

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

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|---------------------------|--|
| August 2014-present | Director , MS in Industrial-Organizational Psychology Program
Department of Psychology, Sociology, and Social Work
Angelo State University |
| August 2013-August 2014 | Co-Director , MS in Industrial-Organizational Psychology Program
Department of Psychology, Sociology, and Social Work
Angelo State University |
| August 2016-present | Associate Professor
Department of Psychology and Sociology
Angelo State University |
| August 2010 – August 2016 | Assistant Professor
Department of Psychology, Sociology, and Social Work
Angelo State University
Teaching: <ul style="list-style-type: none">• Graduate-Level Creativity |

- Graduate-Level Organizational Psychology
- Graduate-Level Experimental Methods
- Graduate-Level Theories of Leadership
- Graduate-Level Research Analysis and Design
- Graduate-Level Personnel Selection
- Undergraduate-Level Industrial/Organizational Psychology
- Undergraduate-Level Leadership
- Undergraduate-Level Testing and Assessment
- Undergraduate-Level General Psychology

May 2007 – May 2010

Research Assistant

Center for Applied Social Research, Norman Oklahoma
 NIH Grant – Strategies for Improving Ethical Decision-making (EDM)

- Design experimental studies
- Prepare materials for experimental studies
- Conduct experimental studies
- Prepare manuscripts for publication

Jan. 2008 – May 2008

Subject Matter Expert (SME) Interviewer (Faculty SMEs)

Center for Applied Social Research, Norman, Oklahoma
 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.

Publications

Kreitler, C. M., & **Stenmark, C. K.** (under revision). Gender and Leadership Perceptions in the Workplace. *Gender in Management: an International Journal*.

Stenmark, C. K., Kreitler, C. M., & Miller, R A. (in press). Moral credentialing and ethical decision-making. *Journal of Psychology and Education*.

Stenmark, C. K., & Kreitler, C. M. (2019). Pressure and ethical decision-making. *International Journal of Information and Decision Sciences*.

Stenmark, C. K. (2018). Qualitative research: Studying ethics using focus groups. In SAGE Research Methods Cases. 2018.

Stenmark, C. K., & Kreitler, C. M. (2017). A cognitive tool for ethical decision-making: A case for ACED IT. *Ethics and Behavior*, 3, 221-239.

Winn, N. A., & **Stenmark, C. K.** (2017). No Longer Silenced: What resources to child abuse survivors want?. *Psychology Research*, 7, 219-235.

Kreitler, C. M., **Stenmark, C. K.**, Serrate, J. E., & Winn, N. A. (2016). The role of individual differences and emotion in Facebook activity. *Journal of Psychology and Behavioral Science*, 4, 1-10.

Stenmark, C. K., & Winn, N. A. (2016). Ethics in the Humanities. In T. Bretag (Ed.) *Handbook of Academic Integrity*, pp. 677-694. Springer.

Kreitler, C. M., **Stenmark, C. K.**, Rodarte, A., & Pinon, R. D. (2014). ACED IT: A tool for improved ethical and moral decision-making. *Journal of Moral Education*, 43(4), 447-467.

Stenmark, C. K. (2013). Forecasting and ethical decision-making: What matters?. *Ethics and Behavior*, 23(6), 445-462.

Caughron, J. J., Antes, A. L., **Stenmark, C. K.**, Thiel, C. E., Wang, X., and Mumford, M. D. (2013). Competition and sensemaking in ethical situations. *Journal of Applied Social Psychology*, 43, 1491-1507.

Antes, A. L., Thiel, C. E., Martin, L. E., **Stenmark, C. K.**, Connelly, S., Devenport, L. D., Mumford, M. D. (2012). Applying cases to solve ethical problems: The significance of positive and process-oriented reflection. *Ethics and Behavior*, 22, 113-130.

- Stenmark, C.K.**, & Mumford, M.D. (2011). Situational impacts on leader ethical decision-making. *The Leadership Quarterly*, 22, 942-955.
- Stenmark, C. K.**, Antes, A. L., Thiel, C. E., Caughron, J. J., Wang, X., Mumford, M. D. (2011). Consequences identification in ethical decision-making. *Journal of Empirical Research on Human Research Ethics*, 6, 25-32.
- Stenmark, C. K.**, Shipman, A. S., & Mumford, M. D. (2011). Managing the innovative process: The dynamic role of leaders. *Psychology of Aesthetics, Creativity, and the Arts*, 5, 67-80.
- Martin, L. E., **Stenmark, C. K.**, Thiel, C. E., Antes, A. L., Mumford, M. D., Connelly, S., & Devenport, L. D. (2011). The influence of temporal orientation and affective frame on use of ethical decision-making strategies. *Ethics and Behavior*, 21, 127-146.
- Friedrich, T. L., **Stenmark, C.**, Mumford, M. D. (2011). Creative climate. In M. Runco & S. Pritzker (Eds.) *Encyclopedia of Creativity* (2nd Ed.). Oxford, England: Elsevier.
- Caughron, J. J., Antest, A. L., **Stenmark, C. K.**, Thiel, C. E., Wang, X., & Mumford, M. D. (2011). Sensemaking strategies for ethical decision-making. *Ethics and Behavior*, 21(5), 351-366.
- 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.** (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

Redfearn, R., van Ittersum, K., & **Stenmark, C. K.** (in preparation). Sensory processing sensitivity, burnout, and stress among nursing professionals.

Miller, R. A., **Stenmark, C. K.**, & van Ittersum, K. (in preparation). Reducing cognitive load using dual monitors.

Miranda, J. F., & **Stenmark, C. K.** (in preparation). Affective polarization and employment decisions.

Stenmark, C.K., Redfearn, R. (in preparation). Sensory processing sensitivity and ethical decision-making.

Stenmark, C. K., Riley, K., (in preparation). Ethical decision-making, interrupted.

Stenmark, C. K., Kreitler, C. M., Redfearn, R., & Miller, R. (in preparation). Self-efficacy and ethical decision-making.

Stenmark, C. K. (in preparation). Inducing performance pressure in laboratory experiments: Does method matter?

Conference Presentations

Riley, K. E., **Stenmark, C. K.**, Redfearn, R. Escoto, A. F., Miranda, J. F., & Miller, R. A. (2019, May). Ethical decision-making, interrupted. APS, Washington, D.C.

Miranda, J. F., & **Stenmark, C. K.** (2019, April). Political affective polarization and perceptions of a job applicant. SWPA, Albuquerque, NM.

Riley, K. E., & **Stenmark, C. K.** (2019, April). Waitmares! Stress, sleep, and dreams of restaurant servers. SWPA, Albuquerque, NM.

Escoto, A., Budin, S., & **Stenmark, C. K.** (2019, April). What motivates employees most? SWPA, Albuquerque, NM.

Miranda, J. F., Thompson, M. D., Voth, L. C., Kreitler, C. M., & **Stenmark, C. K.** (2019, April). Impact of enclotted cognition on personality. SWPA, Albuquerque, NM.

Miller, R. A. & **Stenmark, C. K.** (2019, March). Dual computer displays reduce extraneous cognitive load. ICPS, Paris, France.

Stenmark, C. K., Kreitler, C. M., Miller, R. A., Nystad, I. E., Perez, T., M. & Rader, M. G. (2018, May). Self-efficacy and ethical decision-making. APS, San Francisco, CA.

- Miranda, J. F., Kreitler, C. M., & **Stenmark, C. K.** (2018, April). Multidimensional perfectionism and stress correlates. SWPA, Houston, TX.
- Lisewsky, R. A. & **Stenmark, C. K.** (2018, April). Healthy lifestyle and organizational citizenship behaviors. SWPA, Houston, TX
- Rader, M. G., Perez, T. M., & **Stenmark, C. K.** (2018, April). Organizational justice perceptions: A gender difference approach. SWPA, Houston, TX.
- Stenmark, C. K.**, Kreitler, C. M., Bright, J. M., Magness, C., Parkhurst, C. L., & Liu, R. (2017, May). Moral Credentialing and ethical decision making. APS, Boston, MA.
- Solomon, L., Kreitler, C. M., & **Stenmark, C. K.** (2017, May). Perfectionism and stress correlates. Angelo State University Graduate Research Symposium.
- Chavarria, A. C., Villarreal, N. G. Ebanks, J., & **Stenmark, C. K.**, (2017, April). Examining relationships between organization-based self-esteem, job satisfaction, and leader-member exchange. SWPA, San Antonio, TX.
- Parkhurst, C., & **Stenmark, C. K.** (2017, Feb). Presentation design and retention, IOOB, Houston, TX.
- Russell, W., van Ittersum, K., Brewer, S., Huang, H., & **Stenmark, C. K.** (2017, Feb). Leadership skills and stress. IOOB, Houston, TX.
- Stenmark, C. K.**, Kreitler, C. M., Horall, J., Mollere, N., Myrick, M., & Winn, N. (2016, May). Performance pressure and ethical decision making. APS, Chicago, IL.
- Kreitler, C. M. & **Stenmark, C. K.** (2016, May). The role of individual differences and emotion in Facebook activity. APS. Chicago, IL.
- Adams, N. A., & **Stenmark, C. K.** (2016, April). Leadership styles and opportunities for professional growth. SWPA, Dallas, TX.
- Chavarria, A. C., Kreitler, C., & **Stenmark, C. K.** (2016, April). Perceptions of gender on moral intensity. SWPA, Dallas, TX.
- Stenmark, C. K.**, Kreitler, C., Tran, K., Serrate, J., Cortez, A., Doane, B. E., Olszewska, O. (2015, May). An examination of a tool for ethical decision-making. APS, New York, NY.
- Serrate, J., Kreitler, C., **Stenmark, C. K.** (2015, May). What's your status: Emotions, narcissism, and Facebook posting styles. APS, New York, NY.
- Rodarte, A., Kreitler, C., **Stenmark, C. K.**, DuMond, R. (2014, May). ACED IT: A tool for improved ethical decision-making. SIOP, Honolulu, HI.
- Stenmark, C. K.**, Fritsch, L., Ruffin, D. J., Dawson, A., Holub, D., Kelly, M., Johnson, G. (2014, April). In search of a manipulation of pressure in laboratory studies. SWPA, San Antonio, TX.

Stenmark, C. K., Schneebeli, A., Martinez, D., Lane, K., Thomas, T., Thacker, J. Fowler, K. (2012, March). Re-examining the role of performance pressure in forecasting and ethical decision-making. IOOB, Orlando, Florida.

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.

Supervised Research

Gomez, V. & **Stenmark, C. K.** (2018, April). An examination of work motivation and occupational stress. Angelo State University Undergraduate Research Symposium. San Angelo, TX.

Magness, C. (2017, April). Influence of observed personality on soft-skills coaching success. SWPA. San Antonio, TX.

Winn, N. A. (2016, April). NLSM: Examining learning topics about which child abuse survivors may be interested. SWPA, Dallas, TX.

Fritsch, L., Halcomb, M. E., Holub, D. (2014, April). Deceiving your way to the top: A look into Machiavellianism and leadership. SWPA, San Antonio, TX. **Graduate Research Competition Finalist

Rodarte, A., Ruffin, D. J. (2014, April). Personality and Performance. SWPA, San Antonio, TX.

Huereca, J. & **Stenmark, C. K.** (2014, April). Assessing the convergence of a cognitive tool for ethical decision-making and a scale of perceived moral intensity. Angelo State University Undergraduate Research Symposium. San Angelo, TX.

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.

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

- **President's Award for Faculty Excellence in Teaching Nominee, 2019.**
- **President's Award for Faculty Excellence in Research Nominee, 2019.**
- **Faculty Research Enhancement Grant, Angelo State University, 2018-2019, \$14,972.00.**
- **Graduate Student Research Fellowship Grant, Angelo State University, 2018-2019, \$2,270**
- **Undergraduate Research Faculty Sponsor, Angelo State University, 2018**
- **Distinguished Alumnus, Tarleton State University. September, 2018.**
- Invited Presenter, "Work motivation"; CIRCLE Conference, Angelo State University. January, 2018.
- **President's Award for Faculty Excellence in Research Nominee, 2017.**
- Invited Speaker, "Leading Millennials"; Annual Commander's Conference, Goodfellow Airforce Base, February, 2017.
- Invited Presenter, "Ethical decision-making"; CIRCLE Conference, Angelo State University. January, 2017.
- Invited Speaker, "Presidential Lies: Deception and the Presidential Election"; "Leadership and deception: When it works and when it doesn't". Angelo State University. October, 2016
- **Faculty Research Enhancement Grant, Angelo State University, 2016, \$14,764.00**
- **Graduate Student Research Fellowship Grant, Angelo State University, 2015, \$220**
- **Faculty Research Enhancement Grant, Angelo State University, 2014, \$11,799**
- **Undergraduate Research Faculty Sponsor, Angelo State University, 2014**
- **Wonderful Women of ASU Nomination, Angelo State University, 2012**