

Jennifer G. Manegold, Ph.D.
Department Chair of Management
Associate Professor of Management
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Office: 239-590-7385

Education:

The University of Texas at Arlington – Arlington, TX, August 2014

Ph.D., Business Management

Major: Organizational Behavior / Minor: Statistics

Dissertation: Negative exchange spirals: A process model of daily incivility among coworkers

The University of Texas of the Permian Basin – Odessa, TX, August 2006

Master of Business Administration, Management

The University of Texas of the Permian Basin – Odessa, TX, August 2004

Bachelor of Arts, Communications and English (double major) *summa cum laude*

Positions Held:

Interim Director Southwest Florida Leadership Institute

Lutgert College of Business, Florida Gulf Coast University

Fort Myers, Florida, Spring 2021 to present.

Department Chair of Management

Lutgert College of Business, Florida Gulf Coast University

Fort Myers, Florida, June 2020 – present

Associate Professor of Management

Lutgert College of Business, Florida Gulf Coast University

Fort Myers, Florida, August 2021 – present

Interim Department Chair of Management

Lutgert College of Business, Florida Gulf Coast University

Fort Myers, Florida, August 2018 – May 2020

Assistant Professor of Management

Lutgert College of Business, Florida Gulf Coast University

Fort Myers, Florida, August 2015 – 2020

Visiting Assistant Professor

College of Business, The University of Texas at Arlington

Arlington, Texas, August Fall 2014 – 2015

Graduate Assistant

*College of Business, The University of Texas at Arlington
Arlington, Texas, August 2010 - 2014*

Coordinator of Institutional Research and Assessment

*Institutional Effectiveness Office, The University of Tampa,
Tampa, Florida, June 2009 – August 2010*

Academic Services Administrator

*College of Business, University of South Florida St. Petersburg,
St. Petersburg, Florida, September 2006 – May 2009*

Teaching

Courses Taught at Florida Gulf Coast University:

- MAN 3523 Critical Thinking & Writing for Bus. (Fall 2021 - Spring 2022)
- MAN 3025 Principles of Management (Fall 2020)
- MAN 3046 Team and Group Processes (Fall 2015 – Spring 2020)
- MAN 3063 Organizational Ethics (Fall 2017 & Spring 2018)
- MAN 2062 Ethical Issues (Fall 2015 – Fall 2016)
- GEB 3956 Study Abroad in Business (Spring 2019 – to present)
- MAN 4941 Management Internship (Spring 2019 – to present)
- MAN 6946 Management Internship (Spring 2019 – to present)

Courses Taught at University of Texas at Arlington:

- MANA 3318 Managing Organizational Behavior (Summer 2012 – Summer 2015)
- MANA 3319 Management Process Theory (Fall 2014 - Spring 2015)

Research

Refereed Journal Articles

Manegold, J.G., VanMeter-Brown, R., & Casper, W. (Accepted October 2019). “Looking on the bright side: Rewarding civil behavior in academia” Commentary *in Industrial and Organizational Psychology: Perspectives on Science & Practice*. **Peer-reviewed, ABDC ranking = B, ResearchGate Impact Factor = 1.42.**

Brown, L.W., Manegold, J.G., & Marquardt, D. (Accepted October 2019). The effects of person-organization political misfit on employees: A conceptual model. *Business and Society Review*. **Peer-reviewed, ABDC ranking = C, ResearchGate Impact Factor = 0.74.**

Manegold, J.G., Schaffer, B.S., Arseneau, A., & Kauanui, S. (Accepted October 2019). Social Innovation and Poster Presentations: Service-Learning for Business Students in a Team-Based Course. *Journal of Education for Business*. **Peer-reviewed, ABDC ranking = C,**

ResearchGate Impact Factor = 0.54. A version of this paper won “Best Paper in Track” at the Southern Management Association Conference, 2018.

Schaffer, B.S. & **Manegold, J.G.** (2018). Investigating antecedents of task commitment and task attraction in service learning team projects. *Journal of Education for Business*, 93(5): 222-232. **Peer-reviewed, ABDC ranking = C, ResearchGate Impact Factor = 0.54.**

Lavelle, J. J., Folger, R., & **Manegold, J. G.** (2016). Delivering bad news: How procedural unfairness affects messengers' distancing and refusals. *Journal of Business Ethics*, 136(1), 43-55. <http://dx.doi.org/10.1007/s10551-014-2500-5>; **Peer-reviewed, ABDC ranking = A, ResearchGate Impact Factor = 1.49.**

Basuil, D., **Manegold, J. G.**, Casper, W. (2016). Subordinate perceptions of family-supportive supervision: the role of similar family-related demographics and its effect on affective commitment. *Human Resource Management Journal*, 26 (4): 523–540. **Peer-reviewed, ABDC ranking = A, ResearchGate Impact Factor = 1.55. Winner of the LCOB Best Paper Award 2016.**

Casper, W. J., Wayne, J. H. W., & **Manegold, J. G.** (2013). Who Will We Recruit? Targeting Deep- and Surface-Level Diversity with Human Resource Policy Advertising. *Human Resource Management*, 52(3). **Peer-reviewed, ABDC ranking = A+, ResearchGate Impact Factor = 1.99.**

Refereed Book Chapters

Lavelle, J. J., Rupp, D. E., **Manegold, J. G.**, & Thornton, M. A. (2015). Multifoci Justice and Target Similarity: Emerging Research and Extensions. In R. S. Cropanzano and M. Ambrose (Eds.), *The Oxford Handbook of Justice in the Workplace*. (pp 165-186). Oxford Library of Psychology. New York, NY, US: Oxford University Press. DOI: <http://dx.doi.org/10.1093/oxfordhb/9780199981410.013.7>; **Editorially-Reviewed.**

Conference Presentations & Proceedings

Manegold, J.G. (2021). “The role of motives and resources in the work and family domains,” Symposium Presenter. *Society of Industrial and Organizational Psychology (SIOP) Annual Conference*. Virtual. April 2021.

Marquardt, D., Manegold, J.G., Brown, L. (2020). “How Ethical Leadership Relates to Conflict and Turnover Intentions: A Relational Systems Approach.” Presented at the *Academy of Management Conference*. Virtual. August 2020.

Scott, A., Manegold, J.G., and Whitehead, R. (2019). “Student workforce readiness: Developing a soft skills course that utilizes experiential and immersion learning techniques.” Presented at the *Southern Management Association Conference*. Norfolk, Virginia, October 2019.

- Mandeville, A., Whitman, M., & Manegold, J.G. (2019). "A social network perspective on the pluralistic ignorance of family-friendly benefits." Presented at the *Southern Management Association Conference*. Norfolk, Virginia, October 2019.
- Ruehle, C., Manegold, J.G., & Dent, E. (2019). "Moral identity and the influence of PBL-E: A DSR Approach," Presented at the *Academy of Management Conference*, Boston, Massachusetts, August 2019.
- Basuil, D.A., Manegold, J.G., Casper, W., & Agarwal, A. (2019). "Narrowing gender pay gap by fostering commitment of women in the workplace: Evidence from Southeast Asia." Presented at the *Academy of International Business*, Copenhagen, Denmark, June 2019.
- Manegold, J.G., Agarwal, A., Casper, W. & Basuil, D.A. (2019). "The impact of promotion practices on org. attraction: the role of cultural values." Presented at the *Society for Industrial and Organizational Psychology Conference*, National Harbor, Maryland, April 2019.
- Manegold, J.G., Schaffer, B.S., Arseneau, A., & Kauanui, S. (2018). "Social Innovation and Poster Presentations: Service-Learning for Business Students in a Team-Based Course." Presented as the *Southern Management Association Conference*, Lexington, Kentucky, November 2018. **Best Paper in Track, Innovative Teaching/Management Education.**
- Marquardt, D., Manegold, J.G., Brown, L. (2018). "How ethical leadership relates to conflict and turnover intentions: A relational systems approach." Presented as *the Southern Management Association Conference*, Lexington, Kentucky, November 2018.
- Schaffer, B.S. & Manegold, J.G. (2017). EXPO Day: Utilizing Poster-Presentation Formats with Service-Learning Team Projects. *Southern Management Association Conference Proceedings*. St. Pete Beach, Florida. October 2017.
- Manegold, J. G. (2015). Negative social exchange among coworkers: Examining a multilevel process model of incivility. In *Academy of Management Conference Proceedings* (Vol. 2015, No. 1, p. 14916). Briarcliff Manor, NY 10510: *Academy of Management*.
- Lavelle, J., Pandey, A., McMahan, G., & Manegold, J. G. (2014). The effects of multi-foci justice on emotional exhaustion, social exchange relationships, and turnover intention: An injustice as stressor and target similarity perspective. Symposium: Multiple perspectives and parties to the justice encounter, chaired by R. Cropanzano & M. Fortin. Presented at the *International Society of Justice Research* in New York, New York, June 2014.
- Manegold, J. & Butts, M. (2013). The "we" in mentoring: Identification-based trust, protégé outcomes, and the role of conflict. Presented at the *Academy of Management Conference* in Orlando, Florida, August 2013.

- Manegold, J. & Lavelle, J. (2013). Multifoci justice and negative workplace behaviors: A review and theoretical synthesis. Presented at the *Academy of Management Conference* in Orlando, Florida, August 2013.
- Manegold, J. G. (2012). The impact of speed and cost on the use of information in the selection process. Presented at the *Academy of Management Conference* in Boston, Massachusetts, August 2012.
- Pandey, A., Manegold, J. G., Lavelle, J. J., & McMahan, G. (2012). Procedural justice, affective commitment, and the mediating role of perceived support and trust: A multifoci perspective. Presented at the *Southern Management Association Conference* in Ft. Lauderdale, Florida, November 2012. **Best Doctoral Student Paper in Track.**
- Manegold, J. G. (2011). How top manager motivational orientation can affect the firm's environmental strategy. Presented at the *Academy of Management Conference* in San Antonio, Texas, August 2011.
- Manegold, J. G. (2011). Agency theory and organizational justice: perceptions of fairness in monitoring activities. Presented at the *Southern Management Association Conference* in Savannah, Georgia, November 2011.
- Taylor III, L. J., & Waggoner, J. (2008, January). Goldratt's thinking process applied to the problems associated with the glass ceiling effect. In *Allied Academies International Conference Proceedings. Academy of Organizational Culture, Communications and Conflict*. (Vol. 13, No. 1, p. 83). Jordan Whitney Enterprises, Inc.

Other Presentations / Scholarly Work

- Manegold, J.G. & Schaffer, B.S. (2021). "Remote Collaboration in Virtual Teams: Hot Spots and Best Practices." *Southwest Florida Symposium on Teaching and Learning*. Virtual Conference, FGCU, Fort Myers, Florida, February 2021.
- Schaffer, B.S. & Manegold, J.G. (2020). Putting the T.E.A.M. in your team: How to create an engaging group environment. *FGCU Multicultural Leadership and Development, iLead Summit Virtual Conference*. Fort Myers, Florida, October 2020.
- Schaffer, B.S. & Manegold, J.G. (2020). "Active learning and team-based pedagogical approaches." *Southwest Florida Symposium on Teaching and Learning: Active Learning Across the Disciplines*. Florida Southwestern State College, Fort Myers, Florida, February 2020.
- Ruehle, C., Manegold, J.G., Dent, E. (2019). "Promoting respect for diversity inside and beyond the classroom through problem-based learning – ethics: A design science research approach," Presented at the *Southwest Florida Symposium on Teaching and Learning*. FGCU Campus, Fort Myers, Florida, January 2019.

Schaffer, B. & Manegold, J. (2018). "Understanding and leading diverse teams." Presented at the ***Multicultural Leadership and Development, Leadership Summit Conference (FGCU)***, Fort Myers, Florida, September 2018.

Manegold, J.G. (2018). Invited Panel Member. ***FGCU Showcase of Undergraduate Research Experiences (S.U.R.E.)***, January 2018.

Waggoner (maiden name), J. G. (2010). *Instructor's Manual, **The Regulatory Environment of Human Resource Management*** by Robinson, Franklin, and Wayland. Armonk, New York: M.E. Sharpe, Inc.

Mentorship: Student Presentations

Trinci, S. (2020). "Five Dysfunctions of a Team in Uber." Virtual Presentation at ***FGCU Research Day***, April 2020. Honors contract advisor.

Malek, J. (2019). "Personality and needs as predictors of perceived team self-efficacy." Presented at the ***National Conference on Undergraduate Research***, Atlanta, Georgia, April 2019. Co-advisor with Dr. Bryan Schaffer.

Van Boekel, C. (2019). "Investigating how the Five Dysfunctions of a Team impacted Wells Fargo using case methodology." Poster Presentation at ***FGCU Research Day***, April 2019. Honors contract advisor, ***Student won first place for Lutgert College of Business undergraduate presentations.***

Casey, Emily & Mashack, Deja (2018). "*Why work in teams? An investigation of students' needs, motives and values.*" Presented at ***FGCU Showcase of Undergraduate Research Experiences (S.U.R.E.)***, January 2018. Honors contract advisor, co-advisor with Dr. Bryan Schaffer.

Mashack, Deja & Casey, Emily (2018). "Why work in Teams?" Poster Presentation at ***FGCU Research Day***, April 2018. Honors contract advisor, co-advisor with Dr. Bryan Schaffer.

Marinheiro, M. (2016). Importance of a team: Business and swimming environment. Honors contract advisor.

Service

Service to Florida Gulf Coast University:

University

- FGCU Non-Traditional Student Task Force, Summer 2021-present
- FGCU Women's Initiative, committee member, Fall 2019 – present
- Service-Learning Faculty Learning Community, member, 2018 – present
- Lucas Center Critical Thinking Symposium Poster Presentation, Spring 2018
- INKN Panelist, Spring 2017
- QEP University-Wide Assessment, participant, Spring 2016

- New Faculty Academy, participant, Fall 2015

College

- Academic Partnerships Task Force, member, Fall 2019 – present
- Search Committee, Visiting Professor in Marketing, member, Summer 2016 & 2018
- Dean's Undergraduate Advisory Board, faculty advisor, Fall 2015 – Spring 2017
- Innovation, Impact, and Engagement Task Force, member, Fall 2016
- AACSB assistance to associate dean, Spring 2017
- Undergraduate Program Committee, member, Fall 2017 – Fall 2018

Department

- Department Chair, Fall 2018 – present
- Department of Management Advisory Council, chair, Fall 2018 – present
- Department of Management Curriculum Task Force, member, Fall 2018 - present
- Search Committee for Endowed Chair of Ethics, member, 2015
- Search Committee for Management Department Chair, member, 2016
- Departmental Strategic Planning Committee, member, Fall 2016 – Spring 2017
- S.U.R.E. Faculty Panelist, Spring 2018

Service to Discipline:

Journal of Education for Business (2019 – present)

- Editorial Board Member
- Reviewer

Academy of Management (2010 – present)

- Member of the HR Division Welcome Committee, 2014, 2015
- Reviewer & Session Facilitator/Discussant

Southern Management Association (2005 – present)

- Reviewer

Human Relations Journal (2016 – present)

- Reviewer

Human Resource Management Journal (2018 – present)

- Reviewer

Service to Community:

Consultant

- JobStreet Asia, 2017 - 2018

Invited Guest Speaker

- UBS Financial Services, 2018; work-life balance
- Gartner, 2018; virtual team collaboration

Media Consult

- Gulfshore Business Magazine Article, 2017
- NBC2 News Interview, Spring 2021

Judge for the Uncommon Friends Foundation Ethics Award, 2015, 2016, 2017

- Invited faculty judge for this community organization's ethics award presented to a local organization that shows exemplary commitment to ethics in their daily operations

Awards:

Gulfshore Business 40 Under 40, 2021

FGCU Chair Excellence Award, 2020

- Annually, FGCU recognizes one department chair, director, or associate dean across the university that has demonstrated excellence in support of the mission of the university.

Best-in-Track Award, 2018

- Southern Management Association Conference
Track: Innovative Teaching / Management Education

FGCU Commitment to Service Award, 2018

- Annually, the Office of Service-Learning and Civic Engagement recognizes faculty and staff who have integrated service-learning in deep and meaningful ways into their course(s) or supported valuable service-learning opportunities with FGCU students and the community.

FGCU Teaching Excellence Nominee, Junior Faculty, 2018

- Nominated by the Management Department Chair and requires the submission of a portfolio and class observations by award committee members. Nominated on the basis of innovative course design and teaching strategies.

LCOB Best Paper Award, 2016

- The LCOB Eminent Scholars chose my paper, “Subordinate Perceptions of Family-Supportive Supervision”, as the LCOB’s best paper for 2016; \$2,000 Professional Development Award

Joseph Rosenstein Endowed Research Award, 2011 & 2013

- Awarded for the most outstanding student research paper accepted for presentation at AoM; Selected by a faculty committee from the Department of Management at UTA.

Outstanding Doctoral Student Paper Award, 2012

- Southern Management Association Conference
Track: Health Care/Hospitality Management/Public Administration