

Stephanie R. Seitz, Esq, PhD
Associate Professor
Department of Management
California State University, East Bay

Education

PhD	State University of New York at Buffalo Organizational Behavior/Human Resources Management
JD	State University of New York at Buffalo , <i>cum laude</i>
MBA	State University of New York at Buffalo , <i>with honors</i>
BA	Boston University English Language & Literature

Research Interests

Language & communication in the workplace
Neurodiversity & disability in the workplace
Leadership & followership
Organizational politics

Research

Journal Publications

Choo, A., Smith, S. A., & **Seitz, S. R.** (in press) The Relationship Between Executive Function, Age of L2 Acquisition and Speech Disfluencies in Bilinguals. *Journal of Monolingual and Bilingual Speech*.

Seitz, S. R. & Choo, A. (2022) Stuttering: Stigma and perspectives of (dis)ability in organizational communication. *Human Resource Management Review*, 32(4), 100875.

Smith, S. A., Choo, A., & **Seitz, S. R.** (in press) Disfluencies in English speech produced by Spanish–English bilinguals and relationships with listener perceptions of quality. *Folia Phoniatica et Logopaedica*.

Seitz, S. R. & Smith, S. A. (2022) Talking the talk: Considering forced language switching in the workplace. *Human Resource Management Review*, 32(2), 100833.

- Seitz, S. R.** & Owens, B. P. (2021) Transformable? A multi-dimensional exploration of transformational leadership and follower implicit person theories. *European Journal of Work & Organizational Psychology*, 30(1), 95-109.
- Smith, S. A., **Seitz, S. R.**, Koutnik, K. H., McKenna, M., & Garcia, J. N. (2020). The “work” of being a bilingual: Exploring impacts of externally-induced language switching on language output and individual stress among Spanish-English bilinguals. *Applied Psycholinguistics*, 41(3), 701-725.
- Seitz, S. R.** & Misra, K. (2020). The relationship between political skill and knowledge sharing: A social network perspective. *International Journal of Organization Theory & Behavior*, 23(2), 121-140.
- Breland, J. W., **Seitz, S. R.**, Treadway, D. C., Shaughnessy, B. A., & Lovelace, K. J. (2017). The effect of applicant political skill on the race distance-recruiter evaluations relationship. *Human Resource Management Journal*, 27(3), 350-365.
- Seitz, S. R.** & Smith, S. A. (2016). Working toward neurodiversity: How organizations and leaders can accommodate for Autism Spectrum Disorder. *Journal of Business & Management*, 21(1), 135-152.
- Badawy, R. L., Brouer, R., Shaughnessy, B. A., & **Seitz, S. R.** (2016). Are you actually helping or just looking out for yourself: Examining the individual and interactive effects of relationship quality and political skill on motive attributions. *Organization Management Journal*, 13(3), 124-137.
- Dansereau, A., **Seitz, S. R.**, Chiu, C. Y., Shaughnessy, B. A., & Yammarino, F. J. (2013). What makes leadership, leadership? Using self-expansion theory to integrate traditional and contemporary approaches. *The Leadership Quarterly*, 24(6), 798-821.

Book Chapters

- Seitz, S. R.** (2022). Do traditional leadership theories work in a neurodiverse context? In S. M. Bruyere & Collela, A. J. (Eds.), *Neurodiversity in the workplace*. SIOP Frontiers.
- Treadway, D. C., Bentley, J. R., Wallace, A., **Seitz, S. R.**, & Shaughnessy, B. A. (2013). The politics of relationships. In H.C. Thomas and Morrison, R., *Relationships in organisations: A work psychology perspective*. Hampshire, UK: Palgrave Macmillan.

Conference Presentations

- Carsten, M. & **Seitz, S. R.** Fight or flight? Followership role orientation as predictors of conflict management styles. *Academy of Management Annual Meeting*, 2020.

- Koutnik, K. H., Smith, S. A., & **Seitz, S. R.** Retracing & repetitions: Language processing differences & perceptions of quality in monolingual versus language-switching conditions. *American Speech-Language-Hearing Association Convention, 2019, Orlando, FL.*
- Seitz, S. R.** Werewolf: Teaching power and politics through play. *Southern Management Association Annual Meeting, 2019, Norfolk, VA.*
- Seitz, S. R.** & Choo, A. Stuttering: Challenging perspectives of (dis)ability in the workforce. *Southern Management Association Annual Meeting, 2019, Norfolk, VA.*
- Smith, S. A., **Seitz, S. R.**, McKenna, M., Koutnik, K. H. Exploring the impact of externally-induced language switching among Spanish-English heritage bilinguals. *American Association for Applied Linguistics Conference, 2019, Atlanta, GA.*
- Smith, S. A., **Seitz, S. R.**, & McKenna, M. The impacts of forced language switching among Spanish-English bilinguals with non-balanced proficiency. *American Speech-Language-Hearing Association Convention, 2018, Boston, MA.*
- Seitz, S. R.** Do you really want to hurt me? Subordinate attributions and leader political skill. *Symposium: Political skill and political will in organizations, Academy of Management Annual Meeting, 2017, Atlanta, GA.*
- Seitz, S. R.** & Smith, S. A. Working toward neurodiversity: How organizations and leaders can accommodate for Autism Spectrum Disorder. *Southern Management Association Annual Meeting, 2016, Charlotte, NC.*
- Seitz, S. R.** & Smith, S. A. Bajo presión: Coping with the emotional effort of language-switching in the workplace. *Academy of Management Annual Meeting, 2016, Anaheim, CA.*
- Seitz, S. R.** & Bentley, J. R. Act natural: The emotional work of transformational leadership. *Southern Management Association Annual Meeting, 2015, St. Petersburg, FL.*
- Brouer, R. L., Stefanone, M. A., Badawy, R. L., Egnoto, M. J., & **Seitz, S. R.** Losing control of company information in the recruitment process: The impact of LinkedIn on organizational attraction. *Hawaiian International Conference on System Sciences, 2015, Kauai, HI.*
- Treadway, D. C., **Seitz, S. R.**, Xu, N., & Grijalva, E. Politically skilled, narcissistic leaders and their effect on follower LMX, affective commitment, and voluntary turnover. *Southern Management Association Annual Meeting, 2014, Savannah, GA.*
- Yang, J., **Seitz, S. R.**, Treadway, D. C., Badawy, R. L., Brouer, R. Political skill as a neutralizer of the counterproductive work behavior – performance relationship. *Southern Management Association Annual Meeting, 2013, New Orleans, LA.*

Treadway, D. C., Wallace, A., Bentley, J. R., **Seitz, S. R.**, Stepina, L. P., & Williams, L. M. A multistudy investigation of the impact of LMX on follower narcissism-outcomes relationships. *Southern Management Association Annual Meeting, 2013, New Orleans, LA.*

Seitz, S. R. Implicit theories and the impact of transformational leadership on engagement and performance. *Academy of Management Annual Meeting, 2012, Boston, MA.*

Seitz, S. R. The relationship between political skill and knowledge sharing: A social network perspective. *Southern Management Association Annual Meeting, 2012, Ft. Lauderdale, FL.*

Bentley, J. R., **Seitz, S. R.**, & Treadway, D. C. The impact of narcissism on the emotional pathways from workplace victimization to ethical performance. *Southern Management Association Annual Meeting, 2012, Ft. Lauderdale, FL.*

Yang, J., Wang, L., Kishore, R., & **Seitz, S. R.** Culture and gender differences in knowledge seeking behaviors. *Southern Management Association Annual Meeting, 2011, Savannah, GA.*

Yang, J., Bentley, J. R., Reeves, M., Williams, L. V., & **Seitz, S. R.** The impact of narcissism and LMX on followers' feelings of being envied and job performance. *Society of Industrial and Organizational Psychology Annual Meeting, 2010, Chicago, IL.*

Academic Work Experience

Associate Professor (2020-present)

Assistant Professor (2014-2020)

Department of Management
California State University, East Bay
Hayward, California

Visiting Instructor (Summer 2014)

University at Buffalo/Singapore Institute of Management
Undergraduate Degree Studies Program
Singapore

Instructor (2012-2014)

Department of Organization and Human Resources
State University of New York at Buffalo
Buffalo, New York

Teaching Assistant (2006-2007)

Department of Organization and Human Resources

State University of New York at Buffalo
Buffalo, New York

Courses Taught

California State University, East Bay

Executive Leadership (MBA)

HR and the Law* (MBA)

Business and Professional Ethics* (on-ground and asynchronous online)

Employee Relations and Employment Law

Organizational Behavior

Communications in Team Building* (Dale Carnegie Certified Course)

*developed new course

University at Buffalo

Intro to Human Resources Management

Intro to Organizational Behavior

Related Work Experience

Senior Coach and Trainer (2003-2014)

Swimkins Synchronized Swimming, Inc.

Buffalo, New York

Visiting Coach and Trainer (2010)

Aruba National Synchronized Swim Team

Aruba, West Indies

Member Services Coordinator (2008-2010)

AAA Western and Central New York

Buffalo, New York

Law Clerk/Attorney (2006-2008)

Cole, Sorrentino, Hurley, Hewner, & Gambino

Buffalo, New York

Grants and Awards

Faculty Support Grant (\$7,000). The stigma of stuttering in the workplace. Office of Research and Sponsored Programs, California State University, East Bay, 2020-2021.

College of Business & Economics Innovative Teaching Award, California State University, East Bay, 2018-2019.

Meritorious Poster Submission designation, ASHA Convention, 2019.

Faculty Support Grant for Engaging Students in Research (course release, value \$4,800).
Leadership emergence and perceptions in student teams. Office of Research and
Sponsored Programs, California State University, East Bay, 2016-2017.

Faculty Support Grant for Cross-Disciplinary Research (\$12,000), Language-switching in the
workplace: Pilot for experimental procedure. Office of Research and Sponsored
Programs, California State University, East Bay, 2015-2016.

Online & Hybrid Course Quality Transformation Grant (\$4,500), Offices of the Online Campus
& Faculty Development, California State University, East Bay, 2015.

Best Student Paper, Ethics, Social Issues, and Diversity Track, Southern Management
Association Annual Meeting, 2012.

Professional Affiliations

Academy of Management
Southern Management Association
New York State Bar Association
United States Synchronized Swimming

Service Activities

Professional Service

Career Coach, *Career Services, Academy of Management Annual Meeting, 2021*
Panelist, *Southern Management Association Late Stage Doctoral Consortium, 2019-present*
Panelist, *Southern Management Association Early Stage Doctoral Consortium, 2019-present*
Speaker, *Southern Management Association Pre-Doctoral Consortium, 2017*
Co-Chair, *Academy of Management Placement Services Social Media Taskforce, 2017*
Review Editor, *Organizational Psychology, 2016-present*
Ad-hoc Reviewer, *Journal of Management Studies*
Reviewer, *Academy of Management Annual Meeting, 2011-present*
Reviewer, *Southern Management Association Annual Meeting, 2011-present*
Volunteer, *Career Services, Academy of Management Annual Meeting, 2012-present*

University Service

Committee Member, *Department of Management Tenure & Promotion Committee, 2020-2021*
Committee Member, *Department of Management Retention Committee, 2020-2021*
Chair, *RTP Subcommittee of Faculty Affairs Committee, 2020-2021, 2021-2022*

Chair, *College of Business & Economics Strategic Task Force*, 2019-2020
Secretary, *Academic Senate*, Fall, 2019
At-large Senator, *Academic Senate*, 2017-2021
Interviewer, *CSU Study Abroad Program*, 2016
Committee Member, *Special Grant Review Sub-Committee*, 2016-2017
Committee Member, *Interdisciplinary Studies Major Committee*, 2015-2016
Committee Member, *Department of Management Search Committee*, 2015
Committee Member, *Critical Thinking subcommittee for the Curriculum & Instruction Committee*, 2014-2015
Committee Member, *Committee for the Center on Student Research*, 2014-2015
Peer Mentor, *University at Buffalo Organization and Human Resources PhD Program*, 2012-2013

Community Engagement

Board Member (Billing Manager), *San Francisco Tsunami Aquatics*, 2021-present
Volunteer, *Oakland Animal Services*, 2021-present
Member, *Temescal Masters Swim Team*, 2020-present
Member, *San Francisco Tsunami Synchronized Swim Team*, 2014-present
Program Graduate, *Oakland CORE Emergency Preparedness*, 2017
Volunteer, *Big Brothers Big Sisters of Erie County*, 2012-2014
Level II Judge, *United States Synchronized Swimming*, 2005-present
Visiting Judge, *Arubaanse National Synchronized Swimming Competition (Aruba)*, 2011, 2012