

Chelsea Vanderpool

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Governors State University
College of Business
Management, Marketing, and Entrepreneurship Division
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Education

- 2014 Ph.D. in Human Resource Studies
School of Industrial and Labor Relations, Cornell University
- 2010 M.A. in Industrial/Organizational Psychology
School of Education, Southern Illinois University Edwardsville
- 2006 B.A. in Psychology
College of Liberal Arts, Southern Illinois University Carbondale
- 2004 A.A. in Psychology
Department of Social Science, John A. Logan College

Research Interests

Gender roles and stereotypes
Work-family conflict
Research methodology and statistics

Publications

Chan, E.K., Sturman, M., Park, S., & Vanderpool, C. (2017). Not merely a matter of drawing arrows: The empirical consequences of measurement model specification and recommendations for practice. *Cornell Hospitality Quarterly*, 58(3), 272-292.

Park, S., Sturman, M., Vanderpool, C., & Chan, E.K. (2015). Only time will tell: The dynamics of LMX, job performance, and justice. *Journal of Applied Psychology*, 100, 660-680. [This paper was also awarded a 2013 SERI (Samsung Electronics Research Institute) scholarship award.]

*Vanderpool, C. & Way, S.A. (2013). Investigating work-family balance, job anxiety, and turnover intentions as predictors of healthcare and senior-services customer-contact employee voluntary turnover. *Cornell Hospitality Quarterly*, 54(2), 149-160. [This paper was selected as the feature article of the May issue].

Working Papers

Rajadhyaksha, U. & Vanderpool, C. Title blinded for review purposes. (in preparation for submission).

Vanderpool, C & Livingston, B.A. Does one size fit all? Applying a contingency perspective to work-family HR practices and support. (dissertation; in preparation for submission). [A prior version of this paper was selected as a Best Paper in the Academy of Management 2015 Meeting Proceedings].

Vanderpool, C., Sturman, M., Chan, E.K., & Park, S. How much can what we don't know hurt us? The influence of omitted variable bias on mediation testing. (in preparation for submission).

*Livingston, B.A. & Vanderpool, C. What do women (and men) really want? Potential tradeoffs between salary and family-friendly benefits. (in preparation for submission).

*Livingston, B.A. & Vanderpool, C. Availability of family-friendly benefits: The effects of gender, income, and parental status. (in preparation for submission).

*Livingston, B.A., McAlpine, K.L., & Vanderpool, C. Negotiating guilt and anger: How gender affects dual-career couples' reactions to time spent at work, household labor and leisure. (in preparation for submission).

*Livingston, B.A., McAlpine, K., Vanderpool, C., & Hernandez, K. Negotiating careers and caregiving: How couples make decisions about work and family. (in preparation for submission).

Conference Presentations

Livingston, B., McAlpine, K., Vanderpool, C., & Hernandez, K. (2016). Pulling back the curtain on career negotiation and caregiving: How couples make decisions about work and family. Paper presented at the Work and Family Researchers Network Conference, Washington, DC.

Vanderpool, C. (2015). *Does one size fit all? How high commitment systems impact the effectiveness of work-family practices*. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC, Canada.

*Livingston, B.A., McAlpine, K.L., & Vanderpool, C. (2013). *Gender, gender role and crossover: How partners in dual-career couples react to work-family conflict*. Paper presented at the annual meeting of the Academy of Management, Lake Buena Vista, FL.

Park, S., Sturman, M., Vanderpool, C., & Chan, E.K. (2013). *Only time will tell: The dynamics of LMX, job performance, and justice*. Paper presented at the annual meeting of the Academy of Management, Lake Buena Vista, FL.

Last updated: September 2021

*Vanderpool, C. & Livingston, B.A. (2012). *Negotiation and the gender wage gap: The influence of gender role orientation*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Vanderpool, C., Sturman, M., Chan, E.K., & Park, S. (2012). *The influence of omitted variable bias on the causal steps regression approach*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Chan, E.K., Sturman, M., Park, S., & Vanderpool, C. (2012). *Not merely a matter of drawing arrows: The empirical consequences of measurement model specification*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Vanderpool, C. & Bartels, L. (2011). *The effects of gender-role congruency on salary negotiation outcomes*. Poster presented at the annual meeting of the Society for Industrial/Organizational Psychology, Chicago, IL.

Vanderpool, C. (2010). *The effects of gender-role congruency on salary negotiation outcomes*. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Academic Awards

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| 2021 | Faculty Senate Service Award, Governors State University |
| 2020/21 | Faculty Service Award, College of Business, Governors State University |
| 2018 | Beta Gamma Sigma, Honorary Inductee, Governors State University |
| 2017/18 | Faculty Service Award, College of Business, Governors State University |
| 2012 | Best Reviewer Award for the Gender and Diversity in Organizations division of the annual Academy of Management Conference |

Courses Taught/Developed

Human Resource Management (undergraduate)

Human Resource Training and Management Development (undergraduate)

Organizational Behavior (undergraduate)

Organizational Staffing (undergraduate)

Human Resource Management Strategies (graduate)

Strategic Organizational Staffing (graduate)

Legal Issues in Human Resource Management (graduate)

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University Service – Governors State University

Co-Chair of Administrative Policy Committee (2020-2021)
Member of Faculty Senate (Spring 2018-present)
Member of Faculty Senate Executive Committee (voting member Fall 2019-Spring 2020; non-voting member as APC Co-Chair Fall 2020-Spring 2021)
Faculty Representative on Board of Trustees Human Resources Committee (Fall 2020-present)
Faculty Representative on Board of Trustees Finance and Budget Committee (Fall 2019-Spring 2020)
Member of the Institutional Policy Committee (Fall 2018-Spring 2020; Fall 2021-present)
Member of the Institutional Review Board (Fall 2016-Spring 2021)
Member of the Senate Bylaws and Standing Rules Task Force (Fall 2019-Spring 2020)
Member of Auxiliary Services Advisory Committee (Fall 2019-present)
Moderator for the C200 Reachout Conference (November 2017)
Member of the Faculty Mentoring Initiative Committee (2015-2016)
Reviewer for GSU Literacy Autobiography Contest (Spring 2015)

College Service – College of Business

Co-Chair of the Faculty and Student Development Committee (Spring 2017-present); including
Co-Chair of Division Criteria, Research Review, Small Grants, and Faculty/Staff Awards
Sub-Committees (Member since 2014)
Member of the Strategic Management Committee (Spring 2017-present)
Member of Business Week 2020 Planning Committee (Fall 2019-present)
Moderator for the Business Week 2019 panel discussion session (Fall 2019)
Speaker at College of Business Professional Development Series, HR Micro Class (Spring 2019)
Program Coordinator, HRM undergraduate concentration (Fall 2018-present)
Course Leader, MGMT3500 Organizational Behavior (Fall 2015-present)
Advisor of the HR Club student organization (2017-present); Co-Advisor (2015-2016)
Member of Search Committee for COB Internship Coordinator (Fall 2021)
Member of Faculty Search Committee for Marketing (Fall 2018)
Member of Faculty Search Committee for Accounting (Spring/Summer 2016)

Professional Service

Consulting Editor for Psychology of Women Quarterly (2016-present)
Reviewer for Psychology of Women Quarterly (2010-present)
Reviewer for Basic and Applied Social Psychology (2018-present)
Reviewer for annual meeting of the Academy of Management (2012-2018)

Professional Affiliations

Academy of Management (AOM)
Society for Human Resource Management (SHRM)
Society for Industrial/Organizational Psychology (SIOP)
American Psychological Association (APA)