

María J Méndez

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EDUCATION

- 2009 *Ph.D. Business Administration, Management*
New Mexico State University, Las Cruces, NM
Dissertation: “A closer look into collective leadership: is leadership shared or distributed?”
- 2004 *Ingeniería Superior Industrial*
Universidade de Vigo, Spain
(Six-year degree equivalent to BS and MS in Industrial Engineering in the American education system as established by World Education Services).

PROFESSIONAL WORK EXPERIENCE

- 2022 – Present *Associate Professor of Management*
Department of Management
California State University, Chico CA
- 2016 - 2022 *Assistant Professor of Management*
Department of Management
California State University, Chico CA
- 2009 - 2016 *Assistant Professor of Management*
Judd Leighton School of Business and Economics
Indiana University South Bend (South Bend, IN)
- 2008 - 2009 *Acting Assistant Professor of Management*
Judd Leighton School of Business and Economics
Indiana University South Bend (South Bend, IN)
- 2004 - 2008 *Teaching Assistant and Instructor*
College of Business
New Mexico State University (Las Cruces, NM)

AWARDS & GRANTS

- 2011 *Best Young Scholar Award*
11th *International Academy of Management and Business* meeting in San Francisco, CA.
- 2009 *Outstanding Doctoral Student Research Award*
New Mexico State University, Management Department (Las Cruces, NM).
- 2012 *Research Fellowship (\$1,000)*
Judd Leighton School of Business and Economics, Indiana University South Bend
- 2012 *Faculty Research Summer Grant (\$8,500)*
Indiana University South Bend
- 2010 *Distance Education Course Development Grant (\$2,000)*
University Center for Excellence in Teaching, Indiana University South Bend

RESEARCH PUBLICATIONS

Refereed Journals

- 2021 Liu, J.T. & **Mendez, M.J.** (2021) The attributional-counterfactual theory of need: integrating theories to predict need norm use. *Business Ethics Quarterly*, pp. 1-33.
- 2018 **Mendez, M.J.**, Vollrath, D.A., & Ritter, L.* (2018). I and we: does identity explain undergraduates' ethical intentions? *Journal of Business Ethics Education*, 15, 78-98.
- 2015 **Mendez, M.J.**, Howell, J.P., & Bishop, J.W. (2015). Beyond the unidimensional collective leadership model: study of leadership patterns in committees. *Leadership and Organization Development Journal*, 36(6), 675-696.
- 2015 **Mendez, M.J.**, Al Arkoubi, K., & Cai-Hillon, Y. (2015). Business leadership education: A virtual storytellers exercise. *Academy of Educational Leadership Journal*, 19(1), 153-166.
- 2015 **Mendez, M.J.** & Busenbark, J.R.* (2015). Shared leadership and gender: all members are equal... but some more than others. *Leadership and Organization Development Journal*, 36(1), 17-34.
- 2008 Chavez, C. & **Mendez, M.J.** (2008). Mood, emotion, and affect in group performance (MEAP): An experiential Exercise. *Organization Management Journal*, 5, 153-166.
- 2007 Howell, J.P., DelaCerde, J., Martínez, S.M., Bautista, J.A., Ortiz, J., Prieto, L., Dorfman, P., & **Mendez, M.J.** (2007). Leadership and culture in Mexico. *Journal of World Business*, 42, 449-462.

Works in Progress

Mendez, M.J., Liu, J.T. & Persons, B. *Inclusion does not mean Equal Participation: Antecedents of Gender Neutrality in Shared Leadership Emergence*. To be submitted for publication to journal *The Leadership Quarterly* in fall 2021.

Mendez, M.J. & Ishqaidif, G.S. *Leadership pattern and performance in HR simulations*. Waiting for a second round of data collection.

Book Chapters

- 2008 Howell, J.P. & **Mendez, M.J.** (2008). Three perspectives of followership. In R.E. Riggio, I. Chaleff, and J. Lipman-Blumen (Eds.) *The Art of Followership. How great followers create great leaders and organizations*, pp. 25-39. San Francisco, CA: Wiley.
- 2006 Harikumar, T. & **Mendez Rodriguez, M.J.** (2006). CEO Risk Aversion and Option Compensation: An Empirical Analysis. In J. Roufagalas (Ed.), *Resource allocation and institutions: Explorations in Economics, Finance, and Law*. Greece: ATINER.

Peer-reviewed Conference Proceedings

- 2011 **Mendez, M.J.**, Howell, J.P. & Bishop, J. (2011). Beyond the unidimensional collective leadership model: study of leadership patterns in committees. *Proceedings of the International Academy of Management and Business meeting in San Francisco, CA*.

* Undergraduate student coauthor.

- 2007 **Mendez, M.J.** & Cai-Hillon, Y. (2007). Analysis of virtual teams. A storytellers exercise. *Proceedings of the Southern Management Association meeting in Nashville, TN.*
- 2005 **Mendez Rodriguez, M.J.** (2005). Business ethics construction: A dialogic perspective. *Proceedings of the Standing Conference for Management and Organizational Inquiry in Philadelphia, P.A.*

CONFERENCE PRESENTATIONS

Peer-reviewed Presentations

- 2021 **Mendez, M.J.**, Liu, J.T. & Persons, B. Inclusion does not mean Equal Participation: Antecedents of Gender Neutrality in Shared Leadership Emergence. *To be presented in the hyflex October 2021 International Leadership Association annual conference in Geneva, Switzerland.*
- 2011 **Mendez, M.J.**, Howell, J.P. & Bishop, J. (2011). Beyond the unidimensional collective leadership model: study of leadership patterns in committees. *Presented in the International Academy of Management and Business meeting, San Francisco, CA.*
- 2010 **Mendez, M. J.** (2010). Building on authors' discrepancies to propose a two-dimensional operationalization of collective leadership. *Presented in the Academy of Management annual meeting, Montreal, Canada.*
- 2007 **Mendez, M.J.** & Cai-Hillon, Y. (2007). Analysis of virtual teams. A storytellers exercise. *Presented in the Southern Management Association meeting, Nashville, TN.*
- 2006 Howell, J.P. & **Mendez, M.J.** (2006). Three perspectives of followers. *Presented in the 16th Kravis de Roulette Leadership annual conference in Claremont, CA.*
- 2005 Al Arkoubi, K. & **Mendez Rodriguez, M.J.** (2005) *Exploring the Correlations Between Emotional Intelligence and Transformational Leadership.* *Presented at the annual meeting of the American Society of Business and Behavioral Science, Las Vegas, NV.*
- 2005 **Mendez Rodriguez, M.J.** (2005). Business ethics construction: A dialogic perspective. *Presented in the Standing Conference for Management and Organizational Inquiry in Philadelphia, P.A.*

Panel Presentations

- 2008 Howell, J.P. & **Mendez, M.J.** (2008). Three perspectives of followership. *Presented in the International Leadership Association annual meeting, Los Angeles, CA.*

SCHOLARLY ACTIVITIES FOR ACADEMIC ORGANIZATIONS

Journal Reviews

- 2021 Leadership and Organization Development Journal (2 rounds)
- 2019 Leadership and Organization Development Journal (2 papers)
- 2018 Leadership and Organization Development Journal
- 2013 Leadership and Organization Development Journal

Conference Reviews

- 2017 Academy of Management, Atlanta GA.
- 2015 Academy of Management, Vancouver (Canada).
- 2010 Academy of Management, Montreal (Canada).
- 2008 Southern Management Association, Nashville TN.
- 2006 Eastern Academy of Management, Saratoga Springs, NY.
- 2005 Southwest Decision Science Institute, Dallas TX.
- 2005 Standing Conference for Management and Organizational Inquiry, Philadelphia PA.

- 2005 Southern Management Association, Charleston SC.
Conference Discussant Role
 2008 Southern Management Association, Nashville, TN
 2005 Academy of Management, Oahu, HI

TEACHING COURSES TAUGHT

- 2016-present California State University, Chico
MGMT 448 Team and Conflict Management
MGMT 443 Organizational Design and Change
MGMT 303 Survey of Management
- 2008-16 Judd Leighton School of Business and Economics, Indiana University South Bend
BUS B503 Leadership and Change ()*; *BUS Z302 Managing and Human Behavior (*)*; *BUS Z490 Independent study on Leadership and Gender*; *BUS X310 Business Career Planning and Placement*; *BUS W430 Organizations and Organizational Change*.
- 2004-08 New Mexico State University, Las Cruces, NM
MGT 309 Human Behavior in Organizations; *MGT 453 Leadership and Motivation*; *MGT 454 Work Teams in Organizations*.
- (*) Courses taught during 2014-15, 2015-16 academic years (1 year of service credit).

OTHER TEACHING HIGHLIGHTS

Teaching Activities in Other Universities

- 2010 Team management workshop in Entrepreneurship Seminar.
Universidad de Yucatán in Mérida, Mexico.
- High Impact Teaching Activities Designed and Coordinated
- 2021 Designed and coordinated 91 students in the recording and edition of 12 episodes for a podcast that will be called “How is Covid-19 Changing Org Design in California?” Students interview top managers of medium to large orgs to learn about the long-term impact of the Covid-19 pandemic on organizational structure, culture, HR policies, and decision-making procedures. The project is ongoing and is designed to disseminate important business information within our state.
- 2019 Designed and coordinated 94 students in the collection and analysis of focus group data from CSU Chico business undergraduate students and alumni. Results were presented to Dean Terence Lau, Associate Dean Ken Chapman, and the Chair of the COB Strategic Committee Mitch Casselman.
- 2014 Designed and coordinated 73 students in a *service learning activity* generating creative solutions for a challenge proposed by Green Bridge Growers, South Bend, IN.
- 2013 Designed and coordinated 59 students in a *service learning activity* generating creative solutions for a challenge presented by the South Bend Parks and Recreation Department, South Bend IN.
- 2013 Designed and coordinated 76 students in a *service learning activity* generating creative solutions for a challenge presented by the Purple Porch food Cooperative, South Bend, IN.
- 2008 Organized *Mock Job Interviews* for 125 students with local HR professionals, South Bend, IN.

Academic Development Activities

- 2021 *Participant in the GoFlex Summer Institute* 5-day training, CSU Chico (Chico, CA).
- 2021 *Participant in Go Virtual Winter Intersession* 6-day training, CSU Chico (Chico, CA).
- 2017 *Participant in High Impact Presentations* two-day training organized by Dale Carnegie (Sacramento, CA).
- 2016 *Participant in Faculty Writing Groups*, Faculty Learning Community. CSU Chico (Chico, CA).
- 2015 *Hybrid Course Design Training*. Indiana University South Bend (South Bend, IN).
- 2013 *High Impact Pedagogy Workshop*, Indiana University South Bend (South Bend, IN).
- 2012 *Participant the Master Teacher Program* 3-day training on teaching excellence in higher education, Georgia State University (Atlanta, GA).
- 2010 *Participant in Distance Learning Seminar*, Indiana University South Bend (South Bend, IN).
- 2010 *Participant in Making OB More Engaging* webinar delivered by Jason Colquitt.
- 2006 *Participant in Peer Coaching Program* - New Mexico State University (Las Cruces, NM).

SERVICE SERVICE TO CALIFORNIA STATE UNIVERSITY, CHICO

Service to CSU, Chico Campus

- 2022-23 Presenter, Panel of newly tenured faculty (New Faculty Forum)
- 2021-22 Presenter, Panel Podcasting training forum organized by Faculty Development Office
Member, Student Awards for Research and Creativity (SARC) - spring
Faculty Marshall, Commencement Ceremony (Upcoming) – spring
- 2020-21 Presenter, online Commencement Ceremony – spring
No service during fall semester (maternity leave)
- 2019-20 Member, Student Awards for Research and Creativity (SARC)
Member, Student Grievance Panel
- 2018-19 Member, Faculty Development Advisory Board (FDEV)
Member, FDEV Assessment Faculty Training Subcommittee
Stage Party, Commencement Ceremony (May 18, 2019)
- 2017-18 Member, Faculty Development Advisory Board - spring
Panelist, Inclusive Teaching Academy (June 11, 2018)
Faculty Marshall, Commencement Ceremony (May 20, 2018)
- 2016-17 Co-organizer, New Faculty Activity Group

Service to College of Business

- 2021-22 Member, Undergraduate Curriculum Committee (UCC) – spring
- 2020-21 Member, Undergraduate Curriculum Committee (UCC) – spring
No service during fall semester (maternity leave)
- 2019-20 Member, Undergraduate Curriculum Committee (UCC)
- 2018-29 Member, Undergraduate Curriculum Committee (UCC) - fall
Member, Assurance of Learning UCC subcommittee
- 2017-18 Co-coordinator, Business Writing group.

Service to Department of Management

- 2021-22 Coordinator, MGMT303 - spring
Member, Management Curriculum Committee (DCC) – spring
- 2020-21 Coordinator, MGMT303 - spring
Member, Management Curriculum Committee (DCC) – spring
No service during fall semester (maternity leave)
- 2019-20 Coordinator, MGMT303
Co-Chair, Management Awards Committee – leading rewrite of award descriptions
Secretary, Management Curriculum Committee (DCC)
Class visitation of Professor June Covington
Class visitation of Professor Michael Polsan
- 2018-19 Coordinator, MGMT303 – set curriculum across sections and selection of new textbook.
Co-Chair, Management Awards Committee
Member, Management Curriculum Committee (DCC)
Member, Paradise Students Committee
Class visitation of Professor Sue Maligie
Class visitation of Professor Randall Bettencourt
Class visitation of Professor Linda Clark-Borre
- 2017-18 Coordinator, MGMT303 – review of existing textbook options for general management
Class visitation of Professor Ryne Johnson
Member, Management curricular coordination
- 2016-17 Member, Management curricular coordination
Class visitation of Professor David Agoff
Class visitation of Professor Peter Straus
Class visitation of Professor Sean Morgan

SERVICE TO INDIANA UNIVERSITY SOUTH BEND

Indiana University System

- 2009-13 Oncourse Priorities Committee, South Bend liaison.

Campus

- 2014-15 Co-chair, Campus Assessment Committee (*)
- 2012-14 Member, Campus Assessment Committee
2014 Presented twice in Course Design Institute Workshop (*)
- 2013-15 Member, Student Publications Board (*)
- 2010-11 Member, General Studies Degree Committee
2009 Moderator, First Orientation for Parents in Spanish
2009 Panelist, Muticultural Students on Tour
2009-11 Faculty advisor, Latino Student Union.

School of Business

- 2012, 2014 Presenter, New Student Orientation Panel.
- 2008-09, 2010-15 Member, Business Planning and Assessment Committee. (*)
- 2008, 2012 Member, HR Lecturer Search and Screen Committee
- 2011 - 2012 Library liaison for School of Business and Economics.
- 2009 - 2010 Member, Faculty Development Committee.
- 2009 - 2015 Collection of assessment rubric data from undergraduate and graduate students. (*)
- 2008-09 Faculty Co-advisor, *Student Chapter of the Society for Human Resource Management.*

PROFESSIONAL AFFILIATIONS

Academy of Management Association
International Leadership Association

(* Service relevant to my tenure evaluation (1 year of service credit).