

**Deirdre G. Snyder, Ph.D.**  
Lecturer, Management Communications  
SC Johnson College of Business, Nolan School of Hotel Administration  
(607) 592-2188 // DGS37@cornell.edu

## **EDUCATION**

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- Ph.D.** July 2014, Organizational Behavior, Kenan-Flagler School of Business,  
University of North Carolina, Chapel Hill
- M.I.B.S** May 1996, Masters of International Business Studies, Darla Moore School of  
Business, University of South Carolina, Columbia
- B.S.** May 1993, Management, State University of New York at Geneseo

## **ACADEMIC APPOINTMENTS**

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- SC Johnson College of Business, Nolan School of Hotel Administration**  
Lecturer, Management Communications 2022 -
- Providence College, School of Business**  
Associate Professor, Management 2022  
Assistant Professor, Management 2014-2022
- University of North Carolina at Chapel Hill, Kenan-Flagler School of Business**  
Lecturer, MBA@UNC 2013 -

## **HONORS & AWARDS**

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- Teaching Award, Freshman Core, Nolan School of Hotel Administration Fall, 2022
- Outstanding MBA Faculty Award, Providence College 2019
- Greene Family Award for Teaching Excellence, Providence College 2017
- M. Wayne De Lozier Fellowship Award to the outstanding Ph.D. student,  
Kenan-Flagler School of Business, University of North Carolina at Chapel Hill 2013

## **TEACHING**

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- SC Johnson College of Business, Nolan School of Hotel Administration**  
Business Writing for Hospitality Professionals, undergraduate core
- SC Johnson College of Business, Johnson Graduate School of Management**

Managerial Presentations, graduate elective

### **Providence College**

Organizational Behavior, undergraduate core

Human Resources, undergraduate management major requirement

Negotiations, undergraduate elective

Negotiations, graduate elective

Leading from the Middle, graduate elective

Organizational Effectiveness through Groups and Teams, graduate core

### **University of North Carolina at Chapel Hill, Kenan-Flagler Business School**

Leading and Managing, graduate core

Negotiations, graduate elective

Negotiating through Difference, graduate elective

Leading in the Middle, graduate elective

### **EXECUTIVE EDUCATION**

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- Collaboration, FedEx Leadership Development, University of North Carolina, Kenan-Flagler School of Business (2023)
- Decision Making, Providence College, School of Business (2019, 2021)
- Power & Influence, Providence College, School of Continuing Education (2021)
- Difficult Conversations, Providence College, School of Continuing Education (2021)
- Managing Up, Providence College, School of Continuing Education (2021)
- CVS Health, Woonsocket, RI and Scottsdale, AZ
  - Summer Internship Orientation (2017-2019)
  - Leadership development series for new MBA hires (2018)
  - Enterprise Career Mapping professional development workshop (2018)

### **RESEARCH: REFEREED JOURNAL ARTICLES**

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**Snyder, D. G.**, Stewart, V. R., and Shea, Catherine. T. (2021). Hello again: Managing talent with boomerang employees. *Human Resources Management*, 60(2), 295-312.

<https://doi.org/10.1002/hrm.22051>

Stewart, V. R., **Snyder, D. G.**, Kou-Barrett, C.-Y (2021). We hold ourselves accountable: A relational view of team accountability. *Journal of Business Ethics*, 183(3):691-712.

<https://doi.org/10.1007/s10551-021-04969-z>

**Snyder, D. G.**, & Newman, K. P. (2019)<sup>1</sup>. Reducing consumer loneliness through brand communities. *The Journal of Consumer Marketing*, 36(2), 337-347.

<https://doi.org/10.1108/JCM-04-2018-2657>

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<sup>1</sup> Received a 2020 Literati Award from Emerald Publishing.

Welsh, D., Ordóñez, L., **Snyder, D. G.**, Christian, M. (2015). The slippery slope: How small ethical transgressions pave the way for larger future transgressions. *Journal of Applied Psychology*, 100(1), 114-127. DOI: [10.1037/a0036950](https://doi.org/10.1037/a0036950)

## **RESEARCH: PROJECTS UNDER REVIEW**

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Spataro, S., **Snyder, D. G.**, "Too Close for Comfort: Relating Distance Between an Own and Coworker Status to Stress in the Workplace". Submitted to *Journal of General Management*, December 18, 2023.

## **RESEARCH: PROJECTS IN PREPARATION FOR JOURNAL SUBMISSION**

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**Snyder, D. G.**, Becker, W. J, & Christian, M. S. Lonely hearts, helping hands: The social function of loneliness at work.

## **RESEARCH: PROJECTS LOOKING FOR FIELD DATA SITE**

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**Snyder, D. G.**, Stewart, V. R. I have your back: Team accountability and belonging.

## **PEER REVIEWED CONFERENCE PRESENTATIONS**

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Stewart, V., **Snyder, D. G.**, Kou-Barrett, C.-Y. (2019). *Collective Team Accountability*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

**Snyder, D. G.**, Becker, W., Christian, M. (2019). *Loneliness Spirals at Work: Functional and dysfunctional effects on social anxiety and helping*. Paper presented at the 7 annual meeting of the Academy of Management, Boston, MA

**Snyder, D. G.**, Stewart, V. R., Bongiovi, J. (2018). *Using Debates on Hot Topics in OB to Engage Students and Develop Critical Thinking*. Professional development workshop presented at the annual meeting of the Academy of Management, Chicago.

Fragale, A. R., Affinito, S. J., Raz, K., **Snyder, D. G.** (2017). *Authority without Admiration: The Negative Treatment of Low Status Power holders*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

**Snyder, D. G.** (2017). *Using Classroom Debates to Teach Critical Thinking*. Professional development workshop presented at Organizational Behavior Teaching Conference, Providence, RI. (June 15, 2017).

Stewart, V., **Snyder, D. G.**, Kou-Barrett, C.-Y. (2016). *Emergence of Shared Team Accountability Perceptions*. Paper presented at the Association for Psychological Science

conference, Chicago, IL.

**Snyder, D. G.,** Stewart, V. R. (2015). *Organizational Reattachment: Quantifying the benefits of boomerang employees*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.

Stewart, V. R., **Snyder, D. G.,** (2015). *Application of Matched Sampling for Causal Effects: Use of the Propensity Score Method to Study the Effects of Leaving and Returning to an Employer versus Continuous Employment*. Poster presented at the Association for Psychological Science Convention, New York City.

**Snyder, D. G.** (2014). *Harnessing the Power of Loneliness: A Social Functional Approach to Loneliness at Work*. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Welsh, D., Ordonez, L., **Snyder, D. G.,** Christian, M. (2013). *The Cumulative effect of Minor Transgressions on Major Ones: A Self-Regulatory Approach*. Paper presented at the annual meeting of the Academy of Management, Lake Buena Vista, FL.

**Snyder, D. G.,** Fragale, A. (2012). Deaf ears: Rejecting advice from high power, low status advisors. Paper presented at the annual meeting of Academy of Management, Boston, MA.

**Snyder, D. G.** (2011). *Exploring constructive intent: A conceptual map of employee voice*. Paper presented at the annual meeting of Academy of Management, San Antonio, TX.

## **INVITED PRESENTATIONS**

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- Providence College Center for Engaged Learning, panel on summer research mentoring (2020)
- Providence College, Alumni Affairs, guest speaker, “Road after Ryan” (July 6, 2020)
- Providence College, Volunteer Leadership Conference, facilitator and panelist, “Managing Change by Changing Your Mind” (2019)
- Providence College, panel coordinator and host, “How to negotiate a first job offer.” (October 17, 2016)
- iDecisionGames Teaching Conference, Online. “Utilizing team-based peer feedback to improve student team and leadership skills,” (February 26, 2021).
- Business Advisory Council meeting, Online. “Read, Watch, Listen, Create,” (January 14, 2021).
- Providence College Office of Institutional Diversity, Providence, RI. “Feeling Lonely or Like you Belong,” (February 11, 2016).
- Leading with Values Conference, Providence College, Providence, RI. “Authentic Leadership,” (November 7, 2015)
- Business Advisory Council Meeting, “Organizational reattachment: Quantifying the Benefits of Boomerang Employees,” New York City. (March 13, 2015)

## **MEDIA MENTIONS AND RESEARCH SUMMARIES FOR PRACTITIONERS**

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March 19, 2021: Advancing from middle management to senior leadership. Go Local Providence. <https://www.golocalprov.com/live/advancing-from-middle-management-to-senior-leadership-pc-school-of-continui>

March 30, 2020: Combatting loneliness, virtually. Providence College Podcast. <https://podcasts.apple.com/us/podcast/dr-deirdre-snyder-combatting-loneliness-virtually/id1137639327?i=1000469982189>

Synopses of **Snyder, D. G.**, Stewart, V. R., Shea, C. T. (2021).

- *Wired*: (2021, Sept. 30). They quit. Now they want their jobs back. <https://www.wired.co.uk/article/era-boomerang-employees>
- *Wall Street Journal*: (2021, Feb. 19). After Covid, Should Companies Rehire Ex-Employees? [https://www.wsj.com/articles/after-covid-should-companies-rehire-ex-employees-11613732400?mod=searchresults\\_pos16&page=1](https://www.wsj.com/articles/after-covid-should-companies-rehire-ex-employees-11613732400?mod=searchresults_pos16&page=1)

Synopses of Welsh, D.T., Ordonez, L., Snyder, D. & Christian, M. S. (2015) by:

- *Bloomberg BusinessWeek*: <http://www.businessweek.com/articles/2014-06-26/how-telling-little-lies-eventually-leads-to-major-ethical-breaches>
- *BBC*: [http://www.bbc.com/capital/story/20140806-the-slippery-slope?utm\\_content=7288005&utm\\_medium=social&utm\\_source=twitter](http://www.bbc.com/capital/story/20140806-the-slippery-slope?utm_content=7288005&utm_medium=social&utm_source=twitter)
- *Psychology Today*: “A series of unconscionable events: Why do injustices snowball? Research explains.” *Psychology Today*, October 2014, pp. 18-19.
- *Forbes India*: The Slippery Slope is all Downhill: <http://forbesindia.com/article/kenanflagler/ethical-indiscretions-and-missteps-the-slippery-slope-is-all-downhill/39779/1>
- *Huffington Post*: [http://www.huffingtonpost.com/2014/06/25/stealing-from-work-corporate-fraud\\_n\\_5530999.html?1403791897](http://www.huffingtonpost.com/2014/06/25/stealing-from-work-corporate-fraud_n_5530999.html?1403791897)
- *WUNC*. <http://wunc.org/post/dirty-business>
- *Psychological Science*: <http://www.psychologicalscience.org/index.php/news/minds-business/the-slippery-slope-effect-minor-misdeeds-lead-to-major-ones.html>

## **GRANTS**

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Fund for Faculty Research & Development, Providence College School of Business, \$300. Funded study on social growth mindsets.	2021
Fund for Faculty Research & Development, Sponsored by Providence College School of Business, Providence College, \$1,412. Funded study on psychological capital and advice.	2019
Fund for Faculty Research & Development, Sponsored by Providence College School of Business, Providence College, \$4,090. Funded experience-sampling study on loneliness.	2015

## **SERVICE**

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### **Cornell SC Johnson College of Business**

#### Committee Work

- Cornell University, Member, Generative Artificial Intelligence for Education and Pedagogy (2023)
- Johnson School, Chair, Committee on Generative Artificial Intelligence (gAI) for Research & Teaching (2023-2024)

#### Student-Focused Service

- Nolan School of Hotel Administration faculty advisor to 5 students (2023-)
- Johnson School Leadership Crisis Challenge communication coach (2023)
- Johnson School Marketing Case Competition feedback coach (2023)
- First-year Student Dining Discussions Program (2023-)

#### College-Focused Service

- Speaker on gAI, Johnson School Advisory Council Summit (2023)
- Speaker on gAI, Cornell University Trustee Council Annual Meeting (2023)

### **Providence College**

#### Committee Work

- Co-Chair, 50<sup>th</sup> Anniversary of Women at Providence College (2021-2022)
- Employee Wellness Committee (2021-2022)
- Management Department Search Committee (2019)
- Integrated Capstone Committee (2018-2020)
- Common Reading Program (2018-2020)
- Honorary Degree Committee (2016-2020)
- Curriculum Committee (2016-2017)
- Intellectual Contributions (2015-2016)
- Management Department Search Committee (2015)

#### Student-Focused Service

- Advisor to approximately 30-40 Management Majors each semester
- Supervised Research, Summer research grant, Anna LaFortune, '22 (2020)
- Faculty Advisor, Women in Business Club (2019-2020)
- Faculty Advisor, Common Reading Program (2014-2018)
- Admissions, Coffee with Professors (2015-2016)

#### College-Focused Service

- Riccobono Academic Resilience Faculty Fellow (2019-2022)
- Writer, Management Department website pages (2021)
- AOL Course Coordinator, MGT 301, Organizational Behavior (2014-2021)

- Developer, Power of We Team and Leadership Feedback Tool (2020)
- Mentor, Summer Match program for new faculty (2016-2017)
- AOL Course Coordinator, MBA 676, Organizational Effectiveness through Groups and Teams (2015-2016)
- Interviewed for Providence College Magazine (2015)

### **Service to the Discipline**

- External Member, Julie Broad Dissertation Review, *The Emergence of Collective Psychological Capital (cPsyCap) in Volatile, Uncertain Complex, and Ambiguous (VUCA) Environments-A Mixed Methods Case Study Dissertation within Law Enforcement and Non-Law Enforcement Professions*, The Graduate School of Education and Human Development of The George Washington University (2023)
- Ad Hoc Reviewer, *Human Resource Management* (2020-2022)
- Communications Editor, Academy of Management, Organizational Behavior Division (2016-2018)
- Letter Writer, Col. Todd Woodruff promotion review, United States Military Academy (2016)
- Ad Hoc Reviewer, *Organizational Behavior and Human Decision Processes*
- Ad Hoc Reviewer, Academy of Management, OB Division (2009-2020)

### **DEVELOPMENT ACTIVITIES ATTENDED**

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Rountable lunch, Cornell University Office of Diversity and Inclusion, guest Dr. Marla Love on college student belonging (April 19, 2023)

Member, "Developmental Teaching Program," Providence College School of Business, (2020)

Workshop, "DEI Case Writing Workshop," Providence College School of Business and the Ph.D. Project. (June 14 and 24, 2021).

Workshop, "Decolonizing our Courses: An Interactive Faculty Workshop," Providence College School of Arts and Sciences. (May 26, 2021).

Workshop, "Assessment for Learning: Promoting Student Success Across the Institution," RI Teaching and Learning Network, Providence, RI. (June 1, 2018).

Workshop, "Blended Course Design," RI Teaching and Learning Network, Bristol, RI. (June 7, 2017).

Workshop, "ITDP Summer Institute," Providence College. (May 23, 2017 - May 25, 2017).

Workshop, "Faculty Writing Group," Providence College. (June 1, 2015 - June 1, 2016).

Workshop, "Difficult Dialogues," Providence College. (January 8, 2016 - January 9, 2016).

Consortia, "Junior Faculty Consortium," Academy of Management, Vancouver, British Columbia, Canada. (August 7, 2015 - August 8, 2015).

Workshop, "Publishing Workshop – Meet the Editors," Providence College School of Arts and Sciences. (June 9, 2015 - June 10, 2015).

Workshop, "Taylor Branch Workshop for Faculty," Providence College. (February 10, 2015).

Attendee, Center for Catholic & Dominican Studies, Learning Circle. (2014 - 2015).

Workshop, "Selected Works & Digital Measures Workshop," Providence College. (November 5, 2014).

Workshop, "Infusing International Experiences into the Business Curriculum," The Center for Teaching Excellence and The Center for International Studies, Providence College. (October 1, 2014).

Workshop, "Finding the Right Recipe for Your Writing Assignment," The Center for Teaching Excellence and the PC Writing Center, Providence College. (August 20, 2014).

Consortia, "Half-Way There Doctoral Consortium," Academy of Management, San Antonio, TX, USA. (August 12, 2011 - August 13, 2011).

## **PROFESSIONAL EXPERIENCE**

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The Johnson School at Cornell University, Ithaca, NY	2006-2009
<ul style="list-style-type: none"><li>• Assistant Director of Public Relations</li><li>• Public Relations Officer</li></ul>	
Thomson Delmar Learning, Clifton Park, NY	1999-2005
<ul style="list-style-type: none"><li>• Communications Director</li><li>• Channel Manager</li></ul>	
Turner Broadcasting Systems Latin America, Inc., Buenos Aires, Argentina and Atlanta, GA,	1995-1998
<ul style="list-style-type: none"><li>• Brand Manager, CNN International</li><li>• Marketing Manager, Cartoon Network &amp; TNT</li><li>• Marketing Coordinator, Southern Cone (Buenos Aires)</li></ul>	

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management  
Society of Human Resource Management



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