

HILARY A. SCHLOEMER

Arkansas State University, College of Business
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EDUCATION

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

ACADEMIC AND PROFESSIONAL EXPERIENCE

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

CONFERENCE PRESENTATIONS

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

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

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

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

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

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

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

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

WORKING PAPERS

Poppo, L., Schloemer, H., & Rogers, K. M. Social Psychological Foundations of Alliance Cooperation: The Role of Identity and Identification in Shared Alliance Interest in *Advancing the Frontiers of Alliance Research*. Cambridge University Press. *Stage: Resubmitted with requested changes January 2017, awaiting further review*

Schloemer, H. Measuring Creativity: Examination of a Two-Facet Construct (dissertation). *Target: Academy of Management Journal. Stage: Revising for submission*

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

Poppo, L., Schloemer, H., & Rogers, K.M. A Theoretical Model for Managing Ambivalence in Strategic Alliances: A Multi-Level Approach. *Target: Strategic Management Journal. Stage: Revising conceptual model, seeking data collection opportunities*

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

RESEARCH IN PROGRESS

Poppo, L., Schloemer, H., Rogers, K., & Huang, Y. Work Group Identity and Creative Problem-Solving in Action: A Test of a Conceptual Model. *Target: Strategic Management Journal. Stage: Final wave of data collection*

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

FACULTY SEMINAR PRESENTATIONS

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

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

TEACHING EXPERIENCE

Arkansas State University, Instructor of Record

MGMT 3123, Principles of Management

Fall 2016

Fall 2016

Spring 2017

Spring 2017

Spring 2017

MGMT 3123-H, Honors Principles of Management

Spring 2017

MGMT 3153, Organizational Behavior

Fall 2016

MGMT 3153-H, Honors Organizational Behavior

Fall 2016

Student Ratings:

(1-5 scale, 5 being highest)

4.01

4.05

4.01

4.48

Arkansas State University, Guest Lecturer

MKTG 6223, Strategic Marketing

Fall 2016

Instructor: Melodie Philhours

University of Kansas, Instructor of Record

MGMT 410, Human Resources Management

Spring 2013

Fall 2013

Spring 2014

MGMT 310, Organizational Behavior

Spring 2015

4.63

4.44

4.50

4.00

University of Kansas, Teaching Assistant

MGMT 410, Human Resources Management

Fall 2012

MGMT 310, Organizational Behavior

Fall 2014

PSYC 121, Honors Personality Psychology

Spring 2010

Supervising Professor: Clint Chadwick

Supervising Professor: Kristie Rogers

Supervising Professor: Stephen Ilardi

University of Kansas, Guest Lecturer

MGMT 711, Human Resources Management

Fall 2013

Supervising Professor: Clint Chadwick

GRANTS AND AWARDS

Summer Research Grant. 2016. Arkansas State University.

Graduate Research Fund Grant. 2013. University of Kansas.

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

PROFESSIONAL AFFILIATIONS

Academy of Management, 2013-present

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

Society of Industrial Organizational Psychology, 2013-present

Midwest Academy of Management, 2016-present

PROFESSIONAL AND UNIVERSITY SERVICE

Academy of Management, HR Division Reviewer, 2015, 2016

Academy of Management, OB Division Reviewer, 2015, 2017

Society of Industrial Organizational Psychology Reviewer, 2016

College of Business Undergraduate Curriculum and Policy Committee, Arkansas State University, 2016-present

Management & Marketing Department Undergraduate Curriculum and Policy Committee, Arkansas State University, 2016-present

Management & Marketing Department Program Promotion Committee, Arkansas State University, 2016-present

MBA Teamwork/Leadership Goal Assessment Team, Arkansas State University, 2017-present

Association of Business Doctoral Students, University of Kansas

President, 2013-2014

PhD Team Student Representative, 2015-2016

Dean's Advisory Course Fees Committee, School of Business, University of Kansas

Doctoral Student Representative, 2013-2016

Administrative Associate Search Committee, University of Kansas, Fall 2013

Certified Public Manager Program, University of Kansas, June 2015

Panel Moderator

Conference: Leadership for the 21st Century: What Got Us Here Will Not Get Us There

Panel: Engaging Employees: The New Role of Leadership