

Cheryl Stenmark
cstenmark@angelo.edu

Education

- Ph.D. University of Oklahoma, Norman, OK, May, 2010**
 Psychology, concentration in Industrial and Organizational Psychology
 Secondary Concentration: Social Psychology
 Dissertation: Forecasting downstream consequences in ethical decision-making
- M.S. University of Oklahoma, Norman, OK, May 2007**
 Psychology, concentration in Industrial and Organizational Psychology
 Thesis Title: The effects of workload history on task switching
- B.S. Tarleton State University, Stephenville, TX, August 2003**
 Psychology, Summa Cum Laude
 Minor: English

Research Interests

- Complex cognition in organizations, including ethical decision-making, leadership, and creativity
- Ethical decision-making at different levels of organizations, especially leader ethical decision-making
- Leading for creativity and innovation
- Identifying and understanding the cognitive mechanisms involved in ethical decision-making
- Training and interventions to improve ethical decision-making

Research and Professional Experience

- | | |
|-----------------------|---|
| August 2010 – present | <p>Assistant Professor
 Department of Psychology, Sociology, and Social Work
 Angelo State University
 Teaching:</p> <ul style="list-style-type: none"> • Graduate-Level Theories of Leadership • Graduate-Level Research Methods and Design • Graduate-Level Personnel Selection • Undergraduate-Level Industrial/Organizational Psychology • Undergraduate-Level General Psychology |
| May 2007 – May 2010 | <p>Research Assistant
 Center for Applied Social Research, Norman Oklahoma
 NIH Grant – Strategies for Improving Ethical Decision-making (EDM)</p> <ul style="list-style-type: none"> • Design experimental studies • Prepare materials for experimental studies • Conduct experimental studies • Prepare manuscripts for publication |
| Jan. 2008 – May 2008 | <p>Subject Matter Expert (SME) Interviewer (Faculty SMEs)
 Center for Applied Social Research, Norman, Oklahoma</p> |

- Assessing Ethical Problems and Training Needs in Academia
- Developed questions to collect job analytic data from faculty members
 - Recorded and synthesized notes for SME review and approval
 - Recommended ethics taxonomy and training needs based on results
 - Constructed the EDM measure based on the JA data

May 2006 – Aug. 2006

Online Course Developer

Industrial and Organizational Psychology Online, University of Oklahoma

- Generated a syllabus covering important topics in I/O psychology
- Chose reading materials for each class topic
- Chose assignments for each class topic
- Generated discussion questions for each class topic
- Created and organized the Desire 2 Learn interface for the course

Aug. 2004 – May 2007

Research Assistant

Workload History Lab, University of Oklahoma

Dr. Luz-Eugenia Cox-Fuenzalida,

- Supervised and scheduled undergraduate research assistants' work
- Conducted experimental studies
- Prepared posters for presentation
- Performed literature reviews
- Prepared manuscripts for publication

Jan. 2003 – May 2004

Research Assistant

Tarleton State University

Dr. Thomas Dougherty

- Drafted and submitted grant proposal for funding
- Performed literature reviews
- Recruited participants and administered questionnaires
- Entered and analyzed preliminary data using SPSS
- Prepared manuscripts for presentation.

Teaching Experience

July 2009 – May 2010

Instructor (Graduate Student Trainees)

Professional Ethics/Responsible Conduct of Research Seminar, University of Oklahoma

- Teach two-day course focusing on ethical decision-making to students across disciplines
- Facilitate interactive activities and lead group discussions
- Integrate examples of ethical problems into lecture content

August 2006 – present

Lecturer and Supervisor (Undergraduate Students)

I/O Psychology Research Lab, University of Oklahoma

- Conduct lab seminars on various topics (e.g., research methods, interviewing skills)
- Mentor students in designing their own experiments
- Coordinate and monitor work of research assistants
- Teach student basic research skills

Oct. 2007 – Dec. 2007

Instructor (Undergraduate Students)
Industrial Psychology, University of Oklahoma

- Developed and conducted class lectures
- Administered class exams
- Graded assignments and exams
- Maintained course website (grades, announcements, etc.)
- Approximately 30 students enrolled

Aug. 2007 – Dec. 2007

Instructor (Undergraduate Students)
Introduction to Theories of Leadership, University of Oklahoma

- Developed and conducted class lectures
- Administered class exams
- Graded assignments and exams
- Maintained course website (grades, announcements, etc.)
- Approximately 25 students enrolled

Aug. 2007

Instructor (Undergraduate Students)
Introduction to Theories of Personality, intersession, University of Oklahoma

- Developed and conducted class lectures
- Administered class exams
- Graded assignments and exams
- Maintained course website (grades, announcements, etc.)
- Approximately 17 students enrolled

Jan. 2007 – May 2007

Instructor (Undergraduate Students)
Industrial Psychology, University of Oklahoma

- Developed and conducted class lectures
- Administered class exams
- Graded assignments and exams
- Maintained course website (grades, announcements, etc.)
- Approximately 30 students enrolled

Aug. 2006 – Dec. 2006

Instructor (Undergraduate Students)
Industrial Psychology online, University of Oklahoma

- Developed and conducted class lectures
- Administered class exams
- Graded assignments and exams
- Maintained course website (grades, announcements, etc.)
- Approximately 26 students enrolled

Jun. 2006

Co-Instructor (Undergraduate Students)
Introduction to Theories of Personality, intersession University of Oklahoma

- Developed and conducted class lectures
- Administered class exams
- Graded assignments and exams
- Maintained course website (grades, announcements, etc.)
- Approximately 17 students enrolled

- Aug. 2005 – Dec. 2006 **Teaching Assistant** (Undergraduate Students)
Introduction to Theories of Personality, University of Oklahoma
Dr. Luz-Eugenia Cox-Fuenzalida
- Graded assignments
 - Managed classroom technology
 - Assisted in maintaining classroom conduct
 - Fielded students' questions
 - Maintained five office hours per week for student questions
- Jan. 2005-May 2005: **Teaching Assistant** (Undergraduate Students)
Introduction to Psychology, University of Oklahoma
Dr. Nicole Judice-Campbell
- Graded assignments
 - Managed classroom technology
 - Assisted in maintaining classroom conduct
 - Fielded students' questions
 - Maintained five office hours per week for student questions
- Sept. 2003-May 2004: **Tutor** (Undergraduate Students)
Department of Athletics, Tarleton State University
Anatomy and Physiology
- Tutored the Tarleton State University basketball team in human anatomy and physiology
 - Held two-one and one half hour sessions per week
 - Sessions consisted of review questions, test reviews, and games.
- May 2002-June 2003 **Supplemental Instruction Leader** (Undergraduate Students)
Teaching and Learning Center, Tarleton State University
Human Anatomy and Physiology
- Conducted at least three-one hour sessions per week
 - Sessions were open to all students enrolled in human anatomy and physiology; on average, sessions were attended by 10-15 students, but more attended before exams
 - Answered any questions asked by students
 - Sessions consisted of review questions, test reviews, and games.
- Aug. 2002-Dec. 2002 **Laboratory Instructor** (Undergraduate Students)
Department of Biology, Tarleton State University
Human Anatomy and Physiology
- Conducted two labs per week
 - Taught students about human physiology issues, including tissues, the skeletal system, and the eyes, ears, and brain
 - Scored lab practicals.

Peer-Reviewed Journal Articles

Stenmark, C.K., & Mumford, M.D. (in press). Situational impacts on leader ethical decision-making. *The Leadership Quarterly*.

- Martin, L. E., **Stenmark, C. K.**, Thiel, C. E., Antes, A. L., Mumford, M. D., Connelly, S., & Devenport, L. D. (in press). The influence of temporal orientation and affective frame on use of ethical decision-making strategies. *Ethics and Behavior*.
- Friedrich, T. L., **Stenmark, C.**, Mumford, M. D. (in press). Creative climate. In M. Runco & S. Pritzker (Eds.) *Encyclopedia of Creativity* (2nd Ed.). Oxford, England: Elsevier.
- Stenmark, C. K.**, Antes, A. L., Martin, L. E., Bagdasarov, Z., Johnson, J. F., Devenport, L. D., & Mumford, M. D. (2010). Ethics in the humanities: Findings from focus groups. *Journal of Academic Ethics*, 8, 285-300.
- Stenmark, C. K.**, Antes, A. L., Wang, X., Caughron, J. J., Thiel, C. E., & Mumford, M. D. (2010). Forecasting outcomes in ethical decision-making: Identifying and analyzing the causes of the problem. *Ethics and Behavior*, 20, 110-127.
- Beeler, C. K.**, Shipman, A. S., & Mumford, M. D. (in press). Managing the innovative process: The dynamic role of leaders. *Psychology of Aesthetics, Creativity, and the Arts*.
- Beeler, C. K.** (2010). Leader traits, skills, and behaviors. In M.D. Mumford (Ed.). *Leadership 101*. New York: Springer.
- Friedrich, T. L., Mumford, M. D., Vessey, B., **Beeler, C. K.**, & Eubanks, D. (2010). Re-evaluating leader influences with regard to innovation type and complexity. *International Studies of Organization and Management*, 40, 6-29.
- Mumford, M. D., Antes, A. L., Caughron, J. J., Connelly, S. & **Beeler, C. K.** (2010). Cross-field differences in creative problem-solving skills: A comparison of health, biological, and social sciences. *Creativity Research Journal*, 22, 14-26.
- Mumford, M. D., Antes, A. L., **Beeler, C. K.**, & Caughron, J. J. (2009). On the corruption of scientists: The influence of field, environment, and personality. In C. Cooper & R. Burke (Eds.), *Research Companion: Corruption in Organizations*. London, England: Edward Elgar.
- Caughron, J. J., Shipman, A. S., **Beeler, C. K.**, & Mumford, M. D. (2009). Social innovation: Thinking about changing the system. *International Journal of Creativity and Problem-Solving*, 19, 7-32.
- Beeler, C. K.**, & Mumford, M. D. (2008). Leading for Creativity. *RT Image Weekly*, 21, 20-23.
- Cox-Fuenzalida, L. E., **Beeler, C.** & Sohl, L. (2006). Workload history effects: A comparison of sudden increases and decreases on performance. *Current Psychology*, 25, 8-14.

Manuscripts in Preparation

- Stenmark, C.K.**, Antes, A.L., Caughron, J.J., Wang, X., Thiel, C.E., & Mumford, M.D. (submitted for review). Forecasting downstream consequences in ethical decision-making.
- Caughron, J.J., Antes, A.L., **Stenmark, C.K.**, Thiel, C.E., Wang, X., Mumford, M.D., Connelly, M.S., Devenport, L.D., & Brown, R.P. (submitted for review). The role of sensemaking in ethical decision-making. *Journal of Business Ethics*.

Conference Presentations

- Beeler, C.K.**, Antes, A.L., Mumford, M.D., Devenport, L., Connelly, S., Brown, R.P. (2009, May). Considering Causes in Forecasting for Ethical Decision-Making. Research Conference on Research Integrity. Niagara Fall, NY.
- Antes, A.L., Wang, X., **Beeler, C.K.**, Mumford, M.D., Connelly, M.S., Devenport, L.D., & Brown, R.P. (2008, April). Could RCR training have risks? First Biennial Conference on RCR-EIT, St. Louis, Missouri.
- Cox-Fuenzalida, L. E., **Beeler, C.**, Childers, J. (2006). *Workload History Effects: A Comparison of Sudden Increases and Decreases on Performance*. Oklahoma Psychological Society, Edmond, Oklahoma.
- Cox-Fuenzalida, L. E., Snyder, L., Davis, J., **Beeler, C.**, & Angie, A. (2006). *Personality and workload history effects on dual task performance*. Work, Stress, and Health 2006: Making a Difference in the Workplace, American Psychological Association, Miami, Florida.
- Cox-Fuenzalida, L. E., Angie, A., **Beeler, C.**, Davis, J., Sohl, L., & Vorndran, A. (2005). *Shift Effects: A Direct Comparison of Sudden Increases and Decreases in Workload*. Oklahoma Psychological Society, Edmond, Oklahoma.
- Angie, A., Cox-Fuenzalida, L. E., Davis, J., & **Beeler, C.** (2005, May). *The detrimental effects of workload history in a dual task situation*. American Psychological Society, Los Angeles, California.

Graduate Coursework

I/O Psychology	Organizational Behavior
Assessment and Selection	Quantitative Methods
Job Analysis (Techniques in I/O Psych.)	Experimental Design
Work Motivation	Factor Analysis
Cognition in Organizations	Multiple Comparison Procedures
Human Resources for Human Relations	Tests and Measurement
Cognitive Psychology	Exploratory Data Analysis
Theories of Personality	Measurement and Evaluation
Theories in Social Psychology	Global Networking
Social Psychology: Self and Emotion	Persuasive Campaigns
History of Psychology	Information and Knowledge in Society

Professional Service

Ethics Education Survey development, University of Oklahoma

- Developed survey format
- Developed survey dimensions
- Developed survey questions

Graduate Student Quality of Life Survey development, University of Oklahoma

- Developed survey format

- Developed survey dimensions
- Developed survey questions

Assistant Trainer, PET/RCR training, University of Oklahoma (Graduate Students Trainees)

- Manage arrival and check-in of student participants
- Manage and distribute materials for the course
- Facilitate class discussions
- Administer course assessment

Content Rater, University of Oklahoma

- Analyzed open-ended experiment response materials for multiple colleagues at the University of Oklahoma

Ethical Decision-making Item-writing and reviewing, University of Oklahoma

- Refined a taxonomy of ethical events faced by scientists
- Generated ethical decision-making test items to tap dimensions of the taxonomy of ethical events
- Reviewed items written by colleagues
- Scored the items for the use of specific strategies for ethical decision-making

Honors and Awards

- **Outstanding Service Award**, Tarleton State University Housing Department, April 2004
- **Three Year Service Award**, Tarleton State University Housing Department, April 2004
- **Outstanding Psychology Graduate**, Tarleton State University, August 2003
- **Student Representative Commencement Speaker**, Tarleton State University, August 2003
- **Outstanding New Member**, Tarleton State University Psychology Club, May 2003
- **Presidential Honors Scholarship**, Tarleton State University, August 2000-August 2003
- **National Merit Commended Student**, Spring 2000