Lisa T. Stickney, Ph.D.

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Department of Management and International Business
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Education

Ph.D., Fox School of Business, Temple University, 2008.
Major: Organization and Human Resource Management

M.S., Marywood University, 1993.
Major: Management Science (Finance Concentration)

B.A., Moravian College, 1982.
Major: Economics

Professional Positions

Academic - Faculty

Associate Professor of Management, Merrick School of Business, University of Baltimore. (2014 - Present).

Assistant Professor of Management, Merrick School of Business, University of Baltimore. (2008 - 2014).

Teaching Assistant, Temple University. (2007 - 2008).

Adjunct Instructor, King's College. (2005 - 2008).

Teaching Assistant, Temple University. (2004).

Visiting Instructor, East Stroudsburg University. (2002).

Visiting Instructor, East Stroudsburg University. (1999 - 2000).

Adjunct Professor, Northampton Community College. (1993 - 2001).

Adjunct Professor, Northampton Community College. (1993 - 2001).

Professional

Programmer & Data Processing (DP) Manager, Mt Airy Lodge. (1984 - 1990).

Analyst/Programmer, Business Technology Group. (1983 - 1984).

Professional Memberships

Eastern Academy of Management (2012).

Sigma Iota Epsilon (2012).

OBTS: The Teaching Society for Management Educators (2008).

Beta Gamma Sigma (2008).

Academy of Management (2002).

Society for Human Resource Management (2004 - 2013).

Eastern Academy of Management (2005 - 2007).

Awards and Honors

Dean James Chair for Teaching Excellence, 2014-2015. Merrick School of Business. (2014).

Nominated for Regents Faculty Award for Teaching Excellence. University System of Maryland Board of Regents. (2014).

Dean James Chair for Teaching Excellence, 2013-2014. Merrick School of Business. (2013).

Showcase Symposium Paper: Women in Corporate Boards: New Insights from Global Research. Academy of Management. (2013).

Best Paper Gender & Diversity in Organizations Division. Adminstrative Science Association of Canada. (2011).

Carolyn R. Dexter Best Paper Award. Eastern Academy of Management International. (2011).

Outstanding Reviewer. Organizational Behavior Division of the Academy of Management. (2010).

Outstanding Reviewer. Eastern Academy of Management. (2008).

Best Doctoral Student Paper, OB Track. Southern Management Association. (2007).

Outstanding Doctoral Student Paper. Southern Management Association. (2007).

Best Reviewer. Gender and Diversity in Organizations (GDO) Division, Academy of Management Annual Meeting. (2005).

Outstanding Reviewer. Eastern Academy of Management Annual Meeting. (2005).

Finalist. Greater Valley Forge Human Resources Association Student Merit Scholarship. (2003).

Who's Who in America's Junior Colleges. (1996).

RESEARCH

Intellectual Contributions

Book Chapters

Geddes, D., & Stickney, L. T. (2012). Muted Anger in the Workplace: Changing the "Sound" of Emotion through Social Sharing. *Emerald Group Publishing Limited.* 85-103.

Refereed Journal Articles

Kemery, E. R., & Stickney, L. T. (2014). A Multi-Faceted Approach to Teamwork Assessment in an Undergraduate Business Program. *Journal of Management Education. 38*(3), 462-479.

Stickney, L. T., & Geddes, D. (Forthcoming). Positive, proactive, and committed: The surprising connection between "good citizens" and expressed (vs. suppressed) anger at work. *Negotiation and Conflict Management Research. 7*(4), 243-264.

Kemery, E. R., Randolph, W. A., & Stickney, L. T. (Forthcoming). Preference for Structure in Relation to Empowerment: Adding Clarity to the Role of Boundaries. *Organization Management Journal.*

Stickney, L. T., & Konrad, A. M. (2012). Societal Institutions and Work and Family Gender-Role Attitudes. *Organization Management Journal. 9*(4), 236-246.

Stickney, L. T., & Cabarle, C. (2011). At The Intersection: A Cross-Disciplinary Exercise In Employee Selection. *Journal of Human Resources Education. 5*(4), 28-40.

Geddes, D., & Stickney, L. T. (2011). The Trouble with Sanctions: Organizational Member Responses to Deviant Anger Displays at Work. *Human Relations. 64*(2), 201-230.

Stickney, L. T. (2010). Who benefits from Pennebaker's expressive writing? More Research Recommendations: A Commentary on Range and Jenkins. *Sex Roles. 63*(3-4), 165-172.

Stickney, L. T., & Konrad, A. M. (2007). Gender-Role Attitudes and Earnings: A Multinational Study of Married Women and Men. *Sex Roles. 57*(11-12), 801-811.

Conference Proceedings

Fender, C. M., Stickney, L. T., & DeMarr, B. J. (2014). Helping the Beethoven lover in Opryland: Learning to hear different voices. *Organizational Behavior Teaching Conference.*

DeMarr, B. J., Fender, C. M., & Stickney, L. T. (2013). Are you ready for a throw-down? A foodie's approach to teaching conflict management. *Organizational Behavior Teaching Conference.*

DeMarr, B. J., Stickney, L. T., & Amy, V. K. (2012). Sustaining Your Ability to be a Rose Among Thorns. *Organizationa Organizational Behavior Teaching Conference.*

Stickney, L. T., & Deanna, G. (2011). Keeping Quiet: Factors that Hinder Anger Expression at Work. *International Association of Conflict Management 24th Annual Conference Proceedings.*

Stickney, L. T., & Konrad, A. M. (2011). Societal Institutions and Gender Differences in Work and Family Gender-Role Attitudes: A Multi-National Study. *Administrative Sciences Association of Canada.*

Konrad, A. M., & Stickney, L. T. (2011). Gender Differences in Work and Family Gender-Role Attitudes: A Multi-National Study. *Eastern Academy of Management - International.*

Stickney, L. T., & DeMarr, B. J. (2011). Say Cheese! Using Wisconsin's Finest to Demonstrate the Use of Assessment Rubrics. *Organizational Behavior Teaching Conference.*

DeMarr, B. J., Stickney, L. T., & Bell, S. (2010). Come to the movies! Bringing the reel world into the classroom. *Organizational Behavior Teaching Conference.*

Boscia, M. W., Stickney, L. T., & . (2010). Moving Outside the Classroom: An Experiential Exercise Involving Video Clips. *Association for Business Simulation and Experiential Learning. 37.* 228-232.

Stickney, L. T., & DeMarr, B. J. (2009). Once upon a time. . . Using Storytelling to Enhance the OB Learning Experience. *Organizational Behavior Teaching Conference Proceedings.*

Stickney, L. T., & Geddes, D. (2005). An Empirical Examination of the Dual Threshold Model of Anger Expression.

International Association of Conflict Management 18th Annual Conference Proceedings.

Stickney, L. T., & Konrad, A. M. (2005). Gender Role Attitudes and Earnings: A Three-Year, Multinational Study. *Proceedings of the Forty-Second Annual Meeting of the Eastern Academy of Management.*

Stickney, L. T., & Konrad, A. M. (2004). Gender Role Attitudes and Earnings: A Multinational Study. *Proceedings of the Ninth International Conference of Work Values and Behavior.*

Newsletters

Stickney, L. T. (2009). Affect and Decision Making. *Decision Line.*

Presentations

Cinadr, E., Edelson, S. A., & Stickney, L. T. "Cultural Distance Factors and Disability Discrimination Protection Laws Internationally," Midwest AoM, Minneapolis, MN. (2014).

Barnes, K. J., Albright, R., Forray, J. M., Fornaciari, C. J., Hawk, T. S., Dean, K. L., Meyer, G. W., Nathan, M. L., Seshan, V., Smith, G. E., Spee, J. C., Stark, J. B., Stickney, L. T., & Wiley, C. "2014 Management Education and Development Writer's," Academy of Management, Philadelphia, PA. (2014).

Hannah, C. A., Lemoine, G. J., Ferrante, C., Stickney, L. T., Ungaretti, T., & Wadhwa, P. "When Words Matter: Tips, Techniques, and Best Practices for Giving Effective Feedback," Academy of Management, Philadelphia, PA. (2014).

Stickney, L. T., & Geddes, D. "Positive, Proactive, and Committed: The Surprising Connection Between "Good Citizens" and Expressed (Vs. Suppressed) Anger At Work," EMONET, Philadelphia, PA. (2014).

Stickney, L. T. "Student Writing: A Roundtable Discussion," UB CELTT, Baltimore, MD. (2013).

Barnes, K. J., Dean, K. L., Eisenberg, J., Fornaciari, C. J., Hawk, T. S., Leigh, J. S., Meyer, G. W., Seshan, V., Spee, J. C., & Stickney, L. T. "2013 Management Education and Development Writer's," Academy of Management, Lake Buena Vista, FL. (2013).

Geddes, D., & Stickney, L. T. "Exploring Workplace Anger Intensity: Connecting Felt and Displayed Emotions," Academy of Management, Lake Buena Vista, FL. (2013).

Stickney, L. T., Arnaud, A., DeMarr, B. J., & Fender, C. M. "Issues in Testing: A Rotating Roundtable," Academy of Management, Lake Buena Vista, FL. (2013).

Srinivasan, V., Konrad, A. M., & Stickney, L. T. "Pathways to board directorship among women in India: An exploratory Study," Academy of Management, Lake Buena Vista, FL. (2013).

Stickney, L. T. "Muted Anger: A New Construct," Merrick School of Business, (2012).

Hannah, C. A., Andriasova, A., Arnaud, A., Bradley, T. P., DeMarr, B. J., Ferrante, C. J., Flores, R. G., Lemoine, G. J., Mierzwa, T., Park, J., Stickney, L. T., & Wiley, C. "Assignment Exchange Game: An Informal Economy Simulation," Academy of Management, Boston. (2012).

Stickney, L. T., DeMarr, B. J., & Fertig, J. "Are you hungry for Knowledge? Using food to explore diversity and further cultural understanding," Academy of Management, San Antonio. (2011).

Stickney, L. T., & Geddes, D. "More than just "blowing off steam": The roles of anger and advocacy in promoting organizational change," Academy of Management, San Antonio. (2011).

Geddes, D., & Stickney, L. T. "Muted Anger in the Workplace: Changing the "Sound" of Emotion through Social Sharing," EMONET - Emotions Network, Montreal, Quebec. (2010).

Kaplan, D., Berkley, R., DeMarr, B. J., & Stickney, L. T. "Out of the closet and into the classroom," Organizational Behavior Teaching Society, Albuquerque, NM. (2010).

Stickney, L. T. "Work-Life Balance: A Roundtable Discussion," Higher Education Recruiting Consortium, Baltimore, MD. (2009).

Stickney, L. T. "Contingent Workers and Organizational Performance: An Empirical Analysis," Academy of Management, Chicago. (2009).

Stickney, L. T., Promislo, M., Davis, K. A., & Nelson, K. "Stickiness in Large Classes: A Roundtable Discussion," Philadelphia. (2008).

Stickney, L. T., & Geddes, D. "Workplace Affect and Anger: Emotional Links to Individual Perceptions at Work," The Southern Management Association, Nashville. (2007).

Stickney, L. T. "The Use of Contingent Workers and Firm Competitive Position," The Academy of Management, Atlanta. (2006).

Stickney, L. T. "The Effect of Affect: Emotional Contagion in A Blended Work," The Academy of the Management, Atlanta. (2006).

Stickney, L. T., & Geddes, D. "An Empirical Examination of the Dual Threshold Model: New Thoughts on Anger Expression at Work," Atlanta. (2006).

Stickney, L. T., & Geddes, D. "An Empirical Examination of the Dual Threshold Model of Anger Expression," The International Association of Conflict Management, Seville, Spain. (2005).

Stickney, L. T., & Konrad, A. M. "Gender Role Attitudes and Earnings: A Three-Year Multinational Study," The Eastern Academy of Management, Springfield, Massachusetts. (2005).

Stickney, L. T. "Sex Differences in Work and Family Gender Role Attitudes: A Multinational Study," The Academy of

Management, New Orleans. (2004).

Stickney, L. T., & Konrad, A. M. "Gender Role Attitudes and Earnings: A Multinational Study," International Society for the Study of Work and Organizational Values, New Orleans. (2004).

Media Contributions

www.mediate.com: Anger in the Workplace (2012).

The Boston Globe: "The Good Fight" (2011).

HR Executive Online: "Anger Management" (2011).

Canadian HR Reporter: Compassion, Not Sanctions, Is Best Response To Workplace Anger (2011).

Dallas Morning News: "Compassion, Not Sanctions, Is Best Response To Workplace Anger" (2011).

e! Science News: Study: Compassion, not sanctions, is best response to workplace anger (2011).

EHS Today: "Respond to Workers' Angry Outbursts with Compassion for Best Results" (2011).

The Toronto Globe and Mail: "All in the Family, All in the Workplace" (2008).

Vancouver Sun: "Lower Pay Linked to Women's Attitudes" (2008).

New Brunswick Telegraph Journal: "Lower Pay Linked to Women's Attitudes" (2008).

Victoria Times Colonial: "Lower Pay Linked to Women's Attitudes" (2008).

Montreal Gazette: "Lower Pay Linked to Women's Attitudes" (2008).

Pocono Record: "Jobs Loss May Hurt Tax Base" (1995).

Contracts, Grants and Sponsored Research

Grants

Stickney, Lisa T.(Principal), "Bank of America Center for Excellence in Learning and Teaching Travel Grant" Sponsored by U. of Baltimore CELT, $1215. (2011).

Intellectual Contributions in Submission

Cinadr, E. , Edelson, S. A, & Stickney, L. T. Culture and employment disability discrimination laws internationally: A three-country case study. International Journal of Human Resource Management.

Research in Progress

"Global Leadership for Our Century: Bridging the 'Space Between'" (On-Going)

SERVICE

Department Service

Committee Member, Search Committee - Strategy and Internation Business Positions. (August 2014 - Present).

Assessment Coordinator, Assessment Coordinator: Mgmt 315. (August 2013 - Present).

Committee Member, Management 301 Assessment. (August 2010 - December 2011).

Committee Member, Journal Review Committee (HR/OB). (March 2011 - June 2011).

Committee Chair, Ad Hoc Curriculum Review Committee. (August 2009 - August 2010).

Committee Member, Management 300 & 301 Assessment. (December 2008 - March 2009).

College Service

Committee Member, Promotion & Tenure Workgroup. (May 2014 - Present).

Faculty Senate Vice President. (August 2014 - May 2015).

Volunteer, Welcome Back Table. (2014).

Committee Member, Merrick School of Business Dean Search Committee. (September 2013 - May 2014).

Interviewer, Personal and Professional Management networking event. (2013).

Faculty Advisor, Sigma Iota Epsilon Honor Society. (August 2011 - July 2013).

Committee Member, Undergraduate Program Committee. (August 2012 - May 2013).

Faculty Advisor, Human Resource Society. (September 2008 - May 2012).

Interviewer, Personal and Professional Management networking event. (2012).

Technical Advisor, Faculty Development Committee. (2011).

Interviewer, Personal and Professional Management networking event. (2011).

Committee Member, Faculty Development Task Force. (August 2010 - May 2011).

Interviewer, Personal and Professional Management networking event. (2011).

Committee Member, Strategy/Entrepreneurship Position Recruitment. (June 2009 - December 2009).

Volunteer, Welcome Back Table. (2009).

Committee Member, Teaching and Service. (January 2009 - June 2009).

Committee Member, Teaching and Service. (August 2008 - December 2008).

University Service

Committee Member, Title IX Workgroup. (May 2014 - Present).

Committee Member, Honor's Council. (August 2013 - Present).

Faculty Mentor, Division of Applied Behavioral Sciences. (August 2014 - May 2015).

Committee Member, Judiciary Hearing Board. (May 2014 - August 2014).

Reader, Graduation - 2014. (2014).

Reader, Winter Graduation - 2013. (2014).

Program Organizer, Honors Co-curricular Event: Resume Writing & Interviewing. (2013).

Assessor, Writing Analysis in Gen Ed Curriculum. (2013).

Hooder, Graduation 2013. (2013).

Committee Member, First Year Experience. (May 2012 - September 2012).

Committee Member, UB 21 Campus Environment Committee. (August 2011 - May 2012).

Participant, Graduation - 2012. (2012).

Participant, Winter Graduation - 2011. (2011).

Guest Speaker, Faculty Research Workshop. (2011).

Participant, Winter Graduation - 2010. (2011).

Committee Member, Service Learning Scholarship Committee. (March 2010 - April 2010).

Reader, Winter Graduation - 2009. (2010).

Participant, Access UB. (2009).

Committee Member, Service Learning Scholarship Committee. (March 2009 - May 2009).

Participant, Graduation 2009. (2009).

Hooder, Winter Graduation - 2008. (2009).

Special Institutional Assignment, Temple University, EndNote Software. (2004).

Special Institutional Assignment, Temple University, Endnote Connection Files. (2003).

Faculty Mentor, Northampton Community College. (September 2000 - December 2000).

Faculty Advisor, East Stroudsburg University. (January 2000 - May 2000).

Faculty Advisor, Northampton Community College, Phi Theta Kappa. (September 1994 - May 1999).

Established Beta Beta Chi Chapter of Phi Theta Kappa, Northampton Community College. (September 1994 - December 1994).

Professional Service

Placement Coach, Academy of Management Placement Services. (2014 - Present).

Reviewer, Ad Hoc Reviewer, Journal of Management Education. (2012 - Present).

Reviewer, Ad Hoc Reviewer, Organization Management Journal. (2012 - Present).

Member, Academy of Management Teaching Theme Committee. (August 2011 - Present).

Committee Member, Academy of Management Placement Services. (2009 - Present).

Reviewer, Conference Paper, OBTC: Teaching Conference for Management Educators. (2009 - Present).

Reviewer, Ad Hoc Reviewer, Academy of Management Learning and Education. (2008 - Present).

Reviewer, Ad Hoc Reviewer, Sex Roles. (2007 - Present).

Reviewer, Ad Hoc Reviewer, Group and Organization Management. (2006 - Present).

Reviewer, Conference Paper, Academy of Management. (2005 - Present).

Session Chair, The Ninth International Conference on Emotions and Worklife. (2014).

Co-PDW Chair, Academy of Management Teaching Theme Committee. (August 2012 - August 2013).

Committee Member, Eastern Academy of Management Local Arrangements Committee. (March 2012 - May 2013).

Reviewer, Conference Paper, Administrative Sciences Association of Canada (ASAC). (2011 - 2012).

Treasurer, Academy of Management Teaching Theme Committee. (August 2011 - August 2012).

Session Chair, Management Education Division, Academy of Management. (2012).

Reviewer, Conference Paper, Association for Business Simulation and Experiential Learning. (2010).

Reviewer, Conference Paper, The Seventh International Conference on Emotions and Worklife. (2010).

Reviewer, Conference Paper, Eastern Academy of Management. (2005 - 2010).

Session Chair, Organizational Behavior Division, Academy of Management. (2010).

Session Chair, The Seventh International Conference on Emotions and Worklife. (2010).

Session Chair, Association for Business Simulation and Experiential Learning. (2010).

Listserv Manager, Eastern Academy of Management Women's Network. (2005 - 2009).

Member, Making Connection Committee, Org. Behavior Division, Academy of Management. (2008).

Reviewer, Conference Paper, Southern Management Association. (2008).

Reviewer, Conference Paper, Administrative Sciences Association of Canada (ASAC). (2006).

Session Chair, Human Resource Management, Academy of Management. (2006).

Invited Reviewer, Special Issue, Group and Organization Management. (2006).

Session Facilitator, Org. Behavior/Org. Theory, Eastern Academy of Management. (2006).

Created Listserv, Eastern Academy of Management Women's Network. (2005 - 2005).

Public Service

Guest Speaker, Network 2000. (2013).

Interviewer, Dulaney High School Junior Interview Day. (March 2013 - March 2013).

Volunteer & Site Leader, Community Service Day. (2012).

Interviewer, Dulaney High School Junior Interview Day. (March 2011 - March 2011).

Participant, American Heart Association Heart Walk. (2010).

Guest Speaker, American Association of University Women. (2010).

Volunteer, Community Service Day. (2010).

Interviewer, Dulaney High School Junior Interview Day. (March 2010 - March 2010).

Volunteer, Community Service Day. (April 2009 - April 2009).

Advisor, Dulaney High School - Career Project. (March 2009 - March 2009).

Development Activities

Conference Attendance, "Academy of Management Annual Meeting," Academy of Management. (August 2014 - August 2014).

Conference Attendance, "Ninth International Conference on Emotions and Worklife," EMONET. (July 2014 - July 2014).

Conference Attendance, "OBTC: Teaching Conference for Management Educators," OBTS: Teaching Society for Management Educators. (June 2014 - June 2014).

Conference Attendance, "Eastern Academy of Management Annual Meeting," Eastern Academy of Management. (May 2014 - May 2014).

Conference Attendance, "Mid-Atlantic Organizational Behavior Teaching Conference," MOBTC. (March 2014 - March 2014).

Workshop, "Writing Across the Curriculum," (February 2014 - February 2014).

Conference Attendance, "Academy of Management Annual Meeting," Academy of Management. (August 2013 - August 2013).

Conference Attendance, "OBTC: Teaching Conference for Management Educators," OBTS: Teaching Society for Management Educators. (June 2013 - June 2013).

Conference Attendance, "Eastern Academy of Management Annual Meeting," Eastern Academy of Management. (May 2013 - May 2013).

Workshop, "Redesigning Undergraduate Curriculum Symposium," AACSB. (April 2013 - April 2013).

Conference Attendance, "Mid-Atlantic Organizational Behavior Teaching Conference," MOBTC. (March 2013 - March 2013).

Workshop, "CELTT Fall Teaching and Learning Day," (2012).

Workshop, "Writing Intensive Course Design," (August 2012 - August 2012).

Continuing Education Program, "Brightman Master Teacher Seminar," (January 2012 - January 2012).

Conference Attendance, "Academy of Management Annual Meeting," Academy of Management. (August 2011 - August 2011).

Conference Attendance, "Organizational Behavior Teaching Conference," Org. Behavior Teaching Society. (June 2011 - June

2011).

Conference Attendance, "Academy of Management Annual Meeting," Academy of Management. (August 2010 - August 2010).

Conference Attendance, "Organizational Behavior Teaching Conference," Org. Behavior Teaching Society. (June 2010 - June 2010).

Seminar, "The Virtual Classroom: Learning in the 21st Century," (2010).

Conference Attendance, "Association for Business Simulation and Experiential Learning," ABSEL. (March 2010 - March 2010).

Seminar, "Higher Education Recruiting Consortium Fall Meeting," Mid-Atlantic Higher Education Recruiting Consortium. (2009).

Conference Attendance, "Academy of Management Annual Meeting," Academy of Management. (August 2009 - August 2009).

Conference Attendance, "Organizational Behavior Teaching Conference," Org. Behavior Teaching Society. (June 2009 - June 2009).

Workshop, "Responsible Conduct of Research," U. of Baltimore Institutional Review Board. (May 2009 - May 2009).

Conference Attendance, "Association for Business Simulation and Experiential Learning," ABSEL. (March 2009 - March 2009).

Workshop, "Advisor Training," U. of Baltimore Center for Student Involvement. (December 2008 - December 2008).

Conference Attendance, "Sixth International Business Week," University of Baltimore. (November 2008 - November 2008).

WebTycho Certification Course, "CLTA 201: Teaching with WebTycho," UMUC Center for Teaching and Learning. (July 2008 - August 2008).

Conference Attendance, "Academy of Management Annual Meeting," Academy of Management. (August 2008 - August 2008).