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College of Business Administration
Department of Managerial Studies
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EDUCATION

Ph.D. in Business Administration May 2002
University of Kentucky, School of Management
Majors: Human Resource Management and Organizational Behavior
Graduate Certificate in Women's Studies

MBA May 1994
University of Illinois at Springfield

B.S. in Secondary English Education August 1992
University of Illinois at Urbana-Champaign
Minor: Accountancy

JOURNAL PUBLICATIONS

Gowen, Charles R., McFadden, Kathleen L., Hoobler, Jenny M., & Tallon, William J. In Press. Exploring healthcare quality program results as consequences of commitment-based and control-based human resource management systems. Journal of Operations Management, special issue on incorporating behavioral theory in OM empirical models.

Burton, James, & Hoobler, Jenny M. In Press. Subordinate self-esteem and abusive supervision. Journal of Managerial Issues, 18(3), 340-355.

Hoobler, Jenny M., & Brass, Daniel J. 2006. Abusive supervision and family undermining as displaced aggression. Journal of Applied Psychology, 91(5), 1125-1133.

Hoobler, Jenny M., & Swanberg, Jennifer. 2006. The enemy is not us: Unexpected workplace violence trends. Public Personnel Management, 35(3), 229-246.

- Hoobler, Jenny M. 2005. Lip service to multiculturalism: Docile bodies of the modern organization. Journal of Management Inquiry, 14(1), 49-56.
- Hoobler, Jenny M., & Johnson, Nancy Brown. 2004. A five-year analysis of current human resource management publications. Personnel Review, 33(6), 665-676
- Tepper, Bennett J., Duffy, Michelle K., Hoobler, Jenny M., & Ensley, Michael D. 2004. Moderators of the relationships between coworkers' organizational citizenship behavior and fellow employees' attitudes. Journal of Applied Psychology, 89(3), 455-465.
- Droege, Scott B., & Hoobler, Jenny M. 2003. Employee turnover and tacit knowledge diffusion: A network perspective. Journal of Managerial Issues, 15(1), 50-64.
- Tepper, Bennett J., Lockhart, Daniel, & Hoobler, Jenny M. 2001. Justice, citizenship, and role definition effects. Journal of Applied Psychology, 86(4), 789-796.
- Grimes, Andrew, & Hoobler, Jenny M. 1999. Article reviews of the Handbook of Organization Studies. Electronic Journal of Radical Organisation Theory, 5(1).

MANUSCRIPTS UNDER REVIEW

- Hoobler, Jenny M. On-site or out-of-sight? Family-friendly childcare provisions and the status of working mothers. Conditionally accepted - Journal of Management Inquiry.
- Hoobler, Jenny M., & Annavarjula, Madan. Work and family identities: A cross-cultural comparison of identity, salience, and individual outcomes. Journal of Managerial Psychology.

REFEREED CONFERENCE PRESENTATIONS/PROCEEDINGS

- Hoobler, Jenny M., & Lemmon, Grace. The Effects of Subordinate Commitment to Family Identity on Outcomes of Abusive Supervision. Submitted to the 2007 *Annual Meetings of the Society for Industrial and Organizational Psychology*, New York, NY.
- Briscoe, Jon P., Hoobler, Jenny M., & Byle, Kevin A. Is a Protean Career Orientation Linked to Transformational Leadership? The Answer's in the Eye of the Beholder. Symposium paper submitted to the 2007 *Annual Meetings of the Society for Industrial and Organizational Psychology*, New York, NY.
- Hoobler, Jenny M., & Annavarjula, Madan. Work and Family Identities in India and the United States: An Empirical Test of "Convergence and Divergence." Accepted – 2006 *Annual Meetings of the Asia Academy of Management*, Tokyo, Japan.

- Briscoe, Jon P., Hoobler, Jenny M., & Byle, Kevin A. 2006. Using the Protean Career Orientation to Predict Transformational Leadership: An Empirical Study. *Annual Meetings of the Academy of Management*, Atlanta, GA.
- Gowen, Charles R., McFadden, Kathleen L., Hoobler, Jenny M., & Tallon, William J. 2005. Exploring commitment-based and control-based human resource management systems, continuous quality improvement, and healthcare quality program results. *Proceedings of the Annual Meeting of the Decision Sciences Institute*, San Francisco, CA.
- Annavarjula, Madan, Hoobler, Jenny M., Beldona, Sri, & Lynch, Joel. 2005. A cross-cultural comparison of the impact of work and family identities on individual outcomes. *Journal of International Business Studies/Academy of International Business Paper Development Workshop, AIB Annual Meeting*, Quebec City, Canada
- Skinner, Jolene L., & Hoobler, Jenny M. 2005. Abusive supervision, employee alcohol usage, and drinking attributions: Performance implications. *Annual Meetings of the Academy of Management*, Honolulu, HI.
- Annavarjula, Madan, Hoobler, Jenny M., Beldona, Sri, & Lynch, Joel. 2005. Work and family identities: A three-nation study of salience, involvement, and individual outcomes. *Annual Meetings of the Eastern Academy of Management-International*, Cape Town, South Africa.
- Hoobler, Jenny M., & Skinner, J. 2004. Abusive supervision and employee alcohol usage: The impact on performance. *Annual Meetings of the Society for Industrial and Organizational Psychology*, Chicago, IL.
- Hoobler, Jenny M. 2003. Abuse, undermining, and restorative justice: When workers kick the dog. *Annual Meetings of the Academy of Management*, Seattle, WA.
- Hoobler, Jenny M., & Swanberg, Jennifer. 2003. Intersections of violence and aggression in the workplace: Lessons from municipal government employees and customers. *Work, Stress, and Health: New Challenges in a Changing Workplace, Fifth Interdisciplinary Conference on Occupational Stress and Health*, Toronto, Canada.
- Droege, Scott B., & Hoobler, Jenny M. 2002. Tacit knowledge diffusion from a social network perspective. *5th World Congress on the Management of Intellectual Capital*, Hamilton, ON, Canada.
- Hoobler, Jenny M. 2002. Lip service to multiculturalism: Docile bodies of the modern organization. *Proceedings of the Annual Meeting of the Southern Management Association*, Atlanta, GA.

- Tepper, Bennett J., Duffy, Michelle K., & Hoobler, Jenny M. 2002. Moderating effects of abusive supervision on relationships between coworkers' organizational citizenship behavior and fellow employees' attitudes. *Annual Meetings of the Academy of Management*, Denver, CO. Named to "Showcase Symposium" – Organizational Behavior Track.
- Hoobler, Jenny M. 2001. A process model of individual diversity-related behavior in organizations. *Proceedings of the Annual Meeting of the Southern Management Association*, New Orleans, LA. Best Paper Award – Social Issues Track.
- Hoobler, Jenny M. 2001. On-site or Out-of-sight? Family-friendly childcare provisions and the status of working mothers. *Proceedings of the Annual Meeting of the Midwest Academy of Management*, Toledo, OH.
- Hoobler, Jenny M., & Garrett, Brent. 2001. The deinstitutionalization of public policy: The case of Affirmative Action. *Annual Meetings of the Academy of Management*, Washington, D.C.
- Hoobler, Jenny M., & Johnson, Nancy Brown. 2001. A five-year analysis of current human resource management publications. *Proceedings of the Annual Meeting of the Industrial Relations Research Association*, New Orleans, LA.
- Hoobler, Jenny M., & Tepper, Bennett J. 2001. An examination of the causal relationships between abusive supervision and subordinates' attitudes, distress, and performance. *Annual Meetings of the Academy of Management*, Washington, D.C.
- Johnson, Nancy Brown, & Hoobler, Jenny M. 2001. Airline union elections: 1972-1998. *Proceedings of the Annual Meeting of the Industrial Relations Research Association*, New Orleans, LA.
- Hoobler, Jenny M. 2000. Networking for career attainment and advancement. *Proceedings of Solving the Puzzle: Integrating New Ideas with Classic Theories, Industrial Organizational/Organizational Behavior Graduate Student Conference*, Knoxville, TN.
- Hoobler, Jenny M., Duffy, Michelle K., & Tepper, Bennett J. 2000. The process of emotion regulation in emotional labor performance. Symposium paper presented at the *Annual Meetings of the Academy of Management*, Toronto, Canada.
- Hoobler, Jenny M., Tepper, Bennett J., & Duffy, Michelle K. 2000. Moderating effects of coworkers' organizational citizenship behavior on relationships between abusive supervision and subordinates' attitudes and psychological distress. *Proceedings of the Annual Meeting of the Southern Management Association*, Orlando, FL.

WORKING PAPERS

Burton, James P., & Hoobler, Jenny M. Abusive supervision and subordinate aggression: The role of self-esteem and narcissism.

Hoobler, Jenny M., Basadur, Tim, & Lemmon, Grace. Management of a diverse workforce: Meanings and practices. Journal of Equipment Lease Financing.

Hoobler, Jenny M., & Rospenda, Kathleen M. Asymmetrical effects of positive job experiences and generalized workplace harassment on employee health and well-being.

Hoobler, Jenny M., & Skinner, Jolene L. Abusive supervision, employee alcohol usage, and drinking attributions: Performance implications.

Hoobler, Jenny M., & Swanberg, Jennifer. Work-supportive family, family-supportive supervision, and use of organizational benefits: Implications for work-family conflict and employee well-being. A replication with low-wage workers.

INVITED PRESENTATIONS

“Researching abusive supervision.” University of Illinois at Chicago HON 101, Honors Research Course, September 2006.

“Networking.” University of Illinois Campuses Student Leader Development Seminar, September 2005.

“Interview do’s and don’ts.” NIU Sigma Iota Epsilon Honorary Fraternity meeting, April 2005.

“The abusive supervisor.” NIU Presidential Commission on Women and Women’s Resource Center, Networking Luncheon, April 2005.

“Expatriates: Human resource implications.” Northern Illinois University Professional MBA Program, International Experience, Lisbon, Portugal, March 2005.

“Workplace diversity: Organizational change (?) and the new racism.” State Farm Insurance Companies, Administrative Services Department Managers, June 2004.

“The social identity complexity of work and family: Effects of abusive supervision on family consequences.” Northern Illinois University College of Business Board of Executive Advisors meeting, May 2004.

“Workplace diversity and sexual harassment.” Northern Illinois University College of Business, UBUS 311, April 2004.

“Workplace attitude and climate: They’re within your control.” Northern Illinois University Salute to Secretaries, April 2004.

“Incorporating job shadowing into course requirements.” Illinois Association for Cooperative Education and Internships (IACEI) conference, College of DuPage, March 2004.

“Understanding and dealing with difficult supervisors.” Northern Illinois University Society for Human Resource Management (SHRM) student chapter, October 2003.

“Incorporating lesbian, gay, bisexual, and transsexual issues into the business classroom.” Northern Illinois University LGBT Program national seminar for faculty, October 2003.

“Understanding and dealing with difficult supervisors.” Northern Illinois University Human Resource Services Training Program for faculty and staff, October 2003.

“Role modeling and self-image.” State Farm Insurance Companies, Administrative Services Department, Women Mentoring Women group, March 2003.

“Subordinate self-esteem and abusive supervision: The role of gender.” Northern Illinois University Introduction to Business Research class, February 2003.

“Careers in business management.” Northern Illinois University Women’s Studies Program, Conference for Young Women, October 2002, 2003.

“Abusive supervisors.” University of Kentucky Center for Labor Education and Research (CLEAR) School for Union Women, March 2002.

GRANT PROJECTS

Sole investigator: *Diversity in the Leasing and Finance Industry*. Equipment Leasing and Finance Foundation (\$15,700). Funded September 2005.

Primary investigator (w/J. Swanberg, University of Kentucky): *Employed individuals’ experience of intimate partner violence: Individual and organizational determinants*. Society for the Psychological Study of Social Issues (\$1,825). Funded January 2005.

Sole investigator: *Avoiding traps and scaling fences: Uncovering the social dilemmas which impede diversity in organizations*. Society for the Psychological Study of Social Issues (\$1,000). Funded May 2000.

Sole investigator: *Bases of student motivation*. University of Kentucky Teaching and Learning Center (\$500). Funded Summer 1999.

AWARDS AND HONORS

- Outstanding Reviewer Award for “exceptionally high quality feedback,” Academy of Management annual meetings, Organizational Behavior Division, 2006

- Northern Illinois University summer research funding (fully funded), 2002, 2003, 2004
- Dissertation Year Fellowship, University of Kentucky Graduate School, 2001-2002
- One of 15 doctoral candidates campus-wide to receive full dissertation funding
- Best Paper Award, Southern Management Assn., Social Issues Track, 2001
- Research Challenge Trust Fund II Gatton Doctoral Fellowship for academic and research potential, 2000-2001
- University of Kentucky Graduate School Commonwealth Research Award, 2000
- Southern Management Association Doctoral Consortium (fully funded), 2000
- University of Kentucky Graduate School Fellowship Award, 2000
- University of Kentucky Woman's Club Scholarship, 2000
- McClintock Book Scholarship for academic merit and potential, 1999

PROFESSIONAL SERVICE

- Affiliated Faculty Member, Institute for Workplace Innovation, University of Kentucky, 2006-Present
- Reviewer, Asia Academy of Management Annual Meetings, 2006
- Ad-hoc Reviewer, Journal of Interpersonal Violence, 2006
- Executive Board Member, University of Illinois Center for Human Resource Management, 2005-Present
- Ad-hoc Reviewer, Journal of Operations Management (special issue on behavioral theory), 2005
- Caucus Chair, Academy of Management Annual Meetings, Honolulu, 2005
- Reviewer, Eastern Academy of Management-International Annual Meetings, 2004
- Ad-hoc Reviewer, Personnel Review, 2004, 2005
- Ad-hoc Reviewer, Academy of Management Journal, 2001, 2003
- Facilitator, Academy of Management Annual Meetings, OB Division, 2003
- Reviewer, Academy of Management Annual Meetings, 2003, 2004, 2005, 2006
- Women's Studies Faculty Associate, Northern Illinois University, 2003-2005
- Discussant, Southern Management Association Annual meeting, 2002
- Committee Member, University of Kentucky President's Commission on Women, 2002
- Reviewer, Southern Management Association Annual Meeting, 2001-2006
- Member, University of Kentucky Presidential Taskforce on becoming a "top twenty" research institution, 2001-2002
- Founder and President, University of Kentucky Graduate Women in Business (GWIB), 1999-2001
- Lead Researcher and Member, University of Kentucky Faculty Senate Ad-hoc Committee on the Status of Women, 1999-2002
- Member, University of Kentucky Women's Studies Graduate Steering Committee, 1999-2002
- Senator, University of Kentucky Gatton Doctoral Student Association (GDSA), 1998-2000
- Reviewer, Western Decision Sciences Institute Annual Meeting, 1999, 2000, 2001, 2002, 2003

DOCTORAL COMMITTEE SERVICE

Dissertation Committee Member

- Renata Jaworski, UIC Managerial Studies dept., 2006-Present
- Anjali Chaudry, UIC Managerial Studies dept., 2006-Present
- Hope Long, NIU Psychology dept., 2002-Present
- Jolene Skinner, NIU Psychology dept., 2003-Present
- Diana Kravitz, NIU Counseling, Adult, and Higher Education dept., 2005-Present

Preliminary Exam Committee Member

- Anjali Chaudry, UIC Managerial Studies dept., 2006
- Brian Glibkowski, UIC Managerial Studies dept., 2006

TEACHING/BUSINESS EXPERIENCE

2005 to present

Assistant Professor, University of Illinois at Chicago, College of Business Administration, Department of Managerial Studies

2002 to 2005

Assistant Professor, Northern Illinois University, College of Business, Department of Management

Adjunct status, Northern Illinois University, Psychology department, Industrial/Organizational Psychology curricular area.

1998 to 2002

Instructor, University of Kentucky, Carol Martin Gatton College of Business and Economics, School of Management

Teaching/Research Assistant, University of Kentucky, Carol Martin Gatton College of Business and Economics, School of Management

1997 to 1998

Course Developer/Management Trainer, State Farm Insurance Companies Corporate Headquarters, Bloomington, Illinois

1994 to 1997

Purchasing Specialist, State Farm Insurance Companies Corporate Headquarters, Bloomington, Illinois

1992 to 1994

Public Information and Education Specialist, Illinois Department of Transportation,

Division of Traffic Safety, Springfield, Illinois

COURSES TAUGHT

Fundamentals of Management

Fundamentals of Management, Independent Study/Distance Learning¹

Human Resource Management

Labor-Management Relations

Survey of Personnel and Industrial Relations

Survey of Personnel and Industrial Relations, Independent Study/Distance Learning ¹

Organization Development

Organizational Behavior (undergraduate, MBA, and doctoral level)

Training and Development

PROFESSIONAL AFFILIATIONS

Academy of Management, American Psychological Association, Society for Human Resource Management, Society for the Psychological Study of Social Issues, Southern Management Association

¹ Also authored on-line version of course