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ACADEMIC APPOINTMENTS

2017-Present Assistant Professor of Organizational Behavior
Bryan School of Business & Economics, University of North Carolina at Greensboro

EDUCATION

2013-2017 Ph.D. in Management at Haskayne School of Business, University of Calgary
Emphasis: Organizational Behavior and Human Resources

2010-2011 M.Sc. in Organizational Psychology, Manchester Business School, University of Manchester

2007-2010 B.A., Psychology (First Class Honors), Department of Psychology, University of Calgary

2007-2010 B.A., Social Anthropology (Distinction), Department of Anthropology, University of Calgary

RESEARCH INTERESTS

- Interpersonal transgressions in the workplace
- Leadership and followership
- Work implications of morally-imbued personality characteristics
- Cross-cultural management

SUMMARY OF PUBLICATIONS

Refereed Journal Articles	Book Chapters	Conference Presentations
18	3	20

RESEARCH PUBLICATIONS

18. Blevins, D. P., **Stackhouse, M.**, and Dionne, S. (accepted). Righting the balance: Understanding introverts (and extraverts) in the workplace. *International Journal of Management Reviews* (accepted). (IF: 13.42 / Ranked 2/153 in Business and 3/ 226 in Management) *the first and second author contributed equally and are co-first authors. <https://doi.org/10.1111/ijmr.12268>
17. Rickley, M. & **Stackhouse, M.** (accepted). Global leadership effectiveness: A multilevel review and exploration of the construct domain. *Advances in Global Leadership* (accepted).
16. Ogunfowora, B., **Stackhouse, M.**, Maerz, A., Varty, C., Hwang, C., & Choi, J. (2021). The impact of team moral disengagement composition on team performance: the roles of team cooperation, team interpersonal deviance, and collective extraversion. *Journal of Business and Psychology*, 36, 479-494. (Dean's List 3/ IF 3.28) DOI: <https://doi.org/10.1007/s10869-020-09688-2>
15. **Stackhouse, M.**, Falkenberg, C., Drake, C., Mahdavi Mazdeh, H., (2020). Why Massive Open Online Courses (MOOCS) have been resisted: A qualitative study and resistance typology. *Innovations in Education and Teaching International*, 57:4, 450-459, DOI: [10.1080/14703297.2020.1727353](https://doi.org/10.1080/14703297.2020.1727353) (IF: 1.171).
14. Yang, J., Liu, Y., **Stackhouse, M.**, & Wang, W. (2020). Forgiveness and attribution: When abusive supervision enhances performance. *Journal of Managerial Psychology*, 35, 575-587. DOI: <https://doi.org/10.1108/JMP-04-2019-0239> (Dean's List 3/ CABS 3/ IF: 1.38).
13. **Stackhouse, M.** (2019). Trait forgiveness as a predictor of state forgiveness and positive job outcomes after victimization. *Personality and Individual Differences*, 149, 209-213. <https://doi.org/10.1016/j.paid.2019.06.006>. (Dean's List 3/ CABS 3).
12. **Stackhouse, M.** & Turner, N. (2019). How do organizational practices relate to perceived system safety effectiveness? Perceptions of safety climate and co-worker commitment to safety as workplace safety signals. *Journal of Safety Research*, 70, 59-69. <https://doi.org/10.1016/j.jsr.2019.04.002>. (Dean's List 3/ IF: 1.870).
11. Mahdavimazdeh, H., Falkenberg, L., & **Stackhouse, M.** (2019). The innovation value canvas: A guide to defining value propositions and target customers for commercialization of technological innovations. *International Journal of Innovation Management*, 2050012. (Dean's List 2/ CABS 2).
10. Rasmussen, K. R., **Stackhouse, M.**, Boon, S. D., Comstock, K., & Ross, R. (2019). Meta-analytic connections between forgiveness and health: the moderating effects of forgiveness-related distinctions. *Psychology & Health*, 34, 515-534. (Dean's List 3/ IF: 2.182).

9. White, K., **Stackhouse, M. R. D.**, & Argo, J. J. (2018). When social identity threat leads to the selection of identity-reinforcing options: The role of public self-awareness. *Organizational Behavior and Human Decision Processes*, 144, 60–73. <https://doi.org/10.1016/j.obhdp.2017.09.007>. (Dean's List 4*/ CABS 4/ FT50).
8. Agarwal, J., **Stackhouse, M.**, & Osiyevskyy, O. (2018). I love that company: look how ethical, prominent, and efficacious it is--A Triadic Organizational Reputation (TOR) scale. *Journal of Business Ethics*, 153(3), 889-910. <https://doi.org/10.1007/s10551-016-3421-2>. (Dean's List 4*/ CABS 4/ FT50).
7. Jones Ross, R. W., Boon, S. D., & **Stackhouse, M. R. D.** (2018). Redefining unforgiveness: Exploring victims' experiences in the wake of unforgiven interpersonal transgressions. *Deviant Behavior*, 39(8), 1069–1081. Retrieved from <https://doi.org/10.1080/01639625.2017.1399747> (IF: 1.052).
6. **Stackhouse, M. R. D.**, Jones Ross, R. W., & Boon, S. D. (2018). Unforgiveness: Refining theory and measurement of an understudied construct. *British Journal of Social Psychology*, 57(1), 130–153. <https://doi.org/10.1111/bjso.12226>. (CABS 3).
5. Ogunfowora, B., **Stackhouse, M. R. D.**, & Oh, W. (2018). Media depictions of CEO ethics and stakeholder support of csr initiatives: The mediating roles of CSR motive attributions and cynicism. *Journal of Business Ethics*, 150(2), 525–540. <https://doi.org/https://doi.org/10.1007/s10551-016-3173-z>. (CABS 4, FT50).
4. **Stackhouse, M.**, & Stewart, R. (2017). Failing to fix what is found: Risk accommodation in the oil and gas industry. *Risk Analysis*, 37(1), 130–146. <https://doi.org/10.1111/risa.12583>. (CABS 4).
3. **Stackhouse, M.** (2016). Paths to not forgiving: The roles of social isolation, retributive orientation, and moral emotions. *Personality and Individual Differences*, 97, 50–54. <https://doi.org/doi.org/10.1016/j.paid.2016.03.023>. (CABS 3).
2. **Stackhouse, M.**, Jones Ross, R. W., & Boon, S. D. (2016). The devil in the details: Individual differences in unforgiveness and health correlates. *Personality and Individual Differences*, 94, 337–341. <https://doi.org/https://doi.org/10.1016/j.paid.2016.02.005>. (CABS 3).
1. Booth, T., Murray, A. L., **Matthews, M.**, Overduin, M., & Furnham, A. (2016). Distinguishing CEOs from Top Level Management: A Profile Analysis of Individual Differences, Career Paths and Demographics. *Journal of Business and Psychology*, 31(2), 205–216. [https://doi.org/DOI 10.1007/s10869-015-9416-7](https://doi.org/DOI%2010.1007/s10869-015-9416-7) *published under my maiden name Matthews* (IF: 2.576).

BOOK CHAPTERS

3. Taras, V., Liu, Y., Mehta, A., **Stackhouse, M.** & Gonzalez-Perez, M. (2020). Cross-cultural training: History, developments, future directions. In B. Szkudlarek, J. Osland, D. Caprar, & L. Romani (Eds.), *SAGE Handbook of Contemporary Cross-Cultural Management*. London, UK: SAGE.
2. Simpson, B., **Stackhouse, M.**, & White, K. (2019). Stress and consumer behavior in organizational contexts. In P. L. Perrewé, P. D. Harms, & C. Chang (Eds.), *Research in Occupational Stress and Well-Being: Examining the role of well-being in the marketing discipline* (Vol. 17, pp. 27-50). West Yorkshire, WA: Emerald Publishing Limited.
1. **Stackhouse, M.**, Kirkman, B., Steel, P., & Taras, V. (2018). National Culture and Leadership Research between 2003 and 2014: A Review, Synthesis, and Direction for the next Decade of Cross-Cultural Leadership Research. In D. S. Ones, N. Anderson, C. Viswesvaran, & H. K. Sinangil (Eds.), *The SAGE Handbook of Industrial, Work & Organizational Psychology: Volume 3 - Managerial Psychology and Organizational Approaches* (p. 31). United Kingdom: Sage. Retrieved from <https://us.sagepub.com/en-us/nam/the-sage-handbook-of-industrial-work-organizational-psychology-3v/book242731>

REVISIONS AND WORKING PAPERS/ PROJECTS

Stackhouse, M., Paulin, M., & Boon, S. Title blinded to protect peer review. Under review at the *European Journal of Social Psychology* (Dean's List 3 Journal).

Ogunforora, T., Bourdage, J., Maerz, A., **Stackhouse, M.**, Chi, C., & Ali, M. Title blinded to protect peer review. 1st round revision in progress at the *Journal of Applied Psychology* (FT50 Journal).

Ogunfowora, T., Andiappan, M., **Stackhouse, M.** & Varty, C. Title blinded to protect peer review. Under review at *Organizational Behavior and Human Decision Processes* (FT50 Journal).

Stackhouse, M., Turner, N. *Saying Sorry as a Leader: Expressing Sympathy and Apology Types*. (4 datasets collected and analyzed). Target: *Journal of Business Ethics*.

PEER REVIEWED CONFERENCE PRESENTATIONS

20. Rickley, M. & **Stackhouse, M.** (2021). A multilevel review of global leader effectiveness. Paper presented at the Eastern Academy of Management (Academic), Virtual, VA, United States of America.
19. **Stackhouse, M.** & Liu, Y. (2020). The forgiving personality as a predictor of workplace emotional exhaustion via psychological contract and needs violation [Presentation Cancelled due to Covid19]. Eastern Academy of Management Conference Annual Conference, Portland, Maine.

18. Ogunfowora, B., Bourdage, J., Maerz, A., **Stackhouse, M.**, & Hwang, C. (2020). An exploration of how ethical leaders mitigate the deviance of dispositionally dishonest employees. Paper presented at the Academy of Management Annual Conference (Virtual).
17. **Stackhouse, M.**, Paulin, M., & Boon, S. (2019). *Stealing Office Supplies: Does Unforgiveness Toward a Co-worker Result in Displaced Revenge Against the Organization?* Paper presented at the Southern Management Association Conference, Norfolk, VA.
16. Blevins, D. & **Stackhouse, M.** (2019). *The Return of Introversion: The Role of Introversion in Workplaces*. Paper presented at the Southern Management Association Conference, Norfolk, VA.
15. **Stackhouse, M.** (2018). *Implicit leadership cross-culturally: An experimental study of follower leadership preferences*. Paper presented at the Academy of Management Annual Conference, Chicago, IL.
14. **Stackhouse, M.** (2018). *Co-worker disengagement as a moderator of the safety climate-individual performance relationship*. Paper presented at the Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL.
13. **Stackhouse, M.** & Falkenberg, L. (2017). Manager accounts of employee transgressions: exploring workplace forgiveness and unforgiveness. Paper presented at the Annual Administrative Sciences Association of Canada (ASAC), Montreal, Canada. *best paper award.
12. **Stackhouse, M.**, Osiyevskyy, O., & Agarwal, J. (2016). Extending the corporate reputation paradigm: Commensurable operationalization and measurement. *Academy of Management Proceedings*.
11. **Stackhouse, M.** & Turner, N. (2016). *Safety climate facts and system safety effectiveness: The roles of management communication to safety and co-workers disengagement with safety*. Paper presented at the Annual Administrative Sciences Association of Canada (ASAC), Edmonton, Canada.
10. **Stackhouse, M.** & McDouall, J. (2015). Safety climate on safety: the mediating role of management commitment. *Academy of Management Proceedings*.
9. Ogunfowora, T., **Stackhouse, M.**, & Won-Yong, O. (2015). CSR motive attributions: The roles of executive leadership and consumer cynicism. *Academy of Management Proceedings*.
8. **Stackhouse, M.** & Meyers, D. (2015). *The impact of cultural prototype (mis)match*. Paper presented at the European International Business Association Conference, Rio de Janeiro, Brazil.

7. **Matthews, M.** & Falkenberg, L. (2014). *The sensemaking process of users in response to an innovation: A meso-level qualitative analysis*. Paper presented at the Academy of Management Annual Meeting, Philadelphia, Pennsylvania. *presented under my maiden name Matthews*
6. **Matthews, M.** & Ogunfowora, B. (2014). *Supervisor moral attentiveness, ethical leadership, and employee unethical decision making*. Paper presented at the Academy of Management Annual Meeting, Philadelphia, Pennsylvania. *presented under my maiden name Matthews*
5. **Matthews, M.** & Stuart, R. (2012). *Exploring safety culture in large corporations: A qualitative approach*. Paper presented at the British Psychological Society Annual Social Psychology Conference, St. Andrews, Scotland. *presented under my maiden name Matthews*
4. **Matthews, M.**, White, K., and Argo, J. (2012). *Self-verification through identity-association: The effects of publicly versus privately communicated social identity threats on consumer preferences*. Paper presented at the Society for Consumer Psychology Annual Conference, San Antonio, Texas. *presented under my maiden name Matthews*
3. Ross, R. W., **Matthews, M.**, & Boon, S. D. (2012). *The development of an offense-specific unforgiveness measure*. Paper presented at the Canadian Psychological Association Annual Conference, Halifax, Nova Scotia. *presented under my maiden name Matthews*
2. **Matthews, M.**, White, K., & Argo, H. (2011). Choosing identity: The effects of publically versus privately communicated threats on consumer preferences. Paper presented at the Association for Consumer Research Annual Conference, St. Louis, MO. *presented under my maiden name Matthews*
1. **Matthews, M.**, Ross, R., & Boon, S. (2011). *An empirical examination of the theoretical underpinnings of unforgiveness*. Paper presented at the British Psychological Society's Social Psychology Section Annual Conference, Cambridge, UK. *presented under my maiden name Matthews*

TEACHING

University of North Carolina at Greensboro, Bryan School of Business & Economics, 2017-Current

- BUS 731: Cross-Cultural Management Seminar (PhD seminar), score
- MGT 312: Organizational Behavior, average score: 4.35/5.
- MGT 314: Industrial / Organizational Psychology, average score: 4.30/ 5.
- BUS 622: Cross-Cultural Management (*graduate-level*), score: 4.33/ 5.

University of Calgary, Haskayne School of Business, University of Calgary, Canada, 2015-16.

- HROD 317: Employment Relationships in Canada – taught twice, average score: 6.52/ 7.
- MGMT 773: Multivariate Analysis in Management - taught laboratory once, average score: 4.40/ 5.

Southern Alberta Institute of Technology, Canada, 2011-2016

- PSYC 1010: Introduction to Psychology for Business Students – taught eight times, average score: 4.49/ 5.
- SOCI 2010: Introduction to Sociology – taught once, average score: 4.56/ 5.
- COMN 220: Communication and Presentation Skills – taught once, average score: 4.41/ 5.

AWARDS & FELLOWSHIPS

- Department of Management Research Award, 2019-2020 (\$5,000).
- Social Science Research Council of Canada Doctoral Fellowship, 2014-2017 (\$80,000)
- Haskayne School of Business Doctoral Entrance Scholarship, 2014 (\$15,000)
- Manchester Postgraduate Award, 2010 (3,500 pounds, approximately 5,950 CAD)
- Social Sciences Research Council of Canada Master’s Scholarship, 2010 (\$17,500, declined)
- Program for Undergraduate Research Award, 2009 (\$3,000)
- Alberta Health Services Funding Award, 2008 (\$500)

PROFESSIONAL SERVICE

Ad-Hoc Reviewer

- 2017-present, Human Relations (FT50 journal).
- 2015-present, Journal of Business Ethics (FT50 journal).
- 2018-present, Human Resources Management Review (5y Impact Factor: 4.29).

Service to the Academy

- Academy of Management. Best Reviewer Award, 2015-18.
- Best Reviewer Award, Administrative Sciences Association of Canada, 2017.
- Session Chair, Academy of Management Annual Conference, Chicago, IL, 2018.

UNIVERSITY SERVICE

Committee Member

- Bryan School of Business VF Collaboratory on Sustainability, 2019-present.
- Department of Management Planning & Faculty Development (DOMPFD), 2017-present.
- Department of Management Scholar's Program (DOMSPRO), Oct. 1, 2018 – Nov. 15, 2018.
- Department of Management Search Committee, May 2018-Dec. 2018

Other Departmental Service

- Undergraduate Research Participation System Coordinator, 2018

OB/HR SELECTED WORK EXPERIENCE

Selected Consulting Experience

- Interpipeline Association, Calgary, Canada.
- CWC Energy Services, Calgary, Canada.
- British Pipeline, Calgary, Canada. googgo

Organizational and Employee Development Specialist, Human Resources (2011-2012)

Human Resources Benefits and Compensation Administrator (2009)

Land Services Project Manager (2005-2007)