Deirdre G. Snyder, Ph.D.

Lecturer, Management Communications
SC Johnson College of Business, Nolan School of Hotel Administration
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EDUCATION

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

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

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

SC Johnson College of Business, Nolan School of Hotel Administration
Business Writing for Hospitality Professionals, undergraduate core
Persuasive Communication for Hospitality Leaders, undergraduate core

SC Johnson College of Business, Johnson Graduate School of Management
Managerial Presentations, graduate elective (7 weeks)

SC Johnson College of Business, Dyson School of Applied Economics and Management
Interpersonal Influence & Impact, undergraduate & graduate elective (7 weeks)

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

- Dynamic Decision Making, Altria, November 2024
- Conflict to Collaboration, Hyatt Hotels, June 2024
- 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

Spataro, S., **Snyder, D. G.,** "Too Close for Comfort: Relating Distance Between an Own and Coworker Status to Stress in the Workplace". Forthcoming, *Journal of Behavioral Studies in Business.* Accepted August 27, 2024.

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)[1]. Reducing consumer loneliness through brand communities. *The Journal of Consumer Marketing, 36*(2), 337-347. https://doi.org/10.1108/JCM-04-2018-2657

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

RESEARCH: PROJECTS UNDER REVIEW

RESEARCH: PROJECTS IN PREPARATION FOR JOURNAL SUBMISSION

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

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

PEER REVIEWED CONFERENCE PRESENTATIONS

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 7annual 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

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[1] Received a 2020 Literati Award from Emerald Publishing.

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

- 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 PRACTIONERS

April 9, 2024: AI will revolutionize business, business education, and democracy, experts say. Cornell Chronicle. https://business.cornell.edu/hub/2024/04/09/ai-will-revolutionize-business-education-democracy/

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

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
- 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
- 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

Fund for Faculty Research & Development, Providence College   2021
School of Business, $300. Funded study on social growth mindsets.

Fund for Faculty Research & Development, Sponsored by Providence   2019
College School of Business, Providence College, $1,412. Funded study
on psychological capital and advice.

Fund for Faculty Research & Development, Sponsored by Providence   2015
College School of Business, Providence College, $4,090. Funded experience-
sampling study on loneliness.

SERVICE

Cornell SC Johnson College of Business

Committee Work
- Cornell University, Member, General AI Education Committee (2024-)
- Marketing & Management Communication RTE hiring committee (2024)
- Johnson School, Chair, Committee on Generative Artificial Intelligence (gAI) for Research & Teaching (2023-2024)
- Cornell University, Member, Generative Artificial Intelligence for Education and Pedagogy (2023)

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)
- Emcee for full-day alumni event co-sponsored by Cornell SC Johnson College of Business and Oxford Said School of Business, "Deeply responsible leadership: How can Artificial Intelligence be harnessed responsibly to do the greatest good." London, England (March 15, 2024)
- Developed and Chair a working committee on Artificial Intelligence across the SC Johnson College of Business (launched January 2025)

Providence College

Committee Work

- Co-Chair, 50th 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

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

The Johnson School at Cornell University, Ithaca, NY   2006-2009
- Assistant Director of Public Relations
- Public Relations Officer

Thomson Delmar Learning, Clifton Park, NY   1999-2005
- Communications Director
- Channel Manager

Turner Broadcasting Systems Latin America, Inc., Buenos Aires,
Argentina and Atlanta, GA,   1995-1998
- Brand Manager, CNN International
- Marketing Manager, Cartoon Network & TNT
- Marketing Coordinator, Southern Cone (Buenos Aires)

PROFESSIONAL AFFILIATIONS

Academy of Management

LAST UPDATED: 1/21/25