

Stefanie K. Johnson

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Division of Organizational Leadership and Information Analytics
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Education

Rice University, Houston, Texas

M.A. and Ph.D. in Industrial/Organizational Psychology; May, 2002 and 2004

Claremont McKenna College, Claremont, California

B.A., Cum Laude in Psychology, with Honors; May, 2000

Professional Experience

Assistant to Associate Professor of Management, CU Boulder	2014 – present
Assistant to Associate Professor of Management, CU Denver	2009 – 2013
Assistant Professor of Psychology, Colorado State University	2007 – 2008
Instructor of Management, University of Colorado, Denver	2006 – 2007
Instructor of Management, University of Wisconsin, Madison	2004 – 2006

Awards and Honors

Franscona Teaching Award Nominee	2014 – 2017
Kravis Fellow – Claremont McKenna College	2017
Marinus Smith Award for student impact – University of Colorado Boulder	2017
Outstanding Alumnus Award – Claremont McKenna College	2014
Outstanding Teaching – Business School, University of Colorado Denver	2010
Laube Community Impact Award– Business School, University of Colorado Denver	2010

Journal Publications

- 2017 Hekman, D., **Johnson, S. K.**, Foo, M. D., & *Yang, W. An examination of whether and how diversity-valuing behavior results in worse performance ratings for minority and female leaders than white and male leaders. *Academy of Management Journal*, online first.
- 2016 Murphy, S. E., & **Johnson, S. K.** Leadership and leader developmental self-efficacy: Their role in enhancing leader development efforts. *New Directions for Student Leadership*, 149, 73 – 84.
- 2016 Reichard, R. J., *Walker, D. O., *Putter, S., *Middleton, E., & Johnson, S. K. Believing is Becoming: The Role of Leader Developmental Efficacy in Leader Self-Development. *Journal of Leadership and Organizational Studies*.
- 2014 *Hoffmeister, K., Gibbons, A. M., **Johnson, S. K.**, Cigularov, K. P., Chen, P. Y., & Rosecrance, J. C. The differential effects of transformational leadership facets on employee safety. *Safety Science*, 62, 68 – 78.
- 2014 **Johnson, S. K.**, Sitzmann, T., & *Nguyen, A. T. Don't hate me because I'm

beautiful: Acknowledging appearance mitigates the “beauty is beastly” effect. *Organizational Behavior and Human Decision Processes*, 125, 184 – 192.

- 2014 *Kaufman, B. R., Cigularov, K. P., Chen, P., *Hoffmeister, K., Gibbons, A., & **Johnson, S. K.** Interactive Effects of leader justice and support for safety on safety performance. *Journal of Organizational Effectiveness: People and Performance*, 1, 296 – 315.
- 2014 Sitzmann, T., & **Johnson, S. K.** The paradox of seduction by irrelevant details: How irrelevant information helps and hinders self-regulated learning. *Learning and Individual Differences*, 34, 1 – 11.
- 2014 *Webb Day, J., Baron, L., Holladay, C. L., & **Johnson, S. K.** Organizational Rewards: Considering Employee Need in Allocation. *Personnel Review*, 43, 74 – 95.
- 2013 Holladay, C. L., *David, E., & **Johnson, S. K.** Retesting personality in employee selection: Implications of the context, sample and setting. *Psychological Reports*, 112, 486 – 501.
- 2013 Sy, T., Choi, J. N., & **Johnson, S. K.** Reciprocal interactions between leader charisma and group mood. *The Leadership Quarterly*, 24, 463 – 476.
- 2012 **Johnson, S. K.**, *Duarte, L. L., Hernez-Broome, G., Fleenor, J. W., & Steed, J. Go for the goal(S): relationship between goal setting and transfer of training following leadership development. *Academy of Management Learning & Education*, 11(4), 555 – 569.
- 2012 Sitzmann, T. & **Johnson, S. K.** The best laid plans: Evaluating the conditions under which a planning intervention improves learning and reduces attrition. *Journal of Applied Psychology*, 97, 967 – 981.
- 2012 Sitzmann, T. & **Johnson, S. K.** When is ignorance bliss? The effects of inaccurate self-assessments of knowledge on learning and attrition. *Organizational Behavior and Human Decision Processes*, 117, 192 – 207.
- 2012 *Whitely, P., Sy, T., & **Johnson, S. K.** Positive perceptions of followers as an ingredient for the naturally occurring Pygmalion Effect in managerial settings. *The Leadership Quarterly*, 23, 822 – 834.
- 2011 Murphy, S. E., & **Johnson, S. K.** The benefits of a long-lens approach to leader development: Understanding the seeds of leadership. *The Leadership Quarterly*, 22, 459 – 470.
- 2011 Reichard, R. J., & **Johnson, S. K.** Leader self-development as organizational strategy. *The Leadership Quarterly*, 22, 33 – 42.

- 2010 Hoyt, C. L., **Johnson, S. K.**, Murphy, S. E., & Skinnell, K. H. Effects of subtle and blatant stereotype-threat on female leaders' self-efficacy and performance. *The Leadership Quarterly*, 21, 716 – 732.
- 2010 **Johnson, S. K.**, Podratz, K. E., Dipboye, R. L., & *Gibbons, E. Physical attractiveness biases in ratings of employment suitability: Tracking down the “Beauty is Beastly” effect. *The Journal of Social Psychology*, 150, 310 – 318.
- 2009 **Johnson, S. K.** Do you feel what I feel? Mood contagion and leadership outcomes. *The Leadership Quarterly*, 20, 814 – 827.
- 2009 **Johnson, S. K.**, Bettenhausen, K., & *Gibbons, E. Realities of working in virtual teams: Affective and attitudinal outcomes. *Small Group Research*, 40, 623-649.
- 2009 **Johnson, S. K.**, Holladay, C. H., & Quiñones, M. A. Organizational citizenship behavior in performance evaluations: Distributive justice or injustice? *Journal of Business and Psychology*, 24, 409 – 418.
- 2008 **Johnson, S. K.** I second that emotion: Effects of emotional contagion and affect at work on leader and follower outcomes. *The Leadership Quarterly*, 19, 1 – 19.
- 2008 **Johnson, S. K.**, & Dipboye, R. L. Effects of task charisma conduciveness on the effectiveness of charismatic leadership. *Group & Organization Management*, 33, 77 – 106.
- 2008 **Johnson, S. K.**, Murphy, S. E., *Zewdie, S, & Reichard, R. J. The strong, sensitive type: Evidence for gender-specific leadership prototypes. *Organizational Behavior and Human Decision Processes*, 106, 39 – 60.
- 2004 **Halverson[#], S. K.**, Holladay, C. L., Kazama, S. K., & Quiñones, M. A. Self-sacrificial behavior in crisis situations: The competing roles of behavioral and situational factors. *The Leadership Quarterly*, 15, 263 – 275.
- 2004 **Halverson[#], S. K.**, Murphy, S. E., & Riggio, R. E. Charismatic leadership in crisis situations: A laboratory investigation of stress and crisis. *Small Group Research*, 35, 495 – 514.
- 2003 Hoyt, C. L., Murphy, S. E., **Halverson[#], S. K.**, & Watson, C.B. Group leadership: Efficacy and effectiveness. *Group Dynamics: Theory, Research, & Practice*, 7, 259 – 274.

#Maiden name; *Student researcher

Harvard Business Review Articles

- 2016 **Johnson, S. K.**, & Sy, T. Why aren't there more Asian Americans in leadership positions? *Harvard Business Review*.
- 2016 **Johnson, S. K.**, Kirk, J., & Keplinger, K. Why we fail to report sexual

harassment. *Harvard Business Review*.

2016 **Johnson, S. K.** & Hekman, D. R. Women and minorities are penalized for promoting diversity according to new research. *Harvard Business Review*.

2016 **Johnson, S. K.**, Hekman, D. R., & *Chan, E. T. Breaking the glass ceiling – It just takes two (minority or female finalists). *Harvard Business Review*.

Work in Progress

Johnson, S. K. & *Chan, E. T. Can looks deceive you? Attractive decoys mitigate beauty is beastly bias. In preparation for *Personnel Psychology*.

Johnson, S. K., Hekman, D. R., & *Chan, E. T. Breaking the glass ceiling – It just takes two (minority or female finalists). In preparation for *Academy of Management Journal*.

Johnson, S. K., *Veestraeten, M., Leroy, H., & Sy, T. Meeting Expectations: How followership-schema and leader high-expectations shape follower work engagement. Under review, *Academy of Management Journal*.

Johnson, S. K., *Chan, E. T., Calhoun, D., Lerner, D., Fitza, M., & Johnson, P. T. J. Risky business: *Toxoplasma Gondii* is linked to entrepreneurship across individuals and countries. In preparation for *Proceedings of the National Academy of Sciences*.

*Kirk, J. F. & **Johnson, S. K.** (in preparation). Leader identity and the glass ceiling: How countercommunal identity creates problems for female leaders. In preparation for *Academy of Management Journal*.

Sheppard, L. D., & **Johnson, S. K.** The femme fatale effect: Attractiveness is a liability for women in terms of perceived truthfulness in organizations. Under review at *Organizational Behavior and Human Decision Processes*.

Book Chapters

2016 Thornton, G. C., **Johnson, S. K.**, & Church, A. H. Selecting leaders: Executives and high-potentials. *Handbook of Employee Selection*, accepted.

2016 **Johnson, S. K.**, *Kirk, J., & *Chan, E. The perils of pretty: Effects of personal appearance across the career. *Impact of Diversity on Career Development*, accepted.

2014 Murphy, S. E., *Putter, S., & **Johnson, S. K.** Soft skills training: Best practices in industry and higher education. Chapter 11. In R.E. Riggio & S. Tan (Eds.), *Understanding and assessing soft leader skills*. New York: Routledge/Taylor and Francis.

2013 Dipboye, R. L., & **Johnson, S. K.** Understanding and improving employee selection interviews. In K. F. Geisinger (Ed.), *APA Handbook of Testing and Assessment in*

Psychology, Vol. 1. Test Theory and Testing and Assessment in Industrial and Organizational Psychology, Ch. 27.

- 2011 Hoyt, C. L., & **Johnson, S. K.** Gender and leadership development: A case of female leaders. In S. E. Murphy & R. Reichard (Eds.), *Early development and leadership: Building the next generation of leaders*. New York: Psychology Press/Routledge.
- 2011 Murphy, S. E., & **Johnson, S. K.** Leadership research and education: how business schools approach the concept of leadership. In M. Harvey, & R. E. Riggio (Eds.), *Leadership Studies: The Dialogue of Disciplines*, Ch.11, pp. 129 –148. Northampton, MA: Edward Elgar Publishers.
- 2010 Thornton, G. C., Hollenbeck, G., & **Johnson, S. K.** Selecting leaders: High potentials and executives. In N. Tippins and J. Farr (Eds.), *Handbook of Employee Selection*, Ch.38, pp. 823 – 835. Erlbom.
- 2009 **Johnson, S. K.**, & Johnson, C. S. The secret life of mood: Causes and consequences of unconscious affect at work. C. E. J. Härtel, N. M. Ashkanasy, and W. J. Zerbe (Eds.) *Research on Emotions in Organizations, Vol. 5.*
- 2008 Murphy, S. E., Reichard, R. J., & **Johnson, S. K.** Self regulation and leadership: Implications for leader performance and leader development. In D. Forsyth, A. Goethals, & C. Hoyt (Eds.), *Social Psychology and Leadership*.
- 2008 Dipboye, R. L., & **Johnson, S. K.** A cross-cultural perspective on employee selection. In D. Stone, E. F., Stone-Romero, & E. Salas (Eds.), *The influence of cultural diversity on human resources practices*. Lawrence Erlbaum Publishers: Mahaw, NJ.
- 2005 **Halverson[#], S. K.**, Tonidandel, S., Barlow, C., & Dipboye, R. L. Self-other agreement on a 360-degree leadership evaluation. In S. Reddy (Ed.) *Perspectives on multirater performance assessment (Ch. 8, pp. 125 – 144)*. ICFAI Books: Nagarjuna Hills, Hyderabad.
- 2004 Dipboye, R. L., & **Halverson[#], S. K.** Subtle (and not so subtle) discrimination in organizations. In R. Griffith & A. O'Leary-Kelly (Eds). *The dark side of organizational behavior* (pp. 131 – 158). San Francisco: Jossey-Bass.
- 2003 Dipboye, R. L., Wooten, K. C., & **Halverson[#], S. K.** Behavioral and situational interviews. In J. C. Thomas (Ed). *Comprehensive handbook of psychological assessment*, Vol. 4 (pp. 297 – 316). New York: John Wiley.

Presentations at Universities

Johnson, S. K. (2017, September). Creating Inclusion. Claremont McKenna College. Claremont, CA.

Johnson, S. K. (2017, February). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Yale: New Haven, CT.

Johnson, S. K. (2017, February). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation to Boulder Faculty Assembly, CU Boulder. Boulder, CO.

Johnson, S. K. (2016, December). Diversify: Overcoming unconscious biases that affect the evaluation of women in science. *Women in Science Symposium*. University of Copenhagen, Denmark.

Johnson, S. K. (2016, October). Diversify: Overcoming unconscious biases that affect the evaluation of women in science. *Women in Technology: Recognizing Leaders, Inspiring the Next Generation*. University of California, Berkeley.

Johnson, S. K. and Hekman, D. R. (2016, September). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation to Chancellor's Executive Committee, CU Boulder. Boulder, CO.

Johnson, S. K. (2016, July). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation at Erasmus University, Rotterdam, Netherlands.

Johnson, S. K. (2016, June). Diversify: Unconscious biases affect the evaluation of women and nonwhite leaders Invited presentation and Leeds Summer Brown Bag, Boulder CO.

Johnson, S. K. (2016, April). Negotiating Diversity: Unconscious Biases Affect the Evaluation of Women and Nonwhite Leaders. Invited presentation at the Harvard Negotiations and Leadership Conference. Boston, MA.

Johnson, S. K. (2016, June). Using goal setting and feedback to maximize leader effectiveness. Invited presentation and CU Grow, Boulder CO.

Johnson, S. K. & *Kirk, J. (2015, June). Social role theory and double standards of competence: The self versus other. International network of implicit leadership theory (ILT) scholars meeting. University of Edinburgh Business School. Edinburgh, UK.

Johnson, S. K. (2015, May). Hooked on a Feeling? Understanding the Role of Emotions at Work. Presented at the Chancellor's Spring Seminar. Boulder CO.

Johnson, S. K. (2015, June). Hooked on a Feeling? Understanding the Role of Emotions at Work. Presented at Leeds Power Breakfast. Boulder CO.

Johnson, S. K. (2013, September). Advanced research methods for studying leadership. University of Durham Business School. Durham, UK.

Johnson, S. K. (2009, February). Organizational influences and outcomes of work-family balance. Presented at management seminar. University of Colorado, Denver. Denver, CO.

Invited Seminars/Workshops Presented

Johnson, S. K. (2017, June). Identity. HERS Leadership Training Institute for Women in Higher Ed, Leadership Conference. Denver, CO.

Johnson, S. K. (2017, June). Getting to 2XC: Mitigating bias and maximizing organizational success. Presentation to the Hubble Space Telescope Time Allocation Committee. Baltimore, MD.

Johnson, S. K. (2017, March). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. EY Board Meeting. New York.

Johnson, S. K. (2017, March). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. FINRA summit. New York.

Johnson, S. K. (2017, February). Living it: Creating change while being true to yourself. Wild Summit, Westminster, CO.

Johnson, S. K. & Hekman, D. R. (2017, January). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation at Medtronic, Gun Barrel, CO.

Johnson, S. K. (2016, November). Diversify: Leading the way to gender equality. Presentation at The Billie Jean King Leadership Initiative Symposium and Gala. New York, NY.

Johnson, S. K. & Hekman, D. R. (2016, October). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation at Cooley Law Offices. Broomfield, CO.

Johnson, S. K. (2016, September). Diversify: Using courage to advance women and minorities. Presentation at the Opus 11 Race and Ethnicity in Law Conference. Washington DC.

Johnson, S. K. (2016, September). What HR needs to know about D&I. Reimagine HR Conference. Miami, FL.

- Johnson, S. K.** (2016, August). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation to Brown-Forman. Louisville, KY.
- Johnson, S. K.** and Hekman, D. R. (2016, July). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation to Phillips 66 HR Leadership Team and Presentation to Phillips 66 Recruiter Forum. Houston, TX.
- Johnson, S. K.** and Hekman, D. R. (2016, July). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation to CitiGroup Diversity and HR Teams, New York, NY.
- Goldenhar, L., **Johnson, S. K.**, *Schwatka, N. V. (2016, June). Training to improve safety and jobsite safety climate. Invited presentation at CPWR's r2p in construction conference on increasing the use of evidence-based interventions through social marketing, networking, and other strategies. Cincinnati, OH.
- Johnson, S. K.** and Hekman, D. R. (2016, May). Diversify: Unconscious biases affect the evaluation of women and nonwhite leaders Invited presentation and Ariel Investments, Chicago, IL.
- Johnson, S. K.** and Hekman, D. R. (2016, May). The importance of diversity and inclusion in the entrepreneurship ecosystem. Invited presentation and Boulder Think Tank, Boulder, CO.
- Johnson, S. K.** (2016, April). Framing the business case through research. Panelist at The White House Briefing on Diversity in the Corporate Sector, Washington D.C.
- Goldenhar, L., **Johnson, S. K.**, *Schwatka, N.V. (2016, March). A preview of a new, interactive training module for enhancing jobsite safety leadership. Presentation at the Construction Safety Conference, Oakbrook Terrace, IL.
- Johnson, S. K.** (2015, June). The Perils of Pretty. Invited presentation to the women's group, *The Coolest Women We Know*. Boulder, CO.
- Johnson, S. K.** (2011, April). Women in IO Psychology: Issues in Leadership. Talk for THEO program. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- *Putter, S. & **Johnson, S. K.** (2010, September). 51 ways to motivate your volunteers. Educational session at the annual Colorado Conference on Volunteerism. Denver, CO.
- Johnson, S. K.** (2010, September). Leadership development and self-awareness. Educational session for the Colorado Nonprofit Association. Denver, CO.

Johnson, S. K. (2008, April). Innovations in I/O teaching/curricula. Invited presentation. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Johnson, S. K. (2008, October). Leading in the nonprofit and communication industry. Invited educational session at annual conference of the Association of Public Safety Communications Officials (APCO). Denver, CO.

Refereed Presentations at Meetings

Cigularov, K. P., Kaufman, B. R., Bjornberg, N., **Johnson, S. K.**, Hoffmeister, K., & Chen, P. Y. (2017, April). Challenges in administering and evaluating a construction safety leadership training. Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Schwatka, N.V., Goldenhar, L., **Johnson, S.K.**, Dennerlein, J., Beldon, M., Tessler, J. (2017, June). Effectiveness of training program to enhance construction foreman safety leadership skills. Oral presentation at the American Psychological Association's Work, Stress & Health Conference in Minneapolis, MN.

Schwatka, N.V.; Goldenhar, L., **Johnson, S.K.**, (2016, October). A preview of a new, interactive training module for enhancing jobsite safety leadership. Oral presentation at the 144th American Public Health Association Annual Meeting in Denver, CO.

*Chan, E., **Johnson, S. K.**, & Foo, M. D. (2016, August). Learning goal orientation in leader development: Social comparison pressure. Annual meeting of the Academy of Management, Anaheim, CA.

Johnson, S. K., & *Chan, E. (2016, August). Can looks deceive you? Decoys explain when women's attractiveness is abased or admired in employee selection. Annual meeting of the Academy of Management, Anaheim, CA.

*Kirk, J. F. & **Johnson, S. K.** (2016, August), Symposium: The Good, The Bad, and The Pretty: When and Why Attractiveness Helps and Hurts Women. Annual meeting of the Academy of Management, Anaheim, CA.

Johnson, S. K., *Chan, E., Lord, R., & Riggio, R. E. (2016, April). Embodied cognitions shape power and rapport in leader-follower dynamics. Annual meeting of the Society of Industrial Organizational Psychology, Anaheim, CA.

*Kirk, J. & **Johnson, S. K.** (2015). *Social role theory and double standards of competence: The self vs other*. Paper presented at the annual meeting of the Academy of Management, Vancouver.

- Johnson, S. K.,** *Veestraeten, M., Leroy, H., & Sy, T. (2015). *Theory Y²: Follower schema determine the effects of leader high expectations on follower outcomes*. Paper presented at the annual meeting of the Academy of Management, Vancouver.
- *Schwatka, N.V., Goldenhar, L., **Johnson, S. K.** (March, 2014). Enhancing safety culture through leadership. Oral presentation at the Construction Safety Conference, Oakbrook Terrace, IL.
- *Walker, D. O. & **Johnson, S. K.** (2014, October). Convergent and discriminant validity of a leader developmental efficacy measure. In S. E. Murphy (Chair), *Leader developmental efficacy: Definition, measurement, and utility*. Symposium conducted at the meeting of the International Leadership Association, San Diego, CA.
- *Kaufman, B. R., Cigularov, K. P., Chen, P. Y., *Hoffmeister, K., Gibbons, A. M., & **Johnson, S. K.** (2013, May). *Leader justice and safety performance: Moderating effect of leader support for safety*. Paper presented at the 10th International Conference on Occupational Stress & Health, Los Angeles, CA.
- Johnson, S. K.,** & *Nguyen, A. T. (2013, August). Don't hate me because I'm beautiful: Acknowledging appearance mitigates the "beauty is beastly" effect. Paper presented at the Academy of Management conference, Orlando, FL.
- Johnson, S. K.,** Walczak, S., & Sy, T. (2013, April). A connectionist model of the effects of stress on implicit leadership theories. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.
- Johnson, S. K.,** *Hoffmeister, K., Gibbons, A. M., Cigularov, K. P., Chen, P. Y., & Rosecrance, J. (2013, April). Transformational leadership impacts safety outcomes through safety self-efficacy and motivation. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.
- Cigularov, K. P., *Hoffmeister, K., Chen, P. Y., Gibbons, A., **Johnson, S. K.,** Rosecrance, J. (2012, April). Leadership effects on work-family conflict moderated by perceived job stress. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, San Diego, CA.
- Johnson, S. K.,** & *Putter, S. (2012, April). Interactive effects of mastery orientation and leader efficacy on leader development. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, San Diego, CA.
- *Kendharnath, U., **Johnson, S. K.,** & Sy, T. (2012, April). Leaders' affect and cognition on charismatic leadership and follower outcomes. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, San Diego, CA.

- Reichard, R. J. & **Johnson, S. K.** (2011, November). Undergraduate leadership education: Program development and evaluation. Paper presented at the annual meeting of the International Leadership Association, London.
- Johnson, S. K.** (2011, August). Ready or not: Effects of developmental readiness on leader development. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Johnson, S. K.** (2011, August). Effects of leader developmental readiness on leader self-development outcomes. Session chair for symposium presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Johnson, S. K.** & Hyde, J. S. (2011, August). When job dissatisfaction explains family-related turnover: Job-to-job versus job-to-home turnover. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Sitzmann, T., & **Johnson, S. K.** (2011, April). Examining when a planning intervention improves learning and reduces attrition. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
- *Day, J., Holladay, C. L., **Johnson, S. K.**, *Barron, L. G. (2011, April). New considerations in reward allocation: Employee need in Western organizations. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.
- *Gelinas, L. A., Cigularov, K. P., *Hoffmeister, K., Chen, P. Y., Gibbons, A. M., **Johnson, S. K.**, & Rosecrance, J. (2011, May). *The relationship between work-family conflict and safety in construction*. Paper presented at the 23rd Annual Convention of the Association for Psychological Science, Washington, DC.
- *Hoffmeister, K., Cigularov, K. P., **Johnson, S. K.**, *Menger, L.; Rosecrance, J. C. & *Schwatka, N. V. Chen, P. Y. (2011, May). *Leadership Behaviors Critical to Improving Safety in Construction: A Qualitative Study*. Paper presented at the annual conference of Work, Stress, and Health, Orlando, FL.
- Murphy, S.E., Marin-Stein, A., **Johnson, S. K.**, & Cahir, D. (2010, October). Authentic leadership: Identifying authentic and inauthentic communication styles in annual reports. Presented at the International Leadership Association Meeting, Boston, MA.
- Johnson, S. K.** & *Kendaharnath, U. (August, 2010). Effects of leader schema and affect on attributions of charismatic leadership and performance. Paper presented at the annual meeting of the Academy of Management, Montreal.
- *Duarte, L., **Johnson, S. K.**, Hernez-Broome, G., & Steed, J. (August, 2009). Evaluation of a leadership development program using a goal-attainment approach. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Johnson, S. K., & Johnson, C. S. (August, 2009). Knowing how you feel about catching your boss's feelings: Separating conscious and unconscious outcomes of emotional contagion. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Johnson, S. K. (March, 2009). Work-life balance: Choices and approaches in managing smart. Paper presented at the annual conference for the Western Academy of Management (WAM), Midway, CO.

*Putter, S., & **Johnson, S. K.** (March, 2009). Affective antecedents and outcomes of work family balance from a multi-dimensional perspective. Presented at the annual conference for the Society for Industrial/Organizational Psychology (SIOP), New Orleans, LA.

Bettenhausen, K., *Gibbons, E., & **Johnson, S. K.** (2008, March). Realities of working in virtual teams: Issues and Ideas. Invited presentation at the annual IO/OB conference, Denver, CO.

Johnson, S. K., & Johnson, C. S. (2008, July). The secret life of mood: Causes and consequences of unconscious affect at work. EMONET conference. Insead, Fontainebleau, France

Johnson, S. K., Bettenhausen, K., & *Gibbons, E. (2008, April). Realities of working in virtual teams: Affective and attitudinal outcomes. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Johnson, S. K., & Hyde, J. S. (2008, April). Affectivity, work-family balance, and job related outcomes over time. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Johnson, S. K., *Arboleda, M. B., Riggio, R. E., Mayes, T., & Dipboye, R. L. (2007, April). Social skills and interview performance: The mediating role of nonverbal behavior. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Halverson, S. K., & Murphy, S. E. (2006, May). Chair, Symposium: To conform or deny: Effects of gender stereotypes and female leaders' behavior. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Halverson, S. K., Holladay, C. H., & Quiñones, M. A. (2006, May). Influence of trainer affect and emotional contagion on training outcomes. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Holladay, C. L., **Halverson, S. K., Donnelly, T. M., & Murray, S.** (2006, May). On-Boarding Employees: A Model Examining Manager Behavior, Socialization, and Commitment. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

- Hoyt, C. L., & **Halverson, S. K.** (2006, May). Stereotype threat and stereotype reactance: Effects of subtle and blatant stereotype-threat on female leaders' self-efficacy and performance. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Dipboye, R. L., Podratz, K. E., & **Halverson, S. K.** (2004, April) "The role of physical attractiveness as a moderator of employment discrimination. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Halverson, S. K.** (2004, August). "Emotional contagion in leader – follower interactions." Paper presented at the annual conference of The Academy of Management, New Orleans, LA.
- Halverson, S. K.**, Dipboye, R. L., & *Arboleda, M. B. (2004, April). "What can we predict from the hiring interview?" Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Halverson, S. K.**, Dipboye, R. L., *Kennedy, P., & *Gallagher, M. (2004, April). "Development and validation of a team orientation biographical inventory." Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Halverson, S. K.**, & Holladay, C. L. (2004, August). "Mood at work, transformational leadership, and organizational citizenship behavior: Testing an integrative model. Paper presented at the annual conference of the Academy of Management, New Orleans, LA.
- Holladay, C. H., **Halverson, S. K.**, & Quiñones, M. A. (2004, April). "OCB and salary: Moderating effects of race, gender, and level." Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Holladay, C. H., **Halverson, S. K.**, & Quiñones, M. A. (2004, April). "Considering OCB in performance evaluations: Who thinks it's fair?" Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Halverson, S. K.**, & Dipboye, R. L. (2003, April). "Content and delivery in charismatic leadership: Effects on follower satisfaction, performance, and attributions of charisma." Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Smith, D. B., **Halverson, S. K.**, & Holladay, C. (2003, April) "An examination of moderators of the effectiveness of leaders influence strategies." Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Halverson, S. K.**, Holladay, C. L., Kazama, S. M., & Quiñones, M. A. (2002, June). "The effect of type of sacrifice on perceptions of self-sacrificial leadership." Poster presented at the annual meeting of the American Psychological Society, New Orleans, LA.

Halverson, S. K., Murphy, S. E., & Riggio, R. E. (2002, June). “Charismatic leadership in crisis situations: The role of social intelligence.” Paper presented at the annual meeting of the American Psychological Society, New Orleans, LA.

Halverson, S. K., Tonidandel, S., Barlow, C., & Dipboye, R. L. (2002, April). “Self-other agreement on a 360-degree leadership evaluation.” Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Holladay, C. L., Kazama, S. M., **Halverson, S. K.,** Quiñones, M. A. (2002, June). “The role of follower gender on perceptions of leadership.” Poster presented at the annual meeting of the American Psychological Society, New Orleans, LA.

Murphy, S. E., Ensari, N., & **Halverson, S. K.** (2002, July). “Effects of positive and negative feedback on charismatic leader behavior in the U.S. and Turkey.” Paper presented at the Meeting of the International Western Academy of Management, Lima, Peru.

Murphy, S. E., & **Halverson, S. K.** (2000, June). “The importance of leader emotional intelligence for leader self-regulation and group self-efficacy.” Paper presented at the annual meeting of the American Psychological Society, Miami, FL.

Murphy, S. E., & **Halverson, S. K.** (1999, April) “Effects of leader self-regulation on group performance under stress.” Paper presented at the annual meeting of the Western Psychological Association, Irvine, CA.

Research Support

Deming Center FDA Grant (in association with Elsa Chan’s Hart Fellowship). \$1500. 2015 to study Toxoplasma and Entrepreneurship.

NIOSH National Center for Construction Safety and Health Grant (\$991,202 to CU Boulder) 2014 – 2019. Title: Enhancing safety climate through leadership.

The Leverhulme Trust £99,833. 2014 – 2017. International network of implicit leadership theory (ILT) scholars. OIN-363.

Soaring with Eagles Foundation: Longitudinal Research Grant \$92,000. 2010 – 2012.

University of Colorado Denver Faculty Development Grant \$2,000. 2010 – 2011. Effects of charismatic leadership training on nonprofit leader outcomes.

Soaring with Eagles Foundation: Curriculum Development Grant \$50,000. 2010

Undergraduate Research Opportunity Program (UROP) grant for undergraduate research (faculty advisor to Courtney Jones). \$1200. 2010 – 2011. The impact of social dominance orientation on implicit leadership theory.

NIOSH National Center for Construction Safety and Health \$750,000 2009 – 2014.
1U60OH009762-01/20701 Title: ORGANIZATION OF WORK. This proposal integrates leadership, development assessment centers, and safety with the goal of changing safety culture in the construction industry.

National Academies of Sciences Ford Dissertation Fellowship 2003 – 2004.

Courses Taught

Leadership (undergraduate, Masters/MBA)

Leader Development (Masters/MBA)

Organizational Behavior (undergraduate, Masters/MBA)

Human Resource Management (undergraduate, Masters/MBA)

Negotiations (undergraduate)

Staffing (undergraduate)

Research Methods (Phd)

Professional Organizations

Academy of Management

Society for Industrial and Organizational Psychology

Society for Human Resource Management (SHRM)

University Service

- Third semester BCOR committee
- PURC committee, Lauren Ramsay 2015
- PURC committee, Owen Borum 2014
- Committee to form a new master's in management degree 2014
- Member: Fulbright Review Committee 2010, 2012
- Coordinator of Business School Engagement program 2011-2013
- Member: UC Denver "Strengths" Task Force 2010
- Member: Subcommittee of the business school strategic planning committee 2010 – 2011
- Recruitment committee member: management position 2009 – 2010
- Committee member: management program outcomes assessment committee 2008
- Advisor: UC Denver SHRM (Society of Human Resource Management) chapter 2009 – present (National Merit Award Received 2010, 2012)
- Committee member: management undergraduate curriculum task force 2007

Professional Service

- Representative to SHRM College/University Advisory Panel
- Member: SIOP Education and Training Committee Task Force to create an educators page on the SIOP website
- Chair: SIOP Subcommittee online education in IO Psychology 2009
- Member: SIOP Education and Training Committee 2009 – present
- Reviewer: AOM HR Division's Ralph Alexander Best Dissertation Award 2009
- Member: Task Force for Women and Depression in Wisconsin 2005 – 2006
- Reviewer: *Organizational Behavior and Human Decision Processes, Journal of Business and Psychology, Sex Roles, Small Group Research, International Journal of Management Review, Applied Psychology: An International Review, International Journal of Organizational Analysis, The Leadership Quarterly, Human Resource Management Review* Editorial Board Member).
- Conference reviewer for Academy of Management Conference, Society for Industrial Organizational Psychology Conference.

Community Service

- Having a community service component in my courses has allowed me to indirectly serve many local nonprofit organizations such as Habitat for Humanity, Red Cross, Susan G. Komen, and Coats for Colorado, among others
- Volunteer: Denver Works non-profit organization 2008 – present
- Co-Program Director: Step Up to Leadership High School Conference 1999– 2012,
- Facilitator: APCO (a not-for-profit educational institution for the public safety communications industry) conference leadership workshop 2008
- Volunteer: Interfaith Coalition for Worker Justice 2005 – 2006

Amazing undergraduate students:

Diverse Scholars Research Program: Andrew Allen, Andrew Gomez, Alexandria Espinoza-Garcia, Adrian Parker, Alysse Kimura, Zhao Chen, Tessa Ortiz, and Meredith Maney

Diverse Scholars Mentees: Preetha Singh and Jonathan Flores

Other undergrad researchers: Kelley Mcinerney, Allison Barrera, Caitlin Caselli, Zoe Golden, Haley Harder, Stephanie Kennedy, Meg O'Connell, Catherine Smith, Mitchell Veremeychik, Ryan Wehner

Outstanding Leeds PhD students

Jessica Kirk, Brittany Lambert, Phoenix Van Wagoner, Vic Marsh, and Elsa Chan.