**ANITA L. BLANCHARD**

Associate Professor of Psychology and Organization Science

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**EDUCATION**

**Ph.D.** Claremont Graduate University, Claremont, CA May 2000

Organizational Psychology

Dissertation: *Virtual behavior settings: A framework for understanding virtual communities*

Advisor: M. Lynne Markus

**M.A.** Claremont Graduate University, Claremont, CA, May 1994

Organizational Psychology

**M.S. Course Work**, University of North Carolina, Chapel Hill, NC, 1986-1988

Operations Research

**B.S**. University of North Carolina, Chapel Hill, NC May 1986

Mathematical Sciences

**ACADEMIC EXPERIENCE**

* ***Associate Professor of Psychology and Organization Science***, University of North Carolina Charlotte 2008-present
* ***Assistant Professor of Psychology and Organization Science***, University of North Carolina Charlotte 2001-2008
* ***Assistant Professor of Psychology***, California State University Northridge 1999-2001
* ***Lecturer of Psychology***, California State University Fullerton 1996-1998
* ***Lecturer of Psychology***, Fullerton College 1995-1996

**PEER REVIEWED JOURNAL ARTICLES**

Johnson, S. K. & **Blanchard, A. L.** (in press). Trends and Predictors of Alternative Medicine Use Among University Students: A 10 Year Comparison Study Susan K. Johnson, Ph.D., Anita Blanchard, Ph.D. International Journal of Complementary & Alternative Medicine, 1 (1).

Johnson, S.K., & **Blanchard, A. L.** (2016). Emotional Intelligence and mental health: Stress and symptom pathways. Journal of Mental Health Counseling, 38, 79-92. doi:10.17744/mehc.38.1.06

Wadsworth, M. D.\* & **Blanchard, A. L.** (2015) Influence in Virtual Teams, *Computers in Human Behavior*, 44(1), 386-393.

**Blanchard, A. L.**, Stewart, O. J.\*, Cann, A. & Follman, L.\* (2014). Making Sense of Humor at work, *The Psychologist-Manager Journal*, *17 (1)*, 49-70.

Welbourn, J. L., **Blanchard, A. L.,** & Boughton, M. D. (2012) Motivations in Virtual Health Communities and Their Relationship to Community, Connectedness and Stress. *Computers in Human Behavior*.

**Blanchard, A. L**., Welbourne, J. A. & Boughton, M. *A\*.* (2011) Model of Online Trust: The Mediating Role of Norms and Sense of Virtual Community. *Information, Communication, and Society, 14 (1),* 76-101.

**Blanchard, A. L.,** Welbourne, J. A., Gilmore, D., & Bullock\*, A. (2009) Followership styles and employee attachment to the organization. *The Psychologist Manager Journal, 12,* 111-131.

**Blanchard, A. L**., & Henle, C. A. (2008) Correlates of different forms of cyberloafing: The role of norms and external locus of control. *Computers in Human Behavior, 24,* 1067-1084.

Henle, C. A., & **Blanchard, A. L**. (2008) Predicting cyberloafing at work: The relationship between work stressors, organizational sanctions, and cyberloafing. *Journal of Managerial Issues, 20(3),* 383-400..

**Blanchard, A. L.** (2008) Testing a Model of Sense of Virtual Community, *Computers in Human Behavior, 24,* 2107-2123.

**Blanchard, A. L.** (2007). Developing a sense of virtual community measure, *Cyberpsychology & Behavior*. 10 (7), 827-830.

Johnson, S. & **Blanchard, A. L.** (2006). Alternative medicine and herbal use among university students, *Journal of American College Health, 55 (3),* 163-169*.*

**Blanchard, A. L.** (2006). Listserv implementation and sense of community: The relationships with increased knowledge and face-to-face interaction. *International Journal of e-Collaboration, 2 (2),* 27-45.

**Blanchard, A. L.** & Markus, M.L. (2004). The experienced “sense” of a virtual community: Characteristics and processes. *The Data Base for Advances in Information Systems*, 33 (1), 64-79.

**Blanchard, A. L.** (2004c) Virtual behavior settings: An application of behavior settings theories to virtual communities. *Journal of Computer-Mediated Communication, 9 (2)* [available online at] <http://www.ascusc.org/jcmc/vol9/issue2/blanchard.html>*.*

Ensher, E., Heun, C. & **Blanchard, A.** (2003). Online Mentoring And Computer-Mediated Communication: New Directions In Research. *Journal of Vocational Behavior, 63, 264-288.*

**Blanchard, A. L.** & Horan, T. (1998) Virtual communities and social capital, *Social Science Computer Review, 16*, 293-307.

Donaldson, S. I., & **Blanchard, A. L.** (1995) The seven health practices, well-being, and performance at work: Evidence for the value of reaching small and underserved worksites. *Preventive Medicine, 24,* 270-277.

Eveland, J. D., **Blanchard, A.,** Brown, W., & Mattocks, J. (1995) The role of 'help networks' in facilitating use of CSCW tools. *The Information Society, 11,* 113-129.

**EDITOR Invited Journal Articles**

Blanchard, A., (2013). Virtual Communities in I/O Psychology, The Industrial/Organizational Psychologist, 51 (1), 13-17.

**PEER REVIEWED BOOK CHAPTERS**

Ruggs, E.N., Walker, S. S., **Blanchard, A.L.**, & Gur, S.\* (in press). Online exclusion: Potential biases that may arise when using social media in employee selection, in (R. Landers & G. Schmidt, Eds) *Social Media in Selection*,

Gur, S.\*, **Blanchard, A. L**, & Walker, L. S. (in press) Impacts on Society: Informational and Socio-Emotional Support in Virtual Communities and Online Groups, in (B. Baggio, ed) *Analyzing Digital Discourse and Human Behavior in Modern Virtual Environments*, IGI Global

Askay, D.A.\*, **Blanchard, A.** **L.,** Stewart, O.J.\* (2013). Managing Entitativity through Social Media. In T. Bondarouk and M.R. Olivas- Luján (Eds.), *Social Media hu Human Resources Management: Advanced Series in Management*. Emerald.

**Blanchard, A. L**. & Cook, J. (2012) Virtual learning communities in psychology: Future directions, In Buch, K. & Barron, K. (Eds.) Discipline Centered Learning communities: Creating connections among students, faculty, and curricula: New directions for teaching and learning. Jossey-Bass

Walker, L. S., **Blanchard, A. L.,** & Burnett, H. D.\* (2011) The role of experiments in virtual groups. In Shawn Long (Ed.) *Virtual work and Human Interaction Research*, IGI Global.

**Blanchard, A. K.,** Askay, D\*. & Callas, K\*. (2010) Sense of Community in Professional Virtual Communities. In Shawn Long (Ed) *Communication, relationships, and practices in virtual work,* IGI Global *.*

**Blanchard, A. L**. & Rashotte, L. S. (2010) The Role of Technology in the Development of Group Trust. In D. Latusek & A. Gerbasi (Eds). *Trust and Technology,* IGI Global.

**Blanchard, A. L.** (2008) Sense of Virtual Community: Definition, Antecedents and Outcomes*,* In S. Kelsey & Kirk St. Amant (Eds) *Handbook of Computer-Mediated Communication Research*, Hershey: PA: IGI Global.

**Blanchard, A. L.** (2007) The definition, antecedents and outcomes of successful virtual communities. In N. Koch (Ed.) *The Encyclopedia of e-Collaboration*, Hershey: PA: IGI Global*.*

**Blanchard, A. L.** (2004a). Blogs as virtual communities: Identifying a sense of community on the Julie/Julia Project. *Into the Blogosphere: Rhetoric, community and culture of weblogs*. L. Gurak, S. Antonijevic, L. Johnson, C. Ratcliff, & J. Reyman (Eds). University of Minnesota, [available online at] <http://blog.lib.umn.edu/blogosphere>.

**Blanchard, A. L.** (2004b) The Effects of Dispersed Virtual Communities on Face-to-Face Social Capital. In M. Huysman and V. Wulf (Eds.) *Social Capital and Information Technology*. Cambridge, MA: MIT Press.

**INVITED BOOK CHAPTERS**

**Blanchard, A.** (in press a) Telecommuting, In S. Rogelberg (Ed.) *Encyclopedia of I/O Psychology 2nd Edition,* Sage.

**Blanchard, A.** (in press b) Virtual Organizations, In S. Rogelberg (Ed.) *Encyclopedia of I/O Psychology¸* Sage.

**Blanchard, A. L.** (2007) Organizational sense of community and listserv use: examining the roles of knowledge and face-to-face interaction,in N. Kock (ed) E-*Collaboration in Modern Organizations: Initiating and Managing Distributed Projects* (Advances in e-Collaboration Series: Volume 2). Hershey: PA: IGI Global.

**Blanchard, A.** (2006a) Telecommuting, In S. Rogelberg (Ed.) *Encyclopedia of I/O Psychology,* Sage.

**Blanchard, A.** (2006b) Virtual Organizations, In S. Rogelberg (Ed.) *Encyclopedia of I/O Psychology¸* Sage.

**Blanchard, A. L.** & Horan, T. (2000) Virtual communities and social capital, In G. D. Garson (Ed.) *Social Dimensions of Information technology: Issues for the new millennium*. Hershey, PA: Idea Publishing Group.

**PEER REVIEWED PUBLISHED CONFERENCE PROCEEDINGS**

Welbourne, J., **Blanchard, A. L.,** Boughton, M. D.\* (2009). Supportive Communication, Sense of Virtual Community and Health Outcomes in Online Infertility Groups. In *Communities and Technology 2007: Proceedings of the Fourth Communities and Technologies Conference*, Pennsylvania State University, University Park, PA.

**Blanchard, A. L.** & Markus, M. L. (2007). Technology and Community Behavior in Online EnvironmentsIn C. Steinfield, B. T. Pentland, M. Ackerman, & N. Contractor (Eds)*. Communities and Technology 2007: Proceedings of the Third Communities and Technologies Conference*, Michigan State University, Springer.

**Blanchard, A. L.** & Markus, M. L. (2002) Sense of community—Maintaining the experience of belonging. *Proceedings of the Hawaiian International Conference on System Sciences (HICSS), 8*.

Eveland, J. D., **Blanchard, A. L.**, Brown, W. & Mattocks, J. (1994). The role of “help networks” in facilitating use of CSCW tools, *Proceedings of the 1994 ACM conference on Computer supported cooperative work.*

**RESEARCH UNDER REVIEW**

Stewart, O. J.\* & **Blanchard, A. L.** Employee Constructions of CSR Discourse and Perceptions of Moral Justice, *Journal of Business Ethics,* invited for second R&R

**Blanchard, A. L.**, Caudill, L\*, & Walker, L. S., Developing a measure of Entitativity and distinguishing it in its nomological network, Group Processes and Intergroup Relations Invited for second review

**RESEARCH IN PREPARATION**

**Blanchard, A.**L., Stewart, O.J.\* Schmitt, P.\*, Revising sense of community: A problematic construct, Organization Science (targeted)

**Blanchard, A. L.,** Stewart, O. J.\*, & Medaugh, M.\* Feelings of community in a large, online professional group. *Journal of Vocational Behavior* (targeted)

**\* indicates students who are co-authors**

**INVITED PRESENTATIONS**

Blanchard, A. L. (2016). Virtual Communities at Work and Play: New insights into the effects of online groups on individuals, organizations, and society, *Nuggets of Knowledge, UNCC Alumni Presentation*

Blanchard, A. L. (2014) Communication in the computer age: Email etiquette, *Workshop* *Presentation to the UNC Charlotte Staff.*

Blanchard, A. L. (2013) Communication in the computer age: Email etiquette, *Workshop* *Presentation to the UNC Charlotte Staff.*

Blanchard, A. L. (2012) Communication in the computer age: Email etiquette, *Workshop* *Presentation to the UNC Charlotte Staff.*

Blanchard, A. L. (2011). Virtual Communities and Online Groups: Applications of Psychological Theory Online, Presented to *Research, Application and Pedagogy Conference,* California Polytechnical University, Pomona, CA.

Blanchard, A. L. (2010). Social and Professional Virtual Communities, *Presentation to Bank of America Learning Group*, Charlotte, NC.

Blanchard, A. L. (2010) Business Uses of Social media, *Presentation to University City Chamber of Commerce*, Charlotte, NC

Blanchard, A. L. (2010) Social media in communities and organizations, *Presentation to Carolina Girl Geeks Dinner,* Charlotte, NC

Blanchard, A. L. (2008) Challenges and benefits of using email in groups, *Presentation to the UNC Charlotte Developmental and Alumni Office.*

Blanchard, A. L. (2008). Virtual groups at work: Current issues and future directions, *Industrial/Organizational Organizational Behavior (IOOB) Annual Conference*, Fort Collins, Colorado

Blanchard, A. L. (2006) Sense of community: Making “real” connections online. *Davidson College Research Symposium*.

Blanchard, A. L. (2006) Sense of community—How to define and measure it. *NC Association of Non-Profit Homes for the Aging (NCANPHA)* *Annual Conference*, New Bern, NC.

Blanchard, A. L. (2000). *Virtual communities and “real” and virtual civic engagement*. National Civic League’s 106th Conference on Governance, Arlington, VA.

**CONFERENCE PRESENTATIONS**

*J*ohnson, S.K., **Blanchard, A.L.** (May, 2016). Emotional Intelligence: Stress and symptom reporting mediational pathways*. Association for Psychological Science 26th Annual Convention, Chicago, Ill.*

**Blanchard, A. L.,** Caudill, L.\* & Walker, L. S., (2015). Developing an entitativity measure and distinguishing it within its nomological network. *Ingroup Annual Conference*, Pittsburgh, PA.

**Blanchard, A. L.,** Schmidtt, P. B., Stewart., O. J., & Caudill, L. (2015). Reconceptualizing sense of community: An analysis of its definition, distinctiveness, and nomological network. *Ingroup Annual Conference*, Pittsburgh, PA.

Johnson, S.K., **Blanchard, A.L.**, Porter, A.M.\*, & Sagui, S.\* (March, 2015). Trends and Predictors of Alternative Medicine Use Among University Students. Southeastern Psychological Association conference, Hilton Head, S.C.

**Blanchard, A. L.**, (2014) Virtual Groups, Teams and Entitativity Conference Session Facilitator and Respondent, *Southern Management Association Annual Conference*, Savannah, GA.

**Blanchard, A. L.**, Caudill, L.\*, Walker, L., Stewart, O.J.\*, & Stukes, F. (2014)Validating Measures for Entitativity, *INGroup Annual Conferenece,* Raleigh, NC July.

Schmidt, P.\***,** Stewart, O. J**.\*, Blanchard, A. L.,** Caudill, L**.\* (**2014**)** Sense of community: Revising a problematic construct, Southern Sociological Association.

**Blanchard, A. L.**, Caudill, L.\*, Walker, L., Stewart, O.J.\*, & Stukes, F. **(**2014**)** Validating Measures for Entitativity, Southern Sociological Association Annual Conference, Charlotte, NC.

Wadsworth, M. D.**\* & Blanchard, A. L. (**2013**)** Leadership in virtual teams**.** Academy of Management *Annual Conference,* Orlando, FL

**Blanchard, A. L.,** Stewart, O. J.\*, Medaugh, M.\*, & Szymanska, I.\* (2013) Understanding Employee Use of Professional Virtual Communities, *INGroup* Annual Conference, Atlanta, GA.

**Blanchard, A. L**., Follman, L., Cann, A., & Stewart, O. J. (2012) Making Sense of Humor at Work, Paper presented to Annual Confernece of the Academy National Communication Association, Orlando, FL.

**Blanchard, A. L.** & Walker, L. S., (2012) Entitativity in Online Groups: Theory Development, paper presented at Annual INGroup Conference.

**Blanchard, A. L.** & Long, S. D. (2012) “Eating their own”: The Usefulness and Challenges of Conflicting Norms in Professional Nursing Virtual Communities. Paper presented at the August, 2012 Annual Confernece of the Academy of Management, Boston, MA.

**Blanchard, A. L.** & Walker,, L. S. (2011) Entitativity: A theoretical Model, Presentation at the INGroup annual conference, Minneapolis, MN.

Welbourn, J. L., **Blanchard, A. L.,** & Boughton, M. D., (2011) Virtual Health Communities and Stress, Presentation at the Association of Internet Researchers Annual Conference in Seattle, WA.

**Blanchard, A. L.,** Askay, D.\*, Boughton, M. D.\* (2011) Entitativity on Facebook, Presentation at the Association of Internet Researchers Annual Conference in Seattle, WA. 7

**Blanchard, A. L.** & Walker, L. S. (2011). Trust and Entitativity Online, Presentation at The Southern Sociological Association Annual Conference in Jacksonville, FL.

Follman, L.\*, **Blanchard,** A. L., Stewart, O. J.\*, & Cann, A. (2011). Humor at Work: Coping with Stress and Increasing Organizational Identity, To be presented at the *Annual American Psychological Association* conference in Washington, D.C.

**Blanchard, A. K.,** Askay, D\*. & Callas, K\*. (2010) Sense of Community in Professional Virtual Communities. Presentation at the annual National Communication Association Conference, San Francisco, CA*.*

Welbourne, J., **Blanchard, A. L.,** Boughton, M. D.\* (2009). Supportive Communication, Sense of Virtual Community and Health Outcomes in Online Infertility Groups. Paper presented at the *Fourth Communities and Technologies Conference*, Pennsylvania State University, University Park, PA.

Boughton, M.\*, **Blanchard, A. L.,** Welbourne, J. (2008) *Organizational commitment and Sense of community*, Paper presented at Southeastern Psychology Association Annual Conference.

Janardhanam, N.\*, Johnson, S., & **Blanchard, A. L.** (2008) *Does Emotional Intelligence affect symptom reporting*, Paper presented at American Psychosomatic Society Annual Conference.

**Blanchard, A. L.** (2008). *Media Choice and Usage*. Chair. Academy of Management Annual Conference, San Diego, CA.

**Blanchard, A.** **L**. (2008) *Southeastern I/O Psychology Association Program*, Chair and Organizer. Southeastern Psychology Association Annual Conference, Charlotte, NC.

**Blanchard, A. L.**, Welbourne, J. A. & Boughton, M.\* (2007) *A Model of Online Trust: The Mediating Role of Norms and Sense of Virtual Community.* Presented at the Academy of Management Annual Conference, Philadelphia, PA.

**Blanchard, A. L.**, Welbourne, J. A., Gilmore, D., & Bullock, A.\* (2007) *Followership as a mediator between job involvement and organizational commitment and satisfaction*. Presented at the Academy of Management Annual Conference, Philadelphia, PA.

**Blanchard, A. L.** & Markus, M. L. (2007). *Technology and Community Behavior in Online Environments.* Paper presented at the International Conference on Communities and Technologies, Michigan State University, East Lansing, MI.

Nifong, J. P.\*, McAnulty, R. D., **Blanchard, A. L.**, Cann, A., & Brineman, J. (2007). *Predictors of Problematic Internet Use in College Students*. Paper presented at the Annual Meeting of the Southeastern Psychology Association (SEPA), New Orleans, LA.

**Blanchard, A. L.** & Henle, C. A. (2006) *Identifying and Predicting Forms of Cyberloafing: The Role of Norms and External Locus of Control.* Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

**Blanchard, A. L.** (2006) *Online Communities*, Session Chair. Annual Meeting of the Academy of Management, Atlanta, GA.

**Blanchard, A. L.** (2006). *Testing a model of Sense of Virtual Community.* Paper presented at the 21st Annual Conference Society for I/O Psychologists, Dallas, TX.

**Blanchard, A. L.** & Rosso, A.\* (2006). *Mentoring, Organizational Commitment and Organizational Sense of Community.* Interactive Poster at the 21st Annual Conference Society for I/O Psychologists, Dallas, TX.

Henle, C. A. & **Blanchard, A. L.** (2005) *Cyberloafing as a Coping Method: Relationship Between Work Stressors, Sanctions, and Cyberloafing,* Paper presented at the Annual Meeting of the Academy of Management, Honolulu, HA.

**Blanchard, A. L.**, Eklund, E.\* & Boone, M.\* (2005) *Testing the Effects of Community in Organizational Citizenship Behavior*, Paper presented at the 20th Annual Conference Society for I/O Psychologists, Los Angeles, CA.

**Blanchard, A. L.** (2005). *A Faculty Member’s View of Internship Supervision*, In A. L. Blanchard (Chair) Successful Internships: A Discussion from Academic and Practitioners’ Experience, Symposium at the 20th Annual Conference Society for I/O Psychologists, Los Angeles, CA.

**Blanchard, A. L.** (2003) *Whose community is it anyway? Testing a model of member participation and sense of community in virtual communities*. Association of Internet Researchers Annual Conference, Toronto, Canada.

**Blanchard, A.** (2003). *How do listservs increase organizational sense of community*, Paper presented at the 18th Annual Conference Society for I/O Psychologists, Los Angeles, CA.

**Blanchard, A** (2003) *Teaching Activities for Undergraduate Courses in Industrial-Organizational Psychology*. Symposium at the 18th Annual Conference Society for I/O Psychologists, Orlando, FL.

Ensher, E., Huen, C. & **Blanchard, A.** (2002) *Online Mentoring And Computer-Mediated Communication: New Directions In Research.* Academy of Management, Denver, CO.

**Blanchard, A. L.,** & Markus, M. L. (2002) *Sense of community—Maintaining the experience of belonging*. Hawaiian International Conference on System Sciences, Big Island, Hawaii. ***Nominated for Best Conference Paper Award.***

**Blanchard, A. L.** (2001). *Developing a model of virtual community functioning*, Association of Internet Researchers, Minneapolis, MN.

**Blanchard, A. L.** & Horan, T. (2001). *LA CultureNet: Successes and failures in a Cultural Community Network*. Association of Internet Researchers, Minneapolis, MN.

**Blanchard, A. L.** (2001). *Virtual behavior settings: Understanding virtual group development*, Western Academy of Management, Sun Valley Idaho.

**Blanchard, A. L.** (2000). *In search of a common story: The utilization of qualitative methods to explore employees’ careers, work-personal life, and virtual interactions*. Western Academy of Management, Kona, Hawaii.

**Blanchard, A. L.** (1999) *The emerging environment of virtual communities: Virtual behavior settings*. Environmental Design and Resource Association (EDRA), Orlando, FL.

**Blanchard, A. L.** (1999). *Towards an understanding of Internet use and well-being*. Western Psychological Association, Irvine, CA.

**Blanchard, A. L.** & Horan, T. (1997). *Can we surf together if we’re bowling alone: The effects of virtual communities on social capital.* American Sociological Association, New York, NY.

**Blanchard, A.L.** (1996). *An evaluation of the changes in computing help structure*, Western Psychological Association, San Jose, CA.

**Blanchard, A. L.,** Wierson, M., Sun, L. Arquilles, L. (1995). *Perceptions of differential treatment by health care professionals*. Western Psychological Association, Los Angeles, CA.

Eveland, J.D., **Blanchard, A.,** Brown, W., Mattocks, J. (1994). *The role of 'Help Networks' in facilitating use of CSCW tools.* Computer Supported Cooperative Work, Chapel Hill, NC.

Eveland, J.D., & **Blanchard, A. L.** (1994). *The role of 'Help Networks' in facilitating use of new computer tools*. International Sunbelt Social Network Conference, New Orleans, LA.

**CONFERENCE PRESENTATIONS UNDER REVIEW**

**RESEARCH REPORTS**

**Blanchard, A. L**., & Clow, C\*. (2007). *Analysis of Former Southminster Employees*, Prepared for Southminter CCRC as an OSCR project.

**Blanchard, A**. L. & Rashotte, L. S. (2008) *Analysis of UNC Charlotte Graduate School Communication Processes.*

**ACADEMIC GRANTS AND AWARDS**

*Internal*

* **Faculty Reseach Grant (2010)**, *UNC Charlotte* $10,500; with Dr. Lisa Walker,
* **Faculty Research Grant (2007)**, *UNC Charlotte* $7,760; with Dr. Jennifer Wellbourne
* **Junior Faculty Research Grant (2004)**, *UNC Charlotte* $6,000
* **Junior Faculty Research Grant (2002),** *UNC Charlotte* $4,760
* **Faculty Development,** **CSU Northridge** **(2000)** $1,000,
* **Graduate Research Fellowship,** Claremont Graduate University, 1993-1995
* **Johnston Scholarship,** The University of North Carolina, Chapel Hill, NC, 1982-1986

*External*

* **OSCR Project**, $10,285. Analysis of UNCC Graduate School Communication problems with Dr. Lisa Rashotte.
* **OSCR Project**, $375. Project leader. Analysis of former Southminster employees with Chase Clow\*.
* **OSCR Project,** $10,500, Project Supervisor of student consultants to monthly Lowe’s employee assessments.
* **Fellow, NSF Advanced Training Institute in Social Psychology: Using the Internet to Conduct Experiments,** 2002
* **Getty Information Institute to Claremont Graduate University Research Institute** $66,000 (Project Director), 1998
* **John Randolph and Dora Haynes Foundation,** Haynes Social Science Dissertation Fund, Claremont Graduate University $16,000, 1997.

*Additional Grant Activity*

* **Faculty Mentor**, for NSF Funded REU grant, *Research Internships in Cognitive Science,* P. Goolkasian (PI), Nakia Gordon (Co-PI).
* Rogelberg, S. , Long, S., & Blanchard, A. L. Organizational Science Diversity Development Initiative submitted to Chancellor's Diversity Challenge Fund, 2008-09. $6,600.

**TEACHING EXPERIENCE**

Undergraduate Introduction to I/O Psychology, *University of North Carolina Charlotte*

Undergraduate Research Methods, *University of North Carolina Charlotte*

Undergraduate Advanced Seminar Topics in I/O Psychology, *University of North Carolina Charlotte*

Graduate Organizational Behavior & Psychology I, *University of North Carolina Charlotte*

Graduate Organizational Behavior & Psychology II, *University of North Carolina Charlotte*

Graduate Level Applied Research Methods, *University of North Carolina Charlotte*

Graduate Level Quantitative Methods, *University of North Carolina Charlotte*

Graduate Seminar in Survey Research Methods , *University of North Carolina Charlotte*

Graduate Internship Coordinator, *University of North Carolina Charlotte*

Graduate Level Writing in the Organization Sciences, *University of North Carolina Charlotte*

Advanced Training for Managers, *UNC Charlotte Belk School of Business, Continuing Education Program*

Undergraduate I/O Psychology, *California State University Northridge*

Undergraduate Research Methods, *California State University Northridge*

Undergraduate Seminar in Leadership, *California State University Northridge*

Undergraduate Critical Thinking and Problem Solving, *California State University Fullerton*

Undergraduate Computer Applications in Psychology, *California State University Fullerton*

Undergraduate Introductory Psychology, *Fullerton College*

Undergraduate Pre-Calculus, *University of North Carolina Chapel Hill*

Undergraduate Calculus for Business Majors, *University of North Carolina Chapel Hill*

**Student Committees (Chair)**

* *Leann Caudill*, PhD in Organization Sciences, *Leadership and Entitativity*
* *Iza Szymanska,* PhD in Organization Science. *Identity Conflict in Family Business,* PhD, Quals.
* *Marla Boughton*. PhD in Organization Science. *Identity and Attachment in Online groups*. Predoctoral Project
* *Marla Boughton*. PhD in Organization Science. *Influence in Virtual Teams*, Dissertation
* *Jerome Stewart, PhD in Organization Science. Pre-Doc Project, Employee Identity and Commitment and Corpoprate Social Responsibility*
* *Annie Rosso*. Masters in I/O Psychology. *The influence of high quality mentoring relationships on organizational commitment and organizational sense of community*. Defended Spring 2005
* *Elizabeth Tedesco*. Masters in I/O Psychology. *The Moderating Effect of Telecommuting Status on Organizational Commitment.* Defended Summer 2006
* *Holly Stroup*. Masters in I/O Psychology. *Sense of community in professional virtual communities*. Defended Spring 2009.
* *Heather Duxbury,* Masters in I/O Psychology*. User perceptions of entitativity and identification in an online message board simulation.* Defended Spring 2009. **Won Best Social Science Master’s Thesis, Fall 2009.**
* *Marina Varonina*. Undergraduate Honor’s Thesis in Psychology. *The effects of age on organizational commitment and job satisfaction and how they are moderated by career stage*. Defended Spring 2007.
* *Andrea Purrington, Entitativity in online sports groups, 2*014-2015

*Undergraduate Independent Study and Research Lab*

* *Lynne Ingersoll*. Telecommuting and Boundaries, Fall 2003.
* *Jessica England Sides*: Work-Family-School Balance, Spring, 2002.
* *Jessica Carlsen*, Sense of Community in Blogs, Spring 2004.
* *Annaliese Thomas,* Health Virtual Communities, Fall 2006.
* *Nick Conley,* Health Virtual Communities, Spring 2007.
* *Katherine Keeton,* Trolls online
* *Sarah Metts*, Sense of virtual community and identity
* *Margo Villarosa,* Lab research assistant
* *Melissa Jourdain,* Lab research assistant
* *Sherifa Johnson,* Lab research assistant
* *Kama Green,* Lab research assistant
* *Lindsey Rutherford,* Lab research assistant
* *Veronica Lett,* Lab research assistant
* *Anthony ,* Lab research assistant

*Graduate Independent Study*

* Richard Louie, Virtual COMmunity Research Lab, Spring 2009-
* *Nikki Blacksmith,* Sense of Virtual community in a blog, Summer 2006-Fall 2007.
* *Heather Gordon,* Sense of Virtual community in a blog, Summer 2006- Fall 2007.

**Student Committees (Member)**

* *Feleisa Stukes, PhD* inComputing and Informatics (Co-Chair). *Supporting activity in Communities of Purpose,* Dissertation
* *David Askay,*Quals Committee, Doctoral Committee, Organization Sceince
* *Daniel Bonilla,* Quals committee, Doctoral Committee, Organization Science
* *Pamela Wisniewski*, Doctoral Committee, MIS
* *YiMing Zheng*, Doctoral Committee, MIS
* *April Spivak*, Quals, Predoctoral project in Organization Sciences
* *David Askay,* Predoctoral project in Organization Sciences, Quals committee
* *Annada Hypes*. PhD in Health Psychology.
* *Kimberly Miller*. Undergraduate Honor’s Thesis.
* *Amber Glow*. Masters in I/O Psychology. *The relationship of perceived social support and work-family spillover, job satisfaction and well-being.* Defended Spring 2007.
* *Jason Nifong*. Masters in Community & Counseling Psychology. *Internet addiction*. Defended Summer 2006.
* *Jason Williams*. Masters in I/O Psychology. The effects of lateness to meetings. Defended Spring 2006.
* *Angela Bullock*. Masters in I/O Psychology. The effects of followership style on organizational commitment and job satisfaction. Defended Spring 2005
* *Carolyn Wolf*. Masters in I/O Psychology. *The differences between avoidable and unavoidable turnover in organizations*. Defended Spring 2004.
* *Chris Miller.* Masters in I/O Psychology. *Conscientiousness and International Managerial Performance*. Defended Spring 2004.
* *Kimberly McKessey***.** Masters in I/O Psychology *Similarity and differences in personality type and the quality of leader-member exchange (LMX)*. Defended Spring 2003.
* *Gena Dechant*. Masters in I/O Psychology *Emotional intelligence (EQ) and retention*. Defended Spring 2003.
* *Kia Linker***.** Masters in I/O Psychology. *Executive coaching.* Spring 2002.
* *Breni Rice*. Masters in I/O Psychology. Performance feedback and the Big 5, Fall 2003.
* *Jeremy Theissen*. Masters in I/O Psychology, Employee motivation and Six Sigma. Defended Spring 2003.
* *Andrea Gemma*. Masters in I/O Psychology *The effects of personality, support and family characteristics on job burnout in the workplace.*
* *Patrick Ingham*. Masters in I/O Psychology. *Leadership on virtual teams.*
* *Rachel Woodall*, Masters in I/O Psychology, *A model of Cyberloafing Stress, and Justice*.
* *Jennifer Hosey,* Masters in I/O Psychology, *Emotional Labor in a Healthcare Environment*
* *Nimi Jahardhanam,* Masters in Community & Counseling Psychology, *Health symptons and Emotional Intelligence*
* *Jennifer Charles Sicotte,* Masters in I/O Psychology,

**ACADEMIC SERVICE**

**Departmental**

* International Education Committee, 2013-
* Advisory Committee, 2010-
* I/O Psychology Hiring Committee, 2012
* Advisor Hiring Committee, Chair 2010
* Editor, UNC Charlotte Undergraduate Journal of Psychology, 2005-2009
* Member, Psychology Department Diversity Committee 2008-2009
* Chair (2006) and Member (2003, 2005) Graduate Student Admissions committee, Masters in I/O
* Member of the Centeral Carolina Conference in Psychology planning committee, 2006
* Member of the Psychology Department Workload Committee, 2002-2006
* Member of the Masters in I/O Revision Committee, 2003-2004
* Member of the I/O Search Committee, 2002-2005
* Psychology Department Meeting Note taker, 2001-2002
* ASC Departmental Fund Drive Coordinator, 2001-2006

**College**

* Reassignment of Duties Leave 2013-2015
* Digital Arts, Science, and Technology 2013-, Leader
* Organizational Science Advisory Committee 2008-2012
* Organizational Science Summer Institute, Admissions Committee, 2011
* Organizational Science Summer Institute, Mentor, 2011
* Member, Organization Science transdisciplinary conference planning committee
* Member, Organization Science graduate student Admissions committee
* Member, Organization Science Summer Institute student admittance committe
* Member, Organization Science Summer Institute planning committee
* Member, Organization Science Transdisciplinary Event Planning committee, 2006-2007
* Advisor, student Society for Human Resource Managers (SHRM) group, 2002-present.
* Member Organizational Science PhD Development Committee, 2003-2006
* College of Arts and Sciences Faculty Council Alternate Representative, 2002-2004

**University**

* Organizational Science Summer Institute Fellow Mentor 2010-
* Developer, Moderator and Evaluator, GradNet, Virtual community for UNC Charlotte Graduate Students, 2012-
* Developer and Moderator, PhDAdvisors, Listserv for UNC Charlotte PhD Advisors
* Faculty Affiliate, Center for Graduate Life, UNC Charlotte Graduate School

**Community**

* Survey Consultant, Myers Park Baptist Church, 2011-
* Survey Consultant, Camp Blue Skies volunteer and Caregiver exit survey, 2011-
* Board member, Holy Communications, to set up virtual communities for Myers Park Baptist Church.
* Ad hoc advisor to Meck Connect, at Mecklenberg County initiative to increase citizen involvement.
* Survey consultant for annual parent survey for Thompson Child and Family Focus. Ongoing from May 2007-2010.
* Invited speaker, on “The Virtual Employee: Staying in the loop while out of the office.” *IBM Charlotte Technical Symposium.* Charlotte, NC.
* Treasurer and Executive board member for North Carolina I/O Psychologists, 2002-2007
* Judge at NC Psychology Graduate and Undergraduate Research Fair, 2002

**Media Appearances**

* Pixel Point Press
* The Daily Burn
* WBTV, WCCB
* Shelby Star
* Charlotte Observer
* Gastonia Gazette
* Lake Norman News
* UNC Charlotte Alumni Magazine
* EXCHANGE, the UNC Charlotte College of Arts and Sciences Alumni magazine
* UNC Charlotte’s Women in Science project
* University City Magazine
* New Jersey Star Ledger
* Los Angeles Times
* Panelist on local NPR Affiliate WFAE’s Charlotte Talks (2008, 2009, 2014)

**PROFESSIONAL SERVICE AND AFFILIATIONS**

**Editorial Review Boards**

* Journal of Business and Psychology (2014-)
* Small Group Review (2013-)
* Management of Information Systems Quarterly (MISQ), Associate Editor, Special Issue (2013-2015)
* Journal of Applied Communication Research (2012-)
* Organization Science (2008- )
* Journal of Computer Mediated Communication (2008-2010)
* International Journal of e-Collaboration (2006-2010)
* Journal of Management (2006-2008)
* Virtual Work and Human Interaction Research: Qualitative and Quantitative Approaches, Shawn D. Long (Editor)

**Ad Hoc Reviewer For Journals and Peer Reviewed Books**

* Administrative Science Quarterly
* Social Behavior and Psychology
* Computers and Education
* Small Group Research
* Journal of Communication
* American Journal of Community Psychology
* Information and Management
* Technology in Society
* Forum for Social Economics
* International Journal of Internet Science (IJIS)
* The Information Society
* New Media and Society
* Information, Communication, and Society
* American Psychologist
* Journal of Applied Psychology
* MIS Quarterly (MISQ)
* The DATA BASE for Advances in Information Systems
* Information Systems Research (ISR)
* Journal of Management Information Systems (JMIS)
* Social Science Computer Review (SSCR)
* The Psychologist Manager Journal
* Encyclopedia of E-collaboration Technologies
* Journal of Prevention and Intervention in Communities

**Awards**:

* Nominated: Best reviewer reward, AOM OCIS division, 2010

**Conference Reviewer**

* INGroup
* The Academy of Management (AOM)
* Society of I/O Psychologists (SIOP)
* Hawaii International Conference on System Sciences (HICSS)
* The International Conference on Information Systems (ICIS)
* European Conference on Information Systems
* The Association of Internet Researchers (AoIR)

**Proposal Reviewer**

* Dutch Research Council
* National Science Foundation
* National Science Foundation CAREER Grant
* Social Sciences and Humanities Research Council of Canada (Grant)
* Responsible Innovation (MVI) Dutch Government Grant

**Conference Service**

* Associate Editor, Organizational Communication and Information Systems division, Academy of Management Conference, 2007-present
* Associate Editor, Online communities division, International Conference on Information Systems, 2010
* Chair, Nominations committee, Organizational Communication and Information Systems division, Academy of Management Conference, 2007-2008
* Continuing Education Committee Member, Society for I/O Psychologists annual conference, 2007-2008.
* Organizer and presiding officer of the Southeastern I/O Psychology Association (SEIOPA) Seminar for SEPA Conference, 2008
* Volunteer, Organizational Communication and Information Systems division, Academy of Management Conference, 2006

**PROFESSIONAL EXPERIENCE**

* *Senior Research Associate and Project Manager***,** Claremont Graduate University Research Institute, Claremont, CA (1995-1999)
* *Research Consultant,* Claremont, CA, 1993-1999
* *Computing and Statistics Consultant,* The Claremont Graduate University, Claremont, CA, 1994-1995
* *Manager, Quantitative Analyst,* American Express, New York, NY, 1991-1992
* *Senior Quantitative Analyst,* Citicorp POS Information Services, Stamford, CT, 1998-1991

**Member**

1. Academy of Management (OCIS, MOC)
2. INGroup
3. National Communication Association
4. Society for Industrial and Organizational Psychology
5. Association of Internet Researchers
6. North Carolina I/O Psychologists
7. American Psychological Association
8. Charlotte Area Society of Human Resource Management
9. Charlotte Area Society for Training and Development