

Natalie M. Schneider

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ACADEMIC POSITIONS HELD

Clinical Assistant Professor of Organizational Behavior and Human Resources August 2024 - Present
Purdue University, West Lafayette, IN

Doctoral Student Independent Instructor in Human Resources August 2021 - May 2024
University of Wisconsin-Milwaukee, WI

Adjunct Instructor in Management January 2023 - May 2024
Marquette University, Milwaukee, WI

EDUCATION

Ph.D. in Management Science May 2024
University of Wisconsin-Milwaukee, Milwaukee, WI
Dissertation Title: Examining Nurses Sexually Harassed by Patients:
Three Studies of Contrapower Harassment

Master of Business Administration August 2018
Bowling Green State University, Bowling Green, OH

Bachelor of Business Administration in Management May 2017
Saginaw Valley State University, University Center, MI

RESEARCH INTERESTS

Workplace sexual harassment/severe stressors; Social support; Prosocial work behaviors; Diversity

PUBLICATIONS

Schneider, D., & Schneider, N. (2024) *Attachment Theory, Organizational Identification, and Communication Engagement Strategies of Successful College Students: A Retention Study*. *Personality and Individual Differences*, 226 (112682).

Schneider, N., Garcia, R., Lim, P., & Nguyen, J. (2024) *From Transformative Pedagogy to Transforming Campus Spaces: The Multicultural Scholars Collaborative*. Book Chapter in *Breaching Hierarchy: Students and Teachers Collaborating for Social Change*.

MANUSCRIPTS IN PREPARATION

Schneider, N. *Systematic Literature Review of Nurses Sexually Harassed by Patients*.
(Status: Revising manuscript. Target journal: *Health Care Management Review*)

Schneider, N. *Media Discussions: An Instructional Innovation*.
(Status: Data collection phase. Target journal: *Journal of Management Education*)

Schneider, N. *A Mixed-Method Study of Nurses Sexually Harassed by Patients*.
(Status: Revising manuscript. Target journal: *Human Resource Development Quarterly*)

Schneider, D. & Schneider, N. *Attachment theory and social support*.
(Status: Hypothesis development. Target journal: TBD)

Sugiyama, K., Schneider, N., & Schmidt, M. *Building Interpersonal Solidarity*.
(Status: Data collection phase. Target journal: *Administrative Science Quarterly*)

Levitas, E., **Schneider, N.**, & Singh, S. *Patent litigation as signs of firm reputation and signals for alliance formation.* (Status: Analyzing data. Target journal TBD)

RESEARCH CONFERENCE PRESENTATIONS

Schneider, N. (August 2024) *An Experimental Study of Bystander's Empathic Concern, Labeling, and Helping Decisions for Nurses Sexually Harassed by Patients.* Research Paper Presentation at Academy of Management, Chicago, IL.

Major, M., & **Schneider, N.** (October 2023). *University Student Attitudes of Employment Interviews.* Research Paper Presentation at Midwest Academy of Management, Chicago, IL.

Schneider, D., & **Schneider, N.** (March 2023). *Attachment Theory, Organizational Identification, and Communication Engagement Strategies of Successful College Students: A Retention Study.* Research Paper Presentation at Eastern Communication Association, Philadelphia, PA.

Schneider, N., Zhu, X., Yadav, M., & Ragins, B.R. (August 2022). *The Effects of Intersectionality on Evaluations of Interpersonal Citizenship Behavior Ratings.* Symposium Presentation at Academy of Management Annual Meeting, Seattle, WA.

Schneider, N. (May 2022). *When times get tough: Women managing work from home and family demands during the pandemic.* Paper Presentation at Midwestern Interdisciplinary Graduate Conference, Virtual Meeting.

Nguyen, J., Lim, P., & **Schneider, N.** (February 2022). *The Multicultural Scholars Collaborative.* Presentation at Toward an Anti-Racist Campus Symposium, Virtual Meeting.

Schneider, N. (February 2021). *Am I Hired? Perceptions of Interview Fairness across Marginalized Identities.* Paper Presentation at Midwestern Interdisciplinary Graduate Conference, Virtual Meeting.

Major, M., & **Schneider, N.** (November 2020). *Student Attitudes of Employment Interviews.* Paper Presentation at the National Communication Association Convention, Virtual Meeting.

Schneider, N. (July 2020). *Discussion of New Perspectives on CSR and CSP: Corporate Social Responsibility as Stigma Management.* Panel discussion presenter at International Association for Business & Society Annual Conference, Virtual Meeting.

Schneider, N. (February 2020). *The Identity of a YouTuber and its Ethical Implications.* Lightning Round Paper Presentation at the Midwest Interdisciplinary Graduate Conference, Milwaukee, WI.

SYMPOSIUMS ORGANIZED

Schneider, N., Yadav, M., & Zhu, X. (August 2024). *The PhD Experience: A PDW for Doctoral Students, by Doctoral Students.* Professional Development Workshop for CAR, MED, HR, and OB divisions of Academy of Management Annual Meeting.
Role: Organizer & Panelist
*Highlighted Session by Academy of Management

Schneider, N., Yadav, M., & Zhu, X. (August 2023). *The Power of Sisterhood: Revitalizing the Feminist Spirit in Our Academic and Personal Lives.* Professional Development Workshop for DEI, CAR, MSR, and OB divisions of Academy of Management Annual Meeting.
Role: Organizer

Sargent, A., Cruz, M., Cooper, E., Bowes-Sperry, L., **Schneider, N.**, Yadav, M., & Zhu, X. (August 2023). *Transforming our Teaching: Integrating DEI into the Business Core*. Professional Development Workshop for DEI and MED divisions of Academy of Management Annual Meeting.
Role: Dialogue Facilitator

Yadav, M., **Schneider, N.**, & Grabarski, M. (August 2022). *Tell Me Something Good: Enabling Conditions for Positive Individual Outcomes*. Symposium for the GDO and CAR Divisions of Academy of Management Annual Meeting.
Role: Organizer

Grabarski, M., Yadav, M., & **Schneider, N.** (August 2022). *Stronger Together: Positive Relationships at Work*. Symposium for the OB Division of Academy of Management Annual Meeting.
Role: Organizer

GRANT WORK

Rapid Research Award, *Lubar College of Business* 2023

- The Rapid Research Award is a grant awarded to faculty and dissertators with studies that show promise for publication in top-tier journals. This grant is funding my dissertation studies: an experimental design study collected via Prolific and a critical incident study sampling nurses.

Toward an Antiracist Campus Action Grant, *University of Wisconsin-Milwaukee* 2020-2022

- As Head Database Librarian, I built a UWM-sponsored public database with antiracist resources for 1) anti-racist research, 2) antiracist considerations for researchers, and 3) antiracist considerations for college instructors. The database serves as an accessible collection of resources for all members of campus interested in antiracist work, thereby relieving individual BIPOC scholars of perpetually teaching and providing resources to the institution.
- Helped establish the Multicultural Scholars Collaborative, an institutionalized network to enhance the research productivity of scholars of color, promote retention of BIPOC faculty, and enhance student retention into this pipeline.
- Created all marketing material and social media for the Multicultural Scholars Collaborative events and their graduate student Fellowship program.

TEACHING CONFERENCE PRESENTATIONS

6th Annual Teaching Bootcamp: A MED Interactive Workshop (August 2024) Professional Development Workshop for MED division of Academy of Management Annual Meeting.

Role: Presenter

*Winner of MED Best Junior Faculty & Doctoral Student Consortium-Related Professional Development Workshop Award

Schneider, N., Yadav, M. (January 2023). Letting the Students Lead: Facilitating Classroom Engagement via Active Learning Strategies. Interactive Presentation at 2023 CETL Teaching and Learning Symposium, Virtual Meeting.

Schneider, N. (April 2022). *Stop, collaborate, and listen: Partnering with local businesses to cultivate engaging group projects*. Panel Presentation at OPID Spring 2022 Conference on Teaching & Learning, Virtual Meeting.

Schneider, N., & Yadav, M. (January 2022). Trial by fire: Experiences of first-time instructors. Interactive Presentation at 2022 CETL Teaching and Learning Symposium, Virtual Meeting.

Schneider, N. (January 2021). *The Demands of Teaching Online: A TA's Guide for Balance*. Discussion session at CETL Teaching and Learning Symposium, Virtual Meeting.

Baumgartner, N., **Schneider, N.**, & Copeland, G. (May 2016). *4U: An Online Pathway for First Year Success*. Professional Development Session presented at the Michigan Academic Advising Association Conference, Big Rapids, MI

WORK EXPERIENCE (see above for academic positions held)

Project Assistant – <i>University of Wisconsin-Milwaukee</i>	August 2020 – May 2023
Graduate Admissions Counselor (Full Time) – <i>The University of Findlay</i>	August 2018 – July 2019
Graduate Assistant – <i>BGSU Business District</i>	August 2017 – August 2018
Teaching Assistant – <i>BGSU Marketing Department</i>	August 2017 – May 2018
Human Resources Recruitment – <i>Amigo Mobility International</i>	May 2016 – August 2017
Peer Advisor – <i>SVSU Academic Advising Center</i>	September 2014 – May 2017

SERVICE and PROFESSIONAL AFFILIATIONS

Ambassador, <i>Management Education and Development Division of AOM</i>	August 2024 - Present
Member, <i>Academy of Management</i>	September 2019 – Present
Peer Reviewer, <i>Business and Society Review</i>	November 2022 - Present
Member, <i>Lubar College of Business PhD Student Advisory Taskforce</i>	August 2022 – May 2024
Founder and Organizer, <i>Diversity Scholars Research Group</i>	September 2021 – May 2023
Member, <i>Organization and Strategic Management Academic Research Club</i>	September 2019 – May 2024
Development Coordinator, <i>Midwestern Interdisciplinary Graduate Conference</i>	October 2020 – May 2022
District Director, <i>Delta Sigma Pi (BGSU Chapter)</i>	September 2017 – August 2019
Robert’s Fellowship, <i>SVSU Foundation</i>	April 2016 – May 2017
Philanthropy Chair, <i>SVSU Student Association</i>	April 2015 – April 2016
Representative, <i>SVSU Student Association</i>	September 2013 – April 2015

COMPUTER SKILLS

- *Statistics software:* R (preferred), SPSS, NVivo
- *Teaching software:* Canvas, D2L, Google Applications, WordPress, Mentimeter, Mural

AWARDS

<i>Outstanding Service Award</i> , Management Education and Development Division	August 2024
<i>Gold Star Teaching Award</i> , Lubar College of Business	Fall 2021, Spring 2022, Fall 2022, Spring 2023, Fall 2023, Spring 2024
<i>Distinguished Dissertation Fellowship Award</i> , UWM Graduate School	2023-2024
<i>Outstanding Doctoral Student Teaching Award</i> , Lubar College of Business	2022, 2023, 2024
<i>Outstanding Doctoral Student Scholarship</i> , Lubar College of Business	2021-2022, 2022-2023
<i>Provincial District Director of the Year</i> , International Fraternity of Delta Sigma Pi	October 2019
<i>Regional District Director of the Year</i> , International Fraternity of Delta Sigma Pi	October 2019
<i>Outstanding Graduate in the College of Business</i> , SVSU College of Business	May 2017
<i>Influential Leader Award</i> , SVSU Student Life Awards	April 2017
<i>Commitment to Service Award</i> , Michigan Campus Compact Awards	April 2016
<i>Advisor of the Year</i> , SVSU Academic Advisement Center	April 2015