

**MELISSA CHAMBERLIN**  
Iowa State University, Ivy College of Business  
3443 Gerdin Building  
2167 Union Drive, Ames, IA 50011-2027  
Phone: 515-294-6281 Fax: 515-294-7112  
mc6@iastate.edu

### **EDUCATION**

- 2017 Doctor of Philosophy in Management (Organizational Behavior), Arizona State University
- 2005 Master of Arts in the Social Sciences, University of Chicago
- 2003 Honors Bachelor of Arts with a concentration in History, University of Utah

### **ACADEMIC EXPERIENCE**

- 2017-present Assistant Professor, Department of Management, Ivy College of Business,  
Iowa State University

### **RESEARCH INTERESTS**

Employee voice and participation, team processes and communication, workplace relationships

### **PUBLICATIONS**

Sessions, H., Nahrgang, J. D., Newton, D. W., & **Chamberlin, M.** (2020). "I'm tired of listening!" The effects of supervisor appraisals of group voice on supervisor emotional exhaustion and performance. *Journal of Applied Psychology*, 105(6), 619-636. doi: 10.1037/apl10000455

**Chamberlin, M.**, Newton, D. W., & LePine, J. A. (2018). A meta-analysis of empowerment and voice as transmitters of high-performance managerial practices to job performance. *Journal of Organizational Behavior*, 39(10), 1296-1313. doi: 10.1002/job.2295

**Chamberlin, M.**, Newton, D. W., & LePine, J. A. (2017). A meta-analysis of voice and its promotive and prohibitive forms: Identification of key associations, distinctions, and future research directions. *Personnel Psychology* 70(1), 11-71. doi: 10.1111/peps.12185

**Chamberlin, M.**, LePine, J. A., Newton, D. W., & Van Dyne, L. (2018). Employee participation. In D. S. Ones, N. Anderson, H. K. Sinangil, & C. Viswesvaran (Eds.), *Handbook of Industrial, Work, and Organizational Psychology, 2<sup>nd</sup> Edition, Volume 2* (405-431). Los Angeles: Sage Reference.

### **CONFERENCE PRESENTATIONS**

**Chamberlin, M.**, & Schouten, M. E. 2020. *Voice role expectations and transactive memory systems*. In **Chamberlin, M.**, & Schouten, M. E. (Co-chairs), *What did I just hear? An exploration of responses to voice across multiple levels of analysis*. Symposium submitted to the annual meeting of the Academy of Management, Vancouver, BC.

**Chamberlin, M.\***, Cunningham, G., Garrett, L., Gibson, K., Schinoff, B. S. 2019. *Exploring the layers of inclusivity through PRW: The microfoundations of inclusion in organizations*. PDW delivered at the annual meeting of the Academy of Management, Boston, MA.

\* Organizers contributed equally and are listed in alphabetical order.

**Chamberlin, M.\***, Miles, J. E., Schouten, M. E. 2019. *Designing experiential classroom exercises*. PDW delivered at the annual meeting of the Academy of Management, Boston, MA.

\* Organizers contributed equally and are listed in alphabetical order.

**Chamberlin, M.\***, Cunningham, G., Garrett, L., Gibson, K., Schinoff, B. S. 2018. *Improving lives at work: The impact of positive relationships on multiple forms of well-being*. PDW delivered at the annual meeting of the Academy of Management, Chicago, IL.

\* Organizers contributed equally and are listed in alphabetical order.

**Chamberlin, M.\***, Miles, J. E., Schouten, M. E. 2018. *Designing experiential classroom exercises*. PDW delivered at the annual meeting of the Academy of Management, Chicago, IL.

\* Organizers contributed equally and are listed in alphabetical order.

Newton, D. W., Nahrgang, J. D., Maupin, C., **Chamberlin, M.**, & Carter, D. 2017. *Word on the street: The ripple effect of voice on team reputation, network reputation, and external ratings of leadership potential*. In Newton, D. W. & Nahrgang, J. D. (Co-chairs), *Is being a good samaritan always good? Unpacking the pitfalls of prosocial behavior*. Symposium presented at the annual meeting of the Academy of Management, Atlanta, GA.

Sessions, H., Nahrgang, J. D., Newton, D. W., & **Chamberlin, M.** 2017. *Will you please shut up? Supervisor fatigue from employee voice*. In Sinha, R. & Chiu, C-Y. (Co-chairs), *A network approach to understanding the antecedents and consequences of team leadership*. Symposium presented at the annual meeting of the Academy of Management, Atlanta, GA.

**Chamberlin, M.\***, Garrett, L., Gibson, K., Schinoff, B. S. 2017. *Hatching new ideas through conversation: A research incubator on positive relationships at work*. PDW delivered at the annual meeting of the Academy of Management, Atlanta, GA.

\* Organizers contributed equally and are listed in alphabetical order.

Newton, D. W., Nahrgang, J. D., Maupin, C., **Chamberlin, M.**, & Carter, D. 2017. *The influence of voice in teams on personal reputation and leader emergence*. Poster presented at the annual Interdisciplinary Network of Group Research (INGRoup) conference, St. Louis, MO.

**Chamberlin, M.**, Newton, D. W., & LePine, J. A. 2016. *A Meta-Analytic Examination of Voice and Its Promotive and Prohibitive Forms*. In Kim, Y. (Chair), *An exploration of promotive/prohibitive content and diversity effects on voice*. Symposium presented at the annual meeting of the Academy of Management, Anaheim, CA.

**Chamberlin, M.\***, Garrett, L., Gibson, K., Schinoff, B. S. 2016. *Capturing positive relationships at work: A methods workshop and research incubator*. PDW delivered at the annual meeting of the Academy of Management, Anaheim, CA.

\* Organizers contributed equally and are listed in alphabetical order.

Nahrgang, J. D., Sessions, H., & **Chamberlin, M.** 2016. *The structure of role behaviors and their impact on virtual team processes and effectiveness*. In Nahrgang, J. D., Sessions, H., & **Chamberlin, M.** (Co-

chairs), *Addressing the gaps: Understanding the inputs, processes, and outputs of virtual teams*. Symposium presented at the annual meeting of the Academy of Management, Anaheim, CA.

LePine, M. A., Buckman, B. R., **Chamberlin, M.\***, & Sessions, H. 2016. *Putting your heart to task: The antecedents and consequences of emotional labor*. In Connors, A. L. & Bartels, A. (Co-chairs), *The dynamism of employee affect: Spillover effects of emotional regulation and affective events*. Symposium to be presented at the annual meeting of the Academy of Management, Anaheim, CA.

\* Presenting for research team.

Nahrgang, J. D., Sessions, H., & **Chamberlin, M.** (Co-chairs). 2016. *Across Space and Over Time: Pushing the Boundaries of Virtual Teams Research*. Presenter symposium at the annual Interdisciplinary Network of Group Research (INGRoup) conference, Helsinki, Finland.

**Chamberlin, M.**, Newton, D. W., & LePine, J. A. 2015. *Empowerment and voice as transmitters of high-performance managerial practices to job performance*. In Guzman, F. A. (Chair), *Effects of employee voice*. Paper session conducted at the annual meeting of the Academy of Management, Vancouver, BC.

**Chamberlin, M.\***, Garrett, L., Gibson, K., Schinoff, B. S. 2015. *Bridging positive relationships at work: Crossing literatures and building connections*. PDW delivered at the annual meeting of the Academy of Management, Vancouver, BC.

\* Organizers contributed equally and are listed in alphabetical order.

Newton, D. W., **Chamberlin, M.\***, & LePine, J. A. 2014. *Is it time to speak up for voice behavior? A critical examination and meta-analysis of the construct's uniqueness and contribution to job performance*. In **Chamberlin, M.** (Chair), *Speaking up but under what context?* Paper session conducted at the annual meeting of the Academy of Management, Philadelphia, PA.

\* Presented for research team.

**Chamberlin, M.**, Buckman, B. R., & LePine, M. A. 2014. *Regulatory focus as a moderator between job demands and engagement*. In LePine, J. A., & **Chamberlin, M.** (Co-chairs), *Engagement: Examining its role as a motivational concept*. Presenter symposium at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

## **DOCTORAL STUDENT MENTORING**

*Unless otherwise noted, doctoral students received degree in Business Administration*

### **Iowa State University**

- Sung Kang, Co-chair of committee
- HeyIn Gang, Committee member
- Jake Telkamp, Committee member
- Jose Beltran, Committee member
- Lauren Stratton, Committee member (Human Development and Family Studies)

## **MASTERS THESIS COMMITTEE MEMBERSHIP**

### **Iowa State University**

- Dileep Nunna, Committee member, Master of Science (Civil Engineering), 2018

## **PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

Ad Hoc Reviewer

Academy of Management Journal  
Journal of Applied Psychology  
Organizational Behavior and Human Decision Processes  
Personnel Psychology  
Journal of Management  
Journal of Vocational Behavior  
Journal of Occupational and Organizational Psychology

Academy of Management  
Reviewer

Society for Industrial and Organizational Behavior

Interdisciplinary Network for Group Research  
Reviewer

Positive Relationships at Work Microcommunity  
Research PDW Coordinator, 2018-present

Society for Human Resource Management

Responsible Research in Business and Management  
Chair, Research Café Organizing Committee, 2020-2021

**TEACHING EXPERIENCE**

**Iowa State University**

Undergraduate Courses

- MGMT 371: Organizational Behavior (Online), Spring 2021
- MGMT 371: Organizational Behavior, Fall 2017 - Spring 2020

PhD Seminars

- MGMT 612: Seminar in Micro Management Topics, Fall 2020
- MGMT 608: Human Resource Management, Fall 2019
- MGMT 610: Research Capabilities in Management, Fall 2019, Spring 2020

**Arizona State University**

Undergraduate Courses

- MGT 420: Human Resource Management, Spring 2016
- MGT 320: Organizational Behavior, Fall 2016

MBA Courses

- MGT 502: Organizational Theory and Behavior (Teaching Assistant), Fall 2014

**SERVICE**

**Management Department**

PhD Committee, 2018-present

Business Learning Teams Task Force, 2017-2019

**AWARDS RECEIVED**

Bootstrap Grant, Ivy College of Business, April 2019. Amount received: \$5,522.50

Travel Grant Award, ASU Graduate College, April 2016. Amount received: \$350.

Travel Grant Award, ASU Graduate College, July 2014. Amount received: \$350.

Travel Grant Award, ASU Graduate College, June 2013. Amount received: \$350.

**ADDITIONAL PROFESSIONAL EXPERIENCE**

Research Assistant, University of Washington, Seattle, WA, Oct.-Dec. 2010, Mar. 2011 – July 2012

Program Manager, YMCA of Greater Seattle, Seattle, WA, August 2007-July 2012