ERIN E. MAKARIUS

EDUCATION

Ph.D. **The Ohio State University, Columbus, Ohio** 2010
Fisher College of Business
Doctorate Major: Organizational Behavior & Human Resources
Doctorate Minor: Quantitative Psychology
Dissertation Committee: Steffanie L. Wilk (Chair), David B. Greenberger, Roy J. Lewicki

M.B.A. **John Carroll University, Cleveland, Ohio** 2005
Boler School of Business
Major: Management
Summa Cum Laude

B.S.B.A. **John Carroll University, Cleveland, Ohio** 2004
Boler School of Business
Major: Management and Marketing
Magna Cum Laude, Honors Program Graduate

PUBLICATIONS

Ellingson, J., Heggestad, E., & Makarius, E. (*Forthcoming*). Personality retest effects and intentional distortion: Understanding how guilty feelings lead to more honest responses. **Journal of Personality and Social Psychology.**.

Heneman, R., & Coyne, E. (2007). Implementing total reward strategies. **SHRM Foundation Effective Practice Guidelines.**

Lewicki, R., Greenberger, D., & Coyne, E. (2007). Pockets of resistance in sub-cultures and their effects on organizations. In J. Langan-Fox, C. Cooper, and R. Klimoski (Eds.), **Research Companion to the Dysfunctional Workplace: Management Challenges and Symptoms.**

PRESENTATIONS

Relational Demography in Social Relationships and Work Teams: Diversity Spillover and Performance. (Co-authored with Steffanie Wilk). Presented 2012 at the American Psychological Association annual meeting in Orlando, Florida.

The Impact of Corporate Reputation on Firm Entry Mode Strategy. (Co-authored with Charles Stevens). Presented 2012 at the Academy of International Business annual meeting in Washington D.C.

Macro-OB can be fun, too! Engaging students in organizational structure. (Co-authored with Gordon Meyer). Proceedings 2012 of the Organizational Behavior Teaching Conference in Ontario, Canada.

Big Fish in Little Ponds: A Multilevel Model of Reputation in Organizations. Presented 2011 in the "Groups and Teams" session at the Society of Industrial and Organizational Psychology annual meeting in Chicago, Illinois.

Work Interrupted by Life: The influence on nonwork resources on employee performance. (Co-authored with David Greenberger and Rob Henemen). Presented 2010 in M. Nathan (Session Leader) "GDO and

Follower Outcomes" session conducted at the Academy of Management annual meeting in Montreal, Canada.

Building Bridges: Boundary Management Preferences, Social Networks, and Performance. (Co-authored with Nancy Rothbard & Steffanie Wilk). Presented in **E. (Coyne) Makarius** (Chair), "Internal and External Relational Social Capital: Work/Nonwork Relations and Organizational Outcomes". Symposium 2010 conducted at the Academy of Management annual meeting in Montreal, Canada.

The Effects of Diversity of Social Networks in the Workplace. (Co-authored with Steffanie Wilk). Presented 2010 In Coyne, E. (Chair), "Internal and External Relational Social Capital: Work/Nonwork Relations and Organizational Outcomes". Symposium conducted at the Academy of Management annual meeting in Montreal, Canada. Presented also in 2009 at the Annual Biomedical Research Conference for Minority Students. Symposium conducted in Phoenix, Arizona.

Integration, and Networks: Exploring the relationship between work-life preferences and social networks (Co-authored with Nancy Rothbard & Steffanie Wilk). Presented 2009 in **E. Coyne** and S. Wilk (Co-Chairs), "Causes and Consequences of Social Networks". Symposium conducted at the Society of Industrial and Organizational Psychology, New Orleans, L.A. Presented also in 2009 at the III International Conference of Work & Family. Presentation conducted at the IESE Business School in Barcelona, Spain.

The effect of a firm's reputation on foreign entry mode strategy and post-entry identity. (Co-authored with Charles Stevens) Presented 2008 in an interactive paper session conducted at the Academy of International Business annual meeting in Milan, Italy.

Signals and Indices: Reputation Effects of Capability and Stability Signals on Occupational Mobility and Employment Quality. (Co-authored with Steffanie Wilk & Gina Dokko) Presented 2008 at the Academy of Management annual meeting in Atlanta, Georgia

Personality retest effects and intentional distortion: Understanding how guilty feelings lead to more honest responses. (Co-authored with Jill Ellingson & Eric Haggestad) Presented 2007 in the "Individual Difference Issues in Research" session at the Academy of Management annual meeting in Philadelphia, P.A.

Preparing students for competition in a global environment. (Co-authored with Jonathan Smith). Presented 2005 in P.N. Bharadwaj (Chair), "Competing in the Global Marketplace: Innovation, Technology, and Culture". Symposium conducted at the American Society for Competitiveness, Washington D.C.

EMPLOYMENT EXPERIENCE

ASSISTANT PROFESSOR — Canisius College
Wehle School of Business, Department of Management — 2010-2012

- Taught courses on *Organizational Behavior, Entrepreneurial Leadership, Introduction to Management*, and *Human Resource Management*

GRADUATE RESEARCH & TEACHING ASSISTANT — The Ohio State University
Fisher College of Business, Department of Management and Human Resources — 2006 – 2010

INSTRUCTOR — The Ohio State University
Fisher College of Business, Department of Management and Human Resources — 2007 – 2010

- Taught courses on *Organizational Behavior and Human Resources, Leadership Skills Development*, and *Employee Training and Development*

GRADUATE LEADERSHIP COORDINATOR — John Carroll University
Boler School of Business, Program for Leadership Development — 2004 – 2005

HUMAN RESOURCES — Progressive Insurance
Information Technology Department — 2003 – 2007

PROJECT IMPLEMENTATION — Progressive Insurance
Information Technology Department — 2002 - 2003

PROFESSIONAL AFFILIATIONS AND SERVICE

- Alpha Kappa Psi Business Society
- Alpha Sigma Nu, Jesuit Honor Society
- American Marketing Association
- Academic Advising
- Academy of International Business
- Academy of Management
- Beta Gamma Sigma Business Society
- Journal of Management Education, Reviewer
- Organizational Behavior Teaching Society
- Phi Eta Sigma Honor Society
- Phi Kappa Phi Honor Society
- Society for Human Resource Management
- Society for Industrial and Organizational Psychology