**SHERYL L. WALTER**

Department of Management & Entrepreneurship

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**EDUCATION**

* **Ph.D.**, University of Iowa August 2016

Management & Organizations

*Dissertation:* Who Develops? Understanding the Role of Leadership Mindset in Developmental Opportunities.

*Committee:*Amy Colbert (chair), Kenneth Brown, Maria Kraimer, Ning Li, and Greg Stewart.

* **Masters Business Administration**

Depaul University

Concentration: Financial Management and Control

* **B.S. Mechanical Engineering**

Ohio Northern University

**RESEARCH INTERESTS**

* Motivation and engagement
* Leadership development
* Individual differences impacting learning/training
* Research methods

**PUBLICATIONS**

* Li, N., Zhao, H., **Walter, S.,** Zhang, X. & Yu, J. (2015). Achieving more with less: Extra milers’ behavioral influences in team. *Journal of Applied Psychology, 100*(4), 1025-1039.
  + *Cited in Harvard Business Review: January 2016*
* Greco, L., O’Boyle, E., & **Walter, S.** (2015). Absence of malice: A meta-analysis of non-response bias in counterproductive work behavior research. *Journal of Applied Psychology, 100*(1), 75-97.

**RESEARCH IN PROGRESS**

* Walter, S., Seibert, S., Goering, D., & O’Boyle, E. A Tale of Two Sample Sources: Do Results from Online Panel Data and Conventional Data Converge? 1st R&R, *Journal of Business and Psychology*
* O’Boyle, E., Banks, G., Carter, K., Walter, S., &. Yuan, Z. A 20-Year Review of Outcome Reporting Bias in Moderated Multiple Regression. 2nd R&R, *Journal of Business and Psychology*
* Walter, S., Carter, K., & Harman, D. My office has a window: How workspace satisfaction relates to engagement and citizenship behavior. Writing phase. Target Journal: *Journal of Applied Psychology.*
* Greco, L., Walter, S. & Scrimpshire, A. A Qualitative and Quantitative Review of the Identification at Work: Relative Contribution of Team, Organizational, and Professional Targets. Proposal sent to special issue for the *Journal of Organizational Behavior*
* Baldwin, T., Berry, C., Gonzalez-Mulé, E., Guarana, C., O’Boyle, E. & Walter, S. (authorship order to be determined). Racial differences in the discipline of police officer’s misconduct. Data analysis phase. Target Journal: *Organizational Behavior and Human Decision Processes* special issue on misconduct
* Gonzalez-Mulé, E., Walter, S, & Ryu, J. The importance of being nice: an examination of the circumplex relationship between leader’s extraversion and agreeableness on team performace. Data analysis phase. Target Journal: *Journal of Applied Psychology*
* Walter, S., Colbert, A. and Goering, D. How autheniticity interacts with work tasks to influence individual’s motivation and well-being. Data collection phase.

**CONFERENCE PRESENTATIONS**

* Walter, S., Seibert, S., Goering, D., & O’Boyle, E. An Examination of the Convergence of Online Panel Data and Conventionally Sourced Data. Accepted at the 2016 Academy of Management Annual Meetings (Aniheim). Selected for publication in Academy of Management Proceedings.
* Downes, P., Walter, S., & Crawford, E. What You See is How You Act: The Roles of Perceived and Actual Centrality in Individual Motivation and Performance. Presented at the 2015 Academy of Management Annual Meetings (Vancouver).
* O’Boyle, E., Banks, G., Carter, K., & Walter, S. What moderates moderators? A meta-analysis of interactions in management research. Presented at the 2015 Academy of Management Annual Meetings (Vancouver).
* Li, Zhao, Walter, Zhang, & Yu. Elite Members’ Behavioral Influence in Teams. Presented at the 2014 Society of Industrial/Organizational Psychology Annual Meeting (Honolulu).
* Greco, Walter, & Follmer. Shared leadership in teams: An investigation of conflict and task performance. Presented at the 2014 Academy of Management Annual Meetings (Philedelphia).
* Colbert, Bloom, Walter, & Georing. Being Yourself (Sometimes): Within Individual Variance in Authenticity at Work. Presented at the 2014 Academy of Management Annual Meetings (Philedelphia).
* Greco, L. & Walter, S. The Need For Cognition: A Meta-Analysis Clarifying the Link to Intelligence and Personality. Presented at the 2013 Academy of Management Annual Meetings (Orlando).
* Downes, P. E., & Crawford, E. R, & Walter, S. A social network approach to diversity in teams. Presented

at the 2013 Academy of Management Annual Meetings (Orlando).

**TEACHING EXPERIENCE**

* ***Instructor: Wells Honor Seminar in Leadership*** (Indiana University, Undergraduate: BUS Z-494) Fall 2016 Overall rating 6.2/7.0, n=38

Spring 2017 Overall rating 6.7/7.0, n=36

Fall 2017 Overall rating 6.8/7.0, n = 30

* ***Instructor: Strategic Employee Development*** (University of Iowa, Graduate: MGMT 245, Spring 2013)

Overall rating 5.8/6.0, n=12

* ***Instructor: Leadership and Personal Development*** (University of Iowa, Undergraduate: MGMT 162, Fall 2013)

Overall rating 5.9/6.0, n= 24

**AWARDS AND GRANTS**

* Presidential Fellowship, University of Iowa (2011-2016)

**PROFESSIONAL SERVICE**

* ***Academy of Management Reviewer***

Organizational Behavior Division: 2012-2015

* **Ad-Hoc Reviewer**

Academy of Management Journal

Personnel Psychology

**INDUSTRY EXPERIENCE**

* Lilly Pharmaceutical, *Senior Salesperson* (2005-2010)
* Pentair, *Regional Sales Manager* (2004-2005)
* Cooper Industries, *District Sales Manager* (2004),

*Sales Representative*  (1996-2004)

*Engineer* (1994-1996)

**PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

* Academy of Management (HR, OB, and RM divisions).
* Society for Industrial and Organizational Psychology.