

DIANNE D. MURPHY

Curriculum Vitae

Through August 11th, 2024

Assistant Professor of Management
Management and Marketing Department
Austin E. Cofrin School of Business
University of Wisconsin-Green Bay
2420 Nicolet Drive, Wood Hall 460
Green Bay, WI 54311-7001
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Effective August 12th, 2024

Assistant Professor of Practice
Management Department
College of Business
Marquette University
O'Brien Hall - 1530 W Wisconsin Ave – 448E
Milwaukee, WI 53233
dianne.murphy@marquette.edu

EDUCATION

- PhD** University of Wisconsin-Milwaukee, Lubar School of Business May 2017
Doctor of Philosophy in Management Science
Major: Organizations and Strategic Management-Organizational Behavior
Minor: International Business
Advisor: Dr. Margaret A. Shaffer
Dissertation Title: A Model of Women Entrepreneurs' Well-Being
Dissertation Co-Chairs: Dr. Margaret A. Shaffer and Dr. Satish Nambisan
Preliminary Examinations: Passed July/August 2013 – Doctoral G.P.A. 3.9 / 4.0
- MBA** University of Wisconsin-Milwaukee, Lubar School of Business 2008
Track: Leadership
International Business Honors - Beta Gamma Sigma – MBA G.P.A. 3.9 / 4.0
- BA** St. Norbert College, De Pere, Wisconsin 1993
Major: Psychology Emphasis: Personality Theory
Presidential Scholarship
- Geographic Information Systems (GIS) Certificate**, MATC, Milwaukee, Wisconsin 2009
- Young Scholar Program** (High School College Program for Honors Students) 1984
Marquette University-Milwaukee, Wisconsin
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CURRENT POSITION

- Assistant Professor of Practice - Management** August 2024-Present
School of Business
Marquette University
- Assistant Professor of Management** August 2017-2024
Austin E. Cofrin School of Business
University of Wisconsin-Green Bay

RESEARCH INTERESTS

High-Impact Practices, Entrepreneurship, Family Business, Mentoring, The Scholarship of Teaching and Learning, Diversity, Leading Student Research Groups

RESEARCH

Journal Articles Published

- Kaminski, H., Marten, K., & **Murphy, D.D.** (In Press). Measuring student success using the High-Impact Practices Spectrum: Evidence for the value of High Engagement Experiences. *Journal of the Scholarship of Teaching and Learning*.
- Marten, K., **Murphy, D.D.**, Kaminski, H., & Dornbush, M. (In Press). High-impact practices (HIPs) spectrum: Introducing the high-engagement experiences (HEEs) taxonomy. *Journal of the Scholarship of Teaching and Learning*.
- Huffcutt, A., Howes, S., **Murphy, D. D.**, & Murphy, S. (2024). Enhancing Consistency of Maximal Responding in Behavior Description Interviews: An Exploration of Priming and Response Length. *Personnel Assessment and Decisions*, Accepted for publication Feb 2023. [Enhancing Consistency of Maximal Responding in Behavior Description Interviews: An Exploration of Priming and Response Length \(bgsu.edu\)](#)
- Murphy, D. D.**, Cassidy, B., Kowalkowski, B. L. Ebbott, R. M., & Radosevich, D. J. (2022). The effects of Covid-19 on college students. *Journal of Managerial Issues*, 34(2), 125–149. [The Effects of COVID-19 on College Students.: EBSCOhost](#)
- Ragins, B. R., Lyness, K. A., Ehrhardt, K. P., **Murphy, D. D.**, & Capman, J. (2017). Anchoring relationships at work: High quality mentors and other supportive work relationships as buffers to ambient racial discrimination. *Personnel Psychology*, 70, 211-256. doi: 10.1111/peps.12144 <http://onlinelibrary.wiley.com/doi/10.1111/peps.12144/full>
- Yunlu, D. G., & **Murphy, D. D.** (2012). R&D Intensity and economic recession: Investigating the moderating role of CEO characteristics. *Journal of Leadership & Organizational Studies*, 19, 284-293. doi: 10.1177/1548051812442966, <http://jlo.sagepub.com/content/19/3/284.abstract>

Articles Published in Proceedings

- Murphy, D. D., & Miller, G. (2018) Team consulting projects as experiential learning in an OB classroom. Proceedings of the Management and Organizational Behavior Teaching Society Conference. [OCC - OpenConf Peer Review & Conference Management System \(mobts.org\)](#)
- Murphy, D. D. (2013) Diversity training in the workplace: Modeling the evolution of the field and new directions. *Proceedings of the Academy of Management Conference*. [Diversity Training in the Workplace: Modeling the Evolution of the Field and New Directions | Academy of Management Proceedings \(aom.org\)](#)
- Murphy, D. D., & Freheit, J. M. (2013) The development and validation of the mentoring expectations congruency scale (MECS). *Proceedings of the Academy of Management Conference*. [The Development and Validation of the Mentoring Expectations Congruency Scale \(MECS\) | Academy of Management Proceedings \(aom.org\)](#)
- Yunlu, D. G., & **Murphy, D. D.** (2011). R&D intensity and economic recession: Investigating the moderating role of CEO characteristics. *Proceedings of the 54th Annual Midwest Academy of Management Conference, Omaha, NE*.

Technical Report, Blog, Media AND Industry Publications

- Anderegg, B. (July 15, 2020) Keys to stronger partnerships between higher education and industry. *Biz Times*. Interviewed for this article, quoted in it.

RESEARCH cont.

- Ragins, B. R., Lyness, K. A., Ehrhardt, K. P., **Murphy, D. D.**, & Capman, J. (2017, March 16). Like second hand smoke, racial discrimination at work can affect bystanders. *London School of Economics Business Review*. Retrieved from <http://blogs.lse.ac.uk/businessreview/2017/03/16/like-second-hand-smoke-racial-discrimination-at-work-can-affect-bystanders/>
- Ragins, B. R., **Murphy, D. D.**, & Winkel, D. (2009). *The University of Wisconsin Alumni Career Study Final Report*. Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee.
- Murphy (nee Schlipp), D. D.** (1998, September). Benefits beyond the prize. *Deli Business*, 3, 66.

CONFERENCE PRESENTATIONS

- Medina-Craven, M. N., Itzkovich, Y., & **Murphy, D. D.** *Investigating incivility within the family firm: A social exchange theory perspective on family structure and justice perceptions*. Abstract accepted for presentation at the 14th International Association on Workplace Bullying & Harassment Conference, Huddersfield, England, June 25-28th, 2024. [International Association on Workplace Bullying and Harassment – IAWBH](#)
- Murphy, D. D.**, Kaminski, H. & Marten, K. *Introduction and evidence of the High-Impact Practices (HIPs) Spectrum*. 2023 IUPUI Assessment Institute, Indianapolis, IN, October 29-31st, 2023. [Interdisciplinary CSB Research Team Presents New Model of HIPs at IUPUI Assessment Institute – Inside UW-Green Bay News \(uwgb.edu\)](#)
- Murphy, D. D.**, Kowalkowski, B. L., Brosig, E., Ruffing, C., Schmechel, N., & Radosevich, D. *The effects of Covid-19 on college student stress and resources*. 2023 Midwest Academy of Management (MWAOM) Conference, Chicago, IL, October 12-14th, 2023. [LinkedIn Post of Conference](#)
- Radosevich, D. J., **Murphy, D. D.**, & Radosevich, D. M. *The influence of personality and performance feedback on goal revision*. 2023 Midwestern Psychological Association (MPA) Annual Conference, Chicago, IL, April 20th-22th, 2023.
- Murphy, D. D., Kowalkowski, B. L., Brosig, E., Challana, S., & Radosevich, D. (2022-2023, March). *The effects of COVID-19 on college students: Post-vaccine*. National Conference on Undergraduate Research (NCUR), April 13-15, 2023. United States of America.
- Murphy, D.D.**, Kowalkowski, B., Brosig, E., Challana, S., & Radosevich, D. *The effects of COVID-19 on college students: Post-vaccine*. Southwest Academy of Management (SWAM), Houston, TX, March 8-11, 2023.
- Murphy, D. D.**, Kaminski, H. & Marten, K. *HIPs and HEEs: Measuring impact in a Business School*. Academy of Management (AOM) Meeting. Hybrid, Seattle, WA. August 4-10th, 2022.
- Huffcutt, A.I., Howes, S. H., **Murphy, D.D.**, Cherry, P.D., & Hurley, E.L. *Typical versus maximal responding in interviews: A serious problem indeed*. In D. P. Powell (Chair), *Beyond Validity – Innovations in Interview Format, Questions, and Goals*. Symposium. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Seattle, WA, April 28th-30th, 2022
- Murphy, D. D.**, *Students Studying Students During the Pandemic-The Story of the SAM Research Group*. UWGB CATL Instructional Development Institute (IDI). Online, January 11-12th, 2022.
- Murphy, D. D.**, Cassidy, B., Kowalkowski, B., Ebbott, R., & Radosevich, D. *The effects of Covid-19 on college students*. Midwest Academy of Management Conference (MWAM). Davenport, IA. October 14th-16th, 2021. ***Awarded Best Conference Paper!***

CONFERENCE PRESENTATIONS Cont.

- Murphy, D. D.,** Kaminski, H. & Marten, K. *High Impact Practices (HIPs) What, Why, How and When?* Management and Organizational Behavior Teaching Society (MOBTS) Conference. Virtual, June 16th-19th, 2021.
- Murphy, D. D.** *Let your Students Set the Rules: Creating Autonomy and Psychological Safety in the Classroom.* Academy of Management (AOM) Meeting. Virtual, Vancouver, British Columbia, Canada. August 7-11th, 2020.
- Murphy, D. D., & Miller, G.** *Teamwork in a Virtual World – A Sharing of Best Practices.* Management and Organizational Behavior Teaching Society (MOBTS) Conference. Virtual, Purdue University, Fort Wayne, Indiana, June 28th-July 2nd, 2020.
- Murphy, D. D., & Shaffer, M.** *A Model of Women Entrepreneurs Well-Being.* The Diana International Conference. Bangkok, Thailand, July 31st-Aug. 2nd, 2018.
- Murphy, D. D., & Miller, G.** *Team Consulting Projects as Experiential Learning in an OB Classroom.* Management and Organizational Behavior Teaching Society (MOTCS) Conference. Coastal Carolina University, June 6-9th, 2018.
- Ehrhardt, K., Ragins, B. R., **Murphy, D. D.,** & Van Driel, M. *The spillover of race-related hate crimes to the workplace.* Society for Industrial and Organizational Psychology (SIOP) Conference. Honolulu, HI. May 15-17th, 2014.
- Murphy, D. D.** *The exploration of mentoring schema in Asian cultures.* Midwest Academy of Management (MWAOM) Conference. Milwaukee, WI. October 10th-12th, 2013.
- Ragins, B. R., Finkelstein, L., **Murphy, D. D.,** & Matarazzo, K. *Extending the frontiers of mentoring: Theory, research and practice (research incubator).* Midwest Academy of Management (MWAOM) Conference. Milwaukee, WI. October 10th-12th, 2013.
- Murphy, D. D.,** & Freiheit, J. *The development and validation of the mentoring expectations congruency scale (MECS).* Academy of Management (AOM) Meeting. Lake Buena Vista, FL. August 9th-13th, 2013. **The Arnon Reichers Best Student Paper Award Finalist!**
- Ragins, B.R., Lyness, K., Ehrhardt, K., **Murphy, D. D.,** & Capman, J. *Anchoring relationships at work: Mentors as buffers to ambient racial discrimination.* Academy of Management (AOM) Meeting. Lake Buena Vista, FL. August 9th-13th, 2013. **The Careers Best Paper Award Winner!**
- Murphy, D. D.** *Diversity training in the workplace: Modeling the evolution of the field and new directions.* Academy of Management (AOM) Meeting. Lake Buena Vista, FL. August 9th-13th, 2013.
- Murphy, D. D.** *What side of the tracks are you from? Socioeconomic background and mentoring in the workplace.* Academy of Management (AOM) Meeting. Boston, MA. August 3rd-7th, 2012.
- Yunlu, D. G., & Murphy, D. D.** *R&D intensity and economic recession: Investigating the moderating role of CEO characteristics.* Midwest Academy of Management (MWAOM) Conference. Omaha, NE. October 20th-22nd, 2011.
- Ragins, B. R., Lyness, K., Ehrhardt, K., **Murphy, D. D.,** & Capman, J. *Can the yin of mentoring counter the yang of a discriminatory workplace?* Symposium: The yin and yang of mentoring: Exploring the continuum of mentoring relationships and experiences. D. Chandler, S. Dobrow and W. Murphy, Chairs. Academy of Management (AOM) Meeting. San Antonio, TX. August 12th-16th, 2011.

Other Conference Activities

Early Educators Institute - Management and Organizational Behavior Teaching Conference. Ramapo College, Mahwah, New Jersey. June 3rd-8th, 2019.

New Doctoral Student Consortium – All Academy. Academy of Management Meeting. San Antonio, Texas. August 12th-16th, 2011.

New Doctoral Student Consortium – Gender and Diversity in Organizations Division. Academy of Management Meeting. Chicago, Illinois. August 7th-11th, 2009.

TEACHING EXPERIENCE

Assistant Professor, University of Wisconsin-Green Bay, Austin E. Cofrin School of Business
(See **Awards** for Teaching Awards earned while at UWGB)

2023 Video (2mins) about the new Management Program with student speaking about my teaching: [Erik's Story: Management Major](#)

Developed the following courses for UWGB:

MBA703 The Learning Organization, Executive Level, Impact MBA Program, Senge's Fifth Discipline with Design Thinking

MGMT452 Teams, Undergraduate

MGMT461 Diversity in Organizations, Undergraduate

I-In Person, O=Online, H=Hybrid

MBA703 The Learning Organization, Executive Level, Impact MBA Program, Fall 2020 H, Fall 2022 H.

BA/MGMT 389/589 Organizational Behavior, Undergraduate/Graduate (Cross Listed Class), Fall I 2017, Spring I/Fall I 2018, Spring I/Fall I 2019, Spring 2020 I, Fall O 2021.

BA/MGMT 389 Organizational Behavior, Undergraduate, Fall I 2017, Spring I/Fall I/O 2018, Spring I/Fall I/O 2019, Spring I/Fall I/O 2020, Spring O/Fall I/O 2021, Spring I/O /Summer O/Fall I/O 2022. Spring I/Summer O/Fall 2023 I/O, Spring I/ Summer O 2024

MGMT461 Diversity in Organizations, Undergraduate, Fall O 2020, Summer O 2021, Fall 2022 O, Summer 2023 O, Fall 2023 I/O.

MGMT452 Teams, Undergraduate, Spring O 2021, Spring I/O 2023, Spring I/O, Summer O 2024

MGMT498 Independent Study-Student Researcher, Spring H 2021, Spring H 2023

BA/HRM 362 Intro to Human Resource Management, Undergraduate, Fall 2017 I, Spring O/Summer O/Fall I 2018 I, Spring O/Fall 2019, Spring O/Summer O 2020, Summer O 2021.

TEACHING EXPERIENCE Cont.

Lecturer, University of Wisconsin-Milwaukee, Lubar School of Business

*Awarded **Gold Star** in Teaching (Top 10 ranking out of appx. 250 classes)

§ Awarded Outstanding Graduate Student Teaching Award (Top ranked of all doctoral student instructors-awarded \$500 travel stipend.)

† Finalist for the Outstanding Graduate Student Teaching Award (Top three ranked of all doctoral student instructors.)

BA292 Intro to Entrepreneurship & Small Business Formation, Undergraduate, **Fall 2016**†, Spring 2017

BA441 Diversity in Organizations, Undergraduate/Graduate, **Spring 2015***§, Spring 2017

BA330 Organizations, Undergraduate, **Fall 2013***/Spring 2014

BA781 Enterprise Resource Planning and Control (SAP), Graduate, Fall 2009/Spring 2010

BA471 Enterprise Resource Planning and Control (SAP), Undergraduate, **Fall 2009***/**Spring 2010***

BA370 Operations Management, Undergraduate, Winter/Im 2010, Summer 2010

Adjunct Instructor, Marquette University, Department of Management

HURE 3001 Management of Human Resources, Undergraduate, Summer 2010

Impact Beyond the Classroom (Spillover into the Legislature AND Governor's Office)

1. Brittany Cassidy (class of 2022), the Student Association of Management (SAM) Executive Committee Leader, and member of the SAM Research Group, (I am the faculty advisor for both organizations) testifies to the Wisconsin legislature as they were considering the UW budget on March 31st, 2021. Here is a video of her brief testimony, where she speaks to her close work with faculty and her involvement in SAM and the SAM research group in helping her in her career. This video testimony is strong evidence for the work I do alongside and the relationship I build with our students is invaluable to their success and to UWGB.

Video of Brittany Cassidy testifying to the Legislature:

[Senate Testimony from UWGB Students to the WI Senate, March 31st, 2021](#)

2. One of my students, Alberto Rodriguez, presented the business problem and proposed solutions from his semester long Team Consulting Project to Governor-Elect Tony Evers, who was conducting a listening session for his budget at UWGB on December 11th, 2018. Alberto was even featured on the news. This is evidence that the problem-solving skills I am working to develop with my students through the Team Consulting Project has application beyond our classroom and can potentially make a difference in our world. Here is the video where Alberto was on the news talking about his Team Consulting Project from my Organizational Behavior class:

Video of Alberto Rodriguez on the News Talking about his Team Project:

<https://spectrumnews1.com/wi/green-bay/news/2018/12/12/governor-elect-tony-evers-holds-first-public-listening-session-on-budget#>

TEACHING EXPERIENCE Cont.

Select Comments from Students

I want to say thank you to Professor Murphy for the excellent service and great flexibility during the in-person and remote learning classes. Because of her deep approach to the current complexity created by COVID-19 outbreak and understanding of every individual situation, I feel like I have gained the same adequate amount of knowledge as if I would attend my school at usual times. Thank you again for your hard work. Best Regards
Sergii Aleksieiev

She's a teacher every teacher should strive to be.

This was **one of the best professors** I have had so far in my college experience. She was always happy to see her students and made us feel welcomed. You can tell she actually cares about her students well-being and education.

Thank you for adding so much positivity to my education. I will always remember you as **my favorite professor!**

Yes, she always looks forward to hearing feedback from all of us in order to really make the most out of class for us. She had us do case studies as well as had us discuss different scenarios and made us feel very comfortable part taking in this. She is very accommodating, thoughtful, and understanding. **A phenomenal teacher with a great teaching style.**

Yes, Professor Murphy was **very passionate about keeping an inclusive environment** and making sure everyone was heard and felt comfortable being in the classroom.

I just want to thank her for making my introduction to UW Green Bay so warm. This is my first class at the university and it was such a smooth transition. I'm really sad that my time in her class is ending because I can tell **her teaching methods and her openness is one of a kind.**

My experience during this class was amazing, I enjoyed every lesson and made me become a better problem-solver and leader. During the semester I been applying what I learned during this class at my job and personal life, and I can honestly tell that I became more confident into taking more leadership position

I like the aspect of being able to work collaboratively with other teammates in real life projects. I like the ability to view all facets of what it takes to work together as a team. Last, I like that we are able to **work on projects that have a chance to positively affect our campus or the community surrounding it.** That makes you feel like you are making a positive impact.

I know I'll draw on knowledge gained from this class the rest of my life! Truly amazing. (MBA703 Student)

Thank you for making this class my favorite of all time!

This is one of my favorite classes. Having discussions/activities and the learning lessons provided from real world examples are easily the best way students can learn and take away from a class.

I just wanted to express my gratitude and my thanks. I have taken your courses for organizational behavior, diversity, Intro to HR, which were all online, and now teams in person. It was such a remarkable learning experience throughout all those courses and I believe I am more confident than ever to use what I have learned and apply those concepts in the workplace. Very grateful for everything you have done for our learning at UWGB. Thankyou!

Thank you so much for being you. I truly have gotten the MOST out of both your OB and Teams class. You should be extremely proud of your self-awareness, kindness, and teaching style. More teachers in the CSB should learn from you. **You are my favorite teacher by far and have given me the most relatable and practical coursework.**

You were **one of the most fair and upbeat professors I have ever had!** Thank you!

By far you have been the **most effective teacher I have had at UWGB!** Thank you for actively caring about your students success and futures!!

I just wanted to say that I **appreciate how much you care about our learning.**

SERVICE

Green Bay Packers Mentor-Protégé Program	Expert-in-Residence (Green Bay and Milwaukee) Providing Management and HRM Consulting to Businesses	2019-Present
UWGB AECSOB	Impact Masters of Business Administration (IMPACT MBA) <i>Graduate Committee Member</i>	2020-Present
UWGB AECSOB	Masters of Science in Management (MSM) <i>Graduate Committee Member</i> <i>Admissions Committee Member</i>	2017-Present 2019-Present
UWGB AECSOB	Masters of Data Science (MSDS) <i>Graduate Committee Member</i>	2018-Present
UWGB AECSOB	Student Association of Management (SAM) <i>Faculty Advisor</i>	2019-Present
UWGB AECSOB	Student Association of Management Research Group (SAM RG) <i>Faculty Co-Author/Advisor</i>	2020-Present
UWGB AECSOB	Academic Advisor (Appx. 70-100 students)	2018-2021
UWGB AECSOB	Faculty Mentor (Appx. 50-100 students)	2021-Present
UWGB AECSOB	Student Success Committee <i>Co-Chairperson</i> <i>Chairperson</i>	2022-Present 2022-2023 2023-2024
UWGB AECSOB	Assurance of Learning (AOL) Committee <i>Member</i> <i>Chairperson</i>	2017-2021 2020-21
UWGB	University Police Advisory Council (UPAC) <i>Committee Member</i>	2022-Present
UWGB	Faculty Senator (representing the Management and Marketing Department of the AECSOB)	2019-2021
AECSOB	Assistant Professor of Entrepreneurship Search <i>Chairperson</i>	2020
AECSOB	Assistant Professor of Human Resource Management Search <i>Committee Member</i>	2019
AESCOB	Distinguished Speaker Series <i>Chairperson</i>	2019-2020
AECSOB	Open Houses and Transfer Student Welcome Events	2017-Present
AECSOB	Business Week Participant	2017-Present
UWGB	WiSys Innovation On-Ramp @ UW-Green Bay <i>Judge</i>	March, 2022

SERVICE Cont.

UWGB	WiSys Innovation in Aging Competition <i>Judge</i>	Feb, 2018
UWGB	UWGB Student Business Pitch Practice <i>Judge</i>	March, 2018
UWGB	UWGB Student Business Idea <i>Judge</i>	Oct, 2018
UWGB	N.E.W. Business Plan Contest <i>Judge</i>	Nov. 2018
UWGB	Phuture Phoenix – Faculty Participant	2017-18
AESCOB	College Draft Day	2018, 2019
Green Bay Packers Mentor-Protégé Program	Training Camp Key Speaker- <i>Employee Motivation and Performance Management</i>	May, 2019
Community	Industry 4.0 Initiative	May, 2019
AEC SOB/UWGB	Company Tours Initiated and coordinated tours to: Imperial Supplies	Dec, 2018; April 2019; Dec 2019
	Kohler	March, 2019
	Dental City	Dec, 2019
	Associated Bank	Feb, 2020
<i>Note: These were so well received that in fall 2020 AEC SOB added a staff position to continue company tours.</i>		
Academy of Management	Peer Reviewer	2012, 2015-18, 2020-22, 2024
Management and Organization- al Behavior Teaching Society (MOBTS)	Peer Reviewer	2018, 2020-22
Midwest Academy of Management	Peer Reviewer	2021
Southwest Academy of Management	Peer Reviewer	2019
Diana International Research Conference	Session Chairperson, Discussant	2018
<i>Gender, Work & Organizations</i>	Ad Hoc Peer Reviewer	2017
<i>Journal of Global Mobility</i>	Ad Hoc Peer Reviewer	2014-2017
<i>Human Relations</i>	Ad Hoc Peer Reviewer	2014
Academy of Management	GDO Division Executive Board Member, Ex-Officio Appointed Role: <i>GDO Listserv Manager</i>	2010-2013
Academy of Management	GDO Division Membership Committee, Member	2011-2013

SERVICE Cont.

Midwest Academy of Management	2013 MAM Conference, Milwaukee, WI Role: <i>Local Arrangements Committee</i>	2013
UW-Milwaukee	Officer of the Organizations and Strategic Management Academic Student Research Club	2012-2017
UW-Milwaukee	Lubar Black and Gold Committee	2007-2010

HONORS and AWARDS

Austin E. Cofrin School of Business	Lawton Sustainability Value Award (\$2,000) Lawton Sustainability Value Award in Business given to Dianne D. Murphy, PhD	2024
	Faculty Member Making a Significant Contribution to Education Nominated by Nevaeh Schmechel, Winner of Chancellor's Medallion Award	2024
	Faculty Member Making a Significant Contribution to Education Nominated by Erika Kundinger, Winner of University Leadership Award	2024
	Faculty Member Making a Significant Contribution to Education Nominated by Benjamin Holtz, Winner of University Leadership Award	2024
	Faculty Member Making a Significant Contribution to Education Nominated by Tyler Priebe, Winner of Chancellor's Medallion Award	2023
	Faculty Member Making a Significant Contribution to Education Nominated by Brittany Cassidy, Winner of Chancellor's Medallion Award	2022
	Faculty Member Making a Significant Contribution to Education Nominated by Brinley Kowalkowski, Winner of Chancellor's Medallion Award	2022
	Conference Best Paper Award , Midwest Academy of Management Conference (\$500) Research group awarded Best Paper at Midwest Academy of Management Conference	2021
	Outstanding Reviewer Award - Academy of Management – MED Division Assistant Prof. Dianne Murphy receives Outstanding Reviewer Award for Academy of Management	2021
	Outstanding Reviewer Award - Midwest Academy of Management	2021
Austin E. Cofrin School of Business	Community Partnership Award (\$1,000) Community Partnership Award in Business awarded to Dianne Murphy, Ph. D.	2020
	UWGB Student Nominated Teaching Award (2x)	2020
Management and Organizational Behavior Teaching Society (MOBTS)	Early Educator Institute Scholarship (Appx Value \$800)	2019
University of Wisconsin Green Bay	Teaching Scholars Award (\$500)	2018-19

HONORS and AWARDS cont.

<u>Faculty Member Making a Significant Contribution to Education</u> Nominated by Silvy Bruette, Winner of University Leadership Award	2019
National Residence Hall Honorary-Phoenix Flame Chapter UW-Green Bay <u>Faculty of the Month – March 2018</u>	2018
<u>Outstanding Graduate Student Teaching Award</u> -Finalist	2017
<u>Outstanding Graduate Student Teaching Award</u> -Inaugural Recipient	2016
<u>Gold Star Teaching Awards</u> – Lubar School of Business	2015, 2013, 2010, 2009
Roger L. Fitzsimonds Doctoral Scholarship (merit-based, \$5000)	2014
The AOM Careers Best Paper Award Winner	2013
The AOM Arnon Reichers Best Student Paper Award Finalist	2013
Academy of Management GDO Leadership Track Nominee	2013
Sheldon B. Lubar Doctoral Scholarship (merit-based, \$5,000)	2012, 2013
New Doctoral Student Consortium – AOM GDO	2009
<u>Beta Gamma Sigma Honor Society</u> <i>3.9/4.0 G.P.A. for M.B.A. Degree</i>	2008-Present
Business Writing Competition Nominee – UWM English Department	2007
<u>On-the-Spot Recognition Award</u> – Hamacher Resource Group <i>Cross Departmental Team Coordination and Communication for Neutrogena</i> <i>Outstanding Relationship Building Skills in Support of Johnson & Johnson</i>	2005 2004
<u>Gold Medalist-IDDBA</u> (Intl. Dairy-Deli-Bakery Association) Retail Merchandising Challenge Retail Merchandising Challenge <i>5-Day Olympic Style Competition</i>	1995

PROFESSIONAL DEVELOPMENT – UWGB

CARMA <i>Consortium for the Advancement of Research Methods and Analysis</i>	Virtual
Advanced Multilevel Analysis Short Course with Dr. Paul Bliese	June, 2024
Introduction to Multilevel Analysis Short Course with Dr. James LeBreton	June, 2024
Intermediate Structural Equation Modeling (SEM) with Dr. Larry J. Williams	Wayne State University June, 2017
Management and Organizational Behavior Teaching and Scholarship Society Conference for Teaching Skills Development	Providence College June 2017
UWGB CATL Hands-On Technology Day <i>Group Work</i> by Nathan Kraftcheck <i>Digital Games</i> in the Classroom by Eric Morgan	August, 2017

PROFESSIONAL DEVELOPMENT at UWGB cont.

UWGB	Dealing with Disruptions: Safety and Intervention	August, 2017
UWGB	CATL Online Teaching Fellows Selected and Completed Program to enhance my skills for teaching in an online format.	May, 2018
UWGB	How to Find Joy in your Work Dr. Bonnie Nussbaum, professional development workshop sponsored by the Academic Staff Professional Development Programming Committee and the University Staff Professional Development Committee	May, 2018
UWGB	CATL Hands-On Technology Day <i>A Square Peg in a Round Hole: Or, creating an effective online learning environment in Canvas</i> by Heidi Fencil <i>The World Is Flat: Groups, Discussions, and Other Stuff I Was Good at in D2L</i> by Ryan Kauth	August, 2018
UWGB	APS Workshop	October, 2018
UWGB	AEC SOB Digital Transformation Day Hosted by Oliver Buechse of the AEC SOB	April, 2020
UWGB	Speak Out Week long diversity and inclusion training.	July 13-16, 2020
UWGB	CATL Hands-On Technology Day <i>Group Work Online</i>	August, 2020
UWGB	Race, Power, and Responsibility Diversity training.	October, 2020

INDUSTRY EXPERIENCE

Green Bay Packer Mentor-Protégé Program

Green Bay & Milwaukee, WI

Expert-in-Residence

11/18 – Present

- Participated in Huddles with Company providing consulting.
- Conducted a Training Camp on May 22nd at Lambeau Field for GB area businesses titled: **Employee Motivation and Performance Management**-*Are you effectively motivating your employees? Are you managing your employees' performance to help them achieve their full potential?*
- Conducted one-on-one consulting with firms in the GBPMPP.

Dr. Carolyn S. Ottman, Ph.D. (Charter Steel Project)

Saukville, WI; Cleveland, OH

Consulting Project Assistant

5/07 – 9/07

- Conducted 5 focus groups in the Saukville, WI and Cleveland, OH Locations of Charter Steel
- Completed data entry and analysis for interviews and focus groups into NVivo qualitative research software

Roundy's Supermarkets, Inc.

Milwaukee, WI

Manager of Retail Merchandising Analytics

8/05 – 8/06

- Researched, developed, wrote, tested, and executed Roundy's category review process (6 months)
- Shepherded and guided new category review process into the organization (6 months)
- Increased category review completion rate from 5 in 2005 to an estimated 24+ in 2006
- Wrote and compiled standard operating procedures manual for space management department
- Supervised and developed 8 employees; 6 space management specialists, 2 analysts

Dianne D. Murphy

Hamacher Resource Group

2001-2005, 2007

Milwaukee, WI

2/01 – 8/05, 3/07

Category Analyst

- Performed planogram analysis and merchandising for food, drug and mass outlets
- Conducted JDA Intactix Space Planning training for external and internal clients
- Co-managed Cardinal Health LEADER Retailing RoadMap program
- Managed Access database and image library support for key account-Johnson & Johnson

SUPERVALU, Inc.

1989-2000

Pleasant Prairie, WI

Midwest Region

9/99 – 5/00

Category Manager, Bakery

- Profit and loss accountability for over *\$40 million/year* category; 2500+ skus in 4 warehouses
- Co-chaired 4 bi-annual conventions; Conducted customer focus groups
- Facilitated consolidation of corporate retail (formation of corporate CUB)
- Supervised 6 employees: 2 buyers, 2 promotion managers, and 2 assistants

Senior Promotion Manager, Bakery/Deli

9/96 - 8/99

- Coordinated promotions and marketing for 500+ grocery retail stores
- Determined advertising for 5 ad groups; Established County Market \$10 party tray billboard ad fund
- Chaired 4 bi-annual sales conventions across all SUPERVALU departments
- Collaborated sales efforts of 13 specialists, supervised promo assistant
- Conducted training and speaking engagements for both internal/external customers and staff

Northern Region

Hopkins, MN

Category Manager, Deli

9/95 - 9/96

- Profit and loss accountability for over *\$52 million/year* category; 3000+ skus in 4 warehouses
- Developed, marketed, and sold pit ham program to SUPERVALU retail customers
- Coordinated advertising for 8 grocery ad groups
- Supervised 2 employees: 1 deli buyer and 1 category management assistant

Corporate Offices

Minneapolis, MN

Corporate Merchandiser, Deli

9/94 - 9/95

- Negotiated national partnerships with leading manufacturers generating over *\$1 million/year in rebates*
- Coordinated corporate marketing and promotions for 27 distribution centers
- Hand-picked member of Booz-Allen Advantage committee-restructuring project of *SUPERVALU*

Great Lakes Division

Pleasant Prairie, WI

Buyer/Merchandiser, Deli

10/93 - 9/94

- Procured 900+ skus for 2 warehouse using IBM inventory management technology
- First deli buyer to generate profit in the department!

Great Lakes Division

Pleasant Prairie, WI

Specialist, Deli

9/90 - 10/93

- Consulted owners and deli departments regarding profitability, merchandising and management
- Key account specialist for Chicago Cubs; Completed 7 store analyses, Opened/remodeled 20 stores
- Committee member for Bi-annual Conventions (Selling Expos)

Bismarck Division

Bismarck, ND

Specialist, Bakery/Deli

9/89 - 8/90

- Consulted owners and bakery/deli departments regarding profitability, merchandising and management
- Developed and conducted several training seminars in the field.
- Pioneered the Bakery/Deli program (Initial Bakery/Deli Specialist for the Bismarck Division)

Green Bay Division

Green Bay, WI

Specialist, Bakery/Deli Trainee

7/89 - 9/89

- Consulted owners and bakery/deli departments regarding profitability, merchandising and management
- Assisted in the openings and remodeling of multiple stores (County Markets in WI and Upper MI)

PROJECT ASSISTANTSHIPS DURING GRADUATE STUDIES

AMR Editorial Assistant Summer/Fall/Spring 2014-2015.

Project Assistant Fall/Spring 2010-2013.

Project Assistant for the Association to Advance Collegiate Schools of Business International (AACSB) Assessment Process Spring 2009-BBA Program; Summer 2010 MS Program. Assist in the assessment of the UWM curriculum; write report for the AACSB which led to renewal.

Research Assistant for UW-Milwaukee Alumni Career Study Spring/Summer/Fall 2009
Assist in the collection, analysis, interpretation and summary of data for the UWM Alumni Career Study. Second author for the technical Summary Report for the University.

Associate Instructional Specialist (TA) for Enterprise Resource Planning and Control (SAP)
Fall 2008/Spring 2009 Graduate/Undergraduate Course
Conduct SAP lab exercises, grade homework, term papers and tests, manage the Desire to Learn (D2L) class web tool, prep materials for class, conduct exam reviews and tutor students.

MANAGEMENT TRAINING EXPERIENCE

Marquette University

Facilitator for Team Development Activity Session 10/21/2008

Assisted Dr. Carolyn S. Ottman in team development activities for 80 Marquette University Information Technology professional staff on October 21st, 2008 for 5 hours at the Milwaukee Athletic Club.

Roundy's Supermarkets, Inc.

Space Management Technical Standard Operating Procedure (SOP) Overview 5/2006

Trained 23 partner companies on the new SOP's required by Roundy's Space Management Department.

Category Review Process (CRP) Overview 1/2006; 2/2006

Presented 46 Category Managers and Analysts the new CRP during 2 separate 4 hour sessions. Presented the Retail Operations and Merchandising Group Vice Presidents the new CRP.

Category Review Process Overview and Vendor Role Clarification 1/2006

Reviewed the CRP and role expectations for 250 vendor partners.

JDA Space Planning Tips and Tricks 9/2005

Instructed 5 Space Management Specialists Tips and Tricks for Space Planning.

Hamacher Resource Group (Consulting)

JDA Space Planning Training for Neutrogena Cosmetics Space Management Department

Conducted on-site training, in Los Angeles, CA, for 5 Neutrogena Cosmetics Space Management Specialists on JDA Space Planning software for 2 days in July, 2003 and 3 days in July, 2005.

JDA Space Planning Tips and Tricks

Taught 8 Category Analysts Tips and Tricks for JDA Space Planning software for 2 hours in August, 2004.

SUPERVALU Inc.

SUPERVALU UNIVERSITY Store Directors Institute

Schooled a class of 12 Store Directors on Deli Operations for 1 day during the summer of 1995.

Suggestive Selling in the Deli; Deli Merchandising

Conducted on-location half-day seminars to grocery retail Deli Department staff, including the Chicago CUB Foods and Wisconsin County Markets from 1990 to 1993.

Various Retail/Trade Show Seminars/Demonstrations

Executed various on-location or trade show seminars from 1989 to 2000.

PROFESSIONAL AFFILIATIONS

Society of Human Resource Management (SHRM)	2019-Present
Academy of Management	2008-Present
Midwest Academy of Management	2007/08, 2011/12, 2021-Present
MOBTS Teaching Society for Management Educators	2011, 2017-Present
Society of Industrial and Organizational Professionals-APA SIOP	2011, 2017
University of Wisconsin-Milwaukee College Entrepreneur's Organization	2007/2008
ESRI Wisconsin User Group – EWUG Attendee	2007, 2008
JDA Intactix Floor and Space Planning SIG Users Group	2001-2006
International Dairy-Deli-Bakery Association (IDDBA)	1989-2000
Retail Bakers Association (RBA)	1996-2000
Deli Business Magazine – Contributing Author and Editorial Board Member	1998

PhD COURSEWORK

Major/Minor

Study Abroad – Emerging Markets of ASIA	Dr. Margaret A. Shaffer
Independent Study – International Business	Dr. Margaret A. Shaffer
Independent Study – Mentoring	Dr. Belle Rose Ragins
Independent Study – Diversity in Organizations	Dr. Belle Rose Ragins
Doctoral Seminar – Human Resource Management	Dr. Romila Singh
Doctoral Seminar – International Management	Dr. Margaret A. Shaffer
Doctoral Seminar – Organizational Theory	Dr. Maria Garanova
Doctoral Seminar – Organizational Behavior	Dr. Belle Rose Ragins
Doctoral Orientation	Dr. Sanjoy Ghose

Research Methods and Statistics

Dianne D. Murphy

Theory of Hierarchical Linear Modeling
Instrument Development
Structural Equation Modeling
Multivariate Methods
Doctoral Seminar-Research Methods
Multiple Regression and Linear Models
Quantitative Preparation for Doctoral Studies-Matrix Algebra

Dr. Wen Luo (Educational Psychology)
Dr. Cynthia Walker (Educational Psychology)
Dr. Wen Luo (Educational Psychology)
Dr. Wen Luo (Educational Psychology)
Dr. Mark A. Mone (Management)
Dr. Wen Luo (Educational Psychology)
Joseph Retzer (Management)

Teaching Philosophy

Teaching and Learning in College:
Reflection on Theory and Practice

Dr. Connie Schroeder
(Center for Excellence in Teaching and Learning)

COMPUTER SKILLS

PlayPosit

CANVAS

SAS 9.2 Analytics Software

IBM SPSS Statistics 27 Analytics Software/Process macro/Amos27

MPlus6

D2L (Desire to Learn) Online Learning Software-Expert

Listserv Management (Academy of Management)

NVivo Qualitative Analysis Software, NVivo Merge

JDA Intactix Suite (Leading Category Management Software in Industry)

Microsoft Office Suite: Word, Excel, PowerPoint, Publisher, Access, Outlook, Project

ACNielsen Market Data/Spectra Demographic Systems

Geographical Information Systems (GIS)-Certificate Level

GIS Business Analyst-Beginner

SAP ECC 6.0; SAP APO 5.0-Beginner

IBM Buying and Promotion Systems (SUPERVALU, Inc.)

PROFESSIONAL DEVELOPMENT – PRIOR TO UWGB ROLE

CIBER	UW-Madison
Internationalizing Doctoral Education in Business (IDEB)	July, 2011
Academy of Management	Boston, MA
Scale Development and Validation PDW Participant	August, 2012
University of Wisconsin-Milwaukee	Milwaukee, WI
Visual Metaphors for Teaching and Learning	April 7 th , 2017
Balancing Teaching and Research: Sharing Our Strategies	April 7 th , 2017
Developing Your Statement of Teaching Philosophy	Sept. 17 th , 2014
Creating a Teaching Portfolio	April 22 nd , 2014
Designing Your Own Course Part II	Nov. 15 th , 2013
Designing Your Own Course Part I	June 21 th , 2013
Advanced Psychology Research Workshop	Oct. 12 th , 2012
Research Alert Services	Nov. 29 th , 2011
IRB Web Based Computer Submission Training	Oct. 5 th , 2011
Grading Your Students: Assessment in Online and Blended Courses	April 28 th , 2010
Preparing Future Faculty	Nov. 4 th , 2010
Work Smarter not Harder and Accomplish More	Nov. 19 th , 2009
Accommodating Psychological Disabilities in the Classroom	Apr. 8 th , 2009
Course Learning Assessment-Be Smart, Simple and Selective	Feb. 20 th , 2009
Writing Winning Grants	Feb. 13 th , 2009
Putting Social Networking Tools to Work	Jan. 21 st , 2009
Teaching and Learning in Second Life at UWM	Dec. 17 th , 2009
Creating Greater Transparency in Learning: Designing Assignment Rubrics	Oct. 21 st , 2008
Milwaukee Area Academic Alliance in English-Creativity in the Classroom	Oct. 18 th , 2008
Creating Specific Learning Outcomes for Any Type of Course	Oct. 10 th , 2008
12 Keys to Successful Grant Writing	Mar. 6 th , 2008
SUPERVALU Development	Pleasant Prairie, WI
Zenger-Miller Frontline Leadership	1997
12-Week Leadership Development Program	

COMMUNITY SERVICE

Photographer for Breakfast with Santa/Easter Bunny-St. Florian Parish	2003-Present
Hunger Task Force Food Drive Coordinator	2012
Human Concerns Committee-St. Florian's Parish	2003 to 2011
Annual Blood Center Blood Drive Coordinator	
Annual Giving Tree Gift Collection Coordinator	
Annual Shelter Blanket and Supplies Drive	
Annual Casa Maria Baby Supplies Drive	
Girl Scout Leader (Brownies/Juniors)	2004-2008
Milwaukee Rescue Mission Supplies Drive	2007
Hamacher Golf League – Founding Chairperson	2001

INTERESTS

Writing, Whitewater Rafting, Camping/Hiking, Poetry, Live Music, Travel, Theatre, Golf, Skiing, Tennis, Sports, Dogs

(CV updated 7-2-2024)