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Department of Management
California State University, East Bay
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Education

- PhD **State University of New York at Buffalo**
Organizational Behavior/Human Resource Management
Minor Field: Statistics
Dissertation Title: *The justification of abusive supervision: How supervisors and subordinates cognitively rationalize abuse*
- JD **State University of New York at Buffalo, cum laude**
- MBA **State University of New York at Buffalo, with honors**
- BA **Boston University**
English Language & Literature

Research Interests

Leadership & followership
Organizational politics & political skill
Emotional labor
Workplace toxicity

Research

Peer-Reviewed Publications

Seitz, S. R. & Smith, S. A. (conditionally accepted). Working toward neurodiversity: How organizations and leaders can accommodate for Autism Spectrum Disorder. *Journal of Business & Management*.

Badawy, R. L., Brouer, R., Shaughnessy, B. A., & **Seitz, S. R.** (in press). Are you actually helping or just looking out for yourself: Examining the individual and interactive effects of relationship quality and political skill on motive attributions. *Organization Management Journal*.

Dansereau, A., **Seitz, S. R.**, Chiu, C. Y., Shaughnessy, B. A., & Yammarino, F. J. (2013). What makes leadership, leadership? Using self-expansion theory to integrate traditional and contemporary approaches. *The Leadership Quarterly*, 24(6), 798-821.

Book Chapters

Treadway, D. C., Bentley, J. R., Wallace, A., **Seitz, S. R.**, & Shaughnessy, B. A. (2013). The politics of relationships. In H.C. Thomas and Morrison, R., *Relationships in organisations: A work psychology perspective*. Hampshire, UK: Palgrave Macmillan.

Manuscripts Under Review

Breland, J. W., **Seitz, S. R.**, Treadway, D. C., Shaughnessy, B. A., & Lovelace, K. J. The effect of applicant political skill on the race distance-recruiter evaluations relationship. **Revise and Resubmit (4th round)** at *Human Resource Management Journal*.

Seitz, S. R. & Smith, S. A. Bajo presión: Coping with the emotional effort of language-switching in the workplace. **Under Review** at *Academy of Management Review*.

Treadway, D. C., Bentley, J. R., Campion, E., **Seitz, S. R.**, Williams, L. M., & Stepina, L. Narcissism and Social Exchange: A Five-Study Competitive Test of the Reciprocity Norm in Leader-Member Relations. **Under Review** at *Journal of Personality and Social Psychology*.

Selected Working Papers

Seitz, S. R. The relationship between political skill and knowledge sharing: A social network perspective. *Target: Human Resources Management Review*.

Seitz, S. R., Bentley, J. R., & Owens, B. Act natural: The emotional work of transformational leadership. *Target: Journal of Management*.

Seitz, S. R. & Owens, B. P. Transformable? How implicit person theories influence the effectiveness of transformational leadership on engagement and performance. *Target: The Leadership Quarterly*.

Seitz, S. R. & Smith, S. A. Managing the emotional and performance outcomes of language switching in the workplace. *Multiple projects in concept and data collection stage*.

Seitz, S. R. & Treadway, D. C. The Justification of Abusive Supervision. *Multiple projects in data analysis/additional data collection stage*.

Conference Presentations

- Seitz, S. R.** & Smith, S. A. Working toward neurodiversity: How organizations and leaders can accommodate for Autism Spectrum Disorder. *Paper accepted for presentation at the Southern Management Association Annual Meeting, 2016, Charlotte, NC.*
- Seitz, S. R.** & Smith, S. A. Bajo presión: Coping with the emotional effort of language-switching in the workplace. *Paper presented at the Academy of Management Annual Meeting, 2016, Anaheim, CA.*
- Seitz, S. R.** & Bentley, J. R. Act natural: The emotional work of transformational leadership. *Paper presented at the Southern Management Association Annual Meeting, 2015, St. Petersburg, FL.*
- Brouer, R. L., Stefanone, M. A., Badawy, R. L., Egnoto, M. J., & **Seitz, S. R.** Losing control of company information in the recruitment process: The impact of LinkedIn on organizational attraction. *Paper presented at the Hawaiian International Conference on System Sciences, 2015, Kauai, HI.*
- Treadway, D. C., **Seitz, S. R.**, Xu, N., & Grijalva, E. Politically skilled, narcissistic leaders and their effect on follower LMX, affective commitment, and voluntary turnover. *Paper presented at the Southern Management Association Annual Meeting, 2014, Savannah, GA.*
- Yang, J., **Seitz, S. R.**, Treadway, D. C., Badawy, R. L., Brouer, R. Political skill as a neutralizer of the counterproductive work behavior – performance relationship. *Paper presented at the Southern Management Association Annual Meeting, 2013, New Orleans, LA.*
- Treadway, D. C., Wallace, A., Bentley, J. R., **Seitz, S. R.**, Stepina, L. P., & Williams, L. M. A multistudy investigation of the impact of LMX on follower narcissism-outcomes relationships. *Paper presented at the Southern Management Association Annual Meeting, 2013, New Orleans, LA.*
- Seitz, S. R.** Implicit theories and the impact of transformational leadership on engagement and performance. *Paper presented at the Academy of Management Annual Meeting, 2012, Boston, MA.*
- Seitz, S. R.** The relationship between political skill and knowledge sharing: A social network perspective. *Paper presented at the Southern Management Association Annual Meeting, 2012, Ft. Lauderdale, FL.*
- Bentley, J. R., **Seitz, S. R.**, & Treadway, D. C. The impact of narcissism on the emotional pathways from workplace victimization to ethical performance. *Paper presented at the Southern Management Association Annual Meeting, 2012, Ft. Lauderdale, FL.*
- Yang, J., Wang, L., Kishore, R., & **Seitz, S. R.** Culture and gender differences in knowledge seeking behaviors. *Paper presented at the Southern Management Association Annual Meeting, 2011, Savannah, GA.*

Yang, J., Bentley, J. R., Reeves, M., Williams, L. V., & Seitz, S. R. The impact of narcissism and LMX on followers' feelings of being envied and job performance. *Paper presented at the Society of Industrial and Organizational Psychology Annual Meeting, 2010, Chicago, IL.*

Academic Work Experience

September 2014 – Present

Assistant Professor

Department of Management
California State University, East Bay
Hayward, California

May 2014 – July 2014

Visiting Instructor

University at Buffalo/Singapore Institute of Management
Undergraduate Degree Studies Program
Singapore

August 2012 – May 2014

Instructor

Department of Organization and Human Resources
State University of New York at Buffalo
Buffalo, New York

August 2006 – May 2007

Teaching Assistant

Department of Organization and Human Resources
State University of New York at Buffalo
Buffalo, New York

Courses Taught

HR and the Law (MBA), *California State University, East Bay*

- Spring 2015

Employee and Labor Relations, *California State University, East Bay*

- Spring 2015, Spring 2016

Business and Professional Ethics, *California State University, East Bay*

- Fall 2014, Winter 2015, Fall 2015, Winter 2016, Spring 2016
- Online: Fall 2015, Winter, 2016, Summer 2016

Human Resources Management, *University at Buffalo*

- Fall 2012, Fall 2013, Summer 2014 (Singapore)

Organizational Behavior, *University at Buffalo*

- Spring 2013, Spring 2014

Related Work Experience

September 2003 – May 2014	Senior Coach Swimkins Synchronized Swimming, Inc. Buffalo, New York
January 2010 – July 2010	Visiting Coach and Trainer Aruba National Synchronized Swim Team Aruba, West Indies
October 2008 – January 2010	Member Services Coordinator AAA Western and Central New York Buffalo, New York
April 2006 – January 2008	Law Clerk/Attorney Cole, Sorrentino, Hurley, Hewner, & Gambino Buffalo, New York

Awards and Honors

Faculty Support Grant for Cross-Disciplinary Research (\$12,000), California State University, East Bay, 2015-2016.

Online & Hybrid Course Quality Transformation Grant (\$4,500), California State University, East Bay, 2015

Recipient, Best Student Paper, Ethics, Social Issues, and Diversity Track, Southern Management Association Annual Meeting, 2012

Professional Affiliations

Academy of Management
Southern Management Association
American Bar Association
New York State Bar Association
United States Synchronized Swimming

Service Activities

Professional Service

Review Editor, *Organizational Psychology*, 2016-present

Ad-hoc Reviewer, *Journal of Managerial Studies*

Reviewer, *Academy of Management Annual Meeting*, 2011-present

Reviewer, *Southern Management Association Annual Meeting*, 2011-present

Volunteer, *Placement Services, Academy of Management Annual Meeting, 2012-present*

University Service

Committee Member, *Special Grant Review Sub-Committee, 2016*

Committee Member, *Interdisciplinary Studies Major Committee, 2015-2016*

Committee Member, *Department of Management Hiring Committee, 2015*

Committee Member, *Critical Thinking subcommittee for the Curriculum & Instruction Committee, 2014*

Substitute Committee Member, *Committee for the Center on Student Research, October, 2014*

Peer Mentor, *University at Buffalo Organization and Human Resources PhD Program, 2012-2013*

Community Service

Member, *San Francisco Tsunami Synchronized Swim Team, 2014-present*

Volunteer, *Big Brothers Big Sisters of Erie County, 2012-2014*

Level II Judge, *United States Synchronized Swimming, 2005-present*

Visiting Judge, *Arubaanse National Synchronized Swimming Competition (Aruba), 2011, 2012*