

HILARY A. SCHLOEMER

Arkansas State University, Neil Griffin College of Business

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EDUCATION

- PhD** Human Resources Management, Minor in Research Methods August 2016
University of Kansas
Dissertation: Making Actionable Ideas: Linking Creativity, Creativity Management,
and Innovation
- BA** Psychology & Sociology; Minor in Social and Behavioral Sciences Methodology
Degree with Highest Distinction May 2012
University of Kansas

ACADEMIC AND PROFESSIONAL EXPERIENCE

- Assistant Professor of Management** 2016-Present
Arkansas State University, College of Business Administration
- Graduate Research & Teaching Assistant** 2012-2016
University of Kansas, School of Business
- Undergraduate Research & Teaching Assistant** 2009-2012
University of Kansas, School of Business

PUBLICATIONS

- Mello, J. & Schloemer, H. Forthcoming (published online). Do organizational subcultures matter? A case study of logistics and supply chain management. *The International Journal of Logistics Management*.
- Yang, M.*, Schloemer, H.*, Zhu, Z., Lin, Y., Chen, W., & Dong, N. (*Authors Contributed Equally). 2020. Why and When Team Reflexivity Contributes to Team Performance: A Moderated Mediation Model. *Frontiers in Psychology, Organizational Psychology Section*.
- Poppo, L*. & Schloemer, H.* (*Authors Contributed Equally). Forthcoming (published online). Problem Solving Through the Lenses of Identity, Identification, and Work Groups: A Socio-Cognitive Theory of the Firm. *Strategic Management Review*.
- Wangrow, D. & Schloemer, H. 2019. Managerial Discretion. In R. Griffin (Ed.) *Oxford Bibliographies in Management*, Oxford University Press.
- Poppo, L., Schloemer, H., & Rogers, K. M. 2019. Social Psychological Foundations of Alliance Cooperation: The Role of Identity and Identification in Shared Alliance Interest. In F. J. Contractor & J. J. Reur (Eds.) *Frontiers of Strategic Alliance Research: Negotiating, Structuring and Governing Partnerships*, Cambridge University Press.

CONFERENCE PRESENTATIONS

Schloemer, H., Deeg, M., McDaniel, K., & Sanjrani, A. Psychological Capital and Perceptions of Social Support as Solutions to Student Burnout and Performance Issues. Presented at the Midwest Academy of Management Annual Conference, Virtual, October 2020.

Schloemer, H. & Mello, J. A Company Came to Me: A Case Study of Cultural Conflict. Presented at the Midwest Academy of Management Annual Conference, Omaha, NE, October 2019.

Yang, R. M., Schloemer, H., & Zhang, Y. With Coaching, I Get Back Up: Psychological Capital as a Cognitive-Emotional Enabler of Creativity. *Academy of Management Proceedings*. Presented at the Academy of Management Annual Conference, Boston, MA, August 2019

Received MED Division Junior Faculty Best Paper Award

Schloemer, H., Poppo, L., Huang, Y. The Pitch for Formulating Strategies: A Socio-Cognitive Model of Creative Problem Solving. To be presented at the Annual Strategic Management Society Conference, Minneapolis, MN, October 2019

Schloemer, H., Poppo, L., & Rogers, K. M. Embracing the Competition-Cooperation Angst: Individual Ambivalence as a Driver of Strategic Alliance Performance. Presented at the Strategic Management Society Special Conference, San José, Costa Rica, December 2017

Poppo, L., Huang, A. Y., & Schloemer, H. Achieving Joint Production: The Effect of Problem-Type and Psychological Drivers on Search Behaviors. Presented at the Annual Strategic Management Society Conference, Houston, TX, October 2017

Schloemer, H. Interfacing Creativity and Innovation: The Role of Managerial Perceptions and Decision Making. *Academy of Management Proceedings*. Presented at the Academy of Management Annual Conference, Atlanta, GA, August 2017

Poppo, L., Rogers, K. M., & Schloemer, H. A Theoretical Model for Managing Strategic Alliances: Social Psychological Foundations of a Multi-Level Approach. Presented at the Alliance Conference at Rutgers University Business School, New Brunswick, NJ, October 2016

Schloemer, H. & Wan, D. Tensions between Creativity and Compensation: Clarifying the Effects of Pay-Based Extrinsic Motivation on Creative Performance. Presented at the Midwest Academy of Management Annual Conference, Fargo, ND, October 2016

Poppo, L., Rogers, K. M., & Schloemer, H. A Theoretical Model for Managing Strategic Alliances: Social Psychological Foundations of a Multi-Level Approach. Presented at the Strategic Management Society Pre-Conference on New Directions in Alliance Governance Research, Berlin, Germany, September 2016

Poppo, L., Rogers, K. M., & Schloemer, H. A Theoretical Model for Managing Alliances: Social Psychological Foundations of a Theoretical Model. *Academy of Management Proceedings*. Presented in Anaheim, CA, August 2016

Poppo, L., Schloemer, H., & Huang, A. Y. A Meso-Level Focus on Innovation: Can a Shared Group Identity Promote Innovative Solutions? Presented at the Strategic Management Society Special Conference, Rome, Italy, June 2016

Schloemer, H., Wan, D., & Chadwick, C. The Effect of Human Capital on Firm Performance and Survival: The Context of the Asian Financial Crisis. *Academy of Management Proceedings*. Presented in Philadelphia, PA, August 2014

Li, P., Guthrie, J., & Schloemer, H. Affective Capital and Firm Performance: Top-down or Bottom-up? Presented at the Society for Industrial and Organizational Psychology Annual Conference, Honolulu, Hawaii, May, 2014

Chadwick, C., Schloemer, H., & Wan, D. The Effect of Human Capital Investment on Firm Performance: The Context of the Korean Financial Crisis. Presented at the Strategic Management Society Annual Conference, Atlanta, GA, September-October, 2013

WORKING PAPERS

Mello, J. & Schloemer, H. Do Subcultures Matter? Implications for Supply Chain Research. *Target: Transportation Journal*. Stage: Under Review

Yang, M., Schloemer, H., Yang, B., & Zhang, Y. Managerial Coaching and Employee Creativity: Scale Validation and a Moderated Mediation Model. *Target: Human Relations*. Stage: Revising for submission, Spring 2021

Poppo, L., Huang, A. Y., & Schloemer, H. A Meso-Level Focus on Innovation: Can a Shared Group Identity Promote Innovative Solutions? *Target: Academy of Management Journal*. Stage: Revising for submission, Summer 2021

Schloemer, H., Deeg, M., McDaniel, K., & Sanjrani, A. Psychological Capital and Perceptions of Social Support as Solutions to Student Burnout and Performance Issues. *Target: Journal of Management Education*, Stage: Revising for submission

Schloemer, H., Deeg, M., & Yang, M. Employee Contributions to Organizational Resilience: Leveraging Cognitive-Emotional and Social Resources for Organizational Surviving and Thriving. Stage: Determining new target for submission

Schloemer, H., Rogers, K. M., & Poppo, L. Embracing the Competition-Cooperation Angst: Individual Ambivalence as a Driver of Strategic Alliance Performance. *Target: Journal of Management*. Stage: Revising for submission

Schloemer, H. Beauty in the Breakdown: Exploring the Novelty and Usefulness Dimensions of Creativity at Work (dissertation). *Target: Journal of Applied Psychology*. Stage: Revising for submission

Schloemer, H. Linking Creativity and Innovation: The Role of Managerial Perceptions and Decision-Making (dissertation). *Target: Journal of Management*. Stage: Analyzing data

Wan, D., Chadwick, C., & Schloemer, H. The Effect of Human Capital Investment Strategies on Firm Performance and Survival: The Context of the Korean Financial Crisis. *Target: Strategic Management Journal*. Stage: Data analysis

RESEARCH IN PROGRESS

Schloemer, H. & Yang, M. Group Dynamics and Creativity Evaluations: Linking Creativity and Innovation (extension of dissertation). *Target: Journal of Management. Stage: Formulating survey*

Deeg M. & Schloemer, H. Managerial Assessments of and Responses to Employee Mental Health Issues. *Target: Journal of Applied Psychology, Stage: Literature review and methodology formulation*

Schloemer, H. & Deeg, M. An Unfolding Model of Entrepreneurial Behavior and the Amplifying Effects of Social Support: An Integrative Conceptual Review. *Target: Entrepreneurship Theory & Practice, Stage: Developing model*

Yang, M. & Schloemer, H. Team temporal conflict and creativity. *Target: Journal of Applied Psychology, Stage: Literature review and theory formulation*

Schloemer, H. & Wan, D. Unraveling the Extrinsic Motivation and Creativity Mystery: The Role of Expectations. *Target: Journal of Applied Psychology, Stage: Data collection*

Schloemer, H. & Tew, P. Overconfidence in Investing: The Role of Gender and Group Decision-Making. *Target: Journal of Business Ethics, Stage: Data collection*

FACULTY SEMINAR PRESENTATIONS

Schloemer, H. Drawing Connections through Narrated Concept Maps. Presented at Arkansas State University's Learn@State: A Celebration of Investigations into Student-Learning Assessment, Jonesboro, AR, March 2018

Schloemer, H. Improving Presentation Skills: A Mutually Beneficial Arrangement. Presented at Arkansas State University's Learn@State: A Celebration of Investigations into Student-Learning Assessment, Jonesboro, AR, March 2017

Schloemer, H. Measuring Creativity: Examination of a Two-Facet Construct. Presented at the Arkansas State University College of Business Faculty Research Presentation Series, Jonesboro, AR, December 2016

Schloemer, H., Wan, D., & Chadwick, C. The Effect of Human Capital Investment on Firm Performance and Survival: The Context of the Korean Financial Crisis. Presented at the University of Kansas School of Business Management Seminar Series, Lawrence, KS, April 2016

FACILITATOR ROLES

Co-organizer and facilitator of "Organizational Behavior Research Incubator." 2020. Professional Development Workshop at the Annual Academy of Management Meeting, Virtual, August 2020

Guest Speaker, Breakout Session on Professional Life for New Doctoral Student Consortium at the Annual Academy of Management Meeting, Boston, MA, August 2019

Co-organizer and facilitator of “Organizational Behavior Research Incubator.” 2019. Professional Development at the Annual Academy of Management Meeting, Boston, MA, August 2019

Co-organizer and facilitator of “Organizational Behavior Research Incubator.” 2018. Professional Development at the Annual Academy of Management Meeting, Chicago, IL, August 2018

Originator, Organizer, and Panel Moderator of the Arkansas State University Entrepreneurship & Innovation Speaker Series, Jonesboro, AR.
2018-2019 Series – 4 events
2017-2018 Series – 6 events

TEACHING EXPERIENCE

Arkansas State University, Instructor

	Student Ratings: (1-5 scale, 5 being highest)
MGMT 3123, Principles of Management	
Summer 2020	Not collected due to administrative policy
Spring 2020	Not collected due to administrative policy
Spring 2020 (online)	Not collected due to administrative policy
Summer 2019 (online)	Not collected due to administrative policy
Spring 2019	Not collected due to administrative error
Fall 2018	4.53
Spring 2018	4.65
Fall 2017	4.61
Spring 2017	4.72
Fall 2016	4.03
MGMT 3123-H, Honors Principles of Management	
Spring 2020	Not collected due to administrative policy
Spring 2019	Not collected due to administrative error
Fall 2018	4.50
Spring 2018	4.02
Fall 2017	4.97
Spring 2017	4.88
MGMT 3183, Entrepreneurship	
Summer 2020	Not collected due to administrative policy
Spring 2020	Not collected due to administrative policy
Fall 2019	4.78
Summer 2019 (online)	Not collected due to administrative policy
Spring 2019 (online)	Not collected due to administrative error
Fall 2018	4.87
Spring 2018	4.83
MGMT 3183-H, Honors Entrepreneurship	
Spring 2020	Not collected due to administrative policy
Spring 2019 (online)	Not collected due to administrative error
Spring 2018	4.77
MGMT 3153, Organizational Behavior	
Fall 2020	4.74
Fall 2020 (online)	4.69

Summer 2020	Not collected due to administrative policy
Fall 2019	4.84
Fall 2019 (online)	4.47
Fall 2018	4.63
Fall 2017	4.86
Fall 2016	4.01
MGMT 3153-H, Honors Organizational Behavior	
Fall 2020	4.75
Fall 2019	4.50
Fall 2018	5.00
Fall 2017	4.96
Fall 2016	4.48
MGMT 3143, Human Resources	
Summer 2020	Not collected due to administrative policy

Arkansas State University, Guest Lecturer

MGMT 6453, Seminar in Contemporary Management Issues	
Fall 2019	Instructor: Karen McDaniel
MKTG 6223, Strategic Marketing	
Fall 2018, Fall 2016	Instructor: Melodie Philhours

University of Kansas, Instructor of Record

MGMT 410, Human Resources Management	
Spring 2013	4.63
Fall 2013	4.44
Spring 2014	4.50
MGMT 310, Organizational Behavior	
Spring 2015	4.00

University of Kansas, Guest Lecturer

MGMT 711, Human Resources Management	
Fall 2013	Supervising Professor: Clint Chadwick

University of Kansas, Teaching Assistant

MGMT 310, Organizational Behavior	
Fall 2014	Supervising Professor: Kristie Rogers
MGMT 410, Human Resources Management	
Fall 2012	Supervising Professor: Clint Chadwick
PSYC 121, Honors Personality Psychology	
Spring 2010	Supervising Professor: Stephen Ilardi

GRANTS AND AWARDS

Undergraduate Research Assistant Stipend (\$1000, Ahad Sanjrani). 2020. Arkansas State University.

Best Junior Faculty Paper Award. 2019. MED Division, Academy of Management.

Nominated for You Made a Difference Advising Award. 2019. Arkansas State University.

Guest Lecture Series Grant (\$7000). 2018. Charles Koch Foundation.

Summer Teaching Institute Grant. 2017. Arkansas State University.

Summer Research Grants. 2016 & 2017. Arkansas State University.

Written and Oral Comprehensive Exam, Pass with Honors. October 2014. University of Kansas.

Graduate Research Fund Grant. 2013. University of Kansas.

PROFESSIONAL AFFILIATIONS

Academy of Management, 2013-present

Divisions: Human Resources, Organizational Behavior, Management & Organizational Cognition, Entrepreneurship

Society of Industrial Organizational Psychology, 2013-2018

Midwest Academy of Management, 2016-2018, 2019-present

Jonesboro Chamber of Commerce, 2016-present

Friends of NEA Baptist Hospital, 2017-present

PROFESSIONAL AND UNIVERSITY SERVICE

Service to Professional Organizations:

Making Connections Committee, Academy of Management Organizational Behavior Division, 2017-present

Co-Organizer of Annual OB Division PDW, 2017-present

Academy of Management, HR Division Reviewer, 2015, 2016

Academy of Management, OB Division Reviewer, 2015, 2017, 2018, 2019, 2020

Society of Industrial Organizational Psychology Reviewer, 2016

Frontiers of Psychology, Organizational Psychology Section Reviewer, 2020

International Journal of Hospitality Management, Reviewer, 2021

Arkansas State University, University-Level Service:

Student Disciplinary Committee, Fall 2020-present

Co-Organizer of A-State Innovate Elevator Pitch Competition, Fall 2018, Fall 2019

Sponsor, Arkansas Capital Governor's Cup Team, finalists in Agriculture, Innovation, and Graduate Divisions, 2019

Erasmus+ Scholarship Committee, 2018

Originator and Developer of Entrepreneurship & Innovation Speaker Series, Arkansas State University, 2017-present

Student Research Advisory Committee/Create@State, 2017-present

Summer Faculty Institute Instructor, "Refining Presentation Skills," 2017

Arkansas State University, College-Level Service:

Chair, Scholarship Committee, Member Spring 2017, Chair Summer 2017-present
Undergraduate Curriculum Task Force, Fall 2020-present
Chair, Honors Thesis Committee, Alex Young, 2020-2021, Hogan Dailey, 2020-2021
Honors Thesis Committee, Chandler Williams, 2018-2019, Blake Carnahan, 2019-2020, Gary Stillwell, 2020-2021
Mentored, Undergraduate Research Assistant, Ahad Sanjrani, Spring 2020, \$1,000 stipend
 Associated Create@State Research Presentation by Ahad Sanjrani, April 2020
Faculty Mentor for Gearhead Outfitters Student Ambassadors, 2019-present
Faculty Mentor for Disc Golf Student Organization, 2019-present
MBA Teamwork/Leadership Goal Assessment Team, 2017-present
Ad Hoc Faculty Development in Online Teaching Committee, 2017-2018 (committee dissolved)
Entrepreneurship Committee, 2017-2018 (committee disbanded)
Faculty Mentor for Innovators' League, 2017-2018
Judge, A-State Freshman Elevator Pitch Competition, Fall 2017, Fall 2018
Undergraduate Curriculum and Policy Committee, 2016-2017
Women's Business Leadership Center Professional Development Workshop, October 2017
 Workshop: Resume
Recruitment & Retention Activities, Transfer Preview Day, Select-A-Major Fair, High School Preview/Senior Day, New Student Registration, A-State College Fair, 2016-present

Arkansas State University, Department-Level Service:

Chair, Student Scholarship Selection Committee, 2017-present
Management Assessment Leader, 2020-present
Leading Member, Ad Hoc Entrepreneurship Curriculum Committee, Fall 2020-present
Ad Hoc Management Curriculum Committee, Fall 2020
Program Promotion Committee, 2016-present
Undergraduate Curriculum and Policy Committee, 2016-2017
Academic Adviser, 2016-present

University of Kansas Service:

Association of Business Doctoral Students
 President, 2013-2014
 PhD Team Student Representative, 2015-2016
Dean's Advisory Course Fees Committee, School of Business,
 Doctoral Student Representative, 2013-2016
Administrative Associate Search Committee, School of Business, Fall 2013
Panel Moderator Certified Public Manager Program, June 2015
 Conference: Leadership for the 21st Century: What Got Us Here Will Not Get Us There
 Panel: Engaging Employees: The New Role of Leadership