

Vita
G. Stoney Alder

Management, Entrepreneurship, & Technology Department
Lee Business School
University of Nevada, Las Vegas
4505 Maryland Parkway
Las Vegas, Nevada 89154-6009
702-895-2052

Research Interests:

- * Effects of technology on work relationships, attitudes and behaviors
- * Performance Monitoring
- * Organizational Justice
- * Business Ethics

Teaching Interests:

- * Human Resource Management
- * Organizational Behavior
- * Leadership and Managerial skills
- * Principles of Management

Education:

Ph.D., 1999 *University of Colorado at Boulder*
Major: Organizational Behavior and Human Resources Management
Minor: Organizational Communication

MBA, 1994 *Brigham Young University, Marriott School of Management*

B.A., 1992 *University of Utah*
Major: Spanish

Professional Experience:

8/15-present Chair, Department of Management, Entrepreneurship, & Technology University of Nevada Las Vegas, Las Vegas, Nevada 89154

8/15-present *Professor*, Department of Management, Entrepreneurship, & Technology University of Nevada Las Vegas, Las Vegas, Nevada 89154

8/08-8/15 *Associate Professor*, Department of Management University of Nevada Las Vegas, Las Vegas, Nevada 89154

8/02-8/08 *Assistant Professor*, Department of Management University of Nevada Las Vegas, Las Vegas, Nevada 89154

Professional Experience (cont.):

8/99-8/02 *Assistant Professor*, Department of Management Western Illinois University,
Macomb, Illinois 61455

Honors and Recognitions:

Lee Business School Teacher of the Year, 2014
Management, Technology, and Entrepreneurship Department Distinguished Teacher, 2014
Management, Technology, and Entrepreneurship Department Distinguished Service, 2013
Management, Technology, and Entrepreneurship Department Distinguished Teacher, 2012
Management, Technology, and Entrepreneurship Department Distinguished Service, 2011

Scholarly Publications:

- Alder, G.S., & Quist, D. (2014). Rethinking Love at the Office: Antecedents and Consequences of Coworker Evaluations of Workplace Romances. Human Resource Management, 53, 329-353.
- Richards, C., & Alder, G.S. (2014). Effects of Unstructured Group Discussion on Ethical Judgment. Journal of Education for Business, 89, 98-102.
- Alder, G.S., McAllister, D., & Chase, J. (2012). We Get by With a Little Help From Our Friends: Exploring the Effects of Perceived Coworker Support on Employee Burnout and Job Attitudes. Advances in Business Research, 3, 1-11.
- Harrison, S. J., McAllister, D., & Alder, G.S. (2012). Communication Media and Group Cohesion in Organizational Teams: An Analysis of Differences Between Supervisors and Team Members. Journal of Interdisciplinary Business Studies, 1.
- Alder, G.S., & Guidice, R. (2010). The Ethics of Bluffing: The Effects of Individual Differences on Perceived Ethicality and Bluffing Behavior. Journal of Business & Leadership: Research, Practice and Teaching, 6, 10-24.
- Gilbert, J., Alder, G.S., & McAllister, D. (2010). Rights and duties of employers and applicants. Advances in Business Research, 1, 73-81.
- Guidice, R., Alder, G.S., & Phelan, S.E (2009). Competitive bluffing: An examination of a common practice and its relationship with performance. Journal of Business Ethics, 87, 535-553.
- Alder, G.S., Schminke, M., Noel, T.W., & Kuenzi, M. (2008). Employee Reactions to Internet Monitoring: The Moderating Role of Ethical Orientation. Journal of Business Ethics, 80, 481-498.

Scholarly Publications (cont.):

- Alder, G.S., Schminke, M., & Noel, T.W. (2007). The impact of individual ethics on reactions to potentially invasive HR practices. Journal of Business Ethics, 75, 201-214.
- Alder, G.S. (2007). Examining the Relationship Between Feedback and Performance in a Monitored Environment: A Clarification and Extension of Feedback Intervention Theory. Journal of High Technology Management Research, 17, 157-174.
- Alder, G.S. (2006). A Personality Approach to Person-Organization Fit: Applying Holland's Theory of Vocational Choice at the Organizational Level. Journal of Business and Leadership, 2, 242-253.
- Alder, G.S., & Gilbert, J. (2006). Achieving Ethics and Fairness in Hiring: Going Beyond the Law. Journal of Business Ethics, 68, 449-464.
- Alder, G.S., Noel, T.W, & Ambrose, M.L. (2006). Clarifying the Effects of Internet Monitoring on Job Attitudes: The Mediating Role of Employee Trust. Information & Management, 43, 894-903.
- Alder, G.S., Ambrose, M.L., & Noel, T.W. (2006). The Effect of Formal Advance Notice and Justification On Internet Monitoring Fairness: Much Ado About Nothing?" Journal of Leadership and Organizational Studies, 13, 93-107.
- Phelan, S.E., & Alder, G.S. (2006). The effects of personality and experience on resource Acquisition performance: An experimental study. Journal of Entrepreneurship Education, 9, 113-134.
- Alder, G. S. (2005). Electronic Performance Monitoring and Motivation: A Behavioral Modification Perspective. Journal of Business and Leadership, 1, 161-170.
- Alder, G.S., & Ambrose, M. L. (2005). An examination of the effect of computerized performance monitoring feedback on monitoring fairness, performance, and satisfaction. Organizational Behavior and Human Decision Processes, 97, 161-177.
- Alder, G.S. & Ambrose, M.L. (2005). Towards understanding fairness judgments associated with computer performance monitoring. An integration of the feedback, justice, and monitoring research. Human Resource Management Review, 15, 43-67.
- Alder, G.S. (2001). Employee Reactions to Electronic Performance Monitoring: A Consequence of Organizational Culture. Journal of High Technology Management Research, 12, 323- 342.

Scholarly Publications (cont.):

Ambrose, M.L., & Alder, G.S. (2000). Designing, Implementing, and Utilizing Computerized Performance Monitoring: Enhancing Organizational Justice. In G.R. Ferris (Ed.), Research in Personnel and Human Resources Management (Vol. 18, pp. 187-219). Greenwich, CT: JAI Press.

Alder, G.S. (1998). Ethical Issues in Electronic Performance Monitoring: A Consideration of Deontological and Teleological Perspectives. Journal of Business Ethics, 17(7), 729-743.

Ambrose, M.L., Alder, G.S., & Noel, T. (1998). Electronic Monitoring and Ethics: A Consideration of Employer and Employee Rights. In M. Schminke (Ed.) Managerial ethics: Morally managing people and processes (pp. 61-80). Hillsdale, NY: Erlbaum.

Alder, G.S. (1997). Managing Environmental Uncertainty with Legitimate Authority: A Comparative Analysis of the Mann Gulch and Storm King Mountain Fires. Journal of Applied Communication Research, 25(2), 98-114.

Alder, G.S., & Tompkins, P.K. (1997). Electronic Performance Monitoring: An Organizational Justice and Concertive Control Perspective. Management Communication Quarterly, 10, 258-288.

DeTienne, K.B. & Alder, G.S. (1995). The Privacy for Consumers and Workers Act: Panacea or Problem? Managerial Law, 37, 1-32.

DeTienne, K.B. & Alder, G.S. (1994). Developing Winning Proposals. Mechanical Engineering, 116, 65-66.

Other Publications:

Alder, G.S. (1998, March). Employees Must be Informed of Firm's Monitoring Policies. The Boulder County Business Report, 17.

Alder, G.S. (1998, Summer). Books by ODC Division Members 1994-1996. Academy of Management ODC Division Newsletter, 12-39.

Alder, G.S. (1997, Summer). Publications by ODC Division Members 1994-1996. Academy of Management ODC Division Newsletter, 12-39.

Paper Presentations:

Alder, G.S., McAllister, D., & Chase, J. (2012). We Get by With a Little Help From Our Friends: Exploring the Effects of Perceived Coworker Support on Employee Burnout and Job Attitudes. Presented at the Advances in Business Research Symposium, Arkansas.

Paper Presentations (cont.):

Alder, G.S., & Guidice, R. (2010). The Ethics of Bluffing: The Effects of Individual Differences on Perceived Ethicality and Bluffing Behavior. Presented at the 6th annual Business and Leadership Symposium, Kansas.

Gilbert, J., Alder, G.S., & McAllister, D. (2010). Rights and duties of employers and applicants. Presented at the Advances in Business Research Symposium, Arkansas.

Guidice, R.M., Alder, G.S., & Phelan, S. (2007). Competitive bluffing: An examination of a common practice and its relationship with performance. Presented at the National Academy of Management meetings, Philadelphia, Pennsylvania.

Alder, G.S. (2006). A Personality Approach to Person-Organization Fit: Applying Holland's Theory of Vocational Choice at the Organizational Level. Presented at the 2nd Annual Business and Leadership Symposium, Kansas.

Alder, G.S., & Noel, T.W. (2006). Employee reactions to internet monitoring: The moderating role of ethical orientation. Academy of Management, Atlanta.

Alder, G.S., & Noel, T.W. (2005). Clarifying the effects of Internet monitoring on job attitudes: The mediating role of employee trust. Presented at the 2005 National Academy of Management meetings, Honolulu, HI.

Phelan, S.E., & Alder, G.S. (2005). An experimental study of entrepreneurial exploitation. Presented at the 2005 National Academy of Management meetings, Honolulu, HI.

Alder, G. S. (2005). Electronic Performance Monitoring and Motivation: A Behavioral Modification Perspective. Presented at the 1st Annual Business and Leadership Symposium, Kansas.

Alder, G.S. & Ambrose, M.L. (2004). The Effects of Computer Versus Person-Mediated Feedback on Perceptions of Accuracy and Performance. Presented at the national Academy of Management meetings, New Orleans, LA.

Ambrose, M.L., Noel, T., & Alder, G.S. (2002). The Effect of Advance Notice, Justification, and Trust on Employee Reactions to Internet Monitoring. Presented at the national Academy of Management meetings, Denver, Colorado.

Alder, G.S. & Ambrose, M.L. (2001). The Effect of Feedback on Performance in a Computer Monitored Environment. Presented at the national Academy of Management meetings, Washington D.C.

Paper Presentations (cont.):

- Alder, G.S. (2000). Computer Performance Monitoring and Fairness: The Role of Feedback. Presented at the national Academy of Management meetings.
- Alder, G.S. (1998). Employee Reactions to Electronic Performance Monitoring: The Role of Organizational Culture. Presented at the national Academy of Management meetings.
- Alder, G.S. (1997). Balancing Employers' Need for Information with Employees' Right to Privacy: The Role of Disclosure and Moderation in Electronic Performance Monitoring. Presented as part of the Computer Technology and Human Resources Management: Functional and Dysfunctional Consequences symposium at the national Academy of Management meetings, Boston.
- Alder, G.S. (1997). Electronic Performance Monitoring and Motivation: A Behavioral Modification Perspective. Presented at the Western Academy of Management meetings, Squaw Valley.
- Alder, G.S. (1997). A Personality Approach to Person-Organization Fit: Extending Holland's Theory of Vocational Choice. Presented at the Western Academy of Management meetings, Squaw Valley.
- Alder, G.S. & Ambrose, M.L. (1996). Designing, Implementing, and Utilizing Computer Performance Monitors for Procedural and Distributive Justice. Presented as part of the Justice and Fairness in Organizations symposium at the national Academy of Management meetings, Cincinnati.
- Alder, G.S. (1995). Electronic Performance Monitoring: An Organizational Justice and Concertive Control Perspective. Presented at the IOOB Graduate Student Conference.

Work in Progress:

- Alder, G.S., Yunhui, X., Deng, H., & Zhang, Y. (Under Review). Perceptions of high-performance work systems and performance: The mediating role of followership. Manuscript submitted to Journal of Applied Psychology, August, 2014.
- Alder, G.S. & Burton, M. (Under review). Disability Law in the Workplace: The Americans with Disability Act, Court Interpretations, and Impact. Manuscript submitted to ALSB Journal of Employment and Labor Law, May 30, 2014.
- Alder, G.S. & Gray, M. Engaging the Millennial Employee: Challenges, Threats, and Opportunities. Target Journal: Human Resource Management. Target submission date: Fall, 2014.

Teaching Experience:

- * University of Nevada, Las Vegas

Fundamentals of Human Resource Management (MGT 740): MBA-level survey of the fundamentals of Human Resource Management.

Leadership and Managerial Skills (MGT 471): I developed this course for the revised management major. This is a senior level course that focuses on the skills of effective leaders and managers including providing employees with feedback, communication, managing diversity and conflict management as well broader leadership skills.

Leadership, Teams, and Individuals (MBA 763): This MBA-level course provides overview of research of theory on organizational behavior with emphasis on the skills required for managerial effectiveness in modern complex organizations including motivating and leading employees, developing effective teams, and managerial communication responsibilities. 763

Advanced Organizational Behavior (MGT 492): Senior level course providing advanced, in-depth coverage of organizational behavior concepts and issues.

Human resource Management (MGT 367): An overview of the major issues in managing an organization's human resources, including planning personnel needs, recruiting, hiring, appraising and compensating employees; and discussion of current social, ethical, and legal issues.

Organizational Behavior (EMBA 709): Executive MBA course. Provides an overview of the micro-level theories and research of Organizational Behavior with emphases on motivation, communication, power and influence, leadership, group dynamics, conflict management and negotiation, and leading change.

Principles of Management and Organizational Behavior (MGT 301): Introduction to the fundamentals and principles of management including administrative policies, objectives, and procedures as well as problems of organization control and leadership.

Organizational Behavior (MBA 707): I developed this course for the MBA program in fall, 2003. This course provides an overview of the micro-level theories and research of Organizational Behavior. Methods of managing individuals, groups and organizations to elicit high levels of performance are introduced through discussion of topics such as motivation, communication, power and influence, leadership, group dynamics, conflict management and negotiation, and leading change.

Human Resource Management Seminar (MGT 475): In-depth examination of the process of planning, recruiting, selecting, and training new employees.

Teaching Experience (cont.):

Current Issues in Business (BUS 395): In-depth analysis of contemporary issues covered in the popular business press with an emphasis on the impact of those issues on businesses and their constituents.

* Western Illinois University, Macomb, Illinois

Management and Organizational Behavior: An overview of the managerial process with emphasis on decision making, planning, organizing, and controlling.

Appraising and Developing Employees: In-depth examination of employee performance appraisal, training, and development activities.

Seminar in Human Resource Management: MBA-level overview of major topics and issues in human resource management. This is a distance-learning course. One-third of my students were located at the main site while two-thirds were connected to the class via satellite from three other locations.

Staffing: Overview of personnel planning techniques in business and industry including measurement and testing principles; attracting, selecting, and placing personnel.

Strategic Management: MBA capstone course which emphasizes the integration of the various business areas toward managing the firm as a total unit.

Applied Leadership Skills: Part of the Learning to Lead Program, this course focuses on interpersonal and leadership skills essential to managerial success. The Learning to Lead Program is a nationally renowned program geared toward developing future leaders among minority communities throughout Illinois.

* University of Colorado, Boulder, Colorado

Critical Managerial and Leadership Skills: An overview of the skills of effective leaders and managers.

Hiring and Retaining Human Resources: An in-depth examination of the hiring and retention process.

Management of Human Resources: An overview of major topics and issues in human resource management.

Business Policy: Capstone course in business policy and strategic management.

Organization Management: An introduction to principles of management.

Teaching Experience (cont.):

- * Brigham Young University, Provo, Utah
Oral Business Communication: Overview of oral business communication theory and practice, including instruction and experience in oral presentation content, style, delivery, and evaluation.

Service:

- * University of Nevada, Las Vegas
Editorial board member *Advances in Business Research*, Fall 2011 –
University Admissions Committee 2012 –
Lee Business School Core Assessment Committee, Fall 2011 –
Member, MET Department Program Committee 2014 -
EMBA Advisory Committee, Spring 2013 –
MBA Advisory Committee, Fall 2010 -
Lee Business School Teaching Committee, 2014 -
Chair, MET Department Faculty Search Committee 2014
Chair, Management Major Assessment Committee, Fall 2010 – 2014
Committee, Sam King, Workforce Development, 2014
Committee for the development of a new major in Information Management, 2014
Masters Advisory Committee, Joseph Watson, Department of History, 2014
Management Faculty Search Committee, Fall 2013
Ad-hoc MBA Curriculum Revision Committee, 2011 - 2012
Department Chair Search Committee, Spring 2011-2012
University Promotion & Tenure Committee, Fall 2010 – 2011
Department Promotion & Tenure Committee, Fall 2008 - 2010
College Core Curriculum Assessment Committee, Fall 2009- Spring 2010
College of Business Promotion & Tenure Committee, 2008-2010
College of Business Academic Standards committee, 2006-2010
Conducted Team Building Workshops for MBA Orientation, 2007-2012
Instructor, Leadership session of Executive Certificate Program, 2008, 2009
Instructor, Managing People Executive Certificate Program, 2008, 2009
Chair, Human Resource Management Major Assessment Committee, 2006-2010
Ad hoc reviewer *Human Resource Management Journal* (multiple times)
Ad hoc reviewer *Managerial Psychology*
Ad hoc reviewer *Human Resource Management Review*.
Ad hoc reviewer *Academy of Management Journal*.
Ad hoc reviewer *Organizational Behavior and Human Decision Processes*.
Department Faculty Search Committee Fall 2002-Winter 2005
Masters Thesis Committee Member for the College of Hotel Administration
Department tier 3 Journals Committee 2003
Merit Materials committee 2003

Service (cont.):

- * Western Illinois University, Macomb, Illinois
 - Faculty Advisor to SHRM professional student organization
 - Member, Department Faculty Search Committee 2001-2002
 - Chair, Department Curriculum and Assessment Committee 2000-2002
 - Faculty leader, Freshman Orientation, Western Illinois University, 2000-2001
 - Faculty member, Learning to Lead, Cross-Cultural Programs, 1999-2002
 - Management Department Program Promotion Committee 1999-2002
 - Member, Department Curriculum and Assessment Committee 1999-2000
 - Ad hoc reviewer *Academy of Management Journal*

- * University of Colorado, Boulder, Colorado
 - President Doctoral Business Student Association, 1997-1998
 - College of Business Program Review Committee, 1997-1998
 - Doctoral Policy and Curriculum Review Committee, 1997-1998
 - Academic Advisor to undergraduate business students, 1996-1997
 - Ad hoc reviewer *Journal of Business and Psychology*

Consulting Experience:

Illinois Environmental Protection Agency, Springfield Illinois
St. Francis Regional Medical Center, Wichita, Kansas
Utah Technology Finance Corporation, Salt Lake City, Utah
Pro CD Inc., Boston, Massachusetts