

SAMANTHA A. CONROY

Department of Management, College of Business
Colorado State University, Fort Collins, CO 80523
Phone: 816.590.9664, E-mail: Samantha.conroy@colostate.edu

ACADEMIC EMPLOYMENT

Associate Professor of Management

Colorado State University, College of Business, July 2020 – Present

Assistant Professor of Management

Colorado State University, College of Business, June 2014 – June 2020

Research Assistant & Instructor

University of Arkansas, Sam M. Walton College of Business, August 2009 – May 2014

EDUCATION

Doctor of Philosophy in Business Administration

Management Concentration

Sam M. Walton College of Business, University of Arkansas, 2014

Master of Business Administration

Finance Emphasis

University of Missouri-Kansas City, December 2006

Bachelor of Science, *summa cum laude*

Human Resource Management Emphasis

Missouri State University, May 2004

AWARDS, GRANTS & HONORS

Overall Faculty Excellence Award, Colorado State University, Department of Management, 2019

Researcher of the Year Award, Colorado State University, Department of Management, 2016

HR Innovative Teaching Award, HR Division Academy of Management, 2019

Emerging Scholar Award, Colorado State University College of Business, 2018

Nominee, Colorado State University Alumni Association, Best Teacher Award, 2017

Dean's Scholar, Colorado State University College of Business, 2015, 2016

Pre-Catalyst for Innovative Partnerships Grant, Co-Principal Investigator, Developing an interdisciplinary team to provide solutions for aging workforce, \$5,000, 2016

Ralph Alexander Best Dissertation Award Finalist, Academy of Management Human Resource Division, 2015

College of Business Research Lab Participant Incentive Grant (\$1,000), 2015

James H. Penick Grant (with Nina Gupta, \$10,000), 2013-2014

SHRM Foundation Dissertation Grant Award (\$5,000), 2013

Distinguished Doctoral Fellowship (\$80,000), University of Arkansas, 2009-2013
First Place, Graduate Student Research Poster Competition, University of Arkansas
Graduate School, 2012
Outstanding Graduate Student Teaching Award, Sam M. Walton College of Business,
University of Arkansas, 2011

PUBLICATIONS

Conroy, S. Roumpi, D., Delery, J., & Gupta, N. (Accepted for publication). Pay Volatility and Employee Turnover in the Trucking Industry. *Journal of Management*.

Maynard, M. T., **Conroy, S.**, Lacerenza, C. N., & Barnes, L. Y. (Accepted for publication). Teams in the Wild are Not Extinct, but Challenging to Research: A Guide for Conducting Impactful Team Field Research with Ten Recommendations and Ten Best Practices. *Organizational Psychology Review*.

Park, S. & **Conroy, S.** (Accepted for publication). Unpacking the evolving process of pay-for-performance system implementation. *Human Resource Management Review*.

Becker, W. Belkin, L., **Conroy, S.** & Tuskey, S. (2021) Killing me softly: Electronic communications monitoring and employee and significant other well-being. *Journal of Management*, 47(4): 1024-1052.

Belkin, L., Becker, W. & **Conroy, S.** (2021) The Invisible Leash: The Impact of Organizational Expectations for Email Monitoring After-hours on Employee Resources, Well-Being and Turnover Intentions. *Group & Organization Management*, 45(5): 709-740.

Conroy, S. (2020). Setting base pay rates: Integrating compensation practice with human capital value creation and value capture. *Handbook of Research on Strategic Human Capital Resources*, Anthony Nyberg and Tom Moliterno (eds.). Northampton, MA: Edward Elgar.
**Invited book chapter based on identification as an up and coming scholar in the field of Strategic Human Capital*

Rawski, S. & **Conroy, S.** (2020) Beyond motivation to learn: Organizational identification & diversity-related training outcomes. *Journal of Organizational Behavior*, 41(5): 461-478.

Djurdjevic, E., Rosen, C., **Conroy, S.**, Rawski, S., & Sosna, K. (2019). The influence of political climate on job pursuit intentions and the moderating effect of Machiavellianism. *International Journal of Selection and Assessment*, 27(2): 180-192.

Conroy, S. & Gupta, N. (2019). Disentangling Horizontal Pay Dispersion: Experimental Evidence. *Journal of Organizational Behavior*, 40(3): 248-263.

Maynard, M. T., **Conroy, S.**, & Lacerenza, C. (2018). It Takes Two to Tango: The Management of Academic-Industry Partnerships Requires Multiple Perspectives. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11(4): 625-629.

Becker, W., **Conroy, S.**, Djurdjevic, E., & Gross, M. (2018). Crying is in the eyes of the beholder: An attribution theory framework of crying at work. *Emotion Review*, 10(2): 125-137.

Conroy, S., Becker, W., & Menges, J. (2017). The meaning of my feelings depends on who I am: Work-related identifications shape emotion effects in organizations. *Academy of Management Journal*, 60(3): 1-23.

Conroy, S. (2017). Tip of the iceberg: Pay Dispersion and Sorting Effects. *Academy of Management Discoveries*, 3(1): 91-92.

Conroy, S., Henle, C., Shore, L., & Stelman, S. (2017). Where there is light, there is dark: A review of the detrimental outcomes of organizational identification. *Journal of Organizational Behavior*, 38(2): 184-203.

**Recognized as one of the most downloaded articles in recent publication history (Jul 2016-Jun 2018)*

Conroy, S. & Gupta, N. (2016). Team pay-for-performance: The devil is in the details. *Group & Organization Management*, 41(1): 32-65.

**Selected for the Editor's Choice Collection*

Conroy, S., Yoon, Y. J., Bamberger, P., Gerhart, B., Gupta, N., Nyberg, A., Park, S., Park, T., Shaw, J., & Sturman, M. C. (2015). Past, Present and Future Compensation Research Perspectives. *Compensation & Benefits Review*, 47(5/6): 207-215.

Conroy, S. & O'Leary-Kelly, A.M. (2014). Letting go and moving on: Work-related identity loss and recovery. *Academy of Management Review*, 39(1): 67-87

Conroy, S., Gupta, N., Shaw, J., & Park, T. (2014). A multi-level approach to the effects of pay variation. *Research in Personnel and Human Resources Management*, 32: 1-64.

Gupta, N. & **Conroy, S.** (2013). Evidence-based lessons about financial incentives and pay variations. *WorldatWork Journal*, 22(2): 7-16.

Conroy, S., Franklin, D., & O'Leary-Kelly, A. M. (2013). Turmoil or opportunity? Retirement and identity-related coping. In J. K. Ford, J. R. Hollenbeck, & A. M. Ryan (Eds.), *The Nature of Work: Advances in Psychological Theory, Methods, and Practice*: 165-182.

Gupta, N., **Conroy, S.**, & Delery, J. (2012). The many faces of pay variation. *Human Resource Management Review*, 22(2): 100-115.

REFEREED CONFERENCE PRESENTATIONS

Delery, J., Roumpi, D., & **Conroy, S.** Human Capital Mobility: Examining the Case of Returning Employees. *Strategic Management Society meeting*, Minneapolis, 2019.

MacDonald, J., Eckerd, S., **Conroy, S.**, & Becker, W. Appealing to the Ideals and Oughts: Leadership-Follower Fit and Absenteeism. *Academy of Management meeting*, Boston, 2019.

Becker, W., **Conroy, S.**, & Tuskey, S. Pushed or Pulled Away: A Natural Experiment Investigating Turnover Shocks in the Manufacturing Industry. *Industry Studies Association meeting*, Nashville, 2019.

Conroy, S., Roumpi, D., Delery, J., & Gupta, N. Individual Pay Variability over Time and Turnover Outcomes in the Trucking Industry. *Academy of Management meeting*, Chicago, 2018.

Surface, E. A., Ellington, J. K., **Conroy, S. A.**, Harman, R., Drewes, D., Brandt, L. & Dezern, E. Impact of Changing Skill-based Pay Certification Criteria on Skill Proficiency. *Academy of Management meeting*, Chicago, 2018.

Shore, L., Henle, C. A., **Conroy, S. A.**, & Anderson, K. Observers of Leader Ostracism In a Workgroup: Why do Observers Join In? *Academy of Management meeting*, Chicago, 2018.

MacDonald, J., Eckerd, S., & **Conroy, S.** Explaining Withdrawal Processes through Regulatory Focus and Leadership Style. *Decision Sciences Institute meeting*, Washington D.C., 2017.

Becker, W., **Conroy, S.**, Djurdjevic, E., & Gross, M. Crying is in the eyes of the beholder: An attribution theory framework of crying at work. *Academy of Management meeting*, Anaheim, 2016.

Belkin, L., Becker, W. & **Conroy, S.** Exhausted, but unable to disconnect: The impact of after-hours emails on emotional exhaustion and work-family balance. *Academy of Management meeting*, Anaheim, 2016.

Conroy, S. & Djurdjevic, E. When Do Pay Raises Make Us Happy? *Society for Industrial and Organizational Psychology meeting*, Anaheim, 2016.

Djurdjevic, E., **Conroy, S.**, Rawski, S., & Sosna, K. The influence of political climate on job pursuit intentions and the moderating effect of Machiavellianism. *Society for Industrial and Organizational Psychology meeting*, Anaheim, 2016.

Sosna, K. U., **Conroy, S.**, Rawski, S. & Djurdjevic, E. Effects of Job Advertisement Information on Recommendations to Agentic and Communal Individuals. *Society for Personality and Social Psychology meeting*, San Diego, 2016.

Conroy, S. & Gupta, N. Does Your Pay Determine My Satisfaction? Pay Structure and Pay Level Satisfaction in Groups. *Academy of Management meeting*, Vancouver, 2015.

Guerber, A. & **Conroy, S.** Is Information Enough? An Investigation of the Effects of Executive Pay Disclosure on Future Pay Practices. *Sustainability, Ethics, & Entrepreneurship Conference*, Denver, 2015.

Conroy, S., Sosna, K., Rawski, S., & Djurdjevic, E. Risky Business: When Do Women Accept High Risk Pay Systems? *Society for Industrial and Organizational Psychology meeting*, Philadelphia, 2015.

Becker, W., **Conroy, S.,** & Menges, J. An Emotion-Based View of Professional Identity and Turnover Intentions. *Society for Industrial and Organizational Psychology meeting*, Philadelphia, 2015.

Conroy, S. & Gupta, N. The Equity, Equality, & Pay Variation Debate: Experimental Evidence. *Academy of Management meeting*, Philadelphia, 2014.

Djurdjevic, E., **Conroy, S.,** Liou, R., & Becker, W. A Social Perception Perspective on Managerial HR Decisions. *Society for Industrial and Organizational Psychology meeting*, Honolulu, 2014.

Djurdjevic, E. & **Conroy, S.** A theoretical investigation of pay raise decisions: Understanding the effects of employee warmth and competence. *Southern Management Association meeting*, New Orleans, 2013.

Conroy, S. & Gupta, N. Toward a cross-level theory of the pay variation and performance relationship. *Academy of Management meeting*, Orlando, 2013. **Finalist for Best Student Paper in the HR Division*

Conroy, S., Gupta, N., & Delery, J. Rethinking pay research, consider the system. *Labor and Employment Relations Association meeting*, St. Louis, 2013.

Conroy, S., O'Leary-Kelly, A., Liou, R. & Reeves, C. The role of support in victim identity disclosure at work. *Society for Industrial and Organizational Psychology meeting*, Houston, 2013.

Conroy, S., Delery, J. & Gupta, N. Pay policies and performance: Clarifying the role of ability and motivation. *Academy of Management meeting*, Boston, 2012.

Conroy, S., O'Leary-Kelly, A., Liou, R. & Reeves, C. Identity disclosure by intimate partner violence victims: When do they tell someone at work? *Academy of Management meeting*, Boston, 2012.

Conroy, S., Gupta, N., & Delery, J. Do statistical controls clarify, contaminate or confuse? Illustrations using pay variation. *Academy of Management meeting*, San Antonio, 2011. *
Published in 2011 AOM Best Paper Proceedings

Rose, A., Djurdjevic, E. & **Conroy, S.** Stakeholder power plays: The influence tactics stakeholders use to impact TMT responses. *Academy of Management meeting*, San Antonio, 2011.

Conroy, S., Delery, J. & Gupta, N. Perception versus reality: Disentangling the link between intended and perceived HR practices. *Strategic Human Capital Interest Group meeting*, Fisher College of Business, The Ohio State University, 2011.

Conroy, S. & Gupta, N. Team pay: Taking base pay to the next level. *Society for Industrial and Organizational Psychology meeting*, Chicago, 2011.

Conroy, S. & O’Leary-Kelly, A.M. Letting go and moving on: Employment-related social identity loss and recovery. *Academy of Management meeting*, Montreal, 2010.

Conroy, S., Gupta, N. & Delery, J. The many faces of pay variation. *Academy of Management meeting*, Montreal, 2010.

SELECTED MEDIA MENTIONS

The Wall Street Journal; The Boston Globe; BusinessInsider; CNBC; 850 KOA; AskMen; BizWest; Bustle; CNN Indonesia; Coloradoan; Corvallis Gazette-Times; Denver Business Journal; e! Science News; Elle online; Fast Company online; Fortune online; <http://www.humanresourcesonline.net/>; Inc. online; Insurance Business; Irish Sun; medlineplus.gov; MSN; CSU SOURCE; State Journal; STLtoday; The Financial Express; The Freepress Journal; The News-Times; Refinery29WebMD Health; World Economic Forum; Yahoo! Finance

TEACHING EXPERIENCE

Total Rewards and Performance Management, Colorado State University

Spring 2019, Fall 2019, Fall 2020

Changed student feedback process, no longer receive ratings

Fall 2018 – 4.9/5.0

Fall 2017 – 4.7/5.0

Fall 2016 – 5.0/5.0

Fall 2015 – 4.9/5.0

Fall 2014 – 4.9/5.0

Human Resource Management, Colorado State University

Spring 2019

Changed student feedback process, no longer receive ratings

Fall 2018 – 4.7/5.0

Spring 2018 (2 sections) – 4.9/5.0

Fall 2017 – 4.8/5.0

Spring 2017 (2 sections) – 4.9/5.0

Fall 2016 – 4.8/5.0

Spring 2016 (2 sections) – 4.7/5.0

Fall 2015 – 4.8/5.0

Spring 2015 (2 sections) – 4.8/5.0

Data Analysis and Interpretation, University of Arkansas

Spring 2014 (Honors Section) 4.8/5.0

Spring 2013 – 4.8/5.0

Fall 2012 – 4.8/5.0

Acquiring and Managing Human Capital, University of Arkansas

Spring 2012 – 4.8/5.0

Fall 2011 – 4.8/5.0

Fall 2010 – 4.4/5.0

Spring 2010 – 4.6/5.0

Teaching Development

Participant, *Your successful online course*, TILT short course, 2015, Colorado State University, Fort Collins, Colorado.

Participant, *Embedding information literacy into your course: Practical and innovative ideas*, TILT short course, 2014, Colorado State University, Fort Collins, Colorado.

Presenter, *Exchanging and sharing ways to facilitate student engagement*, Organizational Behavior Teaching Conference, 2012, St. Catharines, Ontario, Canada.

SERVICE

Professional Service

Advisory Board Member, *Workforce and Organizational Research Center*, January 2021 - Present

Faculty Affiliate, Social Policy Institute, *Washington University*, January 2021 - Present

Representative-at-Large, Strategic Human Capital Interest Group, *Strategic Management Society*, January 2021 - Present

Associate Editor, *Human Resource Management Review*, July 2020 - Present

Reviewer, AOM OB Division Outstanding Publication Award Committee, 2019

Editorial Review Board, *Compensation & Benefits Review*, January 2020 - present

Editorial Review Board, *Human Resource Management*, January 2019 - present

Editorial Review Board, *Journal of Organizational Behavior*, July 2017 - present

Social Media Chair, *Academy of Management HR Division*, 2017 - 2020

Ad-hoc Reviewer, *Academy of Management Journal*, *Academy of Management Review*, *Journal of Management*, *Personnel Psychology*, *Journal of Applied Psychology*, *Journal of Organizational and Occupational Psychology*, *Human Resource Management*, *Stress & Health*, *Journal of Business Research*, *European Journal of Work and Organizational Psychology*, *Human Resource Management Review*, *Journal of Business Ethics*, *Human Relations*, *Management Learning*, *Compensation & Benefits Review*, *Current Psychology*, *Journal of Management Studies*

PDW Organizer, Building the Compensation Research Community, *Academy of Management meeting*, Anaheim, 2016; Atlanta, 2017; Boston, 2019

Session Chair, HR Pay Differentiation, *Academy of Management meeting*, Boston, 2019

Session Chair, Advancements in Strategic Human Capital Research, *Academy of Management meeting*, Chicago, 2018
Session Chair and Discussant, Compensating through Employee Ownership Programs, *Academy of Management meeting*, Vancouver, 2015
Session Chair, The Role of Voice, Proactivity, Self-Efficacy, and Ambition in Career Development and Outcomes, *Academy of Management meeting*, Vancouver, 2015
Session Chair, Change the Discussion: Responding to Stakeholder Concerns and Measuring Returns, *Sustainability, Ethics, & Entrepreneurship Conference*, Denver, 2015.
Session Chair and Discussant, Examining Pay Issues, *Academy of Management meeting*, Philadelphia, 2014
Reviewer, *SHRM Dissertation Grant Awards*, 2016, 2017, 2019
Conference Paper Reviewer, *Sustainability, Ethics, and Entrepreneurship Conference*, *Society for Industrial and Organizational Psychology Annual Meeting*, *Southern Management Association Annual Meeting*, *Academy of Management Annual Meeting*
New Member Mentor, *Academy of Management Annual Meeting*, 2011, 2012

University Service

Member, Research Committee, College of Business, Colorado State University, July 2020 - Present
Search Committee Member, Post-doctoral Fellow Position, Department of Management, Colorado State University, Spring 2021
Search Committee Member, Department Chair, Department of Management, Colorado State University, Summer 2020
Search Committee Member, Post-doctoral Fellow Position, Department of Management, Colorado State University, Spring 2019
Search Committee Member, Tenure-track OB/HR Position, Colorado State University, Fall 2018
Chapter Co-Advisor, *Society for Human Resource Management student chapter*, Colorado State University, Fall 2014 - present
Internal/External Relationships Committee Member, *Department of Management Strategic Initiatives*, Colorado State University, Fall 2014 - present
Facilitator, *Business 100 Introduction to Human Resource Management*, Colorado State University, Fall 2016 - present
Graduate Student Showcase Judge, *Graduate School*, Colorado State University, Fall 2015
Panelist and Facilitator, Discovering Who You Want to Be: (Literally) Sorting Through Your Teaching Identity, *Baum Teaching Workshop*, University of Arkansas, Fall 2013
Guest Lecturer, Developing a Teaching Philosophy, *WCOB 6111: Seminar in Business Teaching for Doctoral Students*, University of Arkansas, Fall 2012, Fall 2013
Panelist, Balancing Research, Teaching, Service, and Everything Else, *WCOB 6111: Seminar in Business Teaching for Doctoral Students*, University of Arkansas, Fall 2012

Guest Lecturer, Doctoral Program Tips from the Graduate Student Award Recipient,
WCOB 6111: Seminar in Business Teaching for Doctoral Students, University of
Arkansas, Fall 2011

Student Advising and Committees

Erica Monnin, Doctoral Dissertation Committee Member, Education
Mellissa Patton, Graduate Committee Member, Communication
Mark Hutt, Doctoral Dissertation Committee Member, Education
Jennifer Douglas, Doctoral Dissertation Committee Member, Education
Marina Brito, Doctoral Dissertation Committee Member, Education
Kevin Walters, Doctoral Dissertation Committee Member, Psychology
Della Agbeke, Graduate Committee Member, Psychology
Sarah Tuskey, Doctoral Dissertation Committee Member, Business (Virginia Tech)
Greg Loebel, 2020, Doctoral Dissertation Committee Member, Psychology
Stacy Elwell-Chalmers, 2019, Doctoral Dissertation Committee Member, Education
Elizabeth Goodnite, 2018, Master's Thesis Committee Member, Design and
Merchandising
Jaclyn Menendez, 2018, Doctoral Dissertation Committee Member, Psychology
Hannah Playter, 2018, Honor's Thesis Advisor, Business
Eliza Wagner-Kinyon, 2018, Master's Thesis Committee Member, Communication
Studies
Karen Sigg, 2017, Honor's Thesis Advisor, Business
Lauren Cotter, 2016, Doctoral Dissertation Committee Member, Psychology
Monica Spachek, 2016, Honor's Thesis Advisor, Business
Meagan Stack, 2016, Honor's Thesis Committee Member, Business

Community

Volunteer Curriculum Developer & Facilitator, College Decision Making Tools, *Bessie
Moore Center for Economic Education*, Fayetteville, AR, 2013, rated 4.8/5.0
Volunteer Curriculum Developer & Facilitator, Social Entrepreneurship Lesson, *Bessie
Moore Center for Economic Education*, Fayetteville, AR, 2012
Volunteer Facilitator, *Junior Achievement Program*, George Junior High School,
Springdale, AR, 2011

PROFESSIONAL AFFILIATIONS

Strategic Management Society (SMS)
Academy of Management (AOM)
Society for Industrial and Organizational Psychology (SIOP)

BUSINESS EXPERIENCE

Consulting

Meyer Foods, Compensation Expert Consultant, Base Pay Structure, Summer 2019
Salary.com, Webinar Presenter, CompX: Variable Pay's Role in Organizational

Performance, Summer 2018

Project: Time Off, Invited Expert Panelist, Project: Time Off Upside of Downtime Series and Roundtable, Summer 2017

ALPS Solutions, Compensation Expert Consultant, Foreign Language Proficiency Bonus Study, Summer 2016

Yellow Roadway Corporation, Overland Park, Kansas, 3/08 – 7/09

Positions: Grant Program Manager & Senior Analyst.

H&R Block World Headquarters, Kansas City, Missouri, 10/06 – 3/08

Positions: Research Project Manager & Compensation Analyst.

Federal Reserve Bank of Kansas City, Kansas City, Missouri, 5/04 – 10/06

Position: Management Career Track Senior Analyst.

Meek's Corporate Office, Springfield, Missouri, 4/02 – 5/04

Positions: College Relations Assistant & Human Resources/Marketing Intern.