

## Cynthia Saldanha Halliday

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### ACADEMIC EMPLOYMENT

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The University of Texas at El Paso  
Assistant Professor  
Department of Marketing and Management  
El Paso, TX  
August 2019-present

Florida International University  
Graduate Instructor and Research Assistant  
Department of Global Leadership and Management (GLAM)  
Miami, FL  
August 2014-July 2019

### EDUCATION

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Florida International University  
Ph.D., Business Administration  
Miami, FL

Brigham Young University  
Master of Business Administration  
Provo, UT

Campinas State University (UNICAMP)  
Bachelor of Science, Food Engineering  
Campinas, SP, Brazil

### RESEARCH

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Research Interests: Leadership, Social Exchanges, Gender and Diversity, and International HRM

#### Refereed Journal Publications

3. **Halliday, C. S.**, Paustian-Underdahl, S., & Fainshmidt, S. (in press). Women on boards of directors: A meta-analytic examination of the roles of organizational leadership and national context for gender equality. *Journal of Business and Psychology*.
2. **Halliday, C. S.**, Paustian-Underdahl, S., Ordonez, Z., Rogelberg, S., & Zhang, H. (2018). Autonomy as a key resource for women in low gender egalitarian countries: A cross-cultural examination. *Human Resource Management*, 52(2), 601-615.
1. Kim, K., **Halliday, C. S.**, Zhao, Y., Wang, C., & Von Glinow, M. A. (2018). Rewarding self-initiated expatriates: A skills-based approach. *Thunderbird International Business Review*, 60(1), 89-104.

## Manuscripts Under Review

Paustian-Underdahl, S. C., Palmer, J. C., **Halliday, C. S.**, & Blass, F. R. (Title withheld for blind review). Stress Mindsets and the COVID-19 Pandemic. *Under review at Journal of Management*.

- Nominated for the 2020 Best Paper in Entrepreneurial Cognition Award sponsored by the Kauffman Foundation, the Academy of Management, and Managerial and Organizational Cognition division

**Halliday, C. S.**, Paustian-Underdahl, S., Stride, C. & Zhang, H. (Title withheld for blind review). International HRM. *Under review at International Journal of Human Resource Management*.

## Research in Progress

Wagstaff, F. Ahmed, R., Flores, G., & **Halliday, C. S.** Gender equality review. *Writing stage*.

Paustian-Underdahl, S., Sockbeson, C. S., Hall, A., & **Halliday, C. S.** Gender and leadership styles: A meta-analysis of effects across contexts. *Data analysis stage*.

**Halliday, C. S.**, Posthuma, R., Sin, H. P., & Caligiuri, P. Expatriate. *Data analysis stage*.

**Halliday, C. S.**, & Sin, H.-P. Social exchanges and employee outcomes. *Data analysis stage*.

**Halliday, C. S.**, Montoya, J., & Montoya, C. Selection bias in Latin American and Iberian countries. *Data analysis stage*.

**Halliday, C. S.** & Wagstaff, M. F. Selection bias and minorities. *Data analysis stage*.

Sin, H. P., **Halliday, C. S.**, Qureshi, A, Badura, K., & Newman, D. LMX and gender. *Data collection stage*.

## Refereed Conference Presentations (\*Presenters asterisked)

**Halliday, C. S.**, \*Montoya, J., & Montoya, C. (2020, August). Selection bias in Latin American and Iberian countries. 79<sup>th</sup> Annual Meeting of the Academy of Management, Virtual Conference.

\***Halliday, C. S.**, & Sin, H.-P. (2019, April). LMX and innovative behavior. The 34<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

\***Halliday, C. S.**, & Sin, H.-P. (2018, November). LMX and innovative behavior. 2018 Meeting of the Southern Management Association, Lexington, Kentucky.

\***Halliday, C. S.**, Paustian-Underdahl, S., & Zhang, H. (2018, August). The role of supervisor support, psychological safety and national culture in retaining women in R&D. 78<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, Illinois.

\*Paustian-Underdahl, S.C., Sockbeson, C., Hall, A., & **Halliday, C. S.** (2018, August). Gender and leadership styles: A meta-analysis of effects across contexts. 78<sup>th</sup> Annual Meeting of the Academy of Management Conference, Chicago, Illinois.

\***Halliday, C. S.**, Ponnappalli, A., Wang, C., Kim, K., & Newburry, W. (2017, October). The role of sub-national institutions on the corporate social responsibility and corporate reputation relationship. 2017 Meeting of the Southern Management Association, St. Petersburg Beach, Florida.

\***Halliday, C. S.**, \*Paustian-Underdahl, S., Ordonez, Z., Rogelberg, S., & Zhang, H. (2017, April). Autonomy: A resource for women in low gender egalitarian nations. The 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.

\***Halliday, C. S.**, Paustian-Underdahl, S., & Fainshmidt, S. (2016, August). Gender diversity on boards: A meta-analytic review. 76<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, California.

**Halliday, C. S.**, \*Kim, K., Zhao, Y., & Von Glinow, M. A. (2015, June). Multilevel analysis of non-traditional managers on international assignments. 2015 Academy of International Business Annual Meeting, Bangalore, India.

## **HONORS, AWARDS AND GRANTS**

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### **Awards**

- Dissertation Year Fellowship, Florida International University (2018-2019)
- Conference Travel Grant, Florida International University (2016, 2017, 2018)
- Graduate Student Assistantship. Florida International University (2014-present)
- John Tanner Award, BYU Marriott School of Management (2012)
- BYU Outstanding Employee Award, Brigham Young University (2011)

### **Grants**

- Research University Institute Award, UTEP (2020), \$5,000 Research Grant, Awarded
  - COVID-19 Grant Proposal, FSU (2020), \$18,500 Research Grant, Not Awarded
  - CIBER, US Department of Education, BYU (2014), \$1.1 Million Grant, Awarded\*
  - CIBER, US Department of Education, BYU (2010), \$1.2 Million Grant, Awarded\*
  - CIBER, US Department of Education, BYU (2006), \$1.4 Million Grant, Awarded\*
- \* Grant writing assistant, active role and support to the head writer (Head writer: Dr. Lee Radebaugh, 2014 and 2010; Dr. Brooke Derr, 2006)

## **TEACHING EXPERIENCE**

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**The University of Texas at El Paso**

August 2019-present

- MGMT 3311 Intro to Human Resource Management (face-to-face/online, undergraduate)

**Florida International University**

January 2015-July 2019

- MAN 4301 Human Resource Management (online, undergraduate)
- MAN 4600 International Management (face-to-face/online, undergraduate)
- MAN 3025 Organization and Management (face-to-face/online, undergraduate)
- MAN 4151 Organizational Behavior (face-to-face, undergraduate)

**Brigham Young University**

January 2006-April 2014

- MBA 693 CIS Seminar (face-to-face, MBA)
- BusM 430 Introduction to International Business (face-to-face/online, undergraduate)
- BusM 596 Business Portuguese (face-to-face, undergraduate/graduate)

**ACADEMIC SERVICE**

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**Ad-hoc Reviewer (Journal)**

- Human Resource Management (2017, 2018, 2020)
- Group & Organization Management (2018)
- Journal of Management Studies (2017)

**Ad-hoc Reviewer (Conference)**

- Academy of Management Annual Meeting, (OB Division, 2017, 2018, 2019, 2020)
- Southern Management Association annual meeting (OB Division, 2018, 2019, 2020)
- Society for Industrial and Organizational Psychology (2018)

**Conference Session Facilitator**

- Southern Management Association annual meeting, St. Pete Beach, FL (2015)

**Committee Member**

- Best Paper Award Committee, Southern Management Association annual meeting (2020)
- FIU Department Journal Committee (2015-2017)
- BYU International Management Society (2005-2014)
- BYU Marriott School Diversity Committee (2005-2007)

**Board Member**

- Rocky Mountain CIBER (2005-2014)
- Network of International Business and Economic Schools (2005-2014)
- Utah Portuguese Dual Immersion Program (2012-2014)
- World Trade Association of Utah (2005-2009); President (2008)

**Research Assistant**

- FIU Research Assistant to Dr. Hock-Peng Sin (Jan 2017-May 2019)
- FIU Research Assistant to Dr. Sam Paustian-Underdahl (May 2015-Dec 2017)
- FIU Research Assistant to Dr. Aya Chacar and Dr. Curba Lampert (Aug 2014-Apr 2015)

### **BYU Study Abroad Director**

- Europe and Latin America Business Study Abroad, BYU (2012)
- Madrid Semester-Long Study Abroad, BYU (2011)
- MBA Study Abroad, Mexico, BYU (2008)
- South America Business Study Abroad, BYU (2006)

### **ACADEMIC AFFILIATIONS**

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Academy of Management  
Center for Positive Organizations  
Society for Industrial and Organizational Psychology  
Southern Management Association

### **PROFESSIONAL EXPERIENCE**

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Director, Cardon International Sponsorship Program (2012-2014)  
Brigham Young University, Whitmore Global Management Center, Provo, UT

Managing Director, Center for International Business Education and Research (2005-2014)  
Brigham Young University, Whitmore Global Management Center, Provo, UT

Associate Marketing Manager, Frozen Brands (2001-2005)  
Nestlé U.S.A., Solon, OH

Brand Manager (1999-2001)  
Nutraceutical Corporation, Park City, UT

### **OTHER ACADEMIC PRESENTATIONS**

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- BYU Management Society Leadership Conference, Santiago, Chile (2014)
- Consortium of Undergraduate International Business Educators, Business Language Competition Program Development, San Diego, CA (2014)
- BYU Management Society Leadership Conference, Cambridge, England (2013)
- Consortium of Undergraduate International Business Educators, Disciplined-based Study Abroad Programs, Boise, ID (2013)
- BYU Management Society Leadership Conference, Hong Kong (2012)
- BYU Management Society Leadership Conference, São Paulo, Brazil (2011)
- BYU Management Society Leadership Conference, Frankfurt, Germany (2009)
- Network of International Business and Economic Schools (NIBES) Meeting, Study Abroad Program Development, Lisbon, Portugal (2008)
- CIBER Short-term Study Abroad Conference, Study Abroad and University Collaborations, Provo, UT (2008)
- BYU Management Society Leadership Conference, Hong Kong (2008)

## **PROFESSIONAL DEVELOPMENT**

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### **Early Career Consortium**

- Academy of Management (Research Methods Division) CARMA, Virtual (2020)

### **Doctoral Consortium**

- Academy of Management (Research Methods Division) CARMA, Chicago, IL (2018)
- Southern Management Association (Late Stage), St. Pete Beach, FL (2017)
- Academy of Management (Organizational Behavior), Atlanta, GA (2017)
- Society for Industrial and Organizational Psychology, Orlando, FL (2017)
- Academy of Management (Gender & Diversity in Organizations), Anaheim, CA (2016)
- Southern Management Association (Early Stage), St. Pete Beach, FL (2015)
- Academy of International Business, Southeast Region, Miami, FL (2014)

### **Teaching Development**

- Teaching Hybrid Academy, UTEP, August 2020
- Teaching Online Academy, UTEP, June 2020
- Blackboard Teaching Online Institute, UTEP, June 2020