

Madison Mastodon

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Education

Doctor of Philosophy in Business Administration, New Mexico State University, 20xx. Major: Management. Minor: Rhetoric and Professional Communication.

Master of Science in Industrial Relations, Purdue University, 1986.

Master of Business Administration, Baylor University, 1984.

Bachelor of Business Administration, Baylor University, 1983.

Research Interests

Performance-based pay
Supervisor behavior
Work and health
Participatory action research
Person-environment fit

Current Research Projects

Manuscripts under review

Protecting employee health: additional approaches for human resource managers (at *Human Resource Management*)

Working papers

College student-university fit and its consequences
Convincing managers to devote resources to employee well-being: an expectancy-theory approach
Reactions to selection methods: an international comparison.
Mentoring instruments: a review
Managerial behaviors that build (and undermine) trust and credibility

Research in progress

The effects of student housing: an on- off-campus comparison

Experience

Associate Professor, Indiana University-Purdue University Fort Wayne, Division of Organizational Leadership & Supervision, August 1999–present. Undergraduate courses taught: *Human Resource Issues*, *Managing Job Stress and Health*, *Staffing*, and *Compensation*. Master's courses taught: *Foundations of Human Resources*, *Compensation and Benefits*.

Graduate Assistant, New Mexico State University, Department of Management, August 1994–May 1999. Courses taught: *Human Relations*, *Management Functions and Processes*.

Team Leader/Training Specialist, Westinghouse Electric Corporation, March 1991–August 1994. Created training programs and organization improvement plans; analyzed problems and recommended solutions; led employee development team. Implemented a management training program awarded significant and notable achievements by the Department of Energy. Received a special award for outstanding contributions to the success of Westinghouse's Waste Isolation Division.

Publications

Smith, B., & Bently, P. (20xx). The Contribution of Supervisor Behaviour To Employee Psychological Well-Being. *Work & Stress*, Volume 18, Number 3.

Smith, B. (20xx). Creating Healthy Workplaces: The Supervisor's Role. In C. Cooper & I. Robertson (Eds.), *International Review of Industrial and Organizational Psychology*, Volume 19.

McDougal, K., Hithe, L., & Smith, B. (20xx). Nonsalaried Employees' Careers: An Exploratory Study. *Career Development International*, Volume 7, Number 7.

Conference Proceedings

Scrog, W., Bently, P., Crossly, C., & Smith, B. Reactions to Selection Methods: An International Comparison. *Irish Academy of Management*, Dublin, September 20xx.

Smith, B., & Bean, P. Supervisor Behavior and Employee Psychological Well-Being. *Irish Academy of Management*, Waterford, September 20xx.

McDougal, K., High, L., & Smith, B. Non-exempt employees: Careers or Jobs? *Academy of Human Resource Development*, Honolulu, April 20xx.

Conference Presentations

King, T., Anders, L., & Smith, B. Is (S)He for Real? The Effects of Perceived Managerial Credibility on Cynicism, Trust, and In-role Behaviors. *Academy of Management*, New Orleans, August 20xx.

Smith, B., King, T., & Nick, B. Person-Environment Fit and Its Effects on University Students: An Exploratory Study. *Society for Industrial/Organizational Psychology*, Chicago, April 20xx.

Frank, E., & Smith, B. The Ocelot Case. *Midwest Academy of Management*, Toledo, April 20xx.

Experiential Exercises

Smith, B. (20xx). What's Up with the MN-12?! In M. Harris's *Human Resource Management: A Practical Approach* (2nd edition).

Smith, B., & Schwin, C. (20xx). What Should I Do? In M. Harris's *Human Resource Management: A Practical Approach* (2nd edition).

Grants

Indiana University's Overseas Conference Fund: \$600 (20xx); \$400 (2002).

IPFW International Conference Fund: \$600 (2004); \$400 (20xx).

IPFW Summer Research Fund: \$6,000 (20xx)

Community Service

Initiated and led a health-care utilization project for the City of Auburn (Indiana). The project's focus was identifying causes of health-care utilization, arriving at solutions for dealing with controllable causes, implementing solutions, and identifying lessons learned. Project time-frame: 20xx–20xx.

Presented research on supervisor behavior at a news conference held at IPFW during 20xx. Result: coverage in four newspapers and one corporate newsletter.

Professional Memberships

Member and conference-paper reviewer, Academy of Management.

Member, Irish Academy of Management.