# HILARY SCHLOEMER

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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
Degree with Highest Distinction — May 2012
University of Kansas

## ACADEMIC AND PROFESSIONAL EXPERIENCE

**Associate Professor of Management** — 2022-Present
**Assistant Professor of Management** — 2016-2022
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

Schloemer, H. & Deeg, M. 2026. Combatting Student Burnout with Internal Resources: The Effects of Psychological Capital and Perceived Social Support. *Journal of College Student Retention: Research, Theory & Practice*,

Schloemer, H. & Mello J. 2024. UNLIMITED PACKAGING: Something's UP with Morale. *Ivey Case Publishing.*

Poppo, L*. & Schloemer, H.* (*Authors Contributed Equally). 2023. Problem Solving Through the Lenses of Identity, Identification, and Work Groups: A Socio-Cognitive Theory of the Firm. *Strategic Management Review,* 4(1).

Schloemer, H., Rogers, K., & Poppo, L. (2022). Embracing the Competition-Cooperation Angst: Individual Ambivalence as a Driver of Strategic Alliance Performance. In *Managing Interpartner Cooperation in Strategic Alliances* (T.K. Das, ed.)

Mello, J. & Schloemer, H. 2021. Do organizational subcultures matter? A case study of logistics and supply chain management. *The International Journal of Logistics Management*.

Yang, M.*, Schloemer, H.*, Zhu, Z., Lin, Y., Chen, W., & Dong, N. (*Authors Contributed Equally). 2020. Why and When Team Reflexivity Contributes to Team Performance: A Moderated Mediation Model. *Frontiers in Psychology*, *Organizational Psychology Section*.

Wangrow, D. & Schloemer, H. 2019. Managerial Discretion. In R. Griffin (Ed.) *Oxford Bibliographies in Management,* Oxford University Press.

Poppo, L., Schloemer, H., & Rogers, K. M. 2019. 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

Poppo, L., Schloemer, H., & Huang, Y. Grounded Creative Problem Solving and Novel Strategic Initiatives: A Study of Discovery-Oriented Adaptation. Presented at the Strategic Management Society Annual Conference, Istanbul, Turkey, October 2024.
Nominated for SMS Annual Conference Research Methods Paper Prize

Poppo, L., Schloemer, H., & Huang, Y. Grounded Creativity and Novel Strategic Initiatives: A Study of Discovery-Oriented Adaptation. Presented at Academy of Management Annual Conference, Chicago, IL August 2024.

Poppo, L., Schloemer, H., Huang, Y. From Strategic Issues to Creative Solutions: A Sequential Process. Presented at Strategic Management Society Annual Conference, Toronto, Canada, October 2023.

Nonis, S., Hester, K, & Schloemer, H. Influence of Stress and Financial Stabilizing Measures Used During Covid by Dentists Have on Their Psychological Outcomes. Presented at the Association of Collegiate Marketing Educators Conference, New Orleans, LA, March 2022.

Schloemer, H., Deeg, M., McDaniel, K., & Sanjrani, A. Psychological Capital and Perceptions of Social Support as Solutions to Student Burnout and Performance Issues. Presented at the Midwest Academy of Management Annual Conference, Virtual, October 2020.

Schloemer, H. & Mello, J. A Company Came to Me: A Case Study of Cultural Conflict. Presented at the Midwest Academy of Management Annual Conference, Omaha, NE, October 2019.

Yang, R. M., Schloemer, H., & Zhang, Y. With Coaching, I Get Back Up: Psychological Capital as a Cognitive-Emotional Enabler of Creativity. *Academy of Management Proceedings*. Presented at the Academy of Management Annual Conference, Boston, MA, August 2019
Received MED Division Junior Faculty Best Paper Award

Schloemer, H., Poppo, L., Huang, Y. The Pitch for Formulating Strategies: A Socio-Cognitive Model of Creative Problem Solving. To be presented at the Annual Strategic Management Society Conference, Minneapolis, MN, October 2019

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 at the Academy of Management Annual Conference, 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 Conference, 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 Society for Industrial and Organizational Psychology Annual 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 Strategic Management Society Annual Conference, Atlanta, GA, September-October, 2013

## WORKING PAPERS

Poppo, L., Schloemer, H. & Huang, A. Y. Strategic Judgement Under Novelty and Ambiguity: How Collective Strategizing Structures Inquiry. *Stage: Under Review*

Yang, B., Schloemer, H., Yang, M., Qu, Y., Zhang, Y., & Li, Y. Coaching for Creativity: Trusted Managers and Psychological Capital as Enablers of Creativity. *Stage: Resubmitted after R&R*

## FACULTY SEMINAR PRESENTATIONS

Poppo, L., Schloemer, H., & Huang, Y. Creative Strategic Discovery: A Multi-Level Perspective on Strategic Problem Engagement. University of California Irvine, February 2022.

Huan, Y., Poppo, L., & Schloemer, H. Focusing Strategic Problem Solving: A Process Model, Iowa State University Department of Management, Virtual, April 2021

Schloemer, H. Drawing Connections through Narrated Concept Maps. Presented at Arkansas State University's Learn@State: A Celebration of Investigations into Student-Learning Assessment, Jonesboro, AR, March 2018

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

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

## FACILITATOR ROLES

Co-organizer and facilitator of "New Directions in Strategy Process Research; Bridging Scholarship and Practice." 2026. Workshop at the Annual Strategic Management Society Conference, Berlin, German, October 2026

Co-organizer and facilitator of "Organizational Behavior Research Incubator." 2021. Professional Development Workshop at the Annual Academy of Management Meeting, Virtual, August 2021

Co-organizer and facilitator of "Organizational Behavior Research Incubator." 2020. Professional Development Workshop at the Annual Academy of Management Meeting, Virtual, August 2020

Guest Speaker, Breakout Session on Professional Life for New Doctoral Student Consortium at the Annual Academy of Management Meeting, Boston, MA, August 2019

Co-organizer and facilitator of "Organizational Behavior Research Incubator." 2019. Professional Development at the Annual Academy of Management Meeting, Boston, MA, August 2019

Co-organizer and facilitator of "Organizational Behavior Research Incubator." 2018. Professional Development at the Annual Academy of Management Meeting, Chicago, IL, August 2018

Originator, Organizer, and Panel Moderator of the Arkansas State University Entrepreneurship & Innovation Speaker Series, Jonesboro, AR.

2018-2019 Series – 4 events
2017-2018 Series – 6 events

## TEACHING EXPERIENCE

**Arkansas State University, Instructor**

MBA 5003, Graduate Business Fundamentals (Asynchronous online)
MGMT 6403, Seminar in Organizational Behavior (Asynchronous online)
MGMT 6463, Leadership Development (Asynchronous online)
MGMT 6423, Strategic Management (Asynchronous online)
MGMT 3123, Principles of Management (Face-to-Face, synchronous online, asynchronous online, hybrid)
MGMT 3123-H, Honors Principles of Management (Face-to-Face, synchronous online, asynchronous online, hybrid)
MGMT 3183, Entrepreneurship (Face-to-Face, synchronous online, asynchronous online, hybrid)
MGMT 3183-H, Honors Entrepreneurship (Face-to-Face, synchronous online, asynchronous online, hybrid)
MGMT 3153, Organizational Behavior (Face-to-Face, synchronous online, asynchronous online, hybrid)
MGMT 3153-H, Honors Organizational Behavior (Face-to-Face, synchronous online, asynchronous online, hybrid)
MGMT 3613, Leadership (Asynchronous online)
MGMT 3143, Human Resources (Asynchronous online)

**Arkansas State University, Guest Lecturer**

MKTG 3093, Professional Selling
Fall 2022 — Instructor: Katie Hill
MKTG 4323, Advanced Sales
Fall 2022 — Instructor: Katie Hill
MGMT 6453, Seminar in Contemporary Management Issues
Fall 2019 — Instructor: Karen McDaniel
MKTG 6223, Strategic Marketing
Fall 2018, Fall 2016 — Instructor: Melodie Philhours

**University of Kansas, Instructor of Record**

MGMT 410, Human Resources Management
MGMT 310, Organizational Behavior

**University of Kansas, Guest Lecturer**

MGMT 711, Human Resources Management
Fall 2013 — Supervising Professor: Clint Chadwick

**University of Kansas, Teaching Assistant**

MGMT 310, Organizational Behavior
Fall 2014 — Supervising Professor: Kristie Rogers
MGMT 410, Human Resources Management
Fall 2012 — Supervising Professor: Clint Chadwick
PSYC 121, Honors Personality Psychology

Spring 2010 Supervising Professor: Stephen Ilardi

## GRANTS AND AWARDS

Undergraduate Research Assistant Stipend ($1000, Ahad Sanjrani). 2020. Arkansas State University.

Best Junior Faculty Paper Award. 2019. MED Division, Academy of Management.

Nominated for You Made a Difference Advising Award. 2019. Arkansas State University.

Guest Lecture Series Grant ($7000). 2018. Charles Koch Foundation.

Summer Teaching Institute Grant. 2017. Arkansas State University.

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

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

Graduate Research Fund Grant. 2013. University of Kansas.

## PROFESSIONAL AFFILIATIONS

**Academy of Management**, 2013-present
Divisions: Human Resources, Organizational Behavior, Management & Organizational Cognition

**Society of Industrial Organizational Psychology**, 2013-2018

**Midwest Academy of Management**, 2016-2018, 2019-2022

**Jonesboro Chamber of Commerce**, 2016-2021

**Friends of NEA Baptist Hospital**, 2017-2021

## PROFESSIONAL AND UNIVERSITY SERVICE

**Service to Professional Organizations:**

**Making Connections Committee, Academy of Management Organizational Behavior Division**, 2017-2022
**Co-Organizer of Annual OB Division PDW**, 2017-2022
**Academy of Management, OB Division Reviewer**, 2015, 2017, 2018, 2019, 2020, 2021, 2022
**Academy of Management, MED Division Award Reviewer**, 2021
**Academy of Management, HR Division Reviewer**, 2015, 2016
**Society of Industrial Organizational Psychology Reviewer**, 2016
***Frontiers of Psychology, Organizational Psychology Section* Reviewer**, 2020
***International Journal of Hospitality Management*, Reviewer**, 2021
***Academy of Management Review*, Special Issue Reviewer**, 2022

**Arkansas State University, University-Level Service:**

**Student Disciplinary Committee**, Fall 2020-present

**Member, Nancy Everitt Scholarship Committee**, Spring 2019-present
**Co-Organizer of A-State Innovate Elevator Pitch Competition,** Fall 2018, Fall 2019
**Sponsor, Arkansas Capital Governor's Cup Team**, finalists in Agriculture, Innovation, and Graduate Divisions, 2019, finalists in Undergraduate Division 2022
**Erasmus+ Scholarship Committee**, 2018
**Originator and Developer of Entrepreneurship & Innovation Speaker Series, Arkansas State University**, 2017-2021
**Student Research Advisory Committee/Create@State**, 2017-present
**Summer Faculty Institute Instructor**, "Refining Presentation Skills," 2017

**Arkansas State University, College-Level Service:**

**Chair, Scholarship Committee**, Member Spring 2017, Chair Summer 2017-present
**Diversity, Equity, and Inclusion Committee**, Fall 2022-Present
**Undergraduate Curriculum Task Force**, Fall 2020-2021
**Chair, Honors Thesis Committee**, Alex Young, 2020-2021, Hogan Dailey, 2020-2021
**Honors Thesis Committee**, Chandler Williams, 2018-2019, Blake Carnahan, 2019-2020, Gary Stillwell, 2020-2021
**Mentored, Undergraduate Research Assistant**, Ahad Sanjrani, Spring 2020, $1,000 stipend
**Associated Create@State Research Presentation** by Ahad Sanjrani, April 2020
**Faculty Mentor for Gearhead Outfitters Student Ambassadors**, 2019-present
**Faculty Mentor for Disc Golf Student Organization**, 2019-2022
**MBA Teamwork/Leadership Goal Assessment Team**, 2017-present
**Ad Hoc Faculty Development in Online Teaching Committee**, 2017-2018 (committee dissolved)
**Entrepreneurship Committee**, 2017-2018 (committee disbanded)
**Faculty Mentor for Innovators' League**, 2017-2018
**Judge, A-State Freshman Elevator Pitch Competition**, Fall 2017, Fall 2018
**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

**Arkansas State University, Department-Level Service:**

**Chair, Student Scholarship Selection Committee**, 2017-present
**Graduate Curriculum Committee**, 2022-present
**Management Assessment Leader**, 2020-present
**Leading Member, Ad Hoc Entrepreneurship Curriculum Committee**, Fall 2020-present
**Ad Hoc Management Curriculum Committee,** Fall 2020
**Program Promotion Committee**, 2016-2022
**Undergraduate Curriculum and Policy Committee**, 2016-2017
**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