

HILARY A. SCHLOEMER

Arkansas State University, College of Business
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EDUCATION

- PhD** Human Resources Management, Minor in Research Methods August 2016
University of Kansas
Dissertation: Making Actionable Ideas: Linking Creativity, Creativity Management,
and Innovation
- BA** Psychology & Sociology; Minor in Social and Behavioral Sciences Methodology May 2012
Degree with Highest Distinction
University of Kansas

ACADEMIC AND PROFESSIONAL EXPERIENCE

- Assistant Professor of Management** 2016-Present
Arkansas State University, College of Business Administration
- Graduate Research & Teaching Assistant** 2012-2016
University of Kansas, School of Business
- Undergraduate Research & Teaching Assistant** 2009-2012
University of Kansas, School of Business

PUBLICATIONS

Poppo, L., Schloemer, H., & Rogers, K. M. In Press. Social Psychological Foundations of Alliance Cooperation: The Role of Identity and Identification in Shared Alliance interest. In F. J. Contractor & J. J. Reur (Eds.) *Frontiers of Strategic Alliance Research: Negotiating, Structuring and Governing Partnerships*, Cambridge University Press.

CONFERENCE PRESENTATIONS

- Schloemer, H., Poppo, L., & Rogers, K. M. Embracing the Competition-Cooperation Angst: Individual Ambivalence as a Driver of Strategic Alliance Performance. Presented at the Strategic Management Society Special Conference, San José, Costa Rica, December 2017
- Poppo, L., Huang, A. Y., & Schloemer, H. Achieving Joint Production: The Effect of Problem-Type and Psychological Drivers on Search Behaviors. Presented at the Annual Strategic Management Society Conference, Houston, TX, October 2017
- Schloemer, H. Interfacing Creativity and Innovation: The Role of Managerial Perceptions and Decision Making. *Academy of Management Proceedings*. Presented in Atlanta, GA, August 2017

Poppo, L., Rogers, K. M., & Schloemer, H. A Theoretical Model for Managing Strategic Alliances: Social Psychological Foundations of a Multi-Level Approach. Presented at the Alliance Conference at Rutgers University Business School, New Brunswick, NJ, October 2016

Schloemer, H. & Wan, D. Tensions between Creativity and Compensation: Clarifying the Effects of Pay-Based Extrinsic Motivation on Creative Performance. Presented at the Midwest Academy of Management Annual Meeting, Fargo, ND, October 2016

Poppo, L., Rogers, K. M., & Schloemer, H. A Theoretical Model for Managing Strategic Alliances: Social Psychological Foundations of a Multi-Level Approach. Presented at the Strategic Management Society Pre-Conference on New Directions in Alliance Governance Research. Berlin, Germany, September 2016

Poppo, L., Rogers, K. M., & Schloemer, H. A Theoretical Model for Managing Alliances: Social Psychological Foundations of a Theoretical Model. *Academy of Management Proceedings*. Presented in Anaheim, CA, August 2016

Poppo, L., Schloemer, H., & Huang, A. Y. A Meso-Level Focus on Innovation: Can a Shared Group Identity Promote Innovative Solutions? Presented at the Strategic Management Society Special Conference, Rome, Italy, June 2016

Schloemer, H., Wan, D., & Chadwick, C. The Effect of Human Capital on Firm Performance and Survival: The Context of the Asian Financial Crisis. *Academy of Management Proceedings*. Presented in Philadelphia, PA, August 2014

Li, P., Guthrie, J., & Schloemer, H. Affective Capital and Firm Performance: Top-down or Bottom-up? Presented at the Annual Society for Industrial and Organizational Psychology Conference, Honolulu, Hawaii, May, 2014

Chadwick, C., Schloemer, H., & Wan, D. The Effect of Human Capital Investment on Firm Performance: The Context of the Korean Financial Crisis. Presented at the Annual Strategic Management Society Conference, Atlanta, GA, September-October, 2013

WORKING PAPERS

Schloemer, H., Rogers, K. M., & Poppo, L. Embracing the Competition-Cooperation Angst: Individual Ambivalence as a Driver of Strategic Alliance Performance. *Target: Journal of Management*. Stage: *Revising for submission*

Schloemer, H. Beauty in the Breakdown: Exploring the Novelty and Usefulness Dimensions of Creativity at Work (dissertation). *Target: Journal of Applied Psychology*. Stage: *Revising for submission*

Schloemer, H. Linking Creativity and Innovation: The Role of Managerial Perceptions and Decision-Making (dissertation). *Target: Journal of Management*. Stage: *Analyzing data*

Wan, D., Schloemer, H., & Chadwick, C. The Effect of Human Capital Investment Strategies on Firm Performance and Survival: The Context of the Korean Financial Crisis. *Target: Strategic Management Journal*. Stage: Data analysis

Poppo, L., Schloemer, H., & Rogers, K. M. A Micro-Extension of the Theory of the Firm and Firm Heterogeneity: Motivational Foundations of Work Group Identity, Identification, and Innovation. *Target: Strategic Management Review (a new, peer-reviewed journal)*, Stage: Revising for submission

Poppo, L., Huang, A. Y., & Schloemer, H. A Meso-Level Focus on Innovation: Can a Shared Group Identity Promote Innovative Solutions?. *Target: Strategic Management Journal*. Stage: Data Collection

RESEARCH IN PROGRESS

Poppo, L., Schloemer, H., Rogers, K., & Huang, A. Y. Work Group Identity and Creative Problem-Solving in Action: A Test of a Conceptual Model. *Target: Strategic Management Journal*. Stage: Final wave of data collection

Schloemer, H. & Wan, D. Unraveling the Extrinsic Motivation and Creativity Mystery: The Role of Expectations. *Target: Journal of Applied Psychology*. Stage: Awaiting Approval for Data Collection

Schloemer, H. & Tew, P. Overconfidence in Investing: The Role of Gender and Group Decision-Making. *Target: Journal of Business Ethics*

FACULTY SEMINAR PRESENTATIONS

Schloemer, H. Measuring Creativity: Examination of a Two-Facet Construct. Presented at the Arkansas State University College of Business Faculty Research Presentation Series, Jonesboro, AR, December 2016

Schloemer, H., Wan, D., & Chadwick, C. The Effect of Human Capital Investment on Firm Performance and Survival: The Context of the Korean Financial Crisis. Presented at the University of Kansas School of Business Management Seminar Series, Lawrence, KS, April 2016

Schloemer, H. Improving Presentation Skills: A Mutually Beneficial Arrangement. Presented at Arkansas State University's Learn@State: A Celebration of Investigations into Student-Learning Assessment, Jonesboro, AR, March 2017

TEACHING EXPERIENCE

Arkansas State University, Instructor

MGMT 3123, Principles of Management
Spring 2018, Fall 2017, Spring 2017, Fall 2016

MGMT 3123-H, Honors Principles of Management
Spring 2018, Fall 2017, Spring 2017

MGMT 3183, Entrepreneurship
Spring 2018

MGMT 3183-H, Honors Entrepreneurship

Spring 2018
MGMT 3153, Organizational Behavior
Fall 2017, Fall 2016
MGMT 3153-H, Honors Organizational Behavior
Fall 2017, Fall 2016

Arkansas State University, Guest Lecturer

MKTG 6223, Strategic Marketing
Fall 2016

Instructor: Melodie Philhours

University of Kansas, Instructor of Record

MGMT 410, Human Resources Management
Spring 2014, Fall 2013, Spring 2013
MGMT 310, Organizational Behavior
Spring 2015

University of Kansas, Guest Lecturer

MGMT 711, Human Resources Management
Fall 2013

Supervising Professor: Clint Chadwick

University of Kansas, Teaching Assistant

MGMT 410, Human Resources Management
Fall 2012
MGMT 310, Organizational Behavior
Fall 2014
PSYC 121, Honors Personality Psychology
Spring 2010

Supervising Professor: Clint Chadwick

Supervising Professor: Kristie Rogers

Supervising Professor: Stephen Ilardi

GRANTS AND AWARDS

Summer Teaching Institute Grant. 2017. Arkansas State University.

Summer Research Grants. 2016 & 2017. Arkansas State University.

Graduate Research Fund Grant. 2013. University of Kansas.

Written and Oral Comprehensive Exam, Pass with Honors. October 2014. University of Kansas.

PROFESSIONAL AFFILIATIONS

Academy of Management, 2013-present

Divisions: Human Resources, Organizational Behavior, Management & Organizational Cognition,
Entrepreneurship

Society of Industrial Organizational Psychology, 2013-present

Midwest Academy of Management, 2016-present

Jonesboro Chamber of Commerce, 2016-present

Friends of NEA Baptist Hospital, 2017-present

PROFESSIONAL AND UNIVERSITY SERVICE

Service to Professional Organizations:

Making Connections Committee, Academy of Management Organizational Behavior Division, 2017-present
Academy of Management, HR Division Reviewer, 2015, 2016
Academy of Management, OB Division Reviewer, 2015, 2017, 2018
Society of Industrial Organizational Psychology Reviewer, 2016

Arkansas State University, University-Level Service:

Originator and Developer of Entrepreneurship & Innovation Speaker Series, Arkansas State University, 2017-present
Student Research Advisory Committee/Create@State, 2017-present
Summer Faculty Institute Instructor, 2017

Arkansas State University, College-Level Service:

Chair, Undergraduate Scholarship Committee, Member Spring 2017, Chair Summer 2017-present
Faculty Development Committee, 2017-present
Entrepreneurship Committee, 2017-present
MBA Teamwork/Leadership Goal Assessment Team, 2017
Undergraduate Curriculum and Policy Committee, 2016-2017
Women's Business Leadership Center Professional Development Workshop, October 2017
Workshop: Resume
Recruitment & Retention Activities, Transfer Preview Day, Select-A-Major Fair, High School Preview/Senior Day, New Student Registration, A-State College Fair, 2016-present
Faculty Mentor for Innovators' League, 2017-Present

Arkansas State University, Department-Level Service:

Chair, Student Scholarship Selection Committee, 2017-present
Undergraduate Curriculum and Policy Committee, 2016-2017
Program Promotion Committee, 2016-present
Academic Adviser, 2016-present

University of Kansas Service:

Association of Business Doctoral Students
President, 2013-2014
PhD Team Student Representative, 2015-2016
Dean's Advisory Course Fees Committee, School of Business,
Doctoral Student Representative, 2013-2016
Administrative Associate Search Committee, School of Business, Fall 2013
Panel Moderator Certified Public Manager Program, June 2015
Conference: Leadership for the 21st Century: What Got Us Here Will Not Get Us There
Panel: Engaging Employees: The New Role of Leadership