

Brigitte Steinheider

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EDUCATION

Ph.D (Dr. rer. nat.), 1996, *magna cum laude*, University of Technology Dresden, Germany

Major: Psychology, Minor: Communication

MBA, 1992, University of Applied Sciences Düsseldorf, Germany

Major: Marketing and Communication

MS, 1990, Heinrich-Heine-Universität Düsseldorf, Germany

Major: Psychology, Minor: Physiology

RESEARCH AREAS

Socio-Moral Climate, Shared Leadership, Team-Based Learning, Knowledge Integration Processes in Organizations and Research Institutions, Interdisciplinary Collaboration, Environmental Odors, Environmental Stress

PROFESSIONAL EXPERIENCE

Associate Professor of I/O Psychology, University of Oklahoma, Tulsa, OK

(8/2008 – present)

Program Director, MA in Organizational Dynamics, University of Oklahoma, Tulsa, OK

(3/2005 – 8/2010)

Visiting Professor, Department of Psychology, Johann Wolfgang Goethe University, Frankfurt, Germany (5/2009 – 11/2009)

Assistant Professor of I/O Psychology, University of Oklahoma, Tulsa, OK

(8/2002 – 7/2008)

Fellow, Interdisciplinary Humanities Center, University of California, Santa Barbara, CA

(9/2001 – 3/2002)

Senior Researcher, Fraunhofer Institute for Industrial Engineering, Stuttgart, Germany

(9/1999 – 8/2002)

Senior Researcher, Institute of Human Factors and Technology Management IAT at the University of Stuttgart, Fraunhofer Institute for Industrial Engineering, Stuttgart, Germany

(3/1997 – 8/1999)

Research Associate, Institute of Work, Organizational and Social Psychology, University of Technology, Dresden, Germany (2/1994 – 3/1997)

Research Associate, Department of Psychophysiology, Medical Institute of Environmental Hygiene at the Heinrich-Heine-University of Düsseldorf, Germany (2/1990 – 1/1994)

Graduate Research Assistant, Department of Psychophysiology, Medical Institute of Environmental Hygiene at the Heinrich-Heine University of Düsseldorf, Germany (9/1989 – 1/1990)

Graduate Research Assistant, Department of Immission Measurement, Medical Institute of Environmental Hygiene at the Heinrich-Heine University of Düsseldorf, Germany (8/1987 – 8/1989)

FREELANCE EXPERIENCE

Management Consulting (2003 to present): Implementation of employee participation and evaluation of the intervention; Conception, conduction and data analysis of employee surveys; Teambuilding and development of High Performance Teams; Organization development und assessment of the organizational climate

Trainings (2003 – present): Project Management, Team Development, Organizational Communication, Police Executive Development

Grey Advertising Company, Düsseldorf; **Market Horizon**, Düsseldorf; **Buchholz Market Research**, Düsseldorf (1985 – 1990): Design, Realization and Analysis of quantitative and qualitative studies using psychological and physiological parameters

AWARDS AND HONORS

2018 Nomination for Longmire Prize for Teaching in the College of Arts and Sciences, University of Oklahoma, OK

2016 Nomination for best conference paper in the Careers/Social Issues/Diversity Issues/Ethics track, Southern Management Association, Charlotte, NC

2012 Nomination for the John H. and Jane M. Patten Distinguished Teaching Award, College of Arts and Sciences, University of Oklahoma, OK

2010 Excellence in Law Enforcement Research Award, International Association of Chiefs of Police/SPRINT for collaboration with Broken Arrow Police Department

2008 Best Paper (runner-up), *Police Practice & Research: An International Journal*

2007 Dot Award for outstanding community outreach and service learning, Center for Outreach, Research and Education, OU-Tulsa

2006 Webber-Seavey Award for Quality in Law Enforcement (finalist), International Association of Chiefs of Police, Management Consulting with Broken Arrow Police Department

2006 Best Paper Award (runner-up), *Academy of Management*, Organizational Communication and Information Systems Division (OCIS)

2003 Scholarship, Center for Creative Leadership, Leadership Development Program, Colorado Springs, CO

2003 Honorary Mention, Ars Electronica, Pockets Full of Memories, Collaboration on digital art project with George Legrady, Linz, Austria

1999 Scientific Researcher Award, Fraunhofer Institute for Industrial Engineering

1994 Poster Award, Foundation of Behavior and Environment, *1st International Congress for Environmental Medicine* in Duisburg, Germany

PUBLICATIONS

Peer Reviewed Publications

Steinheider, B., Shortridge, A., Hoffmeister, V., Randall, K. & Ciro, C. Revisiting the Attitudes towards Health Care Teams Scale: Developing a Short Version for Graduate Health Care Education. *Journal of Interprofessional Care*, 34(2), DOI:10.1080/13561820.2020.1751594

Steinheider, B., Hoffmeister, V., Munoz, R., Garrett, T., & Brunk, K. (2019). Dare to care: Exploring the relationships between socio-moral climate, perceived stress and work engagement in a social service agency. *Journal of Social Service Research*. DOI: 10.1080/01488376.2019.1575324

Shortridge, A., **Steinheider, B.**, Bender, D., Hoffmeister, V., Ciro, C., Randall, K., Ross, H. & Loving, G. (2019). Teaching and Evaluating Interprofessional Teamwork Using Sequenced Instruction and TeamSTEPPS™ Team Performance Observation Tool (TPOT). *Journal of Interprofessional Education & Practice*, 16, DOI:10.1016/j.xjep.2019.01.009

- Hart, S., **Steinheider, B.** & Hoffmeister, V. (2019). The Power of the Team: Investigating Training Effectiveness for SAP Software. *International Journal of Training and Development*, 23(2), June 2019.
- Steinheider, B.**, Stone, T.H., Ferrell, B., Hoffmeister, V.E. & Jawahar, I.M. (2018). "Cutting Edge" Performance Appraisal Practices: The Disconnect between Employee Preference and Public Attention. *WorldatWork*, 27(3-4), 6-20.
- Steinheider, B.**, Hoffmeister, V.E. & McKenzie, J. (2018). Combining Team-based Learning with Creativity to Increase Learner Engagement in a Non-Traditional Graduate I/O Psychology Program. Proceedings of the 12. *Fachtagung für Psychologiedidaktik und Evaluation*, Sektion Aus-, Fort- und Weiterbildung in Psychologie (AFW) des Berufsverbandes Deutscher Psychologinnen und Psychologen (BDP) in Kooperation mit der Psychologischen Hochschule Berlin (PHB).
https://www.psycharchives.org/bitstream/20.500.12034/857/1/Kraemer_Tagungsband_2018_Steinheider.pdf
- Gacilo, J. C. G., **Steinheider, B.**, Stone, T. H., Hoffmeister, V., Jawahar, I. M. & Garrett, T. (2018). The Double-Edged Sword of Having a Unique Perspective: Feelings of Discrimination and Perceived Career Advantages among LGBT Employees. *Equality, Diversity and Inclusion*, 37(3):00-00, DOI: 10.1108/EDI-03-2017-0060.
- Randall, K., **Steinheider, B.**, Isaacson, M., Shortridge, A., Byrd, S., Ciro, C., Ross, H. & Loving, G. (2016). Measuring knowledge, acceptance, and perceptions of telehealth in an interprofessional curriculum for student nurse practitioners, occupational therapists and physical therapists. *Journal of Interactive Learning Research*, 27(4), 337-351.
- Shortridge A, **Steinheider B**, Ciro C, Randall K, Costner-Lark A, Loving G. (2016). Simulating interprofessional geriatric patient care using telehealth: a team-based learning activity. *MedEdPORTAL Publications*, 12, 10415. http://dx.doi.org/10.15766/mep_2374-8265.10415
- Pircher-Verdorfer, A., **Steinheider, B.**, & Burkus, D. (2014): Exploring the Socio-Moral Climate in Organizations: An empirical examination of determinants, consequences, and mediating mechanisms. *Journal of Business Ethics*, DOI 10.1007/s10551-014-2319-0.
- Steinheider, B.**, Wuestewald, T., Boyatzis, R., & Kroutter, P. (2012). In Search of A Methodology of Collaboration: Understanding Researcher-Practitioner Philosophical Differences in Policing. *Police Practice & Research*, Special Issue on Researcher-Practitioner collaborations (Ed. Nick Fyfe), 13 (4), 357 – 374.
- Wuestewald, T. & **Steinheider, B.** (2012). Managerial perceptions of organizational democracy in a police agency: A matter of style and substance. *Police Practice & Research*, 13 (1), 44 – 58.
- Wuestewald, T. & **Steinheider, B.** (2010). Practitioner – researcher collaboration in policing: A case of close encounters? *Policing*, 4(2), 104 – 111.
- Steinheider, B.** & Wuestewald, T. (2009). Integrating vertical and horizontal leadership in a police agency: Police middle manager perceptions of a democratization project. *Wirtschaftspsychologie (German Journal of Economic Psychology)*, 4, 77 – 85.
- Steinheider, B.**, Bayerl, P.S., Menold, N., & Bromme, R. (2009). Entwicklung und Validierung einer Skala zur Erfassung von Wissensintegrationsproblemen in interdisziplinären Projektteams (WIP) (Development and validation of a scale to measure knowledge integration problems in interdisciplinary project teams). *Zeitschrift für Arbeits- und Organisationspsychologie*, 53(3), 121 – 130.
- Steinheider, B.** & Wuestewald, T. (2008). From the Bottom up: Sharing Leadership in a Police Agency. *Police Practice and Research*, 9(2), 145 – 163.
- Steinheider, B.**, Wuestewald, T., & Bayerl, P.S. (2006). When Twelve Heads are Better than One: Implementing a Shared Leadership Concept in a Police Agency. Academy's Best Papers Proceedings (Ed.), *Knowledge, Action and the Public Concern, Academy of Management Conference, Organizational Communication and Information Systems*, Atlanta, Georgia, CD-ROM.

- Steinheider, B.**, Kremer, D., & Johnson, C. (2006). Knowledge Integration in Organizations: Bridging the Gaps between Functional Experts. Abstract, H.A. Mieg & C. Hoffmann (Eds.), *Berlin Conference on Expertise in Context*. Berlin: Humboldt Universität (p. B – 19).
- Steinheider, B.** & Kremer, D. (2005). Knowledge Integration in Organizations: Improving the Effectiveness and Efficiency of Heterogeneous Team Collaborations. In *Managing modern organizations with information technology, Proceedings of the 16th International Information Resources Management Association Conference*, CD-ROM.
- Steinheider, B.** & Al-Hawamdeh, S. (2004). Team Coordination, Communication and Knowledge Sharing in SMEs and Large Organizations. *Journal of Information and Knowledge Management*, 3(3), 223 – 232.
- Steinheider, B.** & Legrady, G. (2004). Interdisciplinary Collaboration in Digital Media Arts: A Psychological Perspective on the Production Process. *Leonardo*, 37(4), 315 – 321.
- Steinheider, B.** & Bayerl, P.S. (2004). Effects of Heterogeneity in Interdisciplinary Research Teams: A Quantitative and Qualitative Approach. Abstract in The National Academies, Committee on Science, Engineering, and Public Policy (Eds.), *Convocation on Facilitating Interdisciplinary Research*, 26 – 27.
- Steinheider, B.** & Menold, N. (2004). Knowledge Integration Problems and Their Effect on Team Performance. In B. Trezzini, P. Lambe & S. Hawamdeh (Eds.), *People, Knowledge and Technology: What have we learnt so far? Proceedings of the 1st International Conference on Knowledge Management*. Singapore: World Scientific Publishing, 163 – 173.
- Steinheider, B.** & Bayerl, P.S. (2003). Wissensintegration in interdisziplinären Teams – Probleme und Lösungsansätze. (Knowledge sharing in interdisciplinary teams – problems and solutions). *Wirtschaftspsychologie*, 1, 26 – 29.
- Legrady, G. & **Steinheider, B.** (2002). Pockets full of Memories: The Collaborative Construction of a Digital Archive. In *Proceedings of the 11th International Symposium on Electronic Art, ISEA*, Nagoya, Japan, 30 – 31.
- Steinheider, B.** (2002). Monitoring Interdisciplinary Collaboration. In *Proceedings of the IBEC 2002, International Body Engineering Conference and Exhibition*, Palais des Congrès, Paris, France, CD-ROM.
- Steinheider, B.** & Bayerl, P. (2002). Strategien zur Wissensintegration in interdisziplinären Teams. Abstract in *Proceedings of the 43rd Conference of the German Society of Psychology (DGPs)*, Berlin, Germany, 218.
- Ishig, A., Wetzstein, A., Hacker, W. & **Steinheider, B.** (2002). Mit verbessertem Informations- und Wissensaustausch die Innovationsfähigkeit von Unternehmen stärken? Abstract in *Proceedings of the 43rd Conference of the German Society of Psychology (DGPs)*, Berlin, Germany, 407.
- Steinheider, B.** & Legrady, G. (2001). Realizing a Digital Media Installation: Problems and Synergetic Effects of an Interdisciplinary Collaboration. In *Proceedings of the MTAC 2001 – Multimedia*
- Steinheider, B.** (2001). Supporting the Co-operation of R&D-Teams in the Product Development Process. In *Proceedings of the 5th Conference on Engineering Design and Automation*, Las Vegas, Nevada, CD-ROM.
- Steinheider, B.** & Bayerl, S. (2001). Wissensintegration und deren Unterstützung in interdisziplinären F&E-Teams. In: Gesellschaft für Arbeitswissenschaft e.V. (Hrsg.). *Arbeitsgestaltung, Flexibilisierung, Kompetenzentwicklung*. Dortmund: GfA-Press, 303 – 308.
- Steinheider, B.** & Legrady, G. (2001). Kooperation in interdisziplinären Teams in Forschung, Produktentwicklung und Kunst. In H. Oberquelle, R. Oppermann & J. Krause (Hrsg.), *Mensch & Computer 2001. Bericht des German Chapters of the ACM* Band 55. Stuttgart: B.G. Teubner, 37 – 46.
- Steinheider, B.** & Burger, E. (2000). Kooperation in interdisziplinären Teams. In Gesellschaft für Arbeitswissenschaft e.V. (Hrsg.): *Komplexe Arbeitssysteme – Herausforderungen für Analyse und Gestaltung*. Dortmund: GfA-Press, 553 – 557.

- Steinheider, B.** (2000). Cooperation in interdisciplinary R&D Teams. In *Proceedings of ISATA 2000: Simultaneous Engineering & Rapid Product Development*. Epsom: ISATA-Düsseldorf Trade Fair, 125 – 130.
- Warschat, J., **Steinheider, B.**, Cebulla, T., & Leyh, J. (2000). Teamorientiertes Kommunikationssystem für vernetztes Arbeiten. In TU Chemnitz, Institut für Betriebswissenschaften und Fabrikssysteme (Hrsg.), *Vernetzt planen und produzieren*, 163 – 167.
- Steinheider, B.**, Fay, D., Hilburger, T., Hust, I., Prinz, L., Vogelgesang, F., & Hormuth, S.E. (1999). Soziale Normen als Prädiktoren von umweltbezogenem Verhalten. (Social norms as predictor variables for environmentally conscious behavior). *Zeitschrift für Sozialpsychologie*, 30(1), 40 – 56.
- Steinheider, B.**, Ganz, W., Nogge, W., & Warschat, J. (1999). Ein Modell zur Unterstützung von Expertenkooperationen. In F.J. Heeg & G. Kleine (Hrsg.), *Kommunikation und Kooperation. Arbeitswissenschaftliche Aspekte der Gestaltung von Kooperationsbeziehungen und -systemen*. Bremer Schriften zur Betriebstechnik und Arbeitswissenschaft 23, Aachen: Mainz, 59 – 64.
- Ganz, W. & **Steinheider, B.** (1999). Wettbewerbsdifferenzierung und Wachstum durch hybride Produkte. In K. Gersten (Hrsg.), *Arbeit und Technik in den neuen Bundesländern. Beiträge und Ergebnisse zur Tagung Dresdner Innovationsgespräche - Von der Idee zum Markt*, Bautzen: Lausitzer Druck- und Verlagshaus, 687 – 699.
- Steinheider B.** & Hodapp, V. (1999). Environmental worry: a Concept to explain differences in environmentally conscious behaviour? *Zentralblatt für Hygiene und Umweltmedizin*, 202, 273-289.
- Steinheider, B.** (1999). Environmental Odours and Somatic Complaints. *Zentralblatt für Hygiene und Umweltmedizin*, 202, 101 – 119.
- Steinheider, B.**, Both, R., & Winneke, G. (1998). Field studies on environmental odours inducing annoyance and gastric symptoms. *Journal of Psychophysiology*, 12, Suppl. (1), 64 – 79.
- Winneke, G., Neuf, M., & **Steinheider, B.** (1996). Separating the impact of exposure and personality in annoyance response to environmental stressors, particularly odours. *Environment International*, 22, 73 – 81.
- Steinheider, B.** & Winneke, G. (1996). Exposure-response associations between environmental odours, annoyance and gastric symptoms. Abstract in F.Y. Doré (ed.), *International Journal of Psychology*, 31(3/4), 446.
- Steinheider, B.** & Paulsen, R. (1994). Wirkungsunterschiede von Verkehrsimmissionen zwischen Anwohnerinnen einer Klein- und einer Großstadt. In D.W. Timp & R. Günther (Hrsg.), *Berichte aus Forschung und Praxis. Veröffentlichungen des BDP-Bundesausschusses Umweltpsychologie*. 2/94, 99 – 105.
- Steinheider, B.** & Winneke, G. (1994). Exposure-response associations between environmental odours, traffic noise, annoyance and somatic complaints. In Gesellschaft für Hygiene und Umweltmedizin/ Medizinisches Institut für Umwelthygiene an der Heinrich-Heine-Universität Düsseldorf (Hrsg.), *Umwelthygiene - Supplement 2*. 1st Internationaler Kongress für Umweltmedizin, 87 – 89.
- Paulsen, R., Ritterstaedt, U., & **Steinheider, B.** (1994). Der Einfluß des Hintergrundes auf die Beurteilung von Geräuschen. In Deutsche Physikalische Gesellschaft (Hrsg.), *Fortschritte der Akustik - DAGA '94*. Bad Honnef: DPG GmbH, 1191 – 1196.
- Steinheider, B.** & Winneke, G. (1994). Befindlichkeitsstörungen durch Geruchsstoffe in der Umwelt: Allgemeine und differentielle Aspekte. Abstract in K. Pawlik, G. Sammer & C. Wein (Hrsg.), *Proceedings of the 39th Conference of the German Psychological Society (DGPS)*, Hamburg, 705.
- Steinheider, B.** & Winneke, G. (1993). Industrial odours as environmental stressors: exposure-annoyance-associations and their modification by coping, age and perceived health. *Journal of Environmental Psychology*, 13, 353 – 363.
- Paulsen, R. & **Steinheider, B.** (1993). Unterschiede in der Belästigungsreaktion auf Straßenverkehrslärm in einer Klein- und in einer Großstadt. In Deutsche Physikalische Gesellschaft (Hrsg.), *Fortschritte der Akustik - DAGA '93*. Bad Honnef: DPG GmbH, 612 – 615.

- Steinheider, B.** & Winneke, G. (1993). Associations between environmental odours, annoyance, somatic complaints and cortisol in urine. Abstract in *Psychophysiology*.
- Winneke, G., Berresheim, H.W., **Steinheider, B.**, & Neuf, M. (1993). Psychophysiological correlates of annoyance. Abstract in *Psychophysiology*.
- Steinheider, B.** & Winneke, G. (1992). Industrial odours and annoyance and their modification by age, perceived health and coping strategy. Abstract in M. Sabourin (Ed.), *International Journal of Psychology*, 27(3 & 4).
- Steinheider, B.** & Winneke, G. (1990). Gesundheitszufriedenheit und Stressverarbeitung als Moderatoren der Belästigung durch Umweltgerüche. Abstract in B. Herbeck (Hrsg.), 8. Kongress der Psychologie in der Medizin. Ulm: Universitätsverlag Ulm.
- Steinheider, B.**, Noack, R. Paulsen, R., & Kastka, J. (1989). Der Einfluß der Zeitstruktur auf die Wirkung von Verkehrslärm. In Deutsche Physikalische Gesellschaft (Hrsg.), *Fortschritte der Akustik - DAGA 1989*. Bad Honnef: DPG GmbH, 723 – 726.

Books and Chapters

- Steinheider, B.** & Pircher Verdorfer, A. (2017). Climate Change? Exploring the role of organizational climate for psychological ownership. In Olckers, C., van Zyl, L. and van der Vaart, L. (eds.), *Psychological Ownership: Theoretical perspectives and applications for multi-cultural contexts* (pp. 275-293). Springer International.
- Steinheider, B.**, Wuestewald, T., & Pircher Verdorfer, A. (2012). Changing Police Managers' Attitudes towards Participative Management: Translating Research-based Knowledge into Practical Solutions. In W. G. Weber, M. Thoma, A. Ostendorf, & L. Chisholm (Eds.), *Democratic Competencies and Social Practices in Organizations*, Vol. 1. Wiesbaden: VS Verlag, pp. 144 – 161.
- Steinheider, B.** & Wuestewald, T. (2011). From the Bottom up: Sharing Leadership in a Police Agency. In M. Marks & D. Sklansky (eds.), *Police Reform From the Bottom Up: Officers and their Unions as Agents of Change*. Oxfordshire: Routledge.
- Buck, H. & **Steinheider, B.** (2001): Organisatorischer Wandel und innerbetriebliche Kooperation. (Organizational Change and in-house Cooperation). In Haasis, H.-D. & Kriwald, T. (Hrsg.), *Wissensmanagement in Produktion und Umweltschutz. (Knowledge Management in Production and Environmental Protection)*. Berlin u.a.: Springer, S. 57 – 87. (invited)
- Steinheider, B.** (1998). Industrie- und Umweltgerüche. (Industrial and Environmental Odors). In A. Beyer & D. Eis (Hrsg.), *Praktische Umweltmedizin. (Practice of Environmental Medicine)*. Berlin: Springer Loseblatt-Ausgabe, Band 2, Sektion 09.06, Teil 6, April 1998, S. 1 – 18. (invited handbook article)
- Steinheider, B.** (1998). Gesundheitliche Wirkungen von Industrie- und Umweltgerüchen. (Health Effects of Industrial and Environmental Odors). In E. Kals (Hrsg.), *Umwelt und Gesundheit. (Environment and Health)*. Weinheim: Psychologie Verlags Union, S. 43 – 61. (invited)
- Winneke, G. & **Steinheider, B.** (1998). Expositions-Wirkungs-Zusammenhänge für Geruchsbelästigungen und Beschwerden: Eine Übersicht. (Survey of Dose-Response Associations for Odor Annoyance and Complaints). In: KRdL im VDI und DIN (Hrsg.), *Gerüche in der Umwelt. Innenraum und Außenluft. (Interior and Exterior Odors in the Environment)*. VDI-Berichte 1373. Düsseldorf: VDI-Verlag, S. 361 – 372. (invited)
- Hormuth, S. E. & **Steinheider, B.** (1997). Umwelt. (Environment). In L. von Rosenstiel, C.M. Hockel & W. Molt (Hrsg.), *Handbuch der Angewandten Psychologie: Grundlagen – Methoden - Praxis. (Handbook of Applied Psychology: Fundamentals – Methods – Practice)*. Landsberg/Lech: ecomed.-Losebl.-Ausg., 4. Erg. Lfg. 4/97, V1-17, S. 1 – 18. (invited handbook article)
- Steinheider, B.** (1997). Wirkungen von Industrieergerüchen als Umweltstressoren. (*Effects of industrial odors as environmental stressors*). DUV Psychologie: Wiesbaden.

- Steinheider, B.** & Winneke, G. (1992). Neuere Untersuchungen zur Wirkung von Gerüchen als Umweltstressoren. (New studies on Odors as Environmental Stressors). In Gesellschaft zur Förderung der Lufthygiene und Silikoseforschung e.V. (Hrsg.), *Umwelthygiene. (Environmental Hygiene) Jahresbericht 1992/93*, Band 25, Düsseldorf, 271 – 289. (invited)
- Winneke, G., Harkort, W., Ratzki, E., & **Steinheider, B.** (1990). Zusammenhänge zwischen Geruchshäufigkeit und Belästigungsgrad. (Associations between Odor Frequency and Degree of Annoyance). In VDI-Kommission Reinhaltung der Luft (Hrsg.), *Gerüche. (Odors)*. Band 12, Düsseldorf: VDI-Verlag, pp. 63 – 77. (invited)

Grants and Contracts

- Munoz, R., & **Steinheider, B.** (2018). *Helping Domestic Violence Intervention Services (DVIS) to Improve Its Organizational Climate*. Grant submitted to Cigna [\$15,000] (unfunded).
- Steinheider, B.**, Munoz, R., & Hoffmeister, V. (2018). *Proposal for Anti-Oppression Framework Assessment and Development for Domestic Violence Intervention Services of Tulsa, OK*. [\$45,000] (unfunded).
- Steinheider, B.** (2016). *Organizational Climate as a Buffer for Perceived Stress in Child and Family Protection Agencies*. Partnership Development Grant in collaboration with Tulsa Area United Way, OU College of Arts and Sciences-Tulsa, \$ 500.
- Loving, G. (2012). *Technology Use in Education APRN and Allied Health Students for Team-Based Care: Health Resources and Services Administration (HRSA) Grant # RSRCH015115* [\$1,117,000; PI: 2012 – 2015]. **Steinheider, B.**, OU-Norman Principal Investigator [\$ 19,200].
- Steinheider, B.** (2007). *From the Bottom-Up: Implementing and Assessing Shared Leadership in Policing*. Submitted to U.S Department of Justice, National Institute of Justice, Research on Policing and Public Safety, [\$ 244.078 for 2 years] (unfunded).
- Steinheider, B.** (2005). *Facilitating Interdisciplinary Research: Developing a Training for Knowledge Integration in Interdisciplinary Research Teams*. Junior Faculty Summer Research Grant of the Dean of the College of Arts & Sciences, University of Oklahoma, [\$ 6,000].
- Steinheider, B.** (2004). *Development of an Online Questionnaire to Study the Effects of Knowledge Sharing in Research and Development Teams*. Junior Faculty Summer Research Grant of the Dean of the College of Arts & Sciences, University of Oklahoma [\$ 6,000].
- Gibson, J.D., Legrady, G.T., & **Steinheider, B.** (2004). *Creating the Digital Society through Collaborative Interdisciplinary Research Models*. Co-PI in collaboration with Jerry D. Gibson (PI) and George T. Legrady (Co-PI), University of California, Santa Barbara, submitted to NSF Digital Society and Technologies (NSF 03611) [(\$117,481 for OU] (unfunded).
- Steinheider, B.** (2003). *Empirical Studies of Value Appreciation, Luxury Comprehension, Haptic Perception and Expectations about Luxury Cars*. Research funded by DaimlerChrysler, Berlin, Germany in collaboration with Dresden University of Technology and Tezukayama University in Nara, Japan, [\$ 6,500], and by the Vice President for Research, University of Oklahoma (10/2003 – 12/2003) [\$ 3,120].
- Steinheider, B.** (2003). *Exploring the Creative Potentials of Transdisciplinarity: The visualization of different experts' view on a digital media archive*. Research proposal submitted to Creativity in Motion – Thatcher Hoffman Smith Prize [\$ 40,000] (unfunded).
- Steinheider, B.**, Bullinger, H.J., & Hacker, W. (2001). *Development of methods to integrate the knowledge of internal and external customers of companies to enhance innovation*. Funded by the German Ministry of Education and Research (BMBF), in collaboration with the University of Technology Dresden and 10 German companies, e.g. Infineon Technologies AG, Dresden [\$ 350,000] (6/2001 – 11/2003).

- Steinheider, B.** & Bullinger, H.J. (2001). *Ergonomical conception of cooperative work for the development of innovative products*. Project A3, Collaborative Research Center "Rapid Product Development", SFB 374; funded by the German Research Foundation (DFG), industrial partner: DaimlerChrysler AG; third term [\$ 200,000] (1/2001 – 12/2003).
- Steinheider, B.**, Gideon, G., & Bullinger, H.J. (2000). *Evaluating the effects of a training for unemployed engineers*. Funded by the State Employment Office of Baden-Württemberg; project leader (4/2000 – 4/2001).
- Steinheider, B.** & Bullinger, H.J. (1997). *Ergonomical conception of cooperative work for the development of innovative products*. Project A3, Collaborative Research Center "Rapid Product Development" (SFB 374), funded by the German Research Foundation (DFG), industrial partner: DaimlerChrysler AG; second term [\$ 200,000] (1/1998 – 12/2000).
- Steinheider, B.** & Bullinger, H.J. (1997). *Engineering and Management of hybrid (service) products*. Funded by the State Ministry of Economic Affairs of Baden-Württemberg in cooperation with 10 German companies, e.g. Robert Bosch GmbH, [\$ 2,000,000] (9/1997 – 3/2000).
- Steinheider, B.**, Ganz, W., Warschat, J., & Nogge, W. (1997). *A framework for cooperation*. Internal research project funded by the Fraunhofer Society, Munich; project leader (4/1997 – 8/1997).
- Buck, H., **Steinheider, B.**, & Bullinger, H.J. (1997). *Examining the role of active employees on self-regulation in changing production structures*. Project D1, Collaborative Research Center, "Transformable Business Structures for Multiple-Variant Series Production" (SFB 467); funded by the German Research Foundation (DFG); industrial partner: Siemens AG [\$ 200,000] (3/1997 – 1/1998).
- Winneke, G. & **Steinheider, B.** (1993). *Assessing the effects of mushroom fertilizer emissions on residents in the surrounding area*. Funded by the City of Nettetal (3/1993 – 8/1993).
- Steinheider, B.** & Winneke, G. (1992). *Design of a directive to limit odor immissions*. Funded by the Ministry of Environment, Regional Planning, and Agriculture in Northrhine-Westfalia, Germany (9/1992 – 11/1992).
- Steinheider, B.**, Paulsen, R., & Winneke, G. (1990). *Assessing odor immissions of industrial sites and traffic exhaust gases in Northrhine-Westfalia*. Funded by the Ministry of Environment, Regional Planning and Agriculture in Northrhine-Westfalia, Germany (2/1990 – 7/1992).
- Winneke, G. & **Steinheider, B.** (1989). *Assessment of dose-response-associations of odor annoyance*. Funded by the Ministry of Environment, Regional Planning, and Agriculture in Northrhine-Westfalia, Germany (8/1989 – 1/1990).
- Kastka, K., **Steinheider, B.**, & Bisping, R. Ritterstaedt (1988). *Effects of impulse noise of a planned container terminal on a recreational area*. Funded by the City of Düsseldorf (8/1988 – 9/1989).
- Project Team Rheinpark** (1988). *Planning and realization of a cultural PR-event for the inauguration of the Rheinpark Düsseldorf*. Funded by Stadtwerke Düsseldorf AG (Düsseldorf's municipal utility) [\$ 20,000] (5/1988 – 8/1988).

Editor Reviewed Technical Reports and Practitioner-Oriented Publications

- Brunk, K., Quinton, K., **Steinheider, B.** & Munoz, R. (2017). *Creating a Sense of Belonging at the Mental Health Association Oklahoma*. Research report prepared for the Mental Health Association Oklahoma, Tulsa, OK.
- Brunk, K., **Steinheider, B.**, & Munoz, R. (2015). *Working in a Positive Climate at DVIS*. Report prepared for Domestic Violence Intervention Services, Tulsa, OK.
- Steinheider, B.** & Kisamore, J. (2008). *Strategic Plan for ODYN Recruitment*. Proposal submitted to Vice Provost Ray, OU-Tulsa Graduate College.
- Wuestewald, T. & **Steinheider, B.** (2006). The Changing Face of Police Leadership. *The Police Chief*, 73(4), 26 – 33.
- Wuestewald, T. & **Steinheider, B.** (2006). How to Implement Shared Leadership. *The Police Chief*, 73(4), 34 – 37.

- Steinheider, B.**, Costanza, D.P., Kisamore, J.L., & Reiter-Palmon, R. (2006). Leaving the Psychology Tower: Nontraditional Programs in I-O Psychology. *The Industrial and Organizational Psychologist*, 43(4), 83 – 89.
- Wuestewald, T. & **Steinheider, B.** (2006). Shared Leadership: Can Empowerment Work in Police Organizations? *The Police Chief*, 73(1), 48 – 55.
- Steinheider, B.** (2005). *Post Audit Report for the Master of Arts in Organizational Dynamics*. Submitted to the Oklahoma State Regents of Higher Education.
- Schlag, B., Kämpfe, B., Ötsch, B., Rosenberg, J.F., **Steinheider, B.**, & Renge, K. (2004). *Luxuserwartungen, haptische Wahrnehmung und Wertanmutungen von Fahrzeuginterieurs im internationalen Vergleich. (International comparison of luxury comprehension, haptic perception and value appreciation of automotive interiors)*. Report for DaimlerChrysler AG, Berlin, Germany.
- Steinheider, B.** & Schnalzer, K. (2004). Wissensintegration in interdisziplinären Teams. *Wirtschaftspsychologie aktuell*, 4, 54 – 57.
- Steinheider, B.** (2001). *Hybride Produkte – Optimierung und Generierung von Dienstleistungsprodukten (Hybrid products – engineering and optimization of service products)*. CD-ROM for the the State Ministry of Economic Affairs of Baden-Württemberg.
- Steinheider, B.** (2001). *Durchführung der wissenschaftlichen Begleitung einer Pilotdurchführung der Maßnahme zur Fortbildung arbeitsloser (und von Arbeitslosigkeit bedrohter) Fachkräfte im Bereich der Konstruktion. (Evaluation of the effects of a training for unemployed engineers)*. Report for the State Employment Office of Baden-Württemberg, Stuttgart, Germany.
- Steinheider, B.** (2000). *Ergonomical conception of cooperative work for the development of innovative products*. Report for the German Research Foundation (DFG).
- Steinheider, B.**, Winneke, G., & Both, R. (1998). Die Erfassung der Geruchsbelästigung durch Tierstallimmissionen auf die Anwohner: Ein wirkungsbezogener Vergleich der Expositionserfassung durch Ausbreitungsrechnung und Rasterbegehung. *Gefahrstoffe - Reinhaltung der Luft*, 58(10), 411 – 416.
- Hormuth, S., Fay, D., Hilburger, T. Hust, I., **Steinheider, B.**, & Vogelgesang, F. (1995). *Die Bedeutung von sozialen Normen in den Lebensbereichen "Arbeit" und "Familie" für den Zusammenhang zwischen umweltbewußten Einstellungen und umweltbewußtem Verhalten*. Abschlußbericht für das Teilprojekt "Umweltbewußtsein und Umwelthandeln" im Rahmen des Hessischen Landesforschungsschwerpunkts "Arbeits- und Lebenswelt".
- Steinheider, B.**, Winneke, G., & Schlipköter, H.W. (1993). Somatische und psychische Wirkungen intensiver Geruchsimmissionen. Eine Fallstudie aus der Substratherstellung für die Champignonzucht. *Staub - Reinhaltung der Luft*, 53, 425 – 431.
- Steinheider, B.** & Winneke, G. (1992). *Psychophysiologische und epidemiologische Grundlagen der Wahrnehmung und Bewertung von Geruchsimmissionen*. Gutachten des Medizinischen Instituts für Umwelthygiene an der Heinrich-Heine-Universität Düsseldorf für das Ministerium für Umwelt, Raumordnung und Landwirtschaft des Landes Nordrhein-Westfalen.
- Winneke, G. & **Steinheider, B.** (1992). *Gesundheitsgefährdungen der Bevölkerung durch Geruchsimmissionen der Nettetaler Champignonzentrale*. Umweltmedizinisches Gutachten des Medizinischen Instituts für Umwelthygiene an der Heinrich-Heine-Universität Düsseldorf.
- Winneke, G. & **Steinheider, B.** (1990). *Durchführung und Bewertung von Geruchsbelästigungs-Untersuchungen unter Expositions-Wirkungsaspekten*. Gutachten des Medizinischen Instituts für Umwelthygiene an der Heinrich-Heine-Universität Düsseldorf für das Ministerium für Umwelt, Raumordnung und Landwirtschaft in Nordrhein-Westfalen.
- Kastka, J., **Steinheider, B.**, Ritterstaedt, U., & Bisping, R. (1990). *Feld- und laborexperimentelle Untersuchung zur Wirkung von impulshaltigen Betriebsgeräuschen für den geplanten Containerbahnhof Düsseldorf-Eller*. Gutachten des Medizinischen Instituts für Umwelthygiene an der Heinrich-Heine-Universität Düsseldorf.

Current Work in Progress

- Kim, J., **Steinheider, B.**, Stone, T., Jawahar, J. & Ferrell, B. Development of a Measure of Calculative Orientation (CO): Establishing a Nomological Net and Predictive Utility of the CO Measur. Submitted to *Psychological Reports*.
- Steinheider, B.**, Muñoz, R.T., & Brunk, K. Social and moral climate as a driver of a sense of belonging and work engagement at a non-profit. *Journal of Behavioral Health Services & Research*.

PRESENTATIONS

Peer Reviewed Professional Presentations

- Steinheider, B.**, Brunk, K., & Munoz, R. (2019). Finding a Sense of Belonging by Helping Others: The Role of Socio-Moral Climate for Employee Flourishing and Engagement. Paper to be presented at the *European Association for Work and Organizational Psychology (EAWOP)* in Turin, Italy, May 30 – June 1, 2019.
- Steinheider, B.**, Stone, T., Ferrell, B., Hoffmeister, V., Kim, J., & Jawahar, I. J. (2019). Predicting employee job behavior: The role of calculative mindset and bottom-line mentality. Paper to be presented at the *European Association for Work and Organizational Psychology (EAWOP)* in Turin, Italy, May 30 – June 1, 2019.
- Steinheider, B.**, Ferrell, B., Stone, T., Hoffmeister, V., Jawahar, J., & Kim, J. (2019). Calculative mindset and bottom-line mentality: Predicting counter-productive work behaviors. Poster to be presented at the *Society of Industrial-Organizational Psychologists (SIOP)* in Washington, D.C., April 4 – 6, 2019.
- McKenzie, J., **Steinheider, B.**, & Hoffmeister, V. (2019). A long road to competence: Effects of leadership, climate, and engagement on transfer. Poster to be presented at the *Society of Industrial-Organizational Psychologists (SIOP)* in Washington, D.C., April 4 – 6, 2019.
- Steinheider, B.**, McKenzie, J., & Hoffmeister, V. (2019). Engaging Non-Traditional Psychology Students through Team-based Learning and Creative Assignments. Poster to be presented at the *18th Annual Meeting of the Team-Based Learning Cooperative*, Tampa, FL, March 14 – 16, 2019.
- Steinheider, B.**, Hoffmeister, V. & McKenzie, J. (2018). Combining Team-based Learning with Creativity to Increase Learner Engagement in a Non-Traditional Graduate I/O Psychology Program. Lecture at the *12. Fachtagung für Psychologiedidaktik und Evaluation*, Sektion Aus-, Fort- und Weiterbildung in Psychologie (AFW) des Berufsverbandes Deutscher Psychologinnen und Psychologen (BDP) in Kooperation mit der Psychologischen Hochschule Berlin (PHB). Berlin, Germany, May 11 -12, 2018.
- McKenzie, J. & **Steinheider, B.** (2018). Transformative interactions, socio-moral climate, psychological engagement and the successful transfer of learning. Poster presentation at the *OU-Tulsa Research Forum*, Schusterman Center, Tulsa, OK, April 18, 2018.
- Stone, T., **Steinheider, B.**, Hoffmeister, V., Ferrell, B. & Jawahar, J. (2018). Employee Preferences for Performance Appraisal Feedback. Presentation at the *Administrative Sciences Association of Canada (ASAC) Conference* in Toronto, Canada, May 26 – 29, 2018.
- Okonkwo, J. & **Steinheider, B.** (2017). The Mediating Effect of Socio-Moral Climate on Servant Leadership and Spiritual Well-Being. Paper presented at the conference of the *European Association of Work and Organizational Psychology*, Dublin, Ireland, May 17 – 20, 2017.

- Jesus, J. C. G., Stone, T. H., **Steinheider, B.**, Garrett, T. & Jawahar, I. M. (2016). International LGBT at the Workplace: A Multi-Faceted View on Perceived Discrimination. Paper presented at the *Conference of the Southern Management Association*, October 28, 2016, Charlotte, NC; nominated for best paper in track.
- Steinheider, B.**, Okonkwo, J. (2015). The effects of servant leadership and socio-moral climate on spiritual well-being. Paper presented at the 9. *Fachtagung der Facharbeitsgruppe Arbeits-, Organisations- und Wirtschaftspsychologie*, 24. – 26.9.2015, Mainz, Germany.
- Steinheider, B.**, Freeman, L., & Pircher Verdorfer, A. (2015). Socio-Moral Climate as Predictor for Psychological Ownership, Work Engagement and Knowledge Sharing. Paper presented at the 2015 *European Association of Work and Organizational Psychology* conference, Oslo, Norway, May 21-23, 2015.
- Jesus, J. C. G., Stone, T. H., **Steinheider, B.** & Jawahar, I. M. (2015). Coming Out at Work: An International Study of LGBT and Race Discrimination. Paper presented at the 2015 *Administrative Sciences Association of Canada* conference, Halifax, Nova Scotia, Canada, June, 2015.
- Steinheider, B.** (2015) & Okonkwo, J. (2015). AOW Psychologie und Wirtschaftsethik: The Effects of Servant Leadership and Socio-Moral Climate on Spiritual Well-Being. Paper presented at the 9. *Fachgruppentagung Arbeits-, Organisations- und Wirtschaftspsychologie*, Mainz, Germany, 24.-26.9.2015.
- Hart, S. & **Steinheider, B.** (2014). The Power of the Team: Comparing SAP Training Effectiveness. *29th Annual Conference of the Society for Industrial and Organizational Psychology*, Honolulu, Hawaii.
- Pircher Verdorfer, A., **Steinheider, B.**, & Burkus, D. (2013). Exploring the Socio-Moral Climate in Organizations: Validation of an English Measure and Examination of Antecedents and Outcomes. *Annual Conference of the Academy of Management*, Orlando, Florida.
- Steinheider, B.**, Pircher Verdorfer, A., & Burkus, D., & Weber, W. (2013). Assessing the socio-moral climate in organizations: Validation of an English version of the SMC scale. *16th Conference of the European Association of Work and Organizational Psychology*, Muenster, Germany.
- Hart, S. & **Steinheider, B.** (2013). Team-Based Learning as a Method for Improving Organizational Training Effectiveness. *16th Conference of the European Association of Work and Organizational Psychology*, Muenster, Germany.
- Hart, S. & **Steinheider, B.** (2013). Comparing the Effectiveness of Error Avoidance, Error Management, and Team-based Learning Programs. *13th Annual Conference on Team-based Learning*, San Diego, CA.
- Pircher-Verdorfer, A., **Steinheider, B.**, Burkus, D., Wuestewald, T., & Weber, W. (2012). Psychometrische Eigenschaften einer englischen Version des Fragebogens zur Erfassung des sozio-moralischen Klimas in Unternehmen. *48. Kongress der Deutschen Gesellschaft fuer Psychologie*, Bielefeld, Deutschland.
- Steinheider, B.** (2012). Knowledge Integration in Researcher-Practitioner Collaborations. *Third annual international Science of Team Science Conference*, Chicago, IL.
- Steinheider, B.** & Wuestewald, T. (2012). In Search of a Methodology of Collaboration: Understanding Researcher-Practitioner Philosophical Differences. Presentation, *Annual Conference of the Academy of Criminal Justice Sciences*, New York, NY.
- Wuestewald, T. & **Steinheider, B.** (2012). Police Employee Participation in Decision-Making: Linkages to Engagement, Civic Attitudes, and Socio-Moral Climate. *Annual Conference of the Academy of Criminal Justice Sciences*, New York, NY.
- Steinheider, B.**, Stafford, S., & Wuestewald, T. (2011). Beyond command-and-control: Police leadership skills and participation as determinants for ownership and agency morale. Panel Presentation, 'Participation at work. Current research from the Organizational Participation in Europe Network (OPEN)', *15th Conference of the European Association of Work and Organizational Psychology*, Maastricht, Netherlands.

- Steinheider, B.**, Stafford, S., Wuestewald, T., & Schaefer, J. (2011). Police leadership skills for a changing world: Determinants of ownership and agency morale. Presentation, *Annual Conference of the Academy of Criminal Justice Sciences*, Toronto, CA.
- Scott, R., Weidner, V., Synovitz, C., Knight, D., **Steinheider, B.**, Shortridge, A., Lee, L., & Lamb, J. (2011). Development of interprofessional simulation to improve team dynamics. Research in progress track. *IMSH: International Meeting on Simulation in Healthcare Conference*, Phoenix, AZ.
- Steinheider, B.** (2010). Police – Researcher Collaborations: A Roadmap for the Future. Panel, *17th Annual International Police Executive Symposium*, Valletta, Malta.
- Steinheider, B.** & Wuestewald, T. (2009). Integrating Vertical and Horizontal Leadership in a Police Agency. Presentation, *6. Tagung der DGPs-Fachgruppe Arbeits- und Organisationspsychologie*, Vienna, Austria.
- Steinheider, B.** & Bayerl, P. S. (2009). Co-Learning in Health Care: Evaluation of an Inter-professional Training Program in a Medical Clinic. Presentation, *14th European Congress on Work and Organizational Psychology*, Santiago de Compostela, Spain.
- Bayerl, P.S. & **Steinheider, B.** (2009). An Exploration of Knowledge Integration Problems in Interdisciplinary Research Teams. Poster, *24th Annual Society of Industrial and Organizational Psychology Conference*, New Orleans, LA.
- Steinheider, B.** & Wuestewald, T. (2008). Giving Employees a Voice: Perceived Benefits and Hindrances to Participative Management Approaches. Presentation, *Annual Meeting of the American Society of Criminology*, St. Louis, MO.
- Steinheider, B.** & Wuestewald, T. (2007). Shared Leadership in einer Polizeibehörde: Implementierung und Ergebnisse des Leadership Teams. Presentation, *5. Tagung der DGPs-Fachgruppe Arbeits- und Organisationspsychologie*, Trier, Germany.
- Wuestewald, T. & **Steinheider, B.** (2007). Beyond Participation: An Assessment of Shared Leadership in a Police Agency. Presentation, *44th Annual Academy of Criminal Justice Sciences Meeting*, Seattle, WA.
- Steinheider, B.** & Wuestewald, T. (2006). When Twelve Heads are Better than One: Implementing a Shared Leadership Concept in a Police Agency. Presentation, *Annual Meeting of the Academy of Management*, Atlanta, GA.
- Steinheider, B.**, Kremer, D., & Johnson, C. (2006). Knowledge Integration in Organizations: Bridging the Gaps between Functional Experts. Presentation, *Expertise in Context*, Berlin, Germany.
- Steinheider, B.**, Bayerl, P.S., & Wuestewald, T. (2006). The Effects of Participative Management on Employee Commitment, Productivity and Community Satisfaction in a Police Agency. Presentation, *56th Annual Conference of the International Communication Association*, Dresden, Germany.
- Steinheider, B.**, Costanza, D.P., Kisamore, J.L., & Reiter-Palmon, R. (2006). Leaving the Psychology Tower: Non-Traditional Programs in I/O Psychology. Presentation, Teaching, Learning and Education Forum, *21st Annual Society of Industrial and Organizational Psychology Conference*, Dallas, TX.
- Bayerl, P. & **Steinheider, B.** (2004). Facilitating Interdisciplinary Research. Presentation, *8th International Workshop on Teamworking*, Trier, Germany.
- Steinheider, B.** & Bayerl, P.S. (2004). Functional Heterogeneity in Academic Research Teams: Effects and Strategies for Knowledge Workers. Presentation, *Annual Conference of the Academy of Management*, New Orleans, LA.
- Steinheider, B.** & Bayerl, P.S. (2004). Facilitating interdisciplinary research. Presentation, *16th Annual Convention of the American Society of Psychology*, Chicago, IL.
- Bayerl, P.S. & **Steinheider, B.** (2004). Working in interdisciplinary research teams: Why heterogeneity matters. Poster presentation, *19th Annual Society of Industrial and Organizational Psychology Conference*, Chicago, IL.

- Steinheider, B.** & Bayerl, P.S. (2004). Effects of Heterogeneity in Interdisciplinary Research Teams: A Quantitative and Qualitative Approach. Poster presentation, *Convocation of the Committee on Facilitating Interdisciplinary Research*, National Academy of Sciences, National Academy of Engineering, and Institute of Medicine, Washington, DC.
- Bayerl, P. & **Steinheider, B.** (2003). Communication breakdowns in interdisciplinary academic research teams: Reasons, strategies, and performance. Poster presentation, *13th Meeting of the Society for Text & Discourse*, Madrid, Spain.
- Steinheider, B.** & Bayerl, P. (2003). Knowledge sharing in inter-/transdisciplinary teams. Presentation, *11th European Congress on Work and Organizational Psychology*, Lisboa, Portugal.
- Steinheider, B.** & Bayerl, P. (2003). Wissensintegration in interdisziplinären Teams – Probleme und Lösungsansätze (Knowledge sharing in interdisciplinary teams – problems and solutions). Presentation, *9th Dresdner Symposium für Psychologie der Arbeit, Flexibilisierung der Arbeit: Organisation – Lernen – Gesundheit. (Symposium for Psychology of Work, Flexibility of Work: Organization, learning, health)*, Dresden, Germany.
- Legrady, G. & **Steinheider, B.** (2002). Pockets full of Memories: The Collaborative Construction of a Digital Archive. Presentation, *11th International Symposium on Electronic Art (ISEA)*, Nagoya, Japan.
- Steinheider, B.** & Bayerl, P.S. (2002). Strategien zur Wissensintegration in interdisziplinären Teams (Strategies of knowledge sharing in interdisciplinary teams). Presentation, *43rd Conference of the German Society for Psychology*, Berlin, Germany.
- Ishig, A., Wetzstein, A., Hacker, W., & **Steinheider, B.** (2002). Mit verbessertem Informations- und Wissensaustausch die Innovationsfähigkeit von Unternehmen stärken? (Facilitating innovations by improving knowledge sharing processes?). Poster presentation, *43rd Conference of the German Society of Psychology (DGPs)*, Berlin, Germany.
- Wetzstein, A., **Steinheider, B.**, Schnalzer, K., & Hacker, W. (2002). Integration von Wissen in und zwischen Unternehmen und Netzwerken. Poster presentation, *12th Zürcher Symposium für Arbeitspsychologie*, Zürich, Switzerland.
- Steinheider, B.** (2001). Knowledge sharing in interdisciplinary R&D-Teams. Poster presentation, *7th European Congress of Psychology*, London, UK.
- Steinheider, B.** & Reiband, N. (2001). Cooperation in interdisciplinary R&D-teams. Presentation, *10th European Conference on Work and Organizational Psychology*, Prague, Czech Republic.
- Aslanidis, S. & **Steinheider, B.** (2001). Adaptive Oberflächen im Prototypen-Entwicklungsprozess. Poster presentation, *Mensch & Computer 2001*, Bad Honnef, Germany.
- Steinheider, B.** (2000). Subjektive Erklärungsmuster für Probleme in interdisziplinären Kooperationen. Presentation, *42nd Conference of the German Society for Psychology (DGPs)*, Jena, Germany.
- Steinheider, B.** (2000). Factors explaining perceived problems in interdisciplinary cooperations. Presentation, *27th International Congress of Psychology*, Stockholm, Sweden.
- Vogelgesang, F., Hormuth, S.E., & **Steinheider, B.** (1997). Bedeutung und Funktion von Gegenständen in umweltrelevantem Alltagshandeln. Poster presentation, *2. Tagung der DGPs-Fachgruppe Umweltpsychologie*, Düsseldorf, Germany.
- Winneke, G., Frechen, F.B., Both, R., & **Steinheider, B.** (1997). Psychologie der Geruchsbelästigung: Lineare und nicht-lineare Expositions-Wirkungsbeziehungen, Erinnerungseffekte und Psychosomatik. Poster presentation, *2. Tagung der DGPs-Fachgruppe Umweltpsychologie*, Düsseldorf, Germany.
- Steinheider, B.**, Bisping, R., Kastka, J., & Ritterstaedt, U. (1995). Wirkungen von impulshaltigen Betriebsgeräuschen eines geplanten Containerbahnhofs. Presentation, *2. Internationaler Kongreß Perspektiven der ökologischen Kommunikation: Ökologie - Gesundheit - Risiko*, Deutsches Hygiene Museum, Dresden, Germany.

- Hormuth, S., Fay, D., Hillburger, T., Hust, I., **Steinheider, B.**, & Vogelgesang, F. (1995). Die Bedeutung sozialer Normen für den Zusammenhang zwischen umweltbewußten Einstellungen und umwelt-bewußtem Verhalten. Poster presentation, 1. *Tagung der DGPs-Fachgruppe Umweltpsychologie*, Salzburg, Austria.
- Steinheider, B.**, Elpel, S., Helbig, K., Klein, R., Kral, J., Krumrey, B., & Hormuth, S. (1995). Unterschiede von Urlaubsmotivation und geplantem Urlaubsverhalten in Ost- und Westdeutschland. Poster presentation, 1. *Tagung der DGPs-Fachgruppe Umweltpsychologie*, Salzburg, Austria.
- Steinheider, B.**, Winneke, G., & Both, R. (1994). Odour frequency predicts annoyance, symptoms and complaints in environmental odour exposure. Presentation, 11th *Conference of the European Chemoreception Research Organization*, Blois, France.
- Steinheider, B.**, Kastka, J., & Paulsen, R. (1994). Der Einfluß des visuellen Kontextes auf die Bedeutung von Umweltgeräuschen. Presentation, 36. *Tagung experimentell arbeitender Psychologen*, München, Germany.
- Steinheider, B.** & Winneke, G. (1992). The effects of industrial odours and traffic noise on annoyance and somatic complaints and their modification by coping strategies. Presentation, 7th *Conference of the European Health Psychology Society*, Brüssel, Belgium.
- Steinheider, B.** & Winneke, G. (1991). Industrieriegerüche als Umweltstressoren und ihre Wirkungs-Beeinflussung durch Coping-Strategien. Poster presentation, 5th *International Coping-Workshop*, Erlangen, Germany.

Invited Talks

University of Applied Sciences and Arts, Dortmund, Germany; Prestigious Foreign Scholar Program, Psychology Department, Seoul National University, Seoul, South Korea; Financial Education in Oklahoma Conference, Oklahoma City; Association for Talent Development, Central Oklahoma Chapter, Oklahoma City, Ok; Association of Talent Development, Tulsa, Ok; State of Creativity Forum, Oklahoma City, OK; Fortbildungsinstitut der Bayrischen Polizei, Ainring, Germany; University of St. Gallen, Switzerland; University of Tulsa, OK; Northeast Oklahoma Chapter of the American Society of Training and Development, Tulsa, OK; International Association of Chiefs of Police, Chicago, IL; Academy of Community Medicine, OU-Tulsa; Leopold-Franzens-Universität Innsbruck, Austria; Hochschule Fresenius, Idstein, Germany; Fraunhofer Institut für Arbeitswirtschaft und Organisation, Stuttgart, Germany; Johann Wolfgang Goethe Universität Frankfurt, Germany; Fachhochschule Nordwest-Schweiz (FHNW), Brugg, Switzerland; Public Safety Leadership Development Consortium, Tallahassee, FL; International Association of Chiefs of Police, Boston, MA; University of California, Berkeley/Australian National University, Berkeley, CA; University of California, Santa Barbara, CA; Transforming Local Governments (TLG) Conference, Sarasota, FL; RAND Corporation, Santa Monica, CA; Alliant International University, Los Angeles, CA; University of Oklahoma, Norman, OK; Duke University, Durham, NC; University of Minnesota, Duluth, MN; Colorado Association of Chiefs of Police, Copper Mountain, CO; Oklahoma Association of Chiefs of Police, Oklahoma City, Oklahoma; Deutsche Gesellschaft für Innere Medizin, Wiesbaden, Germany; Kolloquium zur Neupositionierung von Bildungsdienstleistern, Villingen-Schwenningen, Germany; Niedersächsisches Landesgesundheitsamt, Niedersächsisches Sozialministerium und Instituts für Tierhygiene der Tierärztlichen Hochschule Hannover, Germany; Potsdam-Institut für Klimafolgenforschung und Zentrum für Gerechtigkeitsforschung an der Universität Potsdam, Potsdam, Germany; Julius-Maximilians-Universität Würzburg, Germany.

Other Presentations

Rogers State University, Claremore, OK; Tulsa Community College, Tulsa, OK; Mental Health Association, Tulsa, OK; Tulsa Area United Ways, Tulsa, OK; Oral Roberts University, Tulsa, OK;

Project Management Institute, Tulsa, OK; Tulsa Area Human Resources Association, Tulsa, OK; Department of Educational Leadership, OU-Tulsa; Tulsa Research Day, Tulsa, OK; University of Arkansas, Fort Smith; 3rd Knowledge & Project Management Symposium, Tulsa, OK; Association of Legal Administrators, Tulsa, OK; Fadler Seminar, Tulsa, OK; Society for Technical Communication, Tulsa, OK; Interdisciplinary Research Colloquium, OU-Tulsa; Department of Psychology, OU Norman; Medical Institute for Environmental Hygiene, Heinrich-Heine-Universität Düsseldorf, Germany.

TEACHING EXPERIENCE

Faculty Positions

University of Oklahoma, Tulsa, OK, Department of Educational Leadership and Policy
7/2018 – present

University of Oklahoma, Tulsa, OK, Department of Psychology
8/2002 – present

- Courses instructed: *The Psychology of Economic Behavior, Creativity and Innovation in Organizations, Planning Processes and Strategy Development, The Psychology of Leadership, Teams and Motivation, The Psychology and Practice of Project Management, Organizational Communication, Global Business Practices and Ethics, Organizational Behavior, Change and Development, Topics in Human Resource Management: Distributed Leadership and Participation in Organizations, Presenting and Proposing Research, Capstone Projects, Directed Research Master Thesis, Directed Readings in Psychology, Directed Research Dissertation*

University of Stuttgart, Stuttgart, Germany, Institute of Human Factors and Technology Management
1/1998 – 7/2002

- Course instructed: *Human Resource Management*

University of Technology Dresden, Dresden, Germany, Institute of Work, Organizational and Social Psychology
1/1994 – 5/1997

- Courses instructed in **Social Psychology**: *Social Motivation, The Contingency of Attitude and Behavior in the Environmental Area, Leadership Theories, Social Cognition, Mass Communication and Media Effects, Attitudes and Change of Attitudes, Social Influence, Social Psychology for Minor Students*
- Research Courses instructed in **Environmental Psychology**: *Differences in Motivation for Leisure Travels between East and West German Charter Tourists; Stress Reactions due to Forced Relocation in a Coal Mining Area in East Germany*

Adjunct Positions

- **Norman Moore Technology Center**, Norman, OK, Project Management, Team Development, Organizational Communication, Spring – Summer 2007
- **Institute for Law Enforcement Administration**, Richardson, TX, School of Police Supervision, Spring 2007
- **South Carolina Criminal Justice Academy**, Columbia, SC, Executive Leadership Course, Spring 2007
- **University of Tulsa**, Tulsa, OK, Department of Continuing Education, Police Executive Development and Leadership Program, Fall 2003 – 2006
- **Technical Academy Esslingen (TAE)**, Esslingen, Germany, Design for Experiments, Fall 1999 – Summer 2002
- **University of Applied Sciences Stuttgart**, Stuttgart, German, Introduction to Economics and Business Administration for Engineering students, Fall 1998 – Summer 1999

CHAIR POSITIONS

- **Stewardship Committee**, 2016 - present
- **Alumni Relationships**, OU-Tulsa, 2010 -2015
- **Dean's Advisory Committee**, OU-Tulsa, Chair (2011 – 2013)
- **Organizational Climate**, Session Chair, EAWOP, Dublin, Ireland (2017)
- **Police Organization and Management**, Session Chair, Meeting of the American Society of Criminology (2008)
- **Organizational Dynamics Assistant Professor Search Committee**, OU-Tulsa, Co-Chair (2007)
- **President's Committee on Interdisciplinary Excellence**, OU-Tulsa, Co-Chair (2006)
- **Rapid Prototyping**, Session Chair, *42nd Conference of the German Society for Psychology (DGPs)*, Friedrich-Schiller-Universität Jena, Germany (2000)
- **Machine and Minds**, Session Chair, *27th International Congress of Psychology*, Stockholm, Sweden (2000)
- **Ergonomical approaches to design work in the Rapid Product Development Process** (AK 8), Research Team leader (1/1998 – 8/2002), Collaborative Research Center 'Rapid Prototyping' (SFB 467), funded by the German Research Council

ACADEMIC COMMITTEES

Ph.D Committees

- **Served as Chair:**

White, Lindsay (2017-). *Resistance to Change and Change-Oriented Organizational Citizenship Behavior: The Moderating Effect of Socio-Moral Climate*. Ph.D. in Educational Administration, Curriculum, and Supervision (EACS) Tulsa, OK; Co-Chair with Curt Adams.
Okonkwo, Jovita (2015). *The effects of servant leadership on the socio-moral climate of catholic parishes and the spiritual well-being of followers*. Ph.D. in Interdisciplinary Studies, Norman, OK.

Hart, Sharon (2011). *Comparing the effectiveness of error avoidance, error management and team-based learning programs for SAP software training*. Ph.D. in Organizational Leadership, Norman, OK.

Ivan Udell (2012 - 2018), Brenda Dunkle (2012 -2019);

- **Served as Member:** Amy Morrisette (2012-2013), Lawrence Taylor (2010 -), Brian Epperson (2006), Carol Messer (2006), Jim Senese (2006)

Ph.D. in Educational Administration, Curriculum, and Supervision (EACS)

- **Served as Member:** David LeCount (2017-)

Ph.D. in Adult and Higher Education (EDAH)

- **Served as Member:** Brent Rempe (2015-)

Ed.D. in Educational Administration, Curriculum, and Supervision

- **Served as Member:** Rhonda Kesler (2011 - 2018), Lisa Mueller (2011 - 2014), Brent Rowland (2012 - 2015), Katy Ackley (2014 - 2017), Kenny Hindenburg (2016-2019)

Ph.D in I/O Psychology, OU Norman

- **Served as Member:** Gregory Ruark (2006)

Masters Theses

- **Served as Chair**

Allison Reynolds (2020). *Predicting Supervisor Employee Relationship Strength (LMX): Does a single moment matter?* Thesis, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Ashley Facio (2020). *The Role of Athletic Identity on Athletic Mindset Fundamentals: Examining the Mediating Effects on Career Success in the workforce for Retired Collegiate Athletes*. Thesis, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Vivian Hoffmeister (2019). *Nowhere to Go but Up: Investigating an Integrative Model of Work Engagement that Includes Upward Communication, Psychological Ownership, and Organizational Rigidity*. Thesis, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

- **Served as Member**

Jill Hellmann Regouby (2020). *The Positive Dad Effect: Does Identification with the Fatherhood Identity Reduce Work-based Masculinity Threat Response?* Thesis, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Pinto, Salome (2017). *The role of servant leadership and socio-moral climate on organizational citizenship behavior: Examining the mediating effects of Self-Determination Theory's work-related basic need satisfaction*. Thesis, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Norris, Matt (2016). *Creative self-efficacy, technology acceptance and the theory of planned behavior: antecedents to a maker's intention to return to make*. Thesis, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Matthew Allen (2004). Thesis, M.S. in Industrial-Organizational Psychology, University of Oklahoma, Norman, OK.

- *MS in Psychology (Diplom-Psychologie)*
Petra Saskia Bayerl , Justus-Liebig-Universität Giessen, Germany (2004), Natalja Reiband, Eberhard-Karls-Universität Tübingen, Germany (2000), Edith Burger, Westfälische Wilhelms-Universität Münster (2000), Frank Vogelgesang, Technical University of Dresden, Germany (1996)
- *MS in Industrial Engineering (Diplom-Wirtschaftsingenieurwesen)*
Beate Wallner, University of Applied Sciences Stuttgart, Germany (1998)

MA/MS Committees

- *Served as Chair:*

Gilbert, T. (2019). *Working through it: The effect of perceived socio-moral climate on major life event-induced burnout*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Glenn, M. (2019). *Examining the impact of socio-moral climate and transformational leadership on collaboration and innovative work behavior*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Gwin, G. (2018-). Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Heiden, J. (2019). *Goal orientation as an antecedent to performance appraisal satisfaction moderated through supervisor leader-member exchange social comparison*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Hooker, A. (2019). *The association between office layout and workspace satisfaction, employee engagement, and well-being*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

McNeil, A. (2019). *What do we know anyway? Implementing a knowledge assets inventory at a small nonprofit organization*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Mullins, A. (2019). *The effects of support resources on presenteeism and dimensions of burnout*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Patuto, V. (2019). *The relationship between abusive supervision, trust in the supervisor, and turnover intention*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Schulze, A. (2019). *Mission imposter: Exploring the imposter phenomenon, personality, and career success*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Diggins, K. D. (2018). *Transformational leadership and physiological stress symptoms among employees: The mediating role of self-efficacy. A proposal for research*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

- Endres, K. L. (2018). *Mindfulness intervention: A Self-determination Theory approach to understanding and mitigating stress*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Lamb, N. (2018). *Sharing is caring: Encouraging knowledge sharing through Human Resources practices. A literature review*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- JacobsDavis, Terry (2017). *Never too early: Giving programs at Tulsa Community College*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Kindle, Brad (2017). *Disabling Ableism: Increasing representation of individuals with disabilities in the workplace*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Grant, Rachel (2017). *Managing motivation: How leaders can create an environment for engagement*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- McKenzie, James (2017). *The long road to competence: The role of transformative interactions, socio-moral climate, and psychological engagement in the transfer of complex knowledge and skills*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Baker, James (2015). *Comb together: Servant leadership and organizational commitment in salons*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Garrison, Gerald (2015). *Creating a climate for engagement: Improvement employee engagement through Servant Leadership and socio-moral climate*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- King, Kelly (2015). *Just like it: 6-Steps to Facebook social media marketing success*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Lacy, Robin (2015). *My job is stressing me out! Recovery experiences training at ONE Gas, Inc.* Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Patton, Mike (2015). *Refining engagement: Optimizing human capital in an energy organization*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Regouby, Dan (2015). *Reducing injuries through the Theory of Planned Behavior: An intervention analysis*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Sanders, Natalie (2015). *Tool or die: Training the next generation of Tool or Die Makers*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Terrell, Megan (2015). *Give me a break: Sabbaticals and the teaching-research nexus*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Williams, Patrick (2015). *Error – service unavailable: Assessing service quality in Information Technology*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Wallen, Rachel (2013). *Using Self-Determination Theory to understand youth engagement in civic organizations*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Freeman, Patrick (2013). *Gearing up for a difficult ascent: Applications of socio moral climate to New Life Ranch*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Canady, Amber (2012). *The impact of teacher immediacy, age, gender, and race on teacher credibility in the community college classroom*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Chen, Karen (2012). *The Lego's of recruitment: The University of Tulsa Undergraduate Office of Admissions training manual*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

- Gray, Sarah (2012). *Understanding the relationship between collective leadership and emotional intelligence in different team settings*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Howard, Dori (2012). *Navigating performance evaluations: Building case for goal orientation research*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Medford, Tom (2012). *Standardizing patient flow to increase patient satisfaction: Balancing health care and efficiency*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Province, Chris (2012). *Tackling the leadership challenge of casino gaming: P1 leadership model development and implementation at Cherokee Casino Ramona*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Rempe, Brent (2012). *Will they take the money and run? The effects of participation in the Carrera Program Job Club on the savings behavior and financial knowledge and attitudes of students at Union Public Schools*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Roe, Kevin (2012). *Training initiative: New hire training – The introduction of an additional training method*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Thao, Johnny (2012). *Leveraging data to improve new product release decisions*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Tracy, Carrie (2012). *The power of informal leaders in nursing*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Tudor, Michael (2012). *Will they stay or will they go? Affecting employee attrition through training*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Sutherland, Gretchen (2010). *Conflict management within multi-cultural work teams based on universal values*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Dixon, Doris (2010). *Development of the Organizational Dynamics programs' Wiki page*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Dixon, Joanna (2010). *The role of corporate volunteer's motive fulfillment on continued service at the Tulsa area United Way*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Farr, Taylor (2010). *The Museum Initiative: Capturing and sharing the history of Sigma Alpha Epsilon fraternity at Oklahoma State University*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- James, Tim (2010). *Training in communication: Improving employee satisfaction through increasing leader's self-awareness in the City of Claremore*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Madison, Glenda (2010). *Will the fat lady sing? Work place negotiations and the obese white woman*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Mathes, Amanda (2010). *Recruiter training manual: Development and benchmarking tools for recruiter training*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Skinner, Mark (2010). *Work engagement at Cherokee Nation*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Smith, Phyllis (2010). *Applying appreciate inquiry to improve patient satisfaction*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- McKown, Linda (2009). *Using web technology to increase Field Service Representatives' organizational commitment*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Burkus, David (2008). *What difference does difference make? Measuring the impact of expertise diversity among pharmaceutical sales teams on sales performance*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

- Davidson, Heather (2007). *Effects of individual problem definition on knowledge integration in cross-functional teams*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Frederick, Lori (2007). *Continuous improvement: Building stronger teams through team identity*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Garza, Antonio (2007). *Decision-making process for opening an office in Mexico for John Zink Company, LLC*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Hall, Jaye (2007). *The effects of massage therapy on perceived stress and use of healthcare services in nurses*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Heinrichs, Todd (2007). *E-mail overload: Testing the effects of an e-mail policy on employee productivity*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Lundquist, Laura (2007). *Improving the Employee Socialization Process (ESP) at The NORDAM Group*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Sadler, Brent (2007). *Assessing the effects of participative management on affective organizational commitment for Automobile Operations Associates at Sooner Insurance companies Central Zone*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Stafford, Steve (2007). *Moving beyond the technical: Broadening the perspective of IT leadership skills*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Bierach, Karl (2006). *An evaluation of the Organizational Dynamics program as a community of practice*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Diaz, Carlos (2006). *Managerial willingness to accept mobility opportunities*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Eustis, Jack (2006). *Improving organizational communication: Establishing a common language and communication model with the utilization of a cross functional team*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Fuselier, Kevin (2006). *Orientation for new mid-managers at Sooner Insurance*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Hoppes, Clint (2006). *Performance appraisal development process for Cantera Concrete*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Mason, Melissa (2006). *A mentoring program for new Field Service Representatives at Cox Communications*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Saskia Bayerl, Petra (2006). *Co-learning in health care: Evaluation of the interprofessional training program at the Bedlam Longitudinal Clinic*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Wolf, Jim (2006). *Influencing informal communication in organizations*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Johnson, Charla (2006). *Collective learning: Knowledge integration training for cross-functional teams*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Conley, Erin (2005). *Impact of developing and advertising a website on a small photography studio*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Parker, Griffin (2005). *Reduce cycle time of division order new training*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.
- Walton, Emily (2005). *A public relations campaign for the Oklahoma Business Ethics Consortium*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Wiles, William (2005). *A proposal for assessing perceptions of organizational health: A development tool for nonprofit organizations*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

▪ *Served as Member:*

Miser, Terry (2020). *Firearm Fallacy: How Armed Personnel on K-12 Campuses Impacts Safety*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK

Hurst, Shannon (2020). *Perceptions of pay inequity and employee disengagement: Does employee gender moderate this relationship?* Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK

Rhone Smith, K. (2018). *Fuerte*. Policy Exercise, M.A. in International and Area Studies, University of Oklahoma, Norman, OK

Arnold, Lenzi (2018). *Achievement striving and affective commitment: Investigating the moderating roles of perceived supervisor and organizational support*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK

Fessler, Ashely (2018). *What motivates employees from different generations in a multigenerational workforce?* Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK

Griffin, Shawn (2018). *An investigation of the physical work environment and employee engagement*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK

Otto, Victoria (2018). *Adaptive leaders as enablers of change and drivers of follower commitment: Review and recommendations for strengthening organizational transitions*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK

Scribailo, Alison (2018). *Grit, mindset, and technology acceptance: How personality is associated with user acceptance of a learning management system*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK

Steadley, Melissa (2018). *Improving team performance through psychological safety: A study and recommendations on the role of leadership*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK

Goolsbay, Elizabeth (2014). *Best practices for Information Technology leaders undertaking divestiture projects*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Diepenbrock, Sarah (2011). *Maximizing the potential of multigenerational employees*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Bohanon, Trudy (2005). *Teaching Excel skills to vocational education students in a self-directed learning environment*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Goodman, Matt (2005). *A volunteer selection process and child safety policy for ministries involving children at the Crosstown Church of Christ*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Crawford, Jacki (2005). *The development and publishing of an employee handbook*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Fox, Eric (2005). *Continuous improvement at Jenks High School using survey feedback and action planning*. Capstone Project, M.A. in Organizational Dynamics, University of Oklahoma, Tulsa, OK.

Supervised Internships

- *MS in I/O Psychology:*

Anne Tomaschek, University of Technology Dresden (2003-2004), Tina Betschinger, University of Tübingen (2002), Andrea Waschgler, University of Trier (2001), Simone Könen, University of Aachen (2001), Michaela Emmerich, University of Landau (2000), Monika Prinz, University of Trier (1999), Edith Burger, University of Münster (1998), Natalja Reiband, University of Tübingen (1998), Lilli Prinz, University of Tübingen (1997)

PROFESSIONAL AND UNIVERSITY SERVICE

- **Graduate Liaison**, Organizational Dynamics, University of Oklahoma, Tulsa, OK (4/2003 – 8/2010, 1/2012 – 7/2012, 7/2013 - 6/2014, 7/2015-12/2015, 1/2017-6/2018)
- 2016-2017 **Program Assessment report**
- Poster Judge, OU-Tulsa Research Forum, 2017; 2018
- Member development committee for Interdisciplinary PhD in Community and Organizational Studies (2017 - present)
- GKFF Early Childhood Education Student Teaching Scholarship Committee (member, 2012-2016)
- Sustainable OU-Tulsa Landscape, Member of Constituent Team (2013-2014)
- Creative Oklahoma's cSchool, Member (2013 - present)
- **Editor** for the newsletter of the Organizational Dynamics program (2013 - 2017)
- **Conference Organization**, ODYN X, University of Oklahoma-Tulsa (10/11/2013)
- **SIOP Professional Workshop Committee**, Member (2009 – 2012)
- Member of the Editorial Board, **Journal of Information and Knowledge Management** (08/2010 – present)
- Provost's **Library Task Force** (2007 – 2009)
- Member of the **Strategic Planning Committee** for the College of Medicine, OU-Tulsa (2007)
- Representing OU-Tulsa and the Organizational Dynamics program on numerous occasions
- Numerous Articles in the Tulsa World, Tulsa Business Journal, Broken Arrow Ledger, and Sooner Magazine on Organizational Dynamics and Management Consulting

PROFESSIONAL DEVELOPMENT ACTIVITIES

- **Community Medicine Academy**, OU-Tulsa (7/2010 – 5/2011)
- **Citizen's Police Academy**, Broken Arrow Police Department (4/2008 – 7/2008)
- **Outstanding Professors' Academy**, Educators' Leadership Academy Oklahoma (9/2006 – 3/2007)
- **Leadership Tulsa**, Graduate of Class 34 (8/2005 – 5/2006)
- **Center for Creative Leadership**, Leadership Development Program, Colorado Springs, Colorado (10/2003)

REVIEWER POSITIONS

- External Dissertation Reviewer, University of Western Australia
- Annual Meeting of Academy of Management, Annual Conference of Society of Industrial and Organizational Psychology, 16th International Information Resources Management Association Conference (2005); 1st International Conference of Knowledge Management, (2004); Journal of Information and Knowledge Management (JIKM); Leonardo; Quality and Safety in Health Care (QSHC); Canadian Journal of Administrative Sciences; Academy of Human Resource Development; Journal of Business Ethics; American Journal of Criminal Justice; Career Development International; Policing and Society; Personnel Review; Textbook review (Northouse, P.: Leadership – Research and Practice); Australian Journal of Psychology,

SELECTED CONSULTING PROJECTS

- **German Companies:** Daimler, AG; Volkswagen AG, Wolfsburg; Robert Bosch GmbH, Plochingen; Badische Stahlwerke AG, Kehl; Boehringer Ingelheim, Ingelheim
- **American Companies:** American Airlines; Cox Communications; Cherokee Nation Business Enterprises; Regional Medical Laboratories; Avis-Budget Group; Level 3 Communications; TD Williamson
- **Municipalities:** City of Düsseldorf, Germany; Stadtwerke Düsseldorf, Germany; Ministry of Interior and Sports, Rhineland-Palatinate, Germany; City of Broken Arrow, OK
- **Vocational Organizations:** Tulsa Technology Center; Winkler-Ausbildungs GmbH, Villingen-Schwenningen, Germany
- **Law Enforcement Agencies:** Broken Arrow (OK); Edmond (OK); Cherokee Nation Marshall Services; Van Buren (AR); Richardson (TX); Springfield (MO); Norman (OK); Durant (OK); Peoria (AZ); Tulsa (OK); Savannah (GA); South Carolina Criminal Justice Academy
- **Non-Profit Organizations:** Mental Health Association of Tulsa (OK); Domestic Violence Intervention Services, Tulsa (OK); Crime Prevention Network, Tulsa (OK), Resonance Center, Tulsa (OK); New Life Ranch, Colcord (OK); TAUW, Tulsa (OK)

PROFESSIONAL AFFILIATIONS

- Society of Industrial and Organizational Psychology (SIOP), Academy of Management (AoM) American Society of Psychology (APS), American Psychological Association (APA), Deutsche Gesellschaft für Psychologie (DGPs; German Society of Psychology), European Academy of Work and Organizational Psychology (EAWOP)