

Caitlin E. Smith Sockbeson

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Education

- Ph. D. Tulane University (May 2016)
Management (Organizational Behavior)
Dissertation: *Looking at feedback from both sides now: Integrating feedback, feedback-seeking, and gender*
Chair: Angelo DeNisi
Committee Members: Adrienne Colella, Michael Burke
- B. S. Spring Hill College (May 2005)
Business Management (with Honors)
Minors: English, Computer Information Systems

Academic Employment

- Assistant Professor of Management** Aug. 2019-Present
Davis College of Business, Jacksonville University Jacksonville, FL
- Assistant Professor of Management** Aug. 2016-July 2019
Else School of Business, Millsaps College Jackson, MS
- Adjunct Lecturer** Jan 2014-May 2016
Teaching Assistant 2013
A.B. Freeman School of Business, Tulane University New Orleans, LA

Research Interests

Feedback and Performance Management
Diversity, Discrimination, and Gender Issues
Influence and Political Behavior

Journal Articles

- Prasad, A., O'Brien, L.T., & Sockbeson, C.E.S. (2020). Caste at work: Study of factors influencing attitudes towards Affirmative Action in India. *Equality, Diversity and Inclusion: An International Journal*, 39(6), 597-616. <https://doi.org/10.1108/EDI-12-2018-0223>
- DeNisi, A.S., & Sockbeson, C.E.S. (2018). Feedback sought vs feedback given: A tale of two literatures: Feedback buscado vs feedback dado: un cuento de dos literaturas Feedback procurado vs feedback dado: um conto de duas literaturas. *Management Research: Journal of the Iberoamerican Academy of Management*. <https://doi.org/10.1108/MRJIAM-09-2017-0778>
- DeNisi, A.S., & Smith, C.E. (2014). Performance Appraisal, Performance Management, and Firm-Level Performance: A Review, a Proposed Model, and New Directions for Future Research. *The Academy of Management Annals*, 8, 127-179. DOI: 10.1080/19416520.2014.873178

Smith, A.N., Watkins, M.B., Burke, M.J., Christian, M.S., **Smith, C.E.**, Hall, A.V., & Simms, S. (2013). Gendered Influence: A Gender Role Perspective on the Use and Effectiveness of Influence Tactics. *Journal of Management*, 39(5), 1156-1183.

Book Chapters

Sockbeson, C.E.S., & DeNisi, A.S. (2019). Evaluating Performance. In A. Varma & P. Budhwar (Eds.), *Performance Management Systems: An Experiential Approach*, London: Sage.

Sockbeson, C.E.S., & DeNisi, A.S. (2019). Defining and Measuring Performance. In A. Varma & P. Budhwar (Eds.) *Performance Management Systems: An Experiential Approach*, London: Sage.

Burke, M.J., & **Sockbeson, C.E.S.** (2015). Safety Training. In S. Clarke, T.M. Probst, F. Guldenmund, & J. Passmore (Eds.), *The Wiley-Blackwell Handbook of the Psychology of Occupational Safety and Workplace Health* (pp. 327-356). Chichester: Wiley-Blackwell.

DeNisi, A.S., & **Smith, C.E.** (2015). Feedback. In C. L. Cooper (Ed.), *Wiley Encyclopedia of Management, 3rd Edition*. Chichester: Wiley.
<http://onlinelibrary.wiley.com/book/10.1002/9781118785317?dmmsmid=89284&dmmssid=25724341&dmmssuid=2345708>

Other Publications

Sockbeson, C.E.S. (2018). Performance Appraisal. In D.S. Dunn (Ed.), *Oxford Bibliographies in Psychology*. New York: Oxford University Press.
http://www.oxfordbibliographies.com/browse?jumpTo=P&letter=P&module_0=obo-9780199828340&page=7&pageSize=20&sort=titlesort&type=document

DeNisi, A.S., & **Sockbeson, C.E.S.** (2015). Does Feedback Really Work (As Well As We Think It Does)? *Talent Quarterly*, 5, 45-49.

Academic Conference Proceedings

Prasad, A., O'Brien, L., & **Sockbeson, C.E.S.** (2016). Primordial identity in workplace: Caste and attitudes towards Affirmative Action. In GSTF Conference Proceedings. DOI: 10.5176/2251-2349_HRM&PD16.12

Smith, C. E., Hall, A. V., & DeNisi, A. (2014). Organizational Citizenship and Selection: Does Candidate Gender Matter?. In *Academy of Management Proceedings* (Vol. 2014, No. 1, p. 15763). Briarcliff Manor, NY 10510: Academy of Management.

Research Paper/Poster Presentations

Prasad, A., O'Brien, L.T., & **Sockbeson, C.E.S.** (2021) Examining stereotypes in a dynamic social order: The Stereotype Content Model in India. Accepted for presentation at SCOS Conference 2020: Difference, Copenhagen, 2020, but conference was cancelled due to covid-19. Scheduled to be presented at the 2021 conference.

- Sockbeson, C.E.S.** (2020, June). Forced Online: Synchronous or Asynchronous Learning? Roundtable Discussion Session at the Management & Organizational Behavior Teaching Society 2020, Fort Wayne, IN (virtual).
- Sockbeson, C.E.S.** (2019, October). You Asked For It...Or Not: Effects Of Feedback Impetus and Characteristics. Paper session at the Southern Management Association Conference, Norfolk, VA.
- Sockbeson, C.E.S.,** DeNisi, A. S., Anseel, F., & Brutus, S. (2019, August). Feedback and Feedback-Seeking: What Do We Know, What Do We Need to Know, and Where are We Heading? Symposium at Academy of Management Conference, Boston, MA.
- Sockbeson, C.E.S.** (2019, June). Reacting to the Past in the Management Classroom. Presented at Management & Organizational Behavior Teaching Society 2019, Mahwah, NJ.
- Paustian-Underdahl, S.C., **Sockbeson, C.E.S.,** Hall, A., & Halliday, C. (2019, May). Gender and Leadership Styles: A Qualitative and Quantitative Review. Presented at EAWOP 2019, Turin, Italy.
- Paustian-Underdahl, S.C., **Sockbeson, C.,** Hall, A., & Halliday, C. (2018, August). Gender and leadership styles: A meta-analysis of effects across contexts. In S. C. Paustian-Underdahl (Chair), *Gender and Leadership: Shining a Light on the Importance of Context*. Showcase Symposium conducted at AOM, Chicago.
- Sockbeson, C.E.S.** (2018, June). Beyond Video: Using Podcast Clips to Illustrate Management Concepts. Presented at Management & Organizational Behavior Teaching Society 2018, Myrtle Beach, SC.
- Prasad, A., O'Brien, L., & **Sockbeson, C.E.S.** (2016, December). Primordial identity in workplace: Caste and attitudes towards Affirmative Action. Presented at HRM & PD 2016 Conference, Singapore.
- Sockbeson, C.E.S.,** & DeNisi, A.S. (2016, October). Does it hurt to ask?: How gender and feedback-seeking affect feedback content. In S. R. Daniels (Chair), *Diversity, Leadership, and Discrimination Research*. Symposium conducted at SMA, Charlotte, NC.
- Sockbeson, C.E.S.,** Hall, A. V., & DeNisi, A.S. (2016, August). Choosing above and beyond: Organizational citizenship behavior and selection. In A. L. Hetrick (Chair), *Not just a dependent variable: New developments on the study of citizenship behaviors*. Symposium conducted at AOM, Anaheim, CA.
- Sockbeson, C.E.S.,** & Hall, A.V. (2015, April). Leading like a woman: Roles, influence, and follower perceptions. Poster presented at SIOP, Philadelphia, PA.
- Sockbeson, C.E.S.,** Weinberg, F., & Trevino, L. (2014, November). The effects of gendered communication and gender composition on objective indicators of career success. In *Diversity, identity, & employee outcomes*. Paper session conducted at SMA, Savannah, GA.

Smith, C. E., Hall, A.V., & DeNisi, A. S. (2014, August). Organizational citizenship and selection: Does candidate gender matter? In S. Groeneveld (Chair), *Diversity management practices – Context and outcomes*. Paper session conducted at AOM, Philadelphia, PA.

Smith, C.E., & Hall, A. V. (2013, November). Who influences whom?: Gender's impact on downward influence tactic choice and effectiveness. In A.B. Henley (Facilitator), *Who Brings Home the bacon? Gender Differences at Work*. Paper session conducted at SMA, New Orleans, LA.

Hall, A. V., **Smith, C. E.,** & DeNisi, A. S. (2013, April). Waiting for superwoman: Gendered double standards in the OCB-selection relationship. Poster presented at SIOP, Houston, TX.

Smith, A. N., Watkins, M. B., Burke, M. J., Christian, M. S., **Smith, C. E.,** Hall, A. V., & Simms, S. V. K. (2013, April). How gender-role theory illuminates influence tactics' use and effectiveness. Poster presented at SIOP, Houston, TX.

Smith, A. N., Watkins, M. B., Burke, M. J., **Smith, C. E.,** Simms, S. V. K., & Hall, A. V. (2012, August). Gender as the compass: Gender as a key to navigating effective workplace influence. In H. R. Bowles (Chair), *Women's navigation of their careers*. Symposium conducted at AOM, Boston, MA.

Research in Progress

Sockbeson, C.E.S., & DeNisi, A. S. Feedback, feedback seeking, and feedback effectiveness: A proposed integration. Proposal under submission to *Journal of Organizational Behavior* review issue.

Shaw, J., & **Sockbeson, C.E.S.** The Influence of Subjective Emotion on JU Undergraduate Student Outcomes. Data collection complete.

Paustian-Underdahl, S.C., **Sockbeson, C. E. S.,** Hall, A., & Halliday, C. Gender and leadership styles: A meta-analysis of effects across contexts. Coding complete; manuscript being prepared. Planned submission to *Journal of Management*.

Prasad, A., O'Brien, L.T., & **Sockbeson, C.E.S.** Examining stereotypes in a dynamic social order: The Stereotype Content Model in India. Preparing for submission to *Social Psychology*.

Sockbeson, C.E.S., Hall, A. V., & DeNisi, A. S. Waiting for superwoman?: Gendered double standards in the OCB-selection decision relationship. Under revision for submission to *Human Resource Management Journal*.

Weinberg, F., **Sockbeson, C.E.S.,** & Trevino, L. The effects of gendered communication and gender composition on objective indicators of career success. Under revision for submission to *Management Communication Quarterly*.

Sockbeson, C.E.S., Hall, A. V., & Colella, A. Who influences whom?: Gender's impact on downward influence tactic effectiveness. Data analysis complete.

Sockbeson, C.E.S., & DeNisi, A.S. Tell me why: The effect of others' attributions in feedback on subsequent performance. Preparing manuscript.

Chapters/Resources in Progress

Sockbeson, C.E.S. (Forthcoming, 2021). Problem-solving. In SAGE Business Skills. 2021. Draft complete. Awaiting editorial comments.

DeNisi, A.S., & **Sockbeson, C.E.S.** Chapter 2: Theories, Methods, and Frameworks in Performance Management Research. In A. Varma & P. Budhwar (Eds.), *Handbook of Research on Performance Management*, Cheltenham: Edward Elgar Publishing. Chapter outline approved; currently writing.

Teaching and Related Experience

2019-2021: Organizational Behavior & Leadership, Human Resource Management, Organizational Design & Change (Assistant Professor)

2016-2019: Introduction to Management (Assistant Professor)

2017-2018: Ventures (Freshman seminar; Assistant Professor)

2017: Organizational Behavior (Assistant Professor)

Spring 2014-2016: Introduction to Organizational Behavior (Adjunct Lecturer)

Fall & Spring 2013: Introduction to Organizational Behavior (Teaching Assistant)

Work Experience

School Sales Manager

2005-2011

Pelican Publishing Company

Gretna, LA

Managed children's authors' & illustrators' schedules and appearances; sold books to schools and libraries; handled conferences; member of the editorial board; helped set up and manage new database system; assisted in social media marketing and e-book conversions.

Grants, Awards, and Honors

Change It UP! Initiative Awardee, Jacksonville University, 2020

MOBTC 2019 Early Educator Institute and Conference Scholarship

Commendation for Scholarship, Millsaps College, 2018

Milton I. Rosenson Fellowship, Tulane University (2011-2016)

Outstanding Reviewer, GDO Division, AOM 2015

OBTC 2015 Doctoral Institute and Conference Scholarship

Outstanding Reviewer, SMA 2014

Southern Management Association Late-Stage Doctoral Consortium (2013 & 2014)

Professional Affiliations

Academy of Management (AOM)

Management & Organizational Behavior Teaching Society (MOBTS)

Society of Industrial and Organizational Psychology (SIOP)

Southern Management Association (SMA)

Service

DBA Dissertation co-chair, Natasha Johnson (2020-2021)

DBA Dissertation co-chair, Carmen Nelson (2020-2021)
Assurance of Learning Coordinator, DCOB, Jacksonville University (2021-)
Curriculum Committee, Jacksonville University (2020-2021)
SACSCOC program coordinator, Management and Business Administration, 2020-2021
Strategic Initiatives Committee, DCOB, Jacksonville University, 2020-2021
Editorial Advisory Board Member, *Human Resource Management Journal*, 2020-2022
Faculty Qualification Committee, DCOB, Jacksonville University, 2019-2021
Reviewer, *Equality, Diversity And Inclusion: An International Journal*, 2020
Reviewer, Roethlisberger Award, Management & Organizational Behavior Teaching Society, 2021
Reviewer, Management & Organizational Behavior Teaching Conference, 2018-2020
Reviewer, Academy of Management Conference 2013-2020, OB Division
Reviewer, Academy of Management Conference 2013-2020, GDO Division
Gender Diversity Task Force, Millsaps College, 2018-2019
Curriculum Committee, Millsaps College, 2018-2019
All-College Council, Millsaps College, 2017-2019
Public Events Committee, Millsaps College, 2017-2019
Reviewer, *Cross Cultural & Strategic Management*, 2016, 2019
Reviewer, Southern Management Association Conference 2013-2017, 2019
Reviewer, Society for Industrial and Organizational Psychology, 2018
Reviewer, *International Journal of Management Reviews*, 2018
Discussant, Psychology of Diversity and Fairness session, Academy of Management 2017
Reviewer, *Human Resource Management Journal*, 2015-2017, 2020
Mentor to Pre-Doctoral Consortium Attendees, Southern Management Association, 2014
Destination Tulane 2014-2016, Faculty Breakfast with Prospective Undergraduates