychology dept., 2003-2006

*Preliminary Exam Committee Member*

- Morgan Wilson, UIC Managerial Studies dept., 2011
- Dayo Akinlade, UIC Managerial Studies dept., 2010
- Jasmine Hu, UIC Managerial Studies dept., 2009
- Smriti Anand, UIC Managerial Studies dept., 2009
- Grace Lemmon, UIC Managerial Studies dept., 2009
- David Henderson, UIC Managerial Studies dept., 2007
- Prajya Vidyarthi, UIC Managerial Studies dept., 2007
- Anjali Chaudry, UIC Managerial Studies dept., 2006
- Brian Glibkowski, UIC Managerial Studies dept., 2006

## **TEACHING/BUSINESS EXPERIENCE**

*2010 to Present*

Associate Professor, University of Illinois at Chicago, College of Business Administration, Department of Managerial Studies

*2011-2012*

Fulbright Scholar (Research Award), University of Pretoria, South Africa, Faculty of Economic and Management Sciences, Department of Human Resource Management

*2005 to 2010*

Assistant Professor, University of Illinois at Chicago, College of Business Administration, Department of Managerial Studies

*2002 to 2005*

Assistant Professor, Northern Illinois University, College of Business, Department of Management

Adjunct status, Northern Illinois University, Psychology department, Industrial/Organizational Psychology curricular area.

*1998 to 2002*

Instructor, University of Kentucky, Carol Martin Gatton College of Business and Economics, School of Management

Teaching/Research Assistant, University of Kentucky, Carol Martin Gatton College of Business and Economics, School of Management

*1997 to 1998*

Course Developer/Management Trainer, State Farm Insurance Companies Corporate Headquarters, Bloomington, Illinois

*1994 to 1997*

Purchasing Specialist, State Farm Insurance Companies Corporate Headquarters, Bloomington, Illinois

*1992 to 1994*

Public Information and Education Specialist, Illinois Department of Transportation, Division of Traffic Safety, Springfield, Illinois

## **COURSES TAUGHT**

Fundamentals of Management

Fundamentals of Management, Independent Study/Distance Learning<sup>1</sup>

Human Resource Management

Labor-Management Relations

Meta-Analysis Doctoral Seminar

Organization Development/Design

Organizational Behavior (undergraduate, MBA, and doctoral levels)

Special Topics in Human Resource Management Doctoral Seminar

Survey of Personnel and Industrial Relations

Survey of Personnel and Industrial Relations, Independent Study/Distance Learning<sup>1</sup>

Training and Development

## **PROFESSIONAL AFFILIATIONS**

Academy of Management, American Psychological Association, Society for Human Resource Management, Society for Industrial and Organizational Psychology, Society for the Psychological Study of Social Issues, Southern Management Association

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<sup>1</sup> Also authored on-line version of course