

Christina L. Stamper (Daly)

Western Michigan University

Haworth College of Business

Kalamazoo, MI 49008-5457

Office: 269-387-6139

Cell: 269-254-4003

EDUCATION

- 1998 Michigan State University PhD in Org. Behavior and HRM
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, *Magna Cum Laude*

PROFESSIONAL EMPLOYMENT

- 2010 – present Professor, Western Michigan University
- 2011 – 2016 Associate Dean of Undergraduate Programs, 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

OTHER LEADERSHIP ROLES and AFFILIATIONS

- 2021 – present Board of Research Advisors, RECOIL, Kristiania University, Norway
- 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 Member, AOM Diversity and Inclusion Theme Committee
- 2011 – 2016 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
- 2016 – 2020 Associate Editor, Equality, Diversity, and Inclusion: An International Journal
- 2003 – 2006 Mid-American Journal of Business

**SIGNIFICANT ADMINISTRATIVE ACCOMPLISHMENTS AS
ASSOCIATE DEAN FOR UNDERGRADUATE PROGRAMS
(Listed by primary area of responsibility)**

Enrollment – *Increased BBA enrollment by over 10% (377 students) 2012-2016*

- Revamped recruitment process increasing undergraduate student intake (FTIAC) from approximately 405 per fall to 536 per fall, **a 32% increase**
 - Improved recruiting content and messaging
 - Initiated the Haworth College of Business Student Ambassador program
 - Introduced “Grab the Reins” personalized visits for prospective students
 - Instituted orientation lunches for students and parents, providing an opportunity interact with faculty – resulted in reduced melt and increased yield
 - Increased student ***first destination rate from 74% to 93%*** over 5 years
- Implemented new retention programming to increase student persistence
 - FTIAC 2nd year retention increased ***from 74.5% in 2012 to 80.5% in 2016***
 - Installed BUS 1000/3000 courses (1 credit) as a required FYE-type experience for all incoming business students (1000 – freshmen, 3000 – transfers)
 - Initiated a required BBA Orientation for junior-level students admitted to the BBA program, including employer representative speaker panel and faculty advising sessions
 - Guided the development of the Haworth College of Business Phoenix Program to help students on academic probation or who have recently been readmitted; used as a model for the university-wide ‘Reclaim the W’ program
 - Supported new tutoring services for students
 - Revised advising processes for students who failed required courses
- Increased key constituents:
 - 200% increase in Business Honors Students
 - 300% increase in students living in the Business Learning Community
 - ***15% increase in female students***
 - ***26% increase in students of color***
 - 50% increase in international students
- Established international partnerships with universities in the DR, Malaysia, and China
- Restructured and ***managed the \$750k annual Dean's All-Star scholarship awards*** (from differential tuition) to facilitate recruitment of strong academically-qualified high school students and retention through merit and need-based awards

Student Services Administrative Oversight --

- Office of Academic Advising and Admissions
 - Reorganized leadership and reporting structure
 - Increased advising capacity by 60% (5 to 8 advisors to achieve approximately 1:400 recommended ratio)
 - Instituted 2 associate director of advising positions for BBA and Retention
 - Installed a community college liaison advisor for transfer students
 - Significantly improved student satisfaction scores from exit survey
 - Advocated and received new office location and equipment, better meeting student and advisor needs

- Zhang Career Center
 - Reorganized leadership and work structure, increasing staff from 4.5 to 6
 - Oversaw the establishment of an Employer and Faculty Advisory Board
 - Tripled the number of professional workshops and events offered to students
 - Significantly improved student engagement (90%) in Career Center activities
 - Increased the undergraduate student placement rate (6 months post-graduation) from **77% to 94%**
- Business Learning Community
 - Worked with Student Learning Community Assistants to plan and implement several academic and professional programs for residents each semester
 - Developed a monthly BLC Newsletter, highlighting majors and upcoming events
 - Renovated common living spaces through the Employer Adopt-A-Lounge program, corporate sponsors Kellogg and Consumers Credit Union
- Student Professional Readiness Series (SPuRS)
 - Established a required co-curricular program for all BBA students designed to 1) assist in recruiting students through differentiating the Haworth College of Business program, 2) promote retention, and 3) fully engage students in professional preparation events
 - Advocated and received funding for Program Director and staff administrator
 - Achieved multiple recognition and awards, including donor funding

Curriculum and Assurance of Learning – worked directly with faculty committees

- Curriculum – with faculty support, revised BBA course requirements to include:
 - BUS 1000/3000 – FYE-type introductory course to program and SPuRS requirements
 - BUS 2200 – Global Business
 - BUS 4000 – SPuRS professional skills capstone course
 - BUS 4500 – Ethics and Sustainability
 - Also increased grade requirements for entrance into upper level BBA degree
- Assurance of Learning --
 - Designed two learning goal workshops for faculty to establish improved learning goals and measures for BBA curriculum
 - Reconstituted the assessment committee into the Assurance of Learning Council, consisting of learning goal champions charged with facilitating the collection of assessment data
 - Facilitated the process of discussion and responding to the initial assessment data to ‘close the loop’ on learning and process improvement

Information dissemination --

- Improved communication and coordination throughout college
 - Established weekly announcements for faculty and staff
 - Acted as linking mechanism among assessment, curriculum, and BBA-oversight committees
 - Created BBA course coordinators to facilitate curriculum updates and changes within courses in response to Assurance of Learning results

REFEREED PUBLICATIONS

- Bules, K., Curkovic, S., Eckert, P. and **Stamper, C.** (2019). Knowledge Gap: Supply Chain Students and Employers. Creative Education, vol. 10, 814-830.
- Ng, E. and **Stamper, C.L.** (2018). Special Issue on the Trump Presidency: What is the impact on diversity and inclusion efforts?, Equality, Diversity, and Inclusion: An International Journal, vol. 37(1), 2-13.
- 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, Cornell Hotel and Restaurant Administration Quarterly, 44, 33-42.
- Stamper, C.L.**, and Masterson, S.S. (2002). Insider or outsider? How employee perceptions about insider status affect their work behavior, Journal of Organizational Behavior, 875-894.
- Johlke, M.C., **Stamper, C.L.**, and Shoemaker, M.E. (2002). Antecedents to boundary-spanner perceived organizational support, Journal of Managerial Psychology, 17(2), 116-128.

Kaufman, J.D., **Stamper, C.L.**, and Tesluk, J.P. (2001). Do Supportive Organizations Make for Good Corporate Citizens?, Journal of Managerial Issues, 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, Journal of Organizational Behavior, 22, 517-536.

Stamper, C.L., and Van Dyne, L. (1999). Diversity at work: Do men and women differ in their organizational citizenship behavior?, Performance Improvement Quarterly (Special Issue: Embracing Diversity), 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, Personnel Psychology, 47, 739-766.

PUBLISHED BOOKS AND BOOK CHAPTERS

Ng, E., **Stamper, C.L.**, and Klarsfeld, A., Han, Y. (eds) (2021). Handbook on Diversity and Inclusion Indices, Edwin Elgar Publishing.

Stamper, C.L. and Combs, G. (2021). The Society for Human Resource Management's Global Diversity Readiness Index: Strengths, weaknesses and recommendations, Handbook on Diversity and Inclusion Indices, 34-49, Edwin Elgar Publishing.

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.) Strategies and Organizations in Transition, 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., Human Resource Strategies for Managing Diversity, 194-216, Blackwell Publishers.

PUBLISHED PEDOGOGICAL MATERIALS

Stamper, C.L. (2009). Power Point Slide Presentation to accompany J.W. Weiss's, *Business Ethics*, 5th 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

Ng, E., **Stamper, C.L.** (Co-Chair) 2018. What's in an Index: Opening Pandora's Box on Equality and Diversity Indices, held at the annual Academy of Management Conference in Chicago, IL.

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

McNally, J., Hill, K., Luchak, A., Hackett, R., **Stamper, C.L.** 2019. In the eye of the beholder: Using social and economic side bets to understand employees' perceptions of exchange obligations, presented at the 2019 Annual Conference of the Administrative Sciences Association of Canada (ASAC) in Niagara, Ontario, Canada.

Metz, I., Ng, E., **Stamper, C.L.**, Benschop, Y., 2016. The 'dark side' of social capital: How human capital influences elitism and exclusion, presented at the 2016 Australia and New Zealand Academy of Management (ANZAM) conference in Brisbane, Australia.

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), Ottawa, Canada.

NATIONAL PRESENTATIONS

Stamper, C.L. and Combs, G. The SHRM Global Diversity Readiness Index: Strengths, weaknesses and recommendations, presented at the annual Academy of Management Conference, Chicago, IL, August 2018.

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

Ng, E., McGowan, R. and **Stamper, C.L.** Furthering the Metaphor of the Career Labyrinth: Developing a Typology to Understand the Paths of Women Leaders, presented at the Southern Management Association's annual conference, October, 2019.

Stamper, C.L. and Masterson, S.S. Cultural differences in relational ties: The relative importance of need fulfillment, mattering, and belonging, 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

Metz, I., **Stamper, C.L.**, & Ng, E. The Role of Human and Social Capital in Creating Inclusion and Exclusion, 2nd R&R at Journal of Business Research.

Stamper, C.L. & McGowan, R. Furthering the Metaphor of the Leadership Labyrinth: Understanding the Paths of Non-Traditional Leaders, R&R at Journal of Leadership and Organizational Studies.

Stamper, C.L., & Intindola, M. HRM and disenfranchisement: Working beyond organizational boundaries to tackle societal barriers, submitted to Journal of Business Ethics.

McNally, J., Hill, K., Luchak, A., Hackett, R., **Stamper, C.L.** In the eye of the beholder: Using social and economic side bets to understand employees' perceptions of exchange obligations.

Stamper, C.L. & Metz, I. The various forms of exclusion, writing in Fall 2021.

Stamper, C.L., Differentiating State vs. Trait Inclusion.

RESEARCH GRANTS and FUNDING

WMU Faculty Professional Development Awards: 2001-2004, 2006-2020

WMU Faculty Research Travel Funds – numerous awards

WMU Haenicke Center International Travel Fund: 2007

UNCW Cameron School of Business Research Grant: awarded \$4200 for 1999, 2000

GRANT REVIEWING

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

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

EXTERNAL TENURE AND PROMOTION REVIEW REQUESTS

Laura Guerrero: 2021 U of Houston, Clear Lake
Linda Shanock: 2015 U of North Carolina, Charlotte

QUOTED PUBLICATIONS

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

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

Holly Harmon: 2020 (Chair) Western Michigan University, Department of Management
Kathryn Bules: 2019 (Chair) Western Michigan University, Department of Management
Joshua Angles: 2017 (Chair) Western Michigan University, Department of Management
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

TEACHING ASSIGNMENTS

*Awarded a 'Most Valuable Professor' designation by the WMU Athletic Department - 2020
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)

- Human Resource Management (UG)
- 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/MS in Accountancy)
- Principles of Management (UG)
- Interpersonal Skills (MBA) - team taught

STUDENT ADVISING and ACTIVITIES

Western Michigan University

- SEHR student chapter advisor – Fall, 2003; Fall 2018 – present
**SHRM FOUNDATION NATIONAL STUDENT ADVISOR IMPACT AWARD
WINNER -- 2020**
- HR Games advisor – 2018 – present (2nd Place at State Games in 2019)
- BBA Orientation – 2017 – present
- Fall Welcome – 2013-2015, 2018 – present
- Freshman Orientation Lunches – 2012 – present
- Student Leadership Advisory Board – 2011-2016
- Business Learning Community – 2011-2016

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

PROFESSIONAL MEMBERSHIPS AND SERVICE

Memberships and Activities

Academy of Management - 1993 – present

- Diversity and Inclusion Theme Committee – 2012-2016
 - PDW Chair – 2013-14
 - Chair – 2014-15
 - Past Chair – 2015-16
- 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, 2016
- OB Division:
 - Doctoral Consortium Fellow (invited panelist) - 2009
 - Junior Faculty Consortium Fellow (invited panelist) - 2008
 - Reviewer – 2000, 2003, 2004, 2008-2013, 2016
- Gender/Diversity Division:
 - Doctoral Consortium Fellow (invited panelist) – 2018
 - Reviewer – 2002—2011, 2016

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*
- Personnel Review
- 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

UNIVERSITY SERVICE

Western Michigan University (WMU)

- University Sabbatical Committee – 2017 – present
- Seita Scholar Faculty mentor – 2017 – present
- Success @ WMU curriculum planning subcommittee – 2017-2018
- University Assessment Steering Committee – 2011-2016
 - Awards and Grants Subcommittee
- WMU Signature Planning Committee – 2015-2016
- Competency Based Education committee – 2015-2016
- University Recruitment Committee – 2013-2014
- 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 – 2011-2016
- Undergraduate Program Council – 2011-2016, 2018-2020
 - *Committee Chair 2018-2020*
- College Curriculum Committee – 2004-2008; 2009-2016
 - *Committee Chair 2006-2008; 2009-2011*
- College Assessment Committee – 2001-2006; 2011-2016
 - *Committee Chair 2005-2006*
 - Liaison to the Graduate Program Council – 2004-2005
- College Scholarship Committee – 2011-2016
- Continuous Improvement Council – 2005-2007; 2009-2010

Department of Management (WMU)

- HR Program Director – 2019-present
- Executive Committee – 2006-2009
- Personnel Committee – 2004-2011; 2016-present
- Sabbatical Committee – 2009-2010, 2017-2018, 2018-2019
- Ad Hoc Scholarship Committee – 2003-2011
- Curriculum Committee – 2002-2011
 - *Committee Chair 2004-2008; 2009-2010; 2010-2011*
- HR Faculty Subcommittee – 2003-2011; 2017-present
 - *Committee Chair 2003-2005*
- Budget Committee – 2001-2003
- Faculty Search Committee – 2001-2002; 2004-2005; 2010-2011; 2019-2020
 - *Committee Chair 2004-2005; 2010-2011; 2019-2020*

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 AND STUDENT AWARDS AND SCHOLARSHIPS

Awards

SHRM Foundation National Student Advisor Impact Award Winner – 2020

Nominated by students and colleagues

Western Michigan University

- Most Valuable Professor, 2019-2020
- Haworth College of Business Department of Management Service Award, 2019-2020
- Supervisor of the Year nominee, 2012-2013
- Nominated for the WMU Distinguished Teaching Award, 2008-2009

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 2015, Kansas City, MO

MABDA conference, October 2015, Chicago, IL

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

MABDA conference, October 2014, Chicago, IL

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).

University-granted Sabbatical Leave: Fall 2008

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.

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.

OTHER PROFESSIONAL and VOLUNTEER ACTIVITIES

FUMC Dream Team Committee – 2018-present; raised over \$800,000 to date (goal of \$1.1m over three years), to help solve the affordable housing issue in Kalamazoo

FUMC Finance Committee – 2016-2018

Loaves and Fishes – 2005-2019

StrykeForce Robotics Team Mentor – 2016

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

REFERENCES

ISABEL METZ

Academy of Management Board of Governors member

Professor of Organisational Behaviour

University of Melbourne

Melbourne Business School

+ 61 3 9349 8226

I.Metz@mbs.edu

JIM ECKERT

Robert S. Kaiser Professor of Sales

Western Michigan University

Haworth College of Business

269-267-0742

James.a.eckert@wmich.edu

SUZANNE MASTERSON

Associate Dean, Faculty, Research and Lindner Culture

Professor of Management

University of Cincinnati

Carl H. Lindner College of Business

513-556-7125

Suzanne.Masterson@uc.edu

BETSY DRUMMER

Director, Office of Advising and Admissions

Western Michigan University

Haworth College of Business

269-387-5089

Betsy.drummer@wmich.edu

PAULA ECKERT

Instructor of Management

Western Michigan University

Haworth College of Business

269-267-3415

PaulaECKERT39@gmail.com