

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

Newton, D. W., **Chamberlin, M.**, Maupin, C. K., Nahrgang, J. D., & Carter, D. R. (In press). Voice as a signal of human and social capital in team assembly decisions. *Journal of Management*. doi: 10.1177/01492063211031303

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, 2nd 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.
Year refers to date of graduation.*

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; 2021)

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
Personnel Psychology
Journal of Management
Organizational Behavior and Human Decision Processes
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, 2018-2020

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 & Fall 2021
- MGMT 371: Organizational Behavior, Fall 2017 - Spring 2020

MBA Courses

- MGMT 503: Professional Responsibility in Business and Society (Hybrid), Fall 2021
- MGMT 503: Professional Responsibility in Business and Society (Online), Fall 2021

PhD Seminars

- MGMT 620F: Professional Development in Mgmt and Entsp Research, Fall 2021
- 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

- Chair, 2021-present
- Member, 2018-2021

Course Coordinator: MGMT 371, 2018-present

Business Learning Teams Task Force, 2017-2019

AWARDS RECEIVED

Bootstrap Grant, Ivy College of Business, August 2021. Amount received: \$6000.00

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