

## **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**

\*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].

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.]

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.

## **Working Papers**

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**

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.

\*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.

*Last updated: September 2018*

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**

2017/18	Faculty Service Award, College of Business
2012	Best Reviewer Award for the Gender and Diversity in Organizations division of the annual Academy of Management Conference
2011	Honorable Mention for Midwestern Association of Graduate Schools Thesis Award
2010	Outstanding Thesis Award at Southern Illinois University Edwardsville
2010	Psi Chi Paper Presentation Award
2010	Outstanding I/O Psychology Graduate Student Award
2009	Research Grants for Graduate Students Award (\$500)

### **Professional Service**

Consulting Editor for *Psychology of Women Quarterly* (2016-present)

Reviewer for *Psychology of Women Quarterly* (2010-present)

Reviewer for annual meeting of the Academy of Management, Gender and Diversity in Organizations Division (2012-present)

**College and University Service – Governors State University**

Member of Faculty Senate, Governors State University (Spring 2017-present)  
Member of the Institutional Policy Committee, Governors State University (Fall 2018-present)  
Member of the Institutional Review Board, Governors State University (2016-present)  
Moderator for the C200 Reachout Conference, Governors State University (October 2017)  
Co-Chair of the Faculty and Student Development Committee, College of Business (Spring 2017-present); including Co-Chair of Division Criteria, Research Review, and Faculty/Staff Awards Sub-Committees [Member since 2014)  
Member of the Strategic Management Committee, College of Business (Spring 2017-present)  
Member of Faculty Search Committee for Marketing, College of Business (Fall 2018)  
Advisor of the HR Club student organization (2017-present); Co-Advisor (2015-2016)  
Member of the Faculty Mentoring Initiative Committee, Governors State University (2015-2016)  
Member of Faculty Search Committee for Accounting, College of Business (Spring/Summer 2016)

**Courses Taught**

Human Resource Management  
Human Resource Training and Development  
Organizational Behavior  
Organizational Staffing

**Professional Affiliations**

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