

Steven D. Charlier
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Education

University of Iowa Ph.D. in Management	Iowa City, IA
University of Denver Masters of International Management	Denver, CO
College of William and Mary Bachelors of Business Administration	Williamsburg, VA

Academic Work Experience

Assistant Professor College of Business, Georgia Southern University	2014-present
Assistant Professor School of Business, Quinnipiac University	2012-2014
Graduate Assistant/Fellow & Instructor Tippie College of Business, University of Iowa	2007-2012

Editorial Positions

Editorial Board Member – <i>Academy of Management Learning & Education</i>	2012-present
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Books

N/A

Journal Articles

Burke-Smalley, L, Charlier, S.D., & Fisher, S.L. (in press). Positioning of undergraduate HR programs: Analyzing web-based messaging and unique practices. *Journal of Business Management & Change*.

Charlier, S.D., Stewart, G.L., Greco, L.M., & Reeves, C.J. (2016). Emergent leadership in virtual teams: A multilevel investigation of communication and team configuration antecedents. *The Leadership Quarterly*, 27(5): 745-764.

Charlier, S.D., Guay, R.P., & Zimmerman, R.D. (2016). Plugged in or disconnected? A theory of the effects of technological factors on employee job embeddedness. *Human Resource Management, 55*(1): 109-126.

Swider, B.W., Zimmerman, R.D., Charlier, S.D., & Pierotti, A.J. (2015). Deep-level and surface-level individual differences and applicant attraction to organizations: A meta-analysis. *Journal of Vocational Behavior, 88*: 73-83.

Charlier, S.D. (2014). Incorporating evidence-based management into management curricula: A conversation with Gary Latham. *Academy of Management Learning & Education, 13*(3): 467-475.

Oh, I.S., Charlier, S.D., Mount, M.K., & Berry, C.M. (2014). The two faces of high self-monitors: Chameleonic moderating effects of self-monitoring on the relationships between personality traits and counterproductive work behaviors. *Journal of Organizational Behavior, 35*(1): 92-111.

Brown, K.G., Charlier, S.D., Rynes, S.L., & Hosmanek, A.J. (2013). What do we teach in organizational behavior? An analysis of MBA syllabi. *Journal of Management Education, 37*(4): 447-471.

Brown, K.G. & Charlier, S.D. (2013). An integrative model of e-learning use: Leveraging theory to understand and increase usage. *Human Resource Management Review, 23*(1): 37-49.

Donaldson, L., Charlier, S.D., & Qiu, J.X.J. (2012). Organizational portfolio analysis: Focusing on risk inside the corporation. *Long Range Planning, 45*(4): 235-257.

Charlier, S.D., Brown, K.G., & Rynes, S.L. (2011). Teaching evidence-based management in MBA programs: What evidence is there? *Academy of Management Learning and Education, 10*(2): 222-236.

Other Publications (Book Chapters)

Charlier, S.D., Giumetti, G.W., Reeves, C.J., & Greco, L.M. (in press). Workplace cyberdeviance. Chapter in G. Hertel, D. Stone, R. Johnson, & J. Passmore (Eds.), *Wiley/Blackwell Handbook of the Psychology of the Internet @ Work*.

Brown, K.G., Charlier, S.D., & Pierotti, A.J. (2012). E-Learning at work: Contributions of past research and suggestions for the future. Chapter in G.P. Hodgkinson & J.K. Ford (Eds.) *International Review of Industrial and Organizational Psychology 2012, Volume 27*. Chichester, UK: John Wiley and Sons, Ltd.

Other Publications (Case Studies)

Charlier, S.D., & Brennan, M.M. (2013). "SkillsForTomorrow: A Management Team in Crisis."

Emerson, C.J., & Charlier, S.D. (2000). "The Hub Group."

Emerson, C.J., & Charlier, S.D. (1999). "The Atcheson, Topeka, and Sante Fe Railroad."

Presentations or Proceedings at Professional Meetings (Since 2011)

Charlier, S.D., Shaffer, M.A., Bolino, M.C., & Wurtz, O. The countervailing effects of partner cultural intelligence on global worker job attitudes. Paper presented at the 2016 annual meeting of the Academy of Management, Anaheim.

Charlier, S.D., Hill, N.S., & Hoch, J.E. (co-organizers). Toward a unified approach to conceptualizing and measuring virtuality. Panel symposium presented at the 2016 annual meeting of the Academy of Management, Anaheim.

Charlier, S.D. Don't shoot the messenger: Delivering bad news. Case study presented at the 2016 Eastern Academy of Management conference, New Haven, CT.

Charlier, S.D., Burke-Smalley, L.A., & Fisher, S.L. A systematic program analysis of undergraduate HR education: The pursuit of quality and innovation. Paper presented at the 2015 annual conference of the Academy of Management, Vancouver.

Kraimer, M.L., Shaffer, M.A., Bolino, M.C., Charlier, S.D., & Wurtz, O. Toward a better understanding of global work demands and how they relate to global competencies. Paper presented at the 2015 annual conference of the Academy of Management, Vancouver.

.Swider, B.W., Zimmerman, R.D., Charlier, S.D., & Pierotti, A.J. Personality, ability, and applicant attraction: A meta-analysis. Paper presented at the 2015 annual conference of the Society for Industrial and Organizational Psychology, Philadelphia.

Charlier, S.D. Building strong faculty/student relationships in online graduate business programs. Paper presented at the 2014 Southern Management Association conference, Savannah, GA.

Purvanova, R.K., Charlier, S.D., & Hoch, J.E. (co-organizers). Researching virtual teams: Tips and strategies from virtual teams scholars and practitioners. Professional Development Workshop presented at the 2014 annual conference of the Academy of Management, Philadelphia.

Shaffer, M.A., Charlier, S.D., & Kraimer, M.L. (co-organizers). The power of stressors: New directions in the challenge and hindrance stressor framework. Symposium presented at the 2014 annual conference of the Academy of Management, Philadelphia.

Choi, D., Charlier, S.D., & Postlethwaite, B.E. Linking POS and exchange ideology to behavioral outcomes: A social exchange framework. Paper presented at the 2014 annual conference of the Academy of Management, Philadelphia.

Greco, L., Charlier, S.D., Park, J., Christopher, J., & Brown, K.G. Technological advances in employee training and development. Symposium (chairs: T. Sitzmann & A. Fowler) presented at the 2014 annual conference of the Society for Industrial and Organizational Psychology, Honolulu.

Charlier, S.D. (co-chair and presenter), Heyne, K., & Zajac, S. The influence of geographical distribution on shared leadership. Symposium at the 2013 annual conference of the Academy of Management, Orlando.

Charlier, S.D., Stewart, G.L., Reeves, C., & Greco, L. Do talkers always rule? Individual differences, communication, and leadership perceptions in virtual teams. Paper presented at the 2013 annual conference of the Academy of Management, Orlando.

Kraimer, M.L., Bolino, M.C., & Charlier, S.D. A job demands-resources perspective of global work. Paper presented at the 2013 annual conference of the Academy of Management, Orlando.

Charlier, S.D. (facilitator) A research agenda for eHRM: What do we know, and where do we go from here? Professional Development Workshop (chair: R.D. Johnson) presented at the 2013 annual conference of the Academy of Management, Orlando.

Charlier, S.D., Ortiz-Walters, R., & Chandler, L. Doing it virtual: Lessons learned from online graduate business programs. Presented at the 2013 annual conference for the Organizational Behavior Teaching Society, Asheville, NC.

Kraimer, M.L., Shaffer, M.A., Bolino, M.C., & Charlier, S.D. Global work dimensions: Development and validation of scales. Paper presented at the 2013 annual conference of the Society for Industrial and Organizational Psychology, Houston.

Charlier, S.D., Hosmanek, A., Rynes, S.L., & Brown, K.G. What is organizational behavior? Construing the field from OB syllabi. Paper presented at the 2012 annual conference of the Academy of Management, Boston.

Charlier, S.D., Guay, R.P., & Zimmerman, R.D. Toward a theory of technology embeddedness. Paper presented at the 2012 annual conference of the Society for Industrial and Organizational Psychology, San Diego.

Charlier, S.D. (co-chair and presenter), & Brown, K.G. (co-chair). e-HRM: New ideas for the digital age. Symposium at the 2012 annual conference of the Society for Industrial and Organizational Psychology, San Diego.

Choi, D., Charlier, S.D., & Postlethwaite, B.E. Quid pro quo propensity: A meta-analytic examination of equity sensitivity and exchange ideology. Paper presented at the 2011 annual conference of the Academy of Management, San Antonio.

Charlier, S.D., & Brown, K.G. Leveraging theory and technology to improve utilization of e-learning. Paper presented at the 2011 annual convention of the American Psychological Association, Washington D.C.

Work in Progress

Charlier, S.D., Burke-Smalley, L.A., & Fisher, S.L. An investigative analysis of undergraduate HR education: Informing the future state of HR curricula. [Book chapter under 2nd review at *Teaching Human Resources and Organizational Behavior at the College Level*].

Kraimer, M.L., Shaffer, M.A., Bolino, M.C., Charlier, S.D., & Wurtz, O. Developing global human and social capital across various types of global work arrangements. [Under 1st review at *Journal of Management*].

Greco, L.M., Charlier, S.D., & Brown, K.G. Trading off learning and performance: Exploration and exploitation at work. [Under 1st review at *Human Resource Management Review*].

Charlier, S.D. Self-monitoring. [Conditional acceptance for *Encyclopedia of Personality and Individual Differences*. Springer International Publishing: Basel, Switzerland].

Burbach, R., & Charlier, S.D. Training and development: Issues and human resource information systems applications. [Textbook chapter under 1st review in *Human Resource Information Systems: Basics, Applications, and Future Directions*, 4th ed.].

Purvanova, R., Charlier, S.D., Reeves, C.J., & Greco, L.M. Who emerges into leadership roles? The interplay between virtuality, team member personality, and monitoring behaviors. [Target submission: *Organizational Behavior and Human Decision Processes*].

Choi, D.K. & Charlier, S.D. In the eye of the strong exchange ideology holder: Perceptions and reciprocations of organizational support. [Target submission: *Journal of Vocational Behavior*].

Greco, L.M., Brown, K.G., Charlier, S.D., & Park, J. Trading-off learning and performance in a digital world: Effects of goal orientation. [Target submission: *Journal of Occupational and Organizational Psychology*].

Dissertation Committees

N/A

Honors, Awards, and Business Activities

- Nominated for Early Career Achievement Award for the Academy of Management HR Division (2017)
- Bank of America Faculty Award, GSU College of Business (2016)
- Recipient of Summer Research Grant at Georgia Southern University (2015, 2016)
- Recipient of Faculty Development Grant at GSU (2016)

- Outstanding Reviewer Award, *Academy of Management Learning & Education* (2014)
- Outstanding Reviewer Award, Southern Management Association (2014 Meeting)
- Recipient of Summer Research Grant (\$5,000) at Quinnipiac University (2012, 2013)
- Recipient of 3 course redevelopment grants (\$1,000 each) at Quinnipiac University (2012-2013)
- Nominated by department chair for 2013 OBTS New Educator Award
- Recipient of Outstanding Teaching Assistant Award (\$1,000) at the University of Iowa (2012)
- Recipient of Ballard-Seashore Graduate Fellowship (\$22,000) at the University of Iowa (2011-2012)
- Recipient of Ponder Fund Scholarship for summer research activities (2008-2011)
- Featured top-rated poster at SIOP annual conference (2010)
- IBM Certified Project Manager (awarded in 2004)
- Certified Project Management Professional (awarded in 2003)
- Inducted into Beta Gamma Sigma, national business honor society (2000 and 2012)
- Finalist for University of Denver Outstanding MIM Student Award (2000)
- Recipient of Swanson Scholarship at University of Denver (1998-2000)

Services, Professional Activities, and Associations Related to Discipline (Since 2011)

University-Related Service:

- Faculty advisor for Georgia Southern SHRM student chapter (2015-present)
- Member of COBA Honors Faculty Advisory Committee (2015-present)
- Thesis advisor for undergraduate honors business student (2015-present)
- Faculty advisor to National Millennial Community (2016-present)
- Interviewer for Southern Scholars Showcase scholarship program (2016)
- Member of DEC (Hiring Committee) for Management faculty position (2016)
- Member of DEC (Hiring Committee) for Management Department administrative assistant (2015)
- Independent study advisor for undergraduate business student (2015)
- Section leader for “Conversations with Professors” (Freshman orientation, 2015)
- Graduate Assessment Coordinator for the Quinnipiac University (QU) School of Business (2013-2014)
- Academic advisor to 15-35 undeclared QU undergraduate business students (2012-2014)
- Member of DEC (Hiring Committee) for Organizational Leadership position (2014)
- Member of DEC (Hiring Committee) for Healthcare Management position (2013)
- Member of DEC (Hiring Committee) for 2 Organizational Leadership positions (2013)
- Independent study advisor for MSOL candidate (2013)
- Provided assessment support to undergraduate and graduate business courses (2012-2014)
- Member of MSOL Program Assessment team (2012-2013)
- Member of DEC (Hiring Committee) for Healthcare Management position (2012)

Profession-Related Service:

- Technology team leader for OB Division, Academy of Management (2014-present)
- Co-organizer for HR Doctoral Consortium, Academy of Management annual conference (2016-present)
- Invited panelist for the HR Doctoral Consortium, Academy of Management annual conference (2014, 2015, 2016)
- Member of Best Paper Committee, MED division, Southern Management Association (2015)
- Member of International HRM Scholarly Research Award Committee for the HR Division, Academy of Management (2014)
- Session chair, OB Division, Academy of Management annual conference (2014)
- Evaluator for PMI David I. Cleland Project Management Literature Award (2013)
- Reviewer for Academy of Management annual conference, OB (2009-present), HR (2009-2012, 2014-present), MED (2015), and OCIS divisions (2011-2013)
- Reviewer for SIOP annual conference (2011-present)
- Reviewer for Southern Management Association annual conference (2014, 2015)
- Reviewer for Organizational Behavior Teaching Conference (2013, 2015)
- Reviewer for *Academy of Management Learning & Education* (2010-present)
- Reviewer for *AIS Transactions on Human-Computer Interaction* (2016)
- Reviewer for *Human Resource Management* (2015, 2016)
- Reviewer for *Scandinavian Journal of Management* (2015)
- Reviewer for *Entrepreneurship Theory & Practice* (2013)
- Reviewer for *Journal of Management Education* (2013)
- Reviewer for *Social Behavior & Personality* (2013)
- Reviewer for *Leadership* (2012)
- Reviewer for edited volume (*Teaching Human Resources and Organizational Behavior at the College Level*, J. Mendy, ed., 2016)
- Reviewer for textbook (*Organizational Behavior: A Critical Thinking Perspective*; Neck, Houghton, & Murray, 2015)
- Invited speaker, German American Chamber of Commerce SME Forum (2015)
- Invited speaker, Rotary Club of Metter (2014)
- Member of Academy of Management, Society for Industrial & Organizational Psychology, Society for Human Resource Management, and Project Management Institute