

Christine (Chris) A. Henle

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Colorado State University
Fort Collins, CO 80523
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ACADEMIC EXPERIENCE

- *Associate Professor of Management*, Colorado State University, 2012—present
- *Assistant Professor of Management*, Colorado State University, 2009—2012
- *Visiting Professor of Management*, University of Rhode Island, 2008—2009
- *Assistant Professor of Management*, University of North Carolina Charlotte, 2001—2008
- *Adjunct of Management*, Colorado State University, 2001
- *Adjunct of Management*, University of Colorado at Denver, 1999-2000

EDUCATION & CERTIFICATIONS

PhD, Industrial/Organizational Psychology, Colorado State University, Fort Collins, Colorado, May 2001

M.S., Industrial/Organizational Psychology, Colorado State University, Fort Collins, Colorado, December 1998

B.A., Management, Human Resources emphasis, University of Northern Iowa, Cedar Falls, Iowa, May 1995

B.A., Psychology, University of Northern Iowa, Cedar Falls, Iowa, May 1995

- Graduated Summa Cum Laude

Senior Professional in Human Resources (SPHR), 2006—present

SHRM Senior Certified Professional (SHRM-SCP), 2015—present

ACADEMIC GRANTS & HONORS

- *COB Summer Enterprise Research Program Grant*, \$15,000, Colorado State University, 2016, 2018
- *Dean's Scholar*, Colorado State University, 2010, 2011, 2012, 2014, 2016, 2017
- *Daniels Fund Ethics Fellow*, Colorado State University, 2014-2016
- *Best Reviewer in OB Division*, Academy of Management annual conference, 2015
- *Best Reviewer in OB Track*, Southern Management Association annual conference, 2013
- *College of Business Research Grant*, \$2000, Colorado State University, 2014
- *College of Business Research Grant*, \$3000, Colorado State University, 2013
- *College of Business Research Grant*, \$2995, Colorado State University, 2012
- Nominated for *2010 Best Teacher Awards*, Colorado State University, 2010
- *SHRM Foundation Grant*, \$75,390, Society for Human Resource Management, 2009
- *The Best Teachers in America Selected by the Best Students*, honored in 9th Edition of Who's Who Among America's Teachers, 2005
- *Johnson Award for Teaching Research and Development*, \$5000, University of North Carolina Charlotte, 2005
- *Junior Faculty Research Grant*, \$5089, University of North Carolina Charlotte, 2005
- *Wachovia Fund Fellowship Award*, \$7500, University of North Carolina Charlotte, 2003
- *Alpha Kappa Psi Teaching Award*, second place, University of North Carolina Charlotte, 2003
- *Childress Klein Research Award*, \$5000, University of North Carolina Charlotte, 2002
- *Outstanding Graduate Student in Industrial/Organizational Psychology*, Colorado State University, 1999
- *Purple & Old Gold Award for Meritorious Scholarship in Human Resource Management*, University of Northern Iowa, 1995

JOURNAL PUBLICATIONS

- Henle, C. A., Dineen, B. R., & Duffy, M. K. (in press). Assessing intentional resume deception: Development and nomological network of a resume fraud measure. *Journal of Business and Psychology*.
- Conroy, S., Henle, C. A., Shore, L., & Stelman, S. (2017). Where there is light, there is dark: A review of the detrimental outcomes of high organizational identification. *Journal of Organizational Behavior*, 38, 184-203.
- Dineen, B. R., Duffy, M. K., Henle, C. A., & Lee, K. (2017). Green by comparison: Deviant and normative transmutations of job search envy in a temporal context. *Academy of Management Journal*, 60, 295-320.
 *Research summarized in an article on CNBC (<http://www.cnbc.com/id/101397212>).
 *Research summarized in an article on benefitspro (http://www.benefitspro.com/2014/12/02/is-resume-fraud-more-common-than-ever?eNL=54874c59160ba06303e632c9&utm_source=BenefitsManagerPro&utm_medium=eNL&utm_campaign=BenefitsPro_eNLs&LID=161083471)
- Henle, C. A., Fisher, G., & Mattingly, V. (2015). Beyond the motherhood penalty: Does degree of caregiving responsibility affect job discrimination? *Academy of Management Annual Meeting Proceedings*, 1.
- Henle, C. A., & Gross, M. A. (2014). What did I do to deserve this? Effects of employee personality and emotion on abusive supervision. *Journal of Business Ethics*, 122, 461-474.
- Hogler, R. L., Henle, C. A., & Gross, M. A. (2013). Ethical behavior and regional environments: The effects of culture, values, and trust. *Employee Rights & Responsibilities Journal*, 25, 109-121.
- Gross, M. A., Hogler, R. L., & Henle, C. A. (2013). Process, people, and conflict management in organizations: A viewpoint based on Weber's formal and substantive rationality. *International Journal of Conflict Management*, 24, 90-103.
- Tepper, B. J., & Henle, C. A. (2011). A case for recognizing distinctions among constructs that capture interpersonal mistreatment in work organizations. *Journal of Organizational Behavior*, 32, 487-498.
- Hogler, R. L., & Henle, C. A. (2011). The attack on public sector unions in the United States: How regional culture influences legal policy. *Labor Law Journal*, 62, 136-144.
- Hogler, R. & Henle, C. A. (2010). The social effects of labor organization in the United States: Legal reform and public policy. *Journal of Workplace Rights*, 14, 175-194.
- Henle, C. A., Reeve, C. L., & Pitts, V. E. (2010). Stealing time at work: Attitudes, social pressure, and perceived control as predictors of time theft. *Journal of Business Ethics*, 94, 53-67.
- Henle, C. A., Kohut, G., & Booth, R. (2009). Designing electronic use policies to enhance employee perceptions of fairness and to reduce cyberloafing: An empirical test of justice theory. *Computers in Human Behavior*, 25, 902-910.
- Burney, L. L., Henle, C. A., & Widener, S. K. (2009). A path model examining the relations among strategic performance measurement system characteristics, organizational justice, and extra- and in-role performance. *Accounting, Organizations and Society*, 34, 305-321.
- Henle, C. A., & Blanchard, A. L. (2008). The interaction of work stressors and organizational sanctions on cyberloafing. *Journal of Managerial Issues*, 20, 383-400.
 * The findings of this study were summarized in an article in *HRMagazine* in March 2009.
- Tepper, B. J., Henle, C. A., Lambert, L. S., Giacalone, R. A., & Duffy, M. K. (2008). Abusive supervision and subordinates' organization deviance. *Journal of Applied Psychology*, 93, 721-732.
- 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.
- Tepper, B. J., Duffy, M. K., Henle, C. A., & Lambert, L. S. (2006). Procedural injustice, victim precipitation, and abusive supervision. *Personnel Psychology*, 59, 101-123.

- Henle, C. A. (2006). Bad apples or bad barrels? A former CEO discusses the interplay of person and situation with implications for business education. *Academy of Management Learning & Education*, 5, 346-355.
***Selected for a collection of AMLE articles on “How can business schools develop leaders?” compiled by Petriglieri, G. & DeRue, S. (2013).**
- Aguinis, H., & Henle, C. A. (2005). How is drug testing implemented in this company? The answer is in the eye of the beholder. *Revue Sciences de Gestion, Management Sciences*, 46, 103-133.
- Henle, C. A. (2005). Predicting workplace deviance from the interaction between organizational justice and personality. *Journal of Managerial Issues*, 17, 247-263.
- Henle, C. A., Giacalone, R. A., & Jurkiewicz, C. L. (2005). The role of ethical ideology in workplace deviance. *Journal of Business Ethics*, 56, 219-230.
- Henle, C. A. & Hogler, R. L. (2004). The duty of accommodation and the Workplace Religious Freedom Act of 2003: Bad policy and worse law. *Labor Law Journal*, 55, 155-165.
- Henle, C. A. (2004). Case review of the legal status of banding. *Human Performance*, 17, 415-432.
- Aguinis, H., & Henle, C. A. (2001). Effects of nonverbal behavior on perceptions of a female employee's power bases. *Journal of Social Psychology*, 141, 537-549.
- Aguinis, H., & Henle, C. A. (2001). Empirical assessment of the ethics of the bogus pipeline. *Journal of Applied Social Psychology*, 31, 352-375.
- Aguinis, H., Henle, C. A., & Beaty, J. C. (2001). Virtual reality technology: A new tool for personnel selection. *International Journal of Selection and Assessment*, 9, 70-83.
- Hogler, R. L., Henle, C. A., & Bemus, C. (1998). Internet recruiting and employment discrimination: A legal perspective. *Human Resource Management Review*, 8, 149-164.

BOOK CHAPTERS, ENCLOPEDIA ENTRIES, AND OTHER PUBLICATIONS

- Henle, C. A., & Naude, M. (2017). An eye for an eye: Counterproductive work behavior as an emotional reaction to injustice in the workplace. In C. Moliner, R. Cropanzano & V. Martínez-Tur (Eds.), *Organizational Justice: International Perspectives and Conceptual Advances* (pp. 137-159). London: Routledge.
- Henle, C. A. (2016). Cyberloafing at work. In S. G. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology* (2nd Ed., pp. 284-286). Thousand Oaks, CA: Sage.
- Henle, C. A. (2016). Human resource management. In S. G. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology* (2nd Ed., pp. 662-663). Thousand Oaks, CA: Sage.
- Henle, C. A., & Gross, M. A. (2013). Born to be deviant? An examination of the relationship between workplace deviance and employee personality. In S. M. Elias (Ed.), *Deviant and criminal behavior in the workplace* (pp. 50-76). New York: NYU Press.
- Henle, C. A., & Kedharnath, U. (2012). Cyberloafing in the workplace. In Z. Yan (Ed.), *Encyclopedia of Cyber Behavior* (pp. 560-573). Hershey, PA: IGI Global.
- Henle, C. A. (2006). Cyberloafing at work. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology* (Vol. 1, pp. 146-147). Thousand Oaks, CA: Sage.
- Henle, C. A. (2006). Human resource management. In S. G. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology* (Vol. 1, pp. 329-330). Thousand Oaks, CA: Sage.
- Aguinis, H., & Henle, C. A. (2003). The search for universals in cross-cultural organizational behavior. In J. Greenberg (Ed.), *Organizational behavior: The state of the science* (2nd ed., pp. 373-411). Mahwah, NJ: Lawrence Erlbaum.

- Aguinis, H., & Henle, C. A. (2002). Ethics in psychological research. In S. G. Rogelberg (Ed.), *Handbook of research methods in industrial and organizational psychology* (pp. 34-56). Malden, MA: Blackwell Publishers.
- Aguinis, H., Henle, C. A., & Ostroff, C. (2001). Measurement in work and organizational psychology. In N. Anderson, D. S. Ones, H. K. Sinangil, & C. Viswesvaran (Eds.), *Handbook of industrial, work & organizational psychology*, (Vol. 1, pp. 27-50). Thousand Oaks, CA: Sage.
- Aguinis, H., & Henle, C.A. (2001). Conducting ethical research: Much more than just a good idea. *Academy of Management Research Methods Division Newsletter*, 16(1), 1, 3-4, 13, 17-18.
- Henle, C. A., & Hallam, G. (1999). *Enhancing performance: A developmental guide*. Colorado Springs: CreativeMetrics.

REFEREED CONFERENCE PRESENTATIONS

- Henle, C. A., Shore, T., & Marshall, A. (2018, August). *Body art as a source of employment discrimination*. Paper to be presented at the annual meeting of the Academy of Management, Chicago, IL.
- Shore, L. M., Henle, C. A., Conroy, S. A., & Anderson, K. (2018, August). *Observers of leader ostracism in a workgroup: Why do observers join in?* Paper to be presented at the annual meeting of the Academy of Management, Chicago, IL.
- Henle, C. A., & Kedharnath, U. (2017, April). *Attributions for abusive supervision: It's in the eye of the beholder*. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology, Atlanta, GA.
- Henle, C. A., Fisher, G., & Mattingly, V. (2015, August). *Beyond the motherhood penalty: Does degree of caregiving responsibility affect job discrimination?* In C. Willness (Chair), Potential biases in employment discrimination. Paper presented at the annual meeting of the Academy of Management, Vancouver, Canada.
***Finalist for the Best Convention Paper Award in the HR Division.**
- Henle, C. A., & Kedharnath, U. (2015, August). *Attributions for abusive supervision: It's in the eye of the beholder*. In A. Boulamatsi & C. Henle (Co-Chairs), Shedding light on the dark side of leadership. Symposium presented at the annual meeting of the Academy of Management, Vancouver, Canada.
- Henle, C. A., Dineen, B. R., & Duffy, M. K. (2014, May). *Deception by job applicants: Development of a resume fraud measure*. Poster presented at the annual meeting of the Society for Industrial & Organizational Psychology, Honolulu, HA.
- Elias, S. M., & Henle, C. A. (2013, November). *Not everyone wants to be heard: Personality and the link between promotive control and deviance*. In M. Washington (Facilitator), Dysfunctional employee behaviors: Consideration of individual differences. Paper presented at the annual meeting of the Southern Management Association, New Orleans, LA.
- Henle, C. A., & Nelson, T. Q. (2012, April). *When will family-friendly benefits work? Role of culture and support*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
***Recognized as one of the top posters at the conference.**
- Lee, K., Duffy, M. K., Dineen, B. R., Henle, C. A., & Trzebiatowski, T. (2012, April). *Blinded by success: Unethical behavior, success, and guilt*. In N. Ashkanasy & Y. Cohen-Charash (Co-Chairs), The dark side of emotions in the workplace. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Henle, C. A., & Gross, M. A. (2011, August). *What did I do to deserve this? The role of employee personality and emotion in the occurrence of abusive supervision*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.

- Duffy, M. K., Dineen, B. R., Henle, C. A., & Lee, K. (2011, August). *Job seekers turning green: The relationship between envy and job search behaviors*. In Y. Cohen-Charash & M. K. Duffy (Co-chairs), *The dark and bright sides of workplace envy*. Symposium presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Gross, M. A., Hogler, R. L., & Henle, C. A. (2011, August). *Process, people, and conflict management in organizations: A viewpoint based on Weber's formal and substantive rationality*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
- Hogler, R. L., & Henle, C. A. (2011, July). *Public sector unions and workplace institutions in the United States: The effect of regional culture on legal policy*. Paper presented at the annual meeting of the Critical Management Studies, Naples, Italy.
- Mumford, T. V., Maynard, T., & Henle, C. A. (2011, April). *Shared role cognitions as antecedents and consequences of team outcomes*. In S. T. Bell & J. E. Hoch (Co-Chairs), *Extending the nomological net: Antecedents of shared cognition in teams*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Henle, C. A., & Zellars, K. L. (2010, August). *The roles of family-friendly benefits and work-family culture in predicting work-family conflict*. In T. Golden (Chair), *Work-family balance*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
- Henle, C. A., Zellars, K., & Wheeler, A. (2009, November). *Mitigating job tension in the work-family conflict—turnover intentions relationship: The roles of tenure, negative affectivity, and political skill*. Paper presented at the annual meeting of the Southern Management Association, Asheville, NC.
- Dineen, B., & Henle, C. A. (2008, August). *Deviant behavior by job applicants: An investigation of the antecedents of resume fraud*. In C. J. Resick & M. Hargis (Co-Chairs), *Current perspectives on workplace deviance: Examining person-based and contextual influences*. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Kohut, G., Booth, R., & Henle, C. A. (2007, October). *Communicating electronic use policies*. Paper presented at the annual meeting of the International Association of Business Communication, Washington, DC.
- Henle, C. A., Kohut, G., & Booth, R. (2007, August). *Using justice theory to predict responses toward electronic use policies*. Poster presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Tepper, B. J., Henle, C. A., Lambert, L. S., Giacalone, R. A., & Duffy, M. K. (2007, April). *Abusive supervision and organization-directed deviance*. In A. C. H. Schat (Chair), *Towards a relational model of workplace aggression*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Henle, C. A., Reeve, C. L., & Pitts, V. (2007, April). *Applying the theory of planned behavior to predict organizational deviance*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Burney, L. L., Henle, C. A., & Widener, S. K. (2007, January). *Does perceived fairness in the workplace matter to the use of strategic performance measurement systems in incentives?* Paper presented at the annual meeting of the American Accounting Association, Fort Worth, TX.
- Henle, C. A., Kohut, G., & Booth, R. (2006, October). *Using electronic use policies to reduce cyberloafing: Identifying and evaluating the components of effective policies*. Paper presented at the annual meeting of the Association for Business Communication, San Antonio, TX.
- Blanchard, A., & Henle, C. A. (2006, August). *Identifying and predicting forms of cyberloafing: The role of norms and external locus of control*. In C. A. Henle (Facilitator), *Workplace deviant behavior*. Interactive paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

- Henle, C. A., Tepper, B. J., & Giacalone, R. A. (2006, May). *Role of dispositional uncertainty in employees' responses to procedural justice*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Henle, C. A., & Blanchard, A. (2005, August). *Cyberloafing as a coping method: Relationship between work stressors, sanctions, and cyberloafing*. In D. C. Ganster (Chair), *Work stress: The influence of justice, abusive supervision and cyberloafing*. Paper presented at the annual meeting of the Academy of Management, Honolulu, HA.
- Henle, C. A., Tepper, B. J., Giacalone, R. A., & Duffy, M. K. (2005, April). *Types, sources, and moderators of workplace deviance norms*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Tepper, B. J., Henle, C. A., Giacalone, R. A., & Taylor, E. C. (2004, August). *Coworker-directed abusive supervision: Tests of main and interactive effects*. In J. Greenberg & M. Roberge (Co-chairs), *Insidious workplace deviance behavior: Causes and consequences*. Symposium conducted at the annual meeting of the Academy of Management, New Orleans, LA.
- Henle, C. A., Giacalone, R. A., & Jurkiewicz, C. L. (2004, April). *The role of ethical ideology in workplace deviance*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- McWhorter, L. B., Henle, C. A., & Byrne, Z. (2003, October). *An investigation of organizational justice and job performance outcomes associated with strategic performance measurement system use*. Paper presented at the annual meeting of the American Accounting Association, Denver, CO.
- Henle, C. A. (2003, April). *Evaluation of the legal status of banding*. In E. D. Heggstad (Facilitator), *Interactive posters: Selection*. Interactive poster session conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Henle, C. A. (2003, April). *Getting undergraduate students involved in the classroom*. In C. A. Prehar (Chair), *Teaching activities for undergraduate courses in industrial-organizational psychology*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Henle, C. A. (2002, August). *Predicting workplace deviance from the interaction between organizational justice and personality*. In D. J. Glew (Chair), *Deviance and counterproductive behavior at work*. Paper session conducted at the annual meeting of the Academy of Management, Denver, CO.
- Tepper, B. J., Duffy, M. K., & Henle, C. A. (2002, November). *Development and test of an opportunity model of abusive supervision*. In T. Domagalski (Chair), *What's big brother up to? Negative social relationships at the workplace*. Interactive paper session at the annual meeting of the Southern Management Association, Atlanta, GA.
- Aguinis, H., Henle, C. A., & Beaty, J. C. (2001, April). *Virtual reality technology: A new tool for personnel selection*. In M. A. Donovan & F. L. Oswald (Co-Chairs), *Web-based and virtual reality assessments: Emerging technologies in I/O psychology*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Hogler, R., & Henle, C. A. (2000, August). *Managing ideologies: The evolution of employment contracts in the United States*. In D. U. Hunt (Chair), *Historical concepts in employee contracts, pay satisfaction, and rent appropriation*. Symposium conducted at the annual meeting of the Academy of Management, Toronto, Canada.
- Aguinis, H., & Henle, C. A. (1999, August). *"How is drug testing implemented in this company?" The answer is in the eye of the beholder*. In D. Bane (Chair), *New directions in organizational justice research*. Symposium conducted at the annual meeting of the American Psychological Association, Boston, MA.
- Aguinis, H., & Henle, C. A. (1999, June). *Effects of nonverbal behavior on perceptions of female employees' power bases*. Paper presented at the annual meeting of the American Psychological Society, Denver, CO.

Henle, C. A., & Murphy, K. R. (1999, May). *Effects of perceived organizational justice on workplace behaviors*. In R. S. Cropanzano (Chair), *Organizational justice: Construct explication and conceptual advances*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Murphy, K., Cleveland, J., Henle, C., Morgan, K., Orth, M., & Tziner, A. (1996). Effects of proximal and distal context variables on performance appraisal quality: A model and framework for research. *Proceedings of Fifteenth Biennial Applied Behavioral Sciences Symposium*, US Air Force Academy (USAFA-TR-96-2). Colorado Springs, CO.

MANUSCRIPTS UNDER REVIEW OR IN PROGRESS

Clancy, R. L., Fisher, G. G., Daigle, K. L., Henle, C. A., & McCarthy, J. Elder care and work: A multidisciplinary review and recommendations for future research. Revise and resubmit at *Journal of Business and Psychology*.

Henle, C. A., Fisher, G., McCarthy, J., Mattingly, V., Clancy, R. L., & Daigle, K. L. Elder care and child care: How does caregiving responsibility affect job discrimination? Revise and resubmit at *Journal of Business and Psychology*.

Henle, C. A., & Kedharnath, U. When will supervisors be perceived as abusive? It's in the eye of the beholder. Preparing for submission to *Journal of Business Ethics*.

Henle, C. A., Shore, T., & Marshall, A. Body art as a source of employment discrimination. Preparing for submission to *Journal of Applied Psychology*.

Shore, L. M., Henle, C. A., Conroy, S. A., & Anderson, K. Observers of leader ostracism in a workgroup: Why do observers join in? Preparing for submission to *Journal of Organizational Behavior*.

Frieder, R. E., Kedharnath, U., & Henle, C. A. *Attributions for ostracism in the workplace*. Collecting data.

Lee, K., Duffy, M. K., Trzebiatowski, T., Dineen, B. R., & Henle, C. A. *Blinded by success: Unethical behavior, guilt, and future unethical behavior*. Collecting data.

Henle, C. A., Krause, D., & Anderson, K. *Reducing employee mistreatment of customers: An examination of organizational practices*. Collecting data.

TEACHING EXPERIENCE

- ***Managing Human Capital***, graduate, Colorado State University (Fall 2015, Fall 2017).
- ***Human Resource Management***, undergraduate, University of Colorado at Denver (Spring 2000, Fall 2000), University of North Carolina Charlotte (Fall 2001, Spring 2002, Fall 2002, Spring 2003, Fall 2003, Spring 2004, Spring 2005, Spring 2006), Colorado State University (Spring 2001, Fall 2009, Fall 2010, Spring 2011, Fall 2011, Spring 2012, Fall 2012, Spring 2013, Fall 2013, Spring 2014, Fall 2014, Spring 2015, Fall 2015, Spring 2017, Fall 2017).
- ***Human Resource Planning & Development***, undergraduate, Colorado State University (Spring 2011, Spring 2012, Spring 2013, Spring 2014, Spring 2015, Spring 2016, Spring 2017, Spring 2018).
- ***Contemporary Management Principles and Practices***, undergraduate, Colorado State University (Fall 2009).
- ***Organizational Behavior***, undergraduate, University of North Carolina Charlotte (Spring 2008), University of Rhode Island (Fall 2008, Spring 2009).
- ***Employment Law***, undergraduate, University of North Carolina Charlotte (Fall 2006, Spring 2008).
- ***Compensation Administration***, undergraduate, University of North Carolina Charlotte (Fall 2001, Spring 2003, Spring 2004, Fall 2004, Fall 2005, Fall 2006).

- *Personnel II*, graduate, University of North Carolina Charlotte (Fall 2004, Fall 2005).
- *Special Topics in Human Resources Management: Performance Management*, undergraduate, University of Colorado at Denver (Spring 1999).
- *Testing & Measurement Lab*, undergraduate, Colorado State University (Fall 1995).
- *Research Methods Lab*, undergraduate, University of Northern Iowa (Spring 1994).
- *Psychological Statistics Lab*, undergraduate, University of Northern Iowa (Fall 1994).

COURSE EVALUATIONS (evaluations are made on a 5-point scale)

Course	Semester	Instructor Average	College Average	Course	Semester	Instructor Average	College Average
MGMT 3241-001	Fall 2001	4.67	4.01	MGT 320-002	Fall 2009	4.26	N/A
MGMT 3242-001	Fall 2001	4.89	4.01	MGT 310-001	Fall 2010	4.55	N/A
MGMT 3241-001	Spring 2002	4.21	4.10	MGT 310-002	Fall 2010	4.75	N/A
MGMT 3241-090	Spring 2002	4.65	4.10	MGT 310-001	Spring 2011	4.88	N/A
MGMT 3241-001	Fall 2002	4.59	4.04	MGT 474-001	Spring 2011	4.67	N/A
MGMT 3241-090	Fall 2002	4.35	4.04	MGT 310-001	Fall 2011	4.57	N/A
MGMT 3241-001	Spring 2003	4.52	4.13	MGT 310-002	Fall 2011	4.68	N/A
MGMT 3242-001	Spring 2003	4.71	4.13	MGT 310-001	Spring 2012	4.86	N/A
MGMT 3241-001	Fall 2003	4.72	4.02	MGT 474-001	Spring 2012	4.59	N/A
MGMT 3241-090	Fall 2003	4.68	4.02	MGT 310-001	Fall 2012	4.71	N/A
MGMT 3241-001	Spring 2004	4.39	4.11	MGT 310-002	Fall 2012	4.60	N/A
MGMT 3242-090	Spring 2004	4.64	4.11	MGT 310-001	Spring 2013	4.76	N/A
PSYC 6177-001	Fall 2004	4.25	4.08	MGT 474-001	Spring 2013	4.64	N/A
MGMT 3242-090	Fall 2004	4.62	4.04	MGT 310-001	Fall 2013	4.78	N/A
MGMT 3241-001	Spring 2005	4.53	4.14	MGT 310-002	Fall 2013	4.76	N/A
MGMT 3241-090	Spring 2005	4.37	4.14	MGT 310-001	Spring 2014	4.88	N/A
MGMT 3242-090	Fall 2005	4.76	4.12	MGT 474-001	Spring 2014	4.88	N/A
PSYC 6177-001	Fall 2005	4.55	4.15	MGT 310-001	Fall 2014	4.47	N/A
MGMT 3241-001	Spring 2006	4.35	4.11	MGT 310-002	Fall 2014	4.53	N/A
MGMT 3241-090	Spring 2006	4.44	4.11	MGT 310-001	Spring 2015	4.97	N/A
MGMT 3242-090	Fall 2006	4.83	4.06	MGT 474-001	Spring 2015	4.96	N/A
MGMT 3243-090	Fall 2006	4.59	4.06	MGT 310-001	Fall 2015	4.52	N/A
MGMT 3243-001	Spring 2008	4.67	4.15	MGT 310-002	Fall 2015	4.15	N/A
MGMT 3140-002	Spring 2008	4.41	4.15	BUS 626-002	Fall 2015	4.64	N/A
BUS 341-001	Fall 2008	4.20	N/A	MGT 474-001	Spring 2016	4.78	N/A
BUS 341-002	Fall 2008	4.17	N/A	MGT 310-001	Spring 2017	4.83	N/A
BUS 341-001	Spring 2009	4.30	N/A	MGT 474-001	Spring 2017	4.58	N/A
BUS 341-002	Spring 2009	4.30	N/A	MGT 310-001	Fall 2017	4.70	N/A
BUS 341-005	Spring 2009	3.70	N/A	MGT 310-002	Fall 2017	4.82	N/A
MGT 310-001	Fall 2009	4.52	N/A	BUS 626-002	Fall 2017	4.69	N/A
MGT 310-002	Fall 2009	4.48	N/A	MGT 474-001	Spring 2018	4.74	N/A

INVITED PRESENTATIONS

- Henle, C. A. (2018, February 12; 2017, February 15; 2016, February 17; 2015, February 18; 2014, February 19). *Managing your human capital*. Guest lecture to the Equine Facility Management course (ANEQ 204), Colorado State University, Fort Collins, CO.
- Henle, C. A. (2018; 2017; 2016; 2015; 2014). *Majoring in human resource management*. Guest lecture to the Introduction to Business course (BUS 100), Colorado State University, Fort Collins, CO.

- Henle, C. A. (2018, June 5; 2017, June 8; 2016, June 6; 2015, June 11; 2014, June 12). *Legal issues in employment interviews*. Guest lecture to the Group Study in Counseling and Career Development course (EDCO 696), Colorado State University, Fort Collins, CO.
- Henle, C. A. (2017, November 3). *Ensuring inclusive & effective hiring practices*. Invited presentation to the HR Edge Network, Colorado State University, Fort Collins, CO.
- Henle, C. A. (2015, February 23; 2014, September 29). *Career paths in I/O psychology*. Guest lecture to the Seminar-Industrial/Organizational course (PSY 292A), Colorado State University, Fort Collins, CO.
- Henle, C. A. (2012, June 5). *Asking appropriate questions during job interviews*. Guest lecture to the Group Study in Counseling and Career Development course (EDCO 696), Colorado State University, Fort Collins, CO.
- Henle, C. A. (2011, October 17). *Recruiting & hiring the right employees*. Guest lecture to the FastTrac TechVenture, Rocky Mountain Innosphere, Fort Collins, CO.
- Henle, C. A. (2007, January 30). *Behavioral interviewing workshop*. Workshop presented to the Business Honors Program, University of North Carolina Charlotte, Charlotte, NC.
- Henle, C. A. (2006, December). *Researching workplace deviance*. Guest lecture to the Macro Organizational Science I course (OSCI 8611), University of North Carolina Charlotte, Charlotte, NC.
- Henle, C. A. (2005, October 24). *Behavioral interviewing workshop*. Workshop presented to the student SHRM chapter, University of North Carolina Charlotte, Charlotte, NC.

ACADEMIC SERVICE

- University:** Member, Standing Committee on the Status of Women Faculty, Fall 2015—present
 Member, Diversity Climate Survey Assessment Committee, Fall 2015—present
 Member, Parental Leave Committee, Fall 2015—present
 Member, Bullying Policy Committee, Spring 2016—December 2017
 Member, President's Commission on Women and Gender Equity, Fall 2012—Spring 2015
 Member, Grant Evaluation Committee, Industrial/Organizational Psychology, Spring 2014, Spring 2015
 Search Committee for tenure track position in Industrial/Organizational Psychology, Fall 2012
 Business School Representative during football recruiting breakfast, Fall 2009
 Advisory Panel for Certificate Program for Human Resources, Fall 2001—Spring 2002, Fall 2004—Spring 2008
 Chair, Insurance and Employee Benefits Committee, Spring 2006—Spring 2008
 Member, Insurance and Employee Benefits Committee, Fall 2001—Spring 2006
- College:** Member, Behavioral Research Lab Committee, Fall 2010—present
 Member, College of Business Strategic Planning People Sub-Committee, Spring 2014—Fall 2015
 Member, Graduate Programs Committee, Spring 2015
 Member, Dean's Faculty Advisory Committee, Spring 2013
 Member, Student Affairs Committee, Fall 2008—Spring 2009
 Search Committee for Associate Dean, Fall 2004
 Reaccreditation Celebration Committee, Spring 2002
 Faculty Advisor, SHRM chapter, University of North Carolina Charlotte, Fall 2001—Spring 2008
 Faculty Advisor, SHRM chapter, University of Colorado at Denver, Fall 2000
- Department:** Chair, Search Committee for Assistant Professor of Management, Spring 2018—present
 Faculty Advisor, SHRM chapter, Colorado State University, Fall 2009—present
 Member, Internal/External Relations Committee, Fall 2013—present
 Member, Branding, Recognition, and Rewards Committee, Fall 2013—present
 Member, Search Committee for Department Chair, Spring 2018
 Chair, Search Committee for Assistant/Associate Professor of Management, Fall 2013
 Member, Curriculum Committee, Fall 2005—Spring 2006
 Member, Journal Rankings committee, Spring 2005
 Member, Nonvoting member of the Personnel Committee, Fall 2002—Spring 2003

**Student
Committees:**

- Committee member.** Megan Naude, *Cognitive ability testing for employee selection: Implications for age discrimination*. PhD dissertation in Industrial/Organizational Psychology, Colorado State University, May 2018.
- Committee member.** Victoria Mattingly, *Glass kickers: Training men as allies to advance women in leadership*. PhD dissertation in Industrial/Organizational Psychology, Colorado State University, May 2018.
- Committee member.** Chase Helseth, *Determining admission ambassador success based on personality types*. Undergraduate Business Honor's Thesis, Colorado State University, May 2018.
- Advisor.** Josephine Becker, *Millennials and retirement*. Undergraduate Business Honor's Thesis, Colorado State University, December 2017.
- Committee member.** Audrey Norvell, *Business and the brain: Applying neuroscience to business management*. Undergraduate Business Honor's Thesis, Colorado State University, May 2017.
- Committee member.** Casey Onder, *Unfolding of telecommuting's effects in organizations: Performance, commitment, and mechanisms of action*. PhD dissertation in Industrial/Organizational Psychology, Colorado State University, May 2016.
- Committee member.** Jane Schwartz, *The hidden truths of voluntourism: Behind the glorified facade*. Undergraduate Business Honor's Thesis, Colorado State University, May 2016.
- Committee member.** Andrea Santillan, *SAHE Portfolio*. Master's in Student Affairs in Higher Education, Colorado State University, May 2016.
- Committee member.** Tristan Nelson, *The role of engagement in synthetic learning environments*. PhD dissertation in Industrial/Organizational Psychology, Colorado State University, December 2015.
- Committee member.** Tony Hill, *Development and implementation of an employee review and reward system*. Undergraduate Business Honor's Thesis, Colorado State University, May 2015.
- Committee member.** Megan Naude, *The development of a measure of work-related underload*. Master's thesis in Industrial/Organizational Psychology, Colorado State University, May 2015.
- Committee member.** Ali Fisher, *Measuring associate capability: Implementing a standardized system into the Coca-Cola Denver production department*. Undergraduate Business Honor's Thesis, Colorado State University, December 2014.
- Committee member.** Javier Ospina, *Resource competition and ageism: A study of the influence of employment scarcity on the endorsement of ageist attitudes*. Master's thesis in Industrial/Organizational Psychology, Colorado State University, December 2014.
- Committee member.** Uma Kedharnath, *Abusive supervision and employee perceptions of leaders; implicit followership theories*. PhD dissertation in Industrial/Organizational Psychology, Colorado State University, May 2014.
- Committee member.** Hannah Imlay, *Analysis of contrasting proprietor ideologies and consumer perceptions in the emerging medical spa industry*. Undergraduate Business Honor's Thesis, Colorado State University, May 2014.
- Committee member.** Angela Bowen, *The influence of ability to identify criteria on feedback acceptance*. Master's thesis in Industrial/Organizational Psychology, Colorado State University, Summer 2013.
- Committee member.** Kevin Hahn, *A survey of music therapists' attitudes toward evidence-based practice*. Master's thesis in Music, Colorado State University, Summer 2013.
- Advisor.** Mara Buhrmeister, *Social networking and human resources practices*. Undergraduate Business Honor's Thesis, Colorado State University, May 2013.
- Advisor.** Kyndall Watkins, *Attracting and retaining millennial employees*. Undergraduate Business Honor's Thesis, Colorado State University, December 2012.
- Advisor.** Tyler Parry, *CSU's new stadium project: A good gamble?* Undergraduate Business Honor's Thesis, Colorado State University, December 2012.
- Committee member.** Chelsea Hutchinson, *Through the looking glass ceiling*. Undergraduate Business Honor's Thesis, Colorado State University, December 2012.

Committee member. Tristan Nelson, *Third generation training: An empirical investigation*. Master's thesis in Industrial/Organizational Psychology, Colorado State University, December 2012.

Committee member. Jarod Snell, *Accuracy of external application and internal consistency in employee compensation and organizational strategy*. Undergraduate Business Honor's Thesis, Colorado State University, December 2011.

Committee member. Nick Reynoso, *A human resources approach to supplier evaluation*. Undergraduate Business Honor's Thesis, Colorado State University, December 2011.

Committee member. Adam Vanhove, *Rater accuracy and cognitive demand in assessment center ratings*. Master's thesis in Industrial/Organizational Psychology, Colorado State University, Spring 2011.

Committee member. Dave Magee, *Role ambiguity and conflict associated with human resource managers' strategic role*. PhD dissertation in Organization & Management, Capella University, Spring 2011.

Advisor. Stephanie Schneider, *Best practices of financial and volunteer management: An examination of the Colorado Make-A-Wish Foundation*. Undergraduate Business Honor's Thesis, Colorado State University, December 2010.

Committee member. Everon Chenhall, *Safety culture gaps and market based management principles that influence safety*. PhD dissertation in Organizational Performance & Change, Colorado State University, Summer 2010.

Committee member. Brian Hanning, *Not black and white: Ricci v. Destefano*. Undergraduate Business Honor's Thesis, Colorado State University, May 2010.

Advisor. Rachel Woodall, *The interaction between justice and personality in predicting cyberloafing*. Master's thesis in Industrial/Organizational Psychology, University of North Carolina Charlotte, December 2007.

Committee member. Nicole Blacksmith, *Determination of the minimum sample size needed to obtain stable g-loadings across various methods of factor analysis*. Master's thesis in Industrial/Organizational Psychology, University of North Carolina Charlotte, May 2007.

Committee member. Brian Troxler, *The moderating effect of dispositional uncertainty in the procedural justice-organizational outcome relation*. Master's thesis in Industrial/Organizational Psychology, University of North Carolina Charlotte, May 2007.

Advisor. Adam York, *The effects of organizational injustice and negative emotion on aggression: An extension of the stressor emotion model of counterproductive work behavior*. Master's thesis in Industrial/Organizational Psychology, University of North Carolina Charlotte, December 2006.

Advisor. Lynn Long, *The role of abusive supervision and personality in the occurrence of counterproductive work behavior*. Undergraduate Business Honor's Thesis, University of North Carolina Charlotte, May 2006.

Directed Individual Study. Kristen Sanderson, *Resume fraud*. Undergraduate program at University of North Carolina Charlotte, Spring 2005.

Advisor. Kerry Blevins, *Workplace deviance as a coping response to occupational stress*. Undergraduate Business Honor's Thesis, University of North Carolina Charlotte, May 2004.

Directed Individual Study. Dana Brannon, *Religious discrimination*. MBA program at University of North Carolina Charlotte, Summer 2003.

Committee member. Sheila Monjeau Letica, *Board-executive relations and the impact on turnover: A case study of Metro Atlanta Women's Center, Inc.* PhD dissertation in Organization & Management, Capella University, June 2003.

Advisor. Jocelyn McCummings, *Case study: Assessment of the Wachovia/First Union merger and downsizing*. Undergraduate Business Honor's Thesis, University of North Carolina Charlotte, May 2003.

Committee member. Domniki Demetriadou, *From situational variables to whistle-blowing intentions: Whistle-blowing within the "Theory of Planned Behavior"*. PhD dissertation in Industrial and Organizational Psychology, The City University of New York, May 2003.

PROFESSIONAL SERVICE AND AFFILIATIONS

- Reviewer:** Society for Industrial and Organizational Psychology annual conference, 2003—present
 Academy of Management annual conference, 2004—present
 Southern Management Association annual conference, 2004—present
 Third International Symposium on Attribution Theory, 2017
 Journal of Applied Psychology, 2001, 2015, 2016, 2017, 2018
 Journal of Business Ethics, 2007, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018
 Journal of Organizational Behavior, 2015, 2016, 2017
 Journal of Managerial Psychology, 2010, 2011, 2012, 2013, 2014, 2017
 Journal of Management, 2006, 2014, 2016
 Human Resource Management, 2013, 2014, 2015, 2016
 Group & Organization Management, 2011, 2012, 2013, 2014, 2015
 Business Ethics Quarterly, 2015
 Journal of Occupational and Organizational Psychology, 2009, 2013, 2014
 Journal of Occupational Health Psychology, 2014
 Information & Management, 2013
 Journal of Workplace Rights, 2013
 Organizational Management Journal, 2013
 Journal of Management Studies, 2010, 2011, 2012
 US-Israel Binational Science Foundation, 2011
 International Journal of Psychology, 2009
 Journal of Vocational Behavior, 2006
 Law and Human Behavior, 2005
 An International Review: Applied Psychology, 2004
 Journal of Business and Management, 2002
- Chair:** Chair of Ethics/Social Issues/Diversity Track at 2010 Southern Management Association Meeting
 College Relations Chair, Charlotte Area Society for Human Resource Management, 2007—2008
 Logistics Chair for 2007 Southeast Regional Student SHRM Conference & HR Games
- Committees:** Innovations in Assessment Award Committee, International Personnel Assessment Council, May 2015
 Outstanding Paper Committee, HR/Research Methods track, Southern Management Association annual meeting, 2014
 Outstanding Paper Committee, OB track, Southern Management Association annual meeting, 2013
 Member, Sustainability, Ethics and Entrepreneurship (SEE) Conference Advisory Board, 2012—present
 Cross-Divisional Paper Session Committee for 2012 Academy of Management annual meeting
 SIOP Electronic Communications Committee, 2004—2007
 SIOP Web Site Task Force, 2006
- Member:** Academy of Management, 1999—present
 Society for Industrial and Organizational Psychology (SIOP), 1999—present
 Society of Human Resource Management, 2001—present
 Southern Management Association, 2003—present
 Northern Colorado Human Resource Association, 2013—present
 American Psychological Association, 1999—2014
 Charlotte Area Society of Human Resource Management, 2001—2008