

MELISSA CHAMBERLIN
Associate Professor
Department of Management and Entrepreneurship
Ivy College of Business, Iowa State University

DEGREES HELD

- 2017 Doctor of Philosophy in Management with a concentration in Organizational Behavior
Arizona State University
- 2005 Master of Arts in the Social Sciences
University of Chicago
- 2003 Honors Bachelor of Arts with a concentration in History
University of Utah

PROFESSIONAL EXPERIENCE

- 2023-present Associate Professor
Department of Management, Ivy College of Business
Iowa State University, Ames IA
- 2017-2023 Assistant Professor
Department of Management, Ivy College of Business
Iowa State University, Ames IA

SCHOLARSHIP

PEER-REVIEWED PUBLICATIONS

Chamberlin, M., Nahrgang, J. D., Sessions, H., & de Jong, B. (2024). An examination of shared leadership configurations and their effectiveness in teams. *Journal of Organizational Behavior*, *45*(4), 595-619. doi: 10.1002/job.2774.

Newton, D. W., **Chamberlin, M.**, Maupin, C. K., Nahrgang, J. D., & Carter, D. R. (2022). Voice as a signal of human and social capital in team assembly decisions. *Journal of Management*, *48*(8), 2255-2285. doi: 10.1177/01492063211031303

Sessions, H., Nahrgang, J. D., Newton, D. W., & **Chamberlin, M.** (2020). "I'm tired of listening!" The effects of supervisor appraisals of group voice on supervisor emotional exhaustion and performance. *Journal of Applied Psychology*, *105*(6), 619-636. doi: 10.1037/apl10000455

Chamberlin, M., Newton, D. W., & LePine, J. A. (2018). A meta-analysis of empowerment and voice as transmitters of high-performance managerial practices to job performance. *Journal of Organizational Behavior*, *39*(10), 1296-1313. doi: 10.1002/job.2295

Chamberlin, M., Newton, D. W., & LePine, J. A. (2017). A meta-analysis of voice and its promotive and prohibitive forms: Identification of key associations, distinctions, and future research directions. *Personnel Psychology* 70(1), 11-71. doi: 10.1111/peps.12185

BOOK CHAPTERS

Chamberlin, M., LePine, J. A., Newton, D. W., & Van Dyne, L. (2018). Employee participation. In D. S. Ones, N. Anderson, H. K. Sinangil, & C. Viswesvaran (Eds.), *Handbook of Industrial, Work, and Organizational Psychology, 2nd Edition, Volume 2* (405-431). Los Angeles: Sage Reference.

WORKS IN PROGRESS

**Indicates doctoral student*

Chamberlin, M., Howe, M. D., Summers, J. K., & Kang, S. M.* Team voice congruence.

Kang, S. M.*, **Chamberlin, M.**, & Summers, J. K. Team consequences of leader's voice endorsement.

Chamberlin, M., Porck, J. P., & Schouten, M. E. Individual perceptions of voice endorsement.

Chamberlin, M. Workplace Inclusion.

Flynn, P., **Chamberlin, M.**, Korsgaard, A., & Thatcher, S. M. B. Exploration of the emergence of team voice.

Bartels, A., **Chamberlin, M.**, LePine, M. A., and Peterson, S. J. The consequences of daily stress appraisals.

Chamberlin, M., Howe, M. D., & Telkamp, J.* Co-workers responses to voice.

CONFERENCE PRESENTATIONS

**Indicates doctoral student*

Chamberlin, M., Garrett, L. E., Nye, J., Schinoff, B. S., (2024). *Exploring the layers of inclusivity through PRW: The microfoundations of inclusion in organizations*. Professional development workshop delivered at the annual meeting of the Academy of Management, Chicago, IL.

Note: Organizers contributed equally and are listed in alphabetical order.

*Winner of the 2024 Organizational Behavior Division Most Innovative PDW Award

Nahrgang, J. D., Withers, M. C., McClean, S. T., & Williams, T. A. (2024). *How to succeed in the PhD admissions process: A consortium for pre-doctoral students*. Professional development workshop delivered at the annual meeting of the Academy of Management, Chicago, IL.

- Participated as invited panelist.

Flynn, P., **Chamberlin, M.**, Korsgaard, M. A. & Thatcher, S. M. B. (2024). *Understanding team voice: A conceptual exploration of emergence and dynamism*. In Tai, J. (Chair), *New frontiers in employee voice research*. Symposium presented at the annual meeting of the Academy of Management, Chicago, IL.

Smerek, R. (2023). Employee voice: Past, present, and future of research. Panel symposium presented at the annual meeting of the Academy of Management, Boston, MA.

- Participated as invited panelist.

Chamberlin, M., Howe, M. D., Telkamp, J. (2023). *License to explore: The influence of team voice perceptions on job crafting*. In Kimmons, Y. S. & Nguyen, C. (Co-chairs), *How you voice matters: Exploring different voice types and voice-related outcomes*. Symposium presented at the annual meeting of the Academy of Management, Boston, MA.

Chamberlin, M., Garrett, L. E., & Schinoff, B. S., (2023). *Hatching new ideas through conversation: A research incubator on positive relationships at work*. Professional development workshop delivered at the annual meeting of the Academy of Management, Boston, MA.

Note: Organizers contributed equally and are listed in alphabetical order.

Chamberlin, M., Kang, S. M.*, Summers, J. K., & Howe, M. D. (2022). *The effect of promotive and prohibitive voice disparity on team member envy and counterproductive behavior*. Paper presented at the annual Interdisciplinary Network of Group Research (INGRoup) conference, Hamburg, Germany.

Kang, S. M.*, **Chamberlin, M.,** & Summers, J. K. (2022). *Sending signals: The effects of voice endorsement disparity on team effectiveness*. Paper presented at the annual Interdisciplinary Network of Group Research (INGRoup) conference, Hamburg, Germany.

Chamberlin, M., & Schouten, M. E. (2020). *Voice role expectations and transactive memory systems*. In **Chamberlin, M.,** & Schouten, M. E. (Co-chairs), *What did I just hear? An exploration of responses to voice across multiple levels of analysis*. Symposium presented at the annual meeting of the Academy of Management, Vancouver, BC.

Chamberlin, M., Cunningham, G., Garrett, L. E., Gibson, K., Schinoff, B. S. (2019). *Exploring the layers of inclusivity through PRW: The microfoundations of inclusion in organizations*. Professional development workshop delivered at the annual meeting of the Academy of Management, Boston, MA.

Note: Organizers contributed equally and are listed in alphabetical order.

Chamberlin, M., Miles, J. E., Schouten, M. E. (2019). *Designing experiential classroom exercises*. Professional development workshop delivered at the annual meeting of the Academy of Management, Boston, MA.

Note: Organizers contributed equally and are listed in alphabetical order.

Chamberlin, M., Cunningham, G., Garrett, L. E., Gibson, K., Schinoff, B. S. (2018). *Improving lives at work: The impact of positive relationships on multiple forms of well-being*. Professional development workshop delivered at the annual meeting of the Academy of Management, Chicago, IL.

Note: Organizers contributed equally and are listed in alphabetical order.

Chamberlin, M., Miles, J. E., Schouten, M. E. (2018). *Designing experiential classroom exercises*. Professional development workshop delivered at the annual meeting of the Academy of Management, Chicago, IL.

Note: Organizers contributed equally and are listed in alphabetical order.

Newton, D. W., Nahrgang, J. D., Maupin, C., **Chamberlin, M.,** & Carter, D. (2017). *Word on the street: The ripple effect of voice on team reputation, network reputation, and external ratings of leadership potential*. In Newton, D. W. & Nahrgang, J. D. (Co-chairs), *Is being a good samaritan always good? Unpacking the pitfalls of prosocial behavior*. Symposium presented at the annual meeting of the Academy of Management, Atlanta, GA.

Sessions, H., Nahrgang, J. D., Newton, D. W., & **Chamberlin, M.** (2017). *Will you please shut up? Supervisor fatigue from employee voice*. In Sinha, R. & Chiu, C-Y. (Co-chairs), *A network approach to understanding the antecedents and consequences of team leadership*. Symposium presented at the annual meeting of the Academy of Management, Atlanta, GA.

Chamberlin, M., Garrett, L. E., Gibson, K., Schinoff, B. S. (2017). *Hatching new ideas through conversation: A research incubator on positive relationships at work*. Professional development workshop delivered at the annual meeting of the Academy of Management, Atlanta, GA.

Note: Organizers contributed equally and are listed in alphabetical order.

Newton, D. W., Nahrgang, J. D., Maupin, C., **Chamberlin, M.**, & Carter, D. (2017). *The influence of voice in teams on personal reputation and leader emergence*. Poster presented at the annual Interdisciplinary Network of Group Research (INGRoup) conference, St. Louis, MO.

Chamberlin, M., Newton, D. W., & LePine, J. A. (2016). *A Meta-Analytic Examination of Voice and Its Promotive and Prohibitive Forms*. In Kim, Y. (Chair), *An exploration of promotive/prohibitive content and diversity effects on voice*. Symposium presented at the annual meeting of the Academy of Management, Anaheim, CA.

Chamberlin, M., Garrett, L. E., Gibson, K., Schinoff, B. S. (2016). *Capturing positive relationships at work: A methods workshop and research incubator*. Professional development workshop delivered at the annual meeting of the Academy of Management, Anaheim, CA.

Note: Organizers contributed equally and are listed in alphabetical order.

Nahrgang, J. D., Sessions, H., & **Chamberlin, M.** (2016). *The structure of role behaviors and their impact on virtual team processes and effectiveness*. In Nahrgang, J. D., Sessions, H., & **Chamberlin, M.** (Co-chairs), *Addressing the gaps: Understanding the inputs, processes, and outputs of virtual teams*. Symposium presented at the annual meeting of the Academy of Management, Anaheim, CA.

LePine, M. A., Buckman, B. R., **Chamberlin, M.**, & Sessions, H. (2016). *Putting your heart to task: The antecedents and consequences of emotional labor*. In Connors, A. L. & Bartels, A. (Co-chairs), *The dynamism of employee affect: Spillover effects of emotional regulation and affective events*. Symposium to be presented at the annual meeting of the Academy of Management, Anaheim, CA.

Nahrgang, J. D., Sessions, H., & **Chamberlin, M.** (Co-chairs). (2016). *Across Space and Over Time: Pushing the Boundaries of Virtual Teams Research*. Presenter symposium at the annual Interdisciplinary Network of Group Research (INGRoup) conference, Helsinki, Finland.

Chamberlin, M., Newton, D. W., & LePine, J. A. (2015). *Empowerment and voice as transmitters of high-performance managerial practices to job performance*. In Guzman, F. A. (Chair), *Effects of employee voice*. Paper session conducted at the annual meeting of the Academy of Management, Vancouver, BC.

Chamberlin, M., Garrett, L. E., Gibson, K., Schinoff, B. S. (2015). *Bridging positive relationships at work: Crossing literatures and building connections*. Professional development workshop delivered at the annual meeting of the Academy of Management, Vancouver, BC.

Note: Organizers contributed equally and are listed in alphabetical order.

Newton, D. W., **Chamberlin, M.**, & LePine, J. A. (2014). *Is it time to speak up for voice behavior? A critical examination and meta-analysis of the construct's uniqueness and contribution to job*

performance. In **Chamberlin, M.** (Chair), *Speaking up but under what context?* Paper session conducted at the annual meeting of the Academy of Management, Philadelphia, PA.

Chamberlin, M., Buckman, B. R., & LePine, M. A. (2014). *Regulatory focus as a moderator between job demands and engagement*. In LePine, J. A., & **Chamberlin, M.** (Co-chairs), *Engagement: Examining its role as a motivational concept*. Presenter symposium at the annual conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

RECOGNITION AND AWARDS

Ivy College of Business Ivy Elite Grant (April 2022)
Ivy College of Business Summer Research Grant (March 2020)
Ivy College of Business Early Achievement in Research Award (nominated; April 2018)

TEACHING

TEACHING EXPERIENCE

Iowa State University

- MGMT 371: Organizational Behavior (Online) (2020-present)
- MGMT 371: Organizational Behavior (2017-2020)
- MGMT 503: Professional Responsibility in Business and Society (Hybrid) (2021-present)
- MGMT 503: Professional Responsibility in Business and Society (Online) (2021, 2024-present)
- MGMT 490/590: Independent Study: Research Capabilities in Management (2024)
- MGMT 620F: Professional Development in Mgmt and Entsp Research (2021)
- MGMT 612: Seminar in Micro Management Topics (2020-present)
- MGMT 608: Human Resource Management (2019)
- MGMT 610: Research Capabilities in Management (2019-2020)

Arizona State University

- MGT 420: Human Resource Management (2016)
- MGT 320: Organizational Behavior (2016)

CURRICULAR DEVELOPMENT ACTIVITY

MGMT 620Fx: Professional Development in Management and Entrepreneurship Research (2021)

- Developed new PhD course to support identified need in curriculum

MGMT 612x: Seminar in Micro Management Topics (2020)

- Developed new PhD seminar to align with departmental and college strategic goals

MGMT 610x: Research Capabilities in Management and Entrepreneurship (2019)

- Developed new PhD course to support identified need in curriculum

DOCTORAL STUDENT COMMITTEE MEMBERSHIP

Unless otherwise noted, doctoral students received degree in Business Administration.

Iowa State University

- Huiqing Ju, Committee member (2023-present)
- Shani Montes Victorio, Committee member (Construction Engineering and Management, 2022-2024)
- Yanjinkham Shuumarjav, Chair of committee (2022-2024)
- Matt Sutter, Committee member (2022)
- Jose Beltran, Committee member (2020-2023)
- Jake Telkamp, Committee member (2020-2023)
- HeyIn Gang, Committee member (2018-2022)
- Sung Kang, Co-chair of committee (2018-2022)
- Lauren Stratton, Committee member (Human Development and Family Studies, 2018-2021)

MASTERS THESIS COMMITTEE MEMBERSHIP

Iowa State University

- Dileep Nunna, Committee member, Master of Science (Civil Engineering; 2017-2018)

UNDERGRADUATE HONORS THESIS ADVISING

Iowa State University

- Lauren Woerdeman, Management (2022-2023)
- William Sibilski, Aerospace Engineering (2021-2022)
- Noah Beukelman, Management (2020-2021)

RECOGNITION AND AWARDS

Ivy College of Business PhD Mentorship Award (nominated; May 2024)

Ivy College of Business Associate/Full Professor Achievement in Teaching Award (nominated; May 2024)

Department of Management and Entrepreneurship Associate/Full Professor Achievement in Teaching Award (May 2024)

MBA Executive Advisory Council Teaching Excellence Award (April 2023)

Ivy College of Business Early Achievement in Teaching Award (May 2022)

Department of Management and Entrepreneurship Early Achievement in Teaching Award (May 2022)

SERVICE

PROFESSIONAL

Track Organizing Committee (Southern Academy of Management Conference)

- Track Co-chair: Organizational Behavior (2024-2025)

Dissertation Grant Committee (Academy of Management, Human Resource Division)

- Member (2024)

Editorial Review Board Member

- Personnel Psychology
- Organizational Behavior and Human Decision Processes
- Journal of Management

Ad Hoc Reviewer: Peer reviewed journals

- Academy of Management Journal
- Journal of Applied Psychology
 - Awarded “Best Ad Hoc Reviewer” (2023)
- Organization Science
- Journal of Vocational Behavior
- Journal of Occupational and Organizational Psychology

Ad Hoc Reviewer: Conferences

- Academy of Management
- Interdisciplinary Network for Group Research

Positive Relationships at Work Microcommunity

- Community Liaison (2015-present)

Responsible Research in Business and Management

- Chair, Dare to Care Research Café Organizing Committee (2020-2021)

INSTITUTIONAL

Ivy College of Business

MBA Core Committee

- Faculty Director (2024-present)
- Member (2021-2024)

MBA Strategic Planning Committee

- Member (2024)

PhD Committee

- Member (2021-2024)

Business Learning Teams Task Force

- Member (2017-2019)

Department of Management and Entrepreneurship

PhD Committee

- Chair (2021-2024)
- Member (2018-2021)

Hiring Committee

- Member (2022-2023)

Course Coordinator (MGMT 371: Organizational Behavior; 2019-2024)