

# Dana McDaniel Sumpter

## Curriculum Vitae

v. August 2020

Graziadio Business School  
Pepperdine University  
24255 Pacific Coast Hwy, Malibu, CA, 90263

Mobile: +01 (917) 502-4234  
dana.sumpter@pepperdine.edu

---

### EDUCATION

- Ph.D. 2011 University of California, Irvine, The Paul Merage School of Business  
Management
- M.S. 2001 University of Illinois, Urbana-Champaign, Institute of Labor and Industrial Relations  
Human Resources and Industrial Relations
- B.S. 2000 University of Illinois, Urbana-Champaign, College of Liberal Arts and Sciences  
Liberal Arts: Psychology

### ACADEMIC EXPERIENCE

Pepperdine University - Graziadio School of Business

2020- Present *Associate Professor of Organization Theory and Management*

Summer 2011 *Adjunct Professor*

California State University, Long Beach - College of Business

2018 - 2020 *Associate Professor of Management and Human Resource Management*

2011 - 2018 *Assistant Professor of Management and Human Resource Management*

University of California, Irvine - Paul Merage School of Business

Summer 2011 *Adjunct Professor*

### PROFESSIONAL EXPERIENCE

- Citigroup 2004-2005 New York, NY  
*Vice President, Human Resources (generalist)*  
Business worked in: Citi Cards
- 2002-2004 New York, NY and Singapore  
*Human Resource Management Associate (generalist and training specialist)*  
Selective and competitive rotational leadership development program  
Businesses worked in: Citi Cards and global headquarters in NYC, and the  
International Personal Bank and Asia-Pacific regional headquarters in Singapore

### DISSERTATION

Title: *Energy at Work: A Multinational, Cross-Situational Investigation of Relational Energy*

Committee members: Cristina Gibson (co-chair), Jone Pearce (co-chair), Kristin Behfar,

Denis Trapido, Calvin Morrill

### PEER-REVIEWED ACADEMIC JOURNAL PUBLICATIONS

8. **Sumpter, D.M.**, Greenberg, D., & Kim, S. Forthcoming. The dark side of construct convergence: Navigating consensus, evolution, and practical relevance in theory building. In press at

*Academy of Management Perspectives*. Special issue on empirical path dependence and the theory-practice gap.

7. **Sumpter, D.M.** 2020. Bro or kook? The effect of dynamic member evaluation on incivility and resources in surf lineups. *Equality, Diversity, and Inclusion: An International Journal*, 39(3): 261-284. Special issue on *Advancing Research on Selective Incivility toward Devalued Groups in Organizations*.
6. Gibson, C.B., Birkinshaw, J., **Sumpter, D.M.**, & Ambos, T. 2019. The hierarchical erosion effect: A new perspective on perceptual differences and performance. *Journal of Management Studies*, 56(8): 1713-1747. Special issue *Commemorating the 60<sup>th</sup> anniversary of March and Simon's "Organizations"*.
5. **Sumpter, D.M.**, Gibson, C.G., & Porath, C.P. 2017. Act expediently, with autonomy: Vicarious learning, empowered behaviors, and performance. *Journal of Business and Psychology*, 32(2): 131-145.
4. Owens, B. P., Baker, W. E., **Sumpter, D. M.**, & Cameron, K. S. 2016. Relational energy at work: Implications for job engagement and job performance. *Journal of Applied Psychology*, 101(1), 35-49.
3. Szkudlarek, B. & **Sumpter, D.M.** 2015. What, when, and with whom? Investigating expatriate reentry training with a proximal approach. *Human Resource Management*, 54(6): 1037-1057.
2. Kopelman, S., Feldman, E., **McDaniel, D.M.**, & Hall, D.T. 2012. Mindfully negotiating a career with a heart. *Organizational Dynamics*, 41: 163-171.
1. Gibson, C.B. & **McDaniel, D.M.** 2010. Moving beyond conventional wisdom: Advancements in cross-cultural organizational behavior theory. *Perspectives on Psychological Science*, 5(4): 450-462.

#### CASES

1. **Sumpter, D.M.** & Zanhour, M. 2020. Margaret Huebner: Building the Human Resources Function at Oman's Port of Salalah. WDI Publishing.  
\* Second place winner in WDI Publishing's MENA Case Writing Competition "Doing Business in the Middle East North Africa Region," sponsored by Michigan Ross Executive Education.

#### BOOK CHAPTERS

- McDaniel, D.M.** & Gibson, C.B. 2012. Emergent ideas from emerging markets: The process of discovery in strategic management research. In *Research Methodology in Strategy and Management*, Vol. 7, Edited by C. L. Wang, D. J. Ketchen, and D. D. Bergh.
- Gibson, C.B., Szkudlarek, B, & **McDaniel, D.M.** 2012. Tales from the (multicultural) field: Toward developing research conducive to proximal theory building. Ch. 1 in *Conducting Multinational Research Projects in Organizational Psychology*, Edited by A.M. Ryan, F. T.L. Leong, and F. Oswald.

#### UNDER REVIEW

- Sumpter, D.M.**, Gibson, C.B., Porath, C. & Phan, J. (title withheld; on indirect communication and empowerment). Under review at *Journal of International Business Studies*.
- Sumpter, D.M.** & Gibson, C.B. (title withheld; on relational energy and culture). Under review at *Academy of Management Review*.
- Sumpter, D.M.** & Gibson, C.B. (title withheld; on relational energy and macro context). **Reject and Resubmit** at *Organization Science*.
- Reina, C., **Sumpter, D.M.**, & Mills, M. (title withheld; on relational mindfulness). Under review at *Journal of Organizational Behavior*.

**WORKING PAPERS AND RESEARCH IN PROGRESS**

- Sumpter, D.M.**, Greenberg, D., & Rosado-Soloman, E. Relational gains of working mothers. Analyzing data and writing draft. Target: *Academy of Management Journal*.
- Sumpter, D.M.** & Zanhour, M. Experiences of working mothers during the COVID-19 pandemic. Collecting data.
- Sumpter, D.M.** How empirical path dependence widens the theory-practice gap. Invited focal article for special issue at *Academy of Management Perspectives*.
- Owens, B., Baker, W., **Sumpter, D.M.**, & Cameron, K. Relational energy: Positive spillover into non-work domains. Target: *Personnel Psychology*.
- Sumpter, D.M.** Building positive relationships through mindful relational behaviors: Evidence from HR managers. Analyzing data. Target: *Human Resource Management*.
- Sumpter, D.M.** & Lombard, K. Organizational expatriate reentry programs and expatriate turnover. Collecting data.

**MEDIA PUBLICATIONS & EVENTS**

- 2020 Quoted in *The Atlantic*
- 2019 Quoted in article for *Forthe Media*
- 2018 TEDxCSULB speaker, "Don't underestimate working moms"
- 2018 Invited speaker for *Long Beach Moms Business Network*
- 2014 Invited columnist for the *Long Beach Business Journal*. "Research explores the neglected return of expatriate employees"

**PROFESSIONAL PRESENTATIONS**

37. Capistrano, R., Francavilla, J., Strom, P., Rosado-Solomon, E., Cronin, M.S., Hardin, A.E., Pillemer, J., Sumpter, D.M., Thatcher, S.M., & Williams, K. 2020. "Spread and Transformation of Psychological Pain in Organizations." Symposium presentation at the annual meeting of *Academy of Management*, virtual.
36. Daniels, S.R., Holmvall, C.M., Sobhani, S., Sumpter, D.M., Thornton, L. 2019. Selective Incivility: Undermining Ambitions of Inclusion in Organizations." Symposium presentation at the annual meeting of *Academy of Management*, Boston, MA.
35. Sumpter, D.M., Greenberg, D. & Kim, S. 2018. "Reentry and Beyond: The Varied Transitions of Becoming and Being a Working Mother." Presented research at the annual meeting of *Academy of Management*, Chicago, IL.
34. Sumpter, D.M. 2018. "A stress management professional development workshop (3<sup>rd</sup> Annual)." Presenter at Professional Development Workshop at the annual meeting of *Academy of Management*, Chicago, IL.
33. Sumpter, D.M. & Gibson, C.B. 2018. "Clash to Congruence: A Model of Cultural Identity and Energy in Intercultural Work Relationships" Presented paper at the annual meeting of *Academy of International Business*, Minneapolis, MN.
32. Sumpter, D.M. 2017. "Staying Rational in a Sea of Emotions: Exploring the Associations among Emotional Expression, Regulation, and Work Relationship Quality" Presented paper at symposium at the annual meeting of *Academy of Management*, Atlanta, GA.
31. Sumpter, D.M. 2017. "What were you thinking? Developing cognitive sensibilities for inductive coding." Presenter at Professional Development Workshop at the annual meeting of *Academy of Management*, Atlanta, GA.
30. Sumpter, D.M. 2017. "A stress management professional development workshop (2<sup>nd</sup> Annual)." Presenter at Professional Development Workshop at the annual meeting of *Academy of Management*, Atlanta, GA.
29. Sumpter, D.M. 2016. "A stress management professional development workshop." Presenter at Professional Development Workshop at the annual meeting of *Academy of Management*,

- Anaheim, CA.
28. Sumpter, D.M. 2016. "Mindfulness at work: Extensions and explorations." Presenter at Symposium at the annual meeting of *Academy of Management*, Anaheim, CA.
  27. Sumpter, D.M. 2015. "Thrive! Energizing ourselves and others as academics. (2<sup>nd</sup> annual)" Organizer for and presenter at Professional Development Workshop at the annual meeting of *Academy of Management*, Vancouver, BC, Canada.
  26. Sumpter, D.M. 2014. "Thrive! Energizing ourselves and others as academics." Organizer for Professional Development Workshop at the annual meeting of *Academy of Management*, Philadelphia, PA.
  25. Sumpter, D.M. 2014. "New directions in positive relationships at work." Organizer for Professional Development Workshop at the annual meeting of *Academy of Management*, Philadelphia, PA.
  24. Sumpter, D.M. 2014. "Innovations for developing intercultural competencies in B-school students and executives." Presenter for Professional Development Workshop at the annual meeting of *Academy of Management*, Philadelphia, PA.
  23. Sumpter, D.M. 2013. "The role of energy in intercultural work relationships" Paper presented at the annual meeting of *Academy of International Business*, Istanbul, Turkey.
  22. Sumpter, D.M. 2013. "Perspectives of psychological capital" Session **chair** at the annual meeting of *Academy of Management*, Lake Buena Vista, FL.
  21. Sumpter, D.M. 2013. "Towards a multilevel perspective of energy in work relationships" Research presented at the annual meeting of *Academy of Management*, Lake Buena Vista, FL.
  20. Sumpter, D.M. 2013. "Infusing vitality: Using positive organizational scholarship in teaching OB and management topics" Professional Development Workshop **discussant** at the annual meeting of *Academy of Management*, Lake Buena Vista, FL.
  19. McDaniel, D.M. 2012. "From subjective to shared: Revisiting energy in organizations" Paper presented at the annual meeting of *Academy of Management*, Boston, MA.
  18. McDaniel, D.M. 2012. "Connection to country: The case of bicultural indigenous employees" Symposium paper presented at the annual meeting of *Academy of Management*, Boston.
  17. McDaniel, D.M. 2012. "The process of discovery in international management research" Research presented at the annual meeting of *Academy of International Business*, Washington D.C.
  16. McDaniel, D.M. 2012. "The experience of biculturalism: Identity integration and cultural intelligence" Paper presented at the Cultural Intelligence Research Forum at the annual meeting of *Society for Industrial and Organizational Psychology*, San Diego, CA.
  15. McDaniel, D.M. 2012. "Emergent ideas from emerging markets: The process of discovery in organizational research" Paper presented at the annual meeting of *Western Academy of Management*, San Diego, CA.
  14. McDaniel, D.M. 2010. "Caring about context: Contextualizing energy research in organizations" Chair of symposium at the annual meeting of *Academy of Management*, Montreal, Canada.
  13. McDaniel, D.M. & Gibson, C.B. 2010. "When high energy is highly inappropriate: The use of subtle relational energy across cultures" Symposium paper presented at the annual meeting of the *Academy of Management*, Montreal, Canada.
  12. McDaniel, D.M. & Sharma, P. 2010 "Interpersonal mistreatment: The dark side of work relationships" Co-chair of symposium at the annual meeting of *Academy of Management*, Montreal, Canada.
  11. McDaniel, D.M. & Gibson, C.B. 2010. "Black holes & generative potential: Negative energy across interdependent work contexts" Symposium paper presented at the annual meeting of the *Academy of Management*, Montreal, Canada.
  10. Szkudlarek, B. & McDaniel, D.M. 2010 "Qualitative as proximal: The role of qualitative research in organizational scholarship" Paper presented at the annual meeting of the

*Academy of Management*, Montreal, Canada.

9. McDaniel, D.M. 2010. "A Multilevel Examination of Positive Organizational Constructs across Cultures" Chair of panel at the annual meeting of *Academy of International Business*, Rio de Janeiro, Brazil.
8. McDaniel, D. M. & Harrison, S.H. 2009. "Snap, crackle, pop! Energy and passion in organizations" Co-chair and organizer for symposium at the annual meeting of the *Academy of Management*, Chicago, IL.
7. McDaniel, D.M. 2009. "Energizer bunny or wet blanket? The social processes, outcomes, and contingencies of relational energy in organizations" Symposium paper presented at the annual meeting of the *Academy of Management*, Chicago, IL.
6. Gibson, C.B. & McDaniel, D.M. 2009. "Have we moved beyond conventional wisdom? A hard look at the value-add of cross-cultural management research." Co-chair of panel at the annual meeting of the *Academy of International Business*, San Diego, CA.
5. McDaniel, D.M. & Gibson, C.B. 2009. "Advancements and future directions for cross-cultural organizational behavior theory" Presented at the annual meeting of the *Academy of International Business*, San Diego, CA.
4. McDaniel, D.M. 2008. "Appropriately enthusiastic: The functioning of emotional energy across cultures" Paper presented at the *Positive Organizational Psychology* annual conference, Ann Arbor, MI.
3. McDaniel, D.M. & Gibson, C.B. 2008. "A new level of empowering acts: Relationships between vicarious empowerment, power distance, and organizational outcomes" Presented at the *DOME Culture Conference* with Geert Hofstede, Maastricht, The Netherlands.
2. McDaniel, D.M. & Gibson, C.B. 2008. "When empowered leaders make for empowered employees: Vicarious empowerment and performance across cultures" Symposium paper presented at the annual meeting of the *Society for Industrial and Organizational Psychology*, San Francisco, CA.
1. McDaniel, D.M. 2008. "Performance implications of empowerment constructs across cultures" Presented at the annual meeting of the *International Academy of Management and Business*, San Diego, CA.

### **INVITED PRESENTATIONS**

Presented at the DBA & CAR Conference, Pepperdine University, 2019

Panelist for the *HR Showcase* of the HR Advisory board, CSULB, 2016

Presentations for *Human Resource Management Association* CSULB student group, 2012, 2013, 2016, 2019

"What Does 'Energy' Mean? How Concept Mapping Analysis Derives Meaning from Qualitative Data" Invited presentation at University of Western Australia, Perth, Australia, 2010

"The Use of Energy in Interdependent Work Contexts" Invited Brown Bag Presentation at University of California, Irvine, 2010

Invited presentation at meeting of the *Students of Industrial-Organizational Psychology*, University of California, Irvine, 2010

"Energy at Work" Invited presentation at University of Western Australia, Perth, Australia, 2009

"Energy at Work: Relationships, Authenticity, and Other Insights from the Southern California Surf Industry" Invited presentation at Edith Cowan University, Bunbury, Australia, 2009

Presented at the Ph.D. Colloquium, University of California Los Angeles, 2009-2010

### **GRANTS AND AWARDS**

2020 CSULB Online Teaching Incentive Program

2019 Outstanding Reviewer Award, *Academy of Management Review*

2018 Outstanding Reviewer Award, *Academy of Management Review*

2017- 2018	Undergraduate Research Opportunity Program research stipend
2015	CSULB Hybrid Teaching Incentive Program
2015	CSULB Research Summer Stipend
2015-2016	Undergraduate Research Opportunity Program research stipend
2013	Ukleja Center for Ethical Leadership <i>Ethics Across the Curriculum</i> award
2012	Center for Innovation Research on Cultural Intelligence and Leadership grant
2010	UC Irvine <i>Graduate Dean's Dissertation Fellowship</i> (only campus winner from the business school)
2009	Runner-up for Dissertation Award, International Management division of AOM
2009	UC Irvine <i>Center for Organizational Research</i> Student Fellowship
2009	UC Irvine <i>Ray Watson Dissertation Fellowship</i>
2008-2009	UC Irvine, Nominated as Pedagogical Fellow
2000-2001	Corporate Fellowship, Eaton Corporation
1996	American Association of University Women Scholarship
1996	Indiana University Founders Scholarship

### RESEARCH ASSISTANTSHIPS

2007-2009	Dr. Cristina Gibson, Organizational Behavior and Cross-Cultural Management
2007-2008	Dr. Kristin Behfar, Organizational Behavior and Social Psychology
2007	Dr. David Obstfeld, Social Networks and Qualitative Research Methods
2006	Dr. Christine Beckman, Social Networks and Organizational Theory
2000-2001	Dr. Clint Chadwick, Human Resource Strategy
1999-2000	Dr. Eva Pomerantz, Developmental Psychology

### TEACHING EXPERIENCE

#### California State University, Long Beach

Diverse Talent Management (developed new MBA elective)	2017-2019
Seminar in Human Resource Management (MBA, core)	2011-2020
<i>Across Evening/Part Time, Accelerated/Full Time, and Saturday/Executive MBA programs</i>	
Managing Culture and Diversity (Undergraduate, elective)	2012-2017, 2019
Study abroad program to Hamburg, Germany	May-June 2019
<i>Lead faculty of the German-American International Business Workshop</i>	
Graduate Program Orientation (across all MS and MBA programs)	Summer 2012-2016, 2019

#### Pepperdine University

Cross-Cultural Management (Fully Employed MBA, elective)	Summer 2011
--	-------------

#### University of California, Irvine

Negotiations (MBA, Elective)	Summer 2011
Principles of Management (Undergraduate)	Summer 2010

#### Teaching Assistant at University of California, Irvine

Organizational Behavior (MBA, Core)	Winter 2008-10
Opening Intensive Residential (MBA, core)	Fall 2008-9
Leadership Closing Residential (FEMBA, core)	Spring 2008
Principles of Management (Undergraduate, core)	Summer 2008, Spring 2010
Organizational Behavior (Exec MBA, core)	Fall 2007
Valuing Cultural Diversity (Undergraduate, elective)	Spring 2007

New Venture Management (MBA, core) Fall 2006  
 Highest means (avg. >3.7/4.0; >4.6/5.0) consistently received in all student evaluations.  
 Teaching interests and capabilities include international and cross-cultural management, human resources/talent management, diversity equity and inclusion, organizational behavior, industrial/organizational psychology, and general management principles and theory.

### **PROFESSIONAL MEMBERSHIPS**

Member of *Academy of Management* and *Academy of International Business*  
 Member of the *Positive Relationships at Work* Micro-Community of Scholars  
 Member of the *Center for Positive Organizations* Community of Scholars  
 Founder and former steering committee member of the *Mindfulness at Work* Micro-Community of Scholars  
 Former member of *Society for Human Resource Management*, and *Society of Industrial-Organizational Psychology*

### **SERVICE TO CSULB**

#### University Committees

Global Studies Institute, Board Member, 2019-2020  
 Committee on Athletics, 2017- 2019  
 Parking and Transportation Advisory Committee, 2016- 2018  
 Human Resources Advisory Board, 2011-Current  
 Faculty liaison, 2015; 2017-20  
 Member of governance council, Summer and Fall 2015, Summer and Fall 2017  
 International Education Committee, 2013-2016  
 Sub-committee to review faculty grant applications, Fall 2015  
 Sub-committee to review student scholarship applications, Spring 2014

#### College Committees

Grade Appeals, Chair 2019-2020  
 Faculty Council 2015-2019  
 Recording secretary, Fall 2016 - Fall 2017, Fall 2018-Spring 2019  
 Instructional Technology and Learning Committee, 2013- 2016  
 Alternate, Graduate Program Assessment Committee, 2013-2017  
 Department representative, College Research Colloquium, 2011-5

#### Department Committees

Member, Research Tenure and Promotion Committee, 2019-2020  
 Chair, Faculty Activities Committee, 2016-Current  
 Chair, Hiring Committee, 2017  
 Co-chair of HRM position searches, 2014, 2019  
 Member, Hiring Committee, 2014-Current  
 Chair, Department Graduate Programs Committee, 2016-Current  
 Member, 2013-6  
 Department Human Resources Curriculum Task Force, 2011-Current  
 Department Strategic Planning and Assessment Committee, 2013-2014; 2016-7  
 Grade Appeals Committee, 2012-2013, 2018-2019  
 Co-Chair, Social Committee, 2011-2013

#### Other Service

Faculty advisor for Honors study student, 2019-2020  
 Faculty advisor for International HRM independent study student, Fall 2018  
 Faculty advisor for two undergraduate University Research Opportunity Program students, 2015-6 and 2017-8

Ad-hoc presenter, HRM Association student group (2011-3, 2016-7)  
 Faculty Advisor, University Student Scrabble Club (2013-4)  
 Faculty advisor for MBA student's research fellowship (2012-3)

### **SERVICE TO THE SCHOLARLY FIELD**

Member of the editorial review board for *Academy of Management Review*, 2017-Current  
 Awarded exemplary performance as an editorial board outstanding reviewer, 2018 and 2019

Ad-hoc journal reviewer for *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of International Business Studies*, *Academy of Management Perspectives*, *Equality, Diversity, and Inclusion*, and *Human Resource Management*

Academy of Management Annual Meeting  
 Organizational Behavior Division Volunteer and Ambassador, 2016, 2018, 2019  
 Organizational Behavior Division Mentor, 2016  
 Organizer for Mindfulness at Work Micro-Community gathering, 2014-6  
 Reviewer for Organizational Behavior division 2007-17; International Management division 2010; Managerial and Organizational Cognition division 2008-9

New Doctoral Student Consortium  
 Chair of marketing committee, 2009  
 Marketing committee member, event announcer and master of ceremonies, 2008  
 Organizer for Positive Organizational Scholarship gathering, 2009

University of California, Irvine  
 Organizer for annual gathering at the AOM annual meeting, 2015-2017, 2019  
 Mentor for incoming students, 2008-11  
 Ph.D. committee student representative, 2007-8

### **SERVICE TO LOCAL COMMUNITIES**

Volunteer and donation collector for *WomenShelter* Long Beach, 2011-2020  
 Volunteer Long Beach community parade organizer, 2016-2018  
 Volunteer and organizer for SALSA (*Surfers Against Lou Gehrig's Disease Alliance*) charity event in Huntington Beach, 2010  
 Volunteer and organizer for *ALS4Life* annual charity fundraiser in Chicago, 2008-10  
 Active member of *Surfrider Foundation*, 2008-14