

# DIANNE D. MURPHY

## *Curriculum Vitae*

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Department of Management  
Sheldon B. Lubar School of Business  
University of Wisconsin-Milwaukee  
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Milwaukee, WI 53201

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## EDUCATION

- Ph.D.**, University of Wisconsin-Milwaukee, Lubar School of Business expected May 2017  
Major: Organizations and Strategic Management-Organizational Behavior  
Minor: International Business  
Advisor: Dr. Margaret A. Shaffer
- Preliminary Examinations: Passed July/August 2013 — Doctoral G.P.A. 3.9 / 4.0  
Dissertation Co-Chairs: Dr. Margaret A. Shaffer and Dr. Satish Nambisan
- M.B.A.**, University of Wisconsin-Milwaukee, Lubar School of Business 2008  
Track: Leadership  
International Business Honors - Beta Gamma Sigma – MBA G.P.A. 3.9 / 4.0
- Bachelor of Arts**, St. Norbert College, De Pere, Wisconsin 1993  
Major: Psychology Emphasis: Personality Theory  
Presidential Scholarship
- Geographic Information Systems (GIS) Certificate**, MATC, Milwaukee, Wisconsin 2009
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## RESEARCH INTERESTS

Diversity, Entrepreneurship, Mentoring, Identity, Culture

## RESEARCH

### Journal Articles: In press & print

- Ragins, B. R., Lyness, K. A., Ehrhardt, K. P., **Murphy, D. D.**, & Capman, J. (2017). Anchoring relationships at work: High quality mentors and other supportive work relationships as buffers to ambient racial discrimination. *Personnel Psychology*, 70, 211-256. doi: 10.1111/peps.12144  
<http://onlinelibrary.wiley.com/doi/10.1111/peps.12144/full>
- Yunlu, D. G., & **Murphy, D. D.** (2012). R&D Intensity and economic recession: Investigating the moderating role of CEO characteristics. *Journal of Leadership & Organizational Studies*, 19, 284-293. doi: 10.1177/1548051812442966, <http://jlo.sagepub.com/content/19/3/284.abstract>
- Yunlu, D. G., & **Murphy, D. D.** (2011). R&D intensity and economic recession: Investigating the moderating role of CEO characteristics. *Proceedings of the 54<sup>th</sup> Annual Midwest Academy of Management Conference, Omaha, NE.*

**Technical Report, Blog AND Industry Publications**

Ragins, B. R., Lyness, K. A., Ehrhardt, K. P., **Murphy, D. D.**, & Capman, J. (2017, March 16). Like second hand smoke, racial discrimination at work can affect bystanders. *London School of Economics Business Review*. Retrieved from <http://blogs.lse.ac.uk/businessreview/2017/03/16/like-second-hand-smoke-racial-discrimination-at-work-can-affect-bystanders/>

Ragins, B. R., **Murphy, D. D.**, & Winkel, D. (2009). *The University of Wisconsin Alumni Career Study Final Report*. Sheldon B. Lubar School of Business, University of Wisconsin-Milwaukee.

**Murphy (nee Schlipp), D. D.** (1998, September). Benefits beyond the prize. *Deli Business*, 3, 66.

**CONFERENCE PRESENTATIONS**

Ehrhardt, K., Ragins, B. R., **Murphy, D. D.**, & Van Driel, M. *The spillover of race-related hate crimes to the workplace*. *Society for Industrial and Organizational Psychology (SIOP) Conference*. Honolulu, HI. May 15-17<sup>th</sup>, 2014.

**Murphy, D. D.** *The exploration of mentoring schema in Asian cultures*. Midwest Academy of Management Conference. Milwaukee, WI. October 10<sup>th</sup>-12<sup>th</sup>, 2013.

Ragins, B. R., Finkelstein, L., **Murphy, D. D.**, & Matarazzo, K. *Extending the frontiers of mentoring: Theory, research and practice (research incubator)*. Midwest Academy of Management Conference. Milwaukee, WI. October 10<sup>th</sup>-12<sup>th</sup>, 2013.

**Murphy, D. D.**, & Freiheit, J. *The development and validation of the mentoring expectations congruency scale (MECS)*. Academy of Management Meeting. Lake Buena Vista, FL. August 9<sup>th</sup>-13<sup>th</sup>, 2013. **The Arnon Reichers Best Student Paper Award Finalist!**

Ragins, B.R., Lyness, K., Ehrhardt, K., **Murphy, D. D.**, & Capman, J. *Anchoring relationships at work: Mentors as buffers to ambient racial discrimination*. Academy of Management Meeting. Lake Buena Vista, FL. August 9<sup>th</sup>-13<sup>th</sup>, 2013. **The Careers Best Paper Award Winner!**

**Murphy, D. D.** *Diversity training in the workplace: Modeling the evolution of the field and new directions*. Academy of Management Meeting. Lake Buena Vista, FL. August 9<sup>th</sup>-13<sup>th</sup>, 2013.

**Murphy, D. D.** *What side of the tracks are you from? Socioeconomic background and mentoring in the workplace*. Academy of Management Meeting. Boston, MA. August 3<sup>rd</sup>-7<sup>th</sup>, 2012.

**Yunlu, D. G., & Murphy, D. D.** *R&D intensity and economic recession: Investigating the moderating role of CEO characteristics*. Midwest Academy of Management Conference. Omaha, NE. October 20<sup>th</sup>-22<sup>nd</sup>, 2011.

Ragins, B. R., Lyness, K., Ehrhardt, K., **Murphy, D. D.**, & Capman, J. *Can the yin of mentoring counter the yang of a discriminatory workplace?* Symposium: The yin and yang of mentoring: Exploring the continuum of mentoring relationships and experiences. D. Chandler, S. Dobrow and W. Murphy, Chairs. Academy of Management Meeting. San Antonio, TX. August 12<sup>th</sup>-16<sup>th</sup>, 2011.

**Other Conference Activities**

New Doctoral Student Consortium – All Academy. Academy of Management Meeting. San Antonio, TX. August 12<sup>th</sup>-16<sup>th</sup>, 2011.

New Doctoral Student Consortium – Gender and Diversity in Organizations Division. Academy of Management Meeting. Chicago, IL. August 7<sup>th</sup>-11<sup>th</sup>, 2009.

## TEACHING EXPERIENCE

### ***Adjunct Instructor, Marquette University, Department of Management***

HURE 3001 Management of Human Resources, Undergraduate, Summer 2010

### ***Lecturer, University of Wisconsin-Milwaukee, Lubar School of Business***

\*Awarded ***Gold Star in Teaching*** (Top 10 ranking out of appx. 250 classes)

† Awarded Outstanding Graduate Student Teaching Award (Top ranked of all doctoral student instructors-awarded \$500 travel stipend.)

BA292 Intro to Entrepreneurship & Small Business Formation, Undergraduate, **Fall 2016**†, Spring 2017

BA441 Diversity in Organizations, Undergraduate/Graduate, **Spring 2015**\*†, Spring 2017

BA330 Organizations, Undergraduate, **Fall 2013**\*/Spring 2014

BA781 Enterprise Resource Planning and Control (SAP), Graduate, Fall 2009/Spring 2010

BA471 Enterprise Resource Planning and Control (SAP), Undergraduate, **Fall 2009**\*/**Spring 2010**\*

BA370 Operations Management, Undergraduate, WinterIm 2010, Summer 2010

## SERVICE

<i>Journal of Global Mobility</i>	Ad Hoc Peer Reviewer	2014-2016
<i>Human Relations</i>	Ad Hoc Peer Reviewer	2014
Academy of Management	Peer Reviewer	2012, 2015-16
Academy of Management	GDO Division Executive Board Member, Ex-Officio Appointed Role: <i>GDO Listserv Manager</i>	2010-2013
Academy of Management	GDO Division Membership Committee, Member	2011-2013
Midwest Academy of Management	2013 MAM Conference, Milwaukee, WI Role: <i>Local Arrangements Committee</i>	2013
UW-Milwaukee	Officer of the Organizations and Strategic Management Academic Student Research Club	2012-Present
UW-Milwaukee	iPads for Education Volunteer	2012-Present
UW-Milwaukee	Lubar Black and Gold Committee	2007-2010

## HONORS and AWARDS

Outstanding Graduate Student Teaching Award-Finalist	2017
Outstanding Graduate Student Teaching Award-Inaugural Recipient	2016
Gold Star Teaching Awards – Lubar School of Business	2015, 2013, 2010, 2009
Roger L. Fitzsimonds Doctoral Scholarship (merit-based)	2014
The AOM Careers <u>Best Paper</u> Award Winner	2013
The AOM Arnon Reichers <u>Best Student Paper</u> Award Finalist	2013
Academy of Management GDO Leadership Track Nominee	2013
Sheldon B. Lubar Doctoral Scholarship (merit-based)	2012, 2013
New Doctoral Student Consortium – AOM GDO	2009
Beta Gamma Sigma Honor Society <i>3.9/4.0 G.P.A. for M.B.A. Degree</i>	<i>invited</i> 2008
Business Writing Competition Nominee – UWM English Department	2007
On-the-Spot Recognition Award – Hamacher Resource Group <i>Cross Departmental Team Coordination and Communication for Neutrogena</i>	2005
On-the-Spot Recognition Award – Hamacher Resource Group <i>Outstanding Relationship Building Skills in Support of Johnson &amp; Johnson</i>	2004
Gold Medalist-IDDBA (International Dairy-Deli-Bakery Association) Retail Merchandising Challenge <i>Five Day Comprehensive National Olympic-Style Deli Operations Competition</i>	1995

## RESEARCH IN PROGRESS

**Murphy, D. D.** Dissertation on women’s entrepreneurship across racial/ethnic groups.

**Murphy, D. D.,** & Freiheit, J. *The development and validation of the mentoring expectations congruency scale (MECS)* (Currently analyzing data; Dec., 2013 completed third round of data collection with UWM Graduate students; presented results of first 2 data rounds at AOM conference in August, 2013; Finalist for the Arnon Reichers Best Student Paper; Target top tier journal submission in Fall, 2016).

**Murphy, D. D.** Women’s entrepreneurship mixed method study of identity development.

## PROJECT ASSISTANTSHIPS

**AMR Editorial Assistant** Summer/Fall/Spring 2014-2015 for Dr. Belle Rose Ragins.

**Project Assistant** Fall/Spring 2010-2013 for Dr. Belle Rose Ragins.

**Project Assistant for the Association to Advance Collegiate Schools of Business International (AACSB) Assessment Process** Spring 2009-BBA Program; Summer 2010 MS Program for Dr. Mark Srite. Assist in the assessment of the UWM curriculum; write report for the AACSB which led to renewal.

**Research Assistant for UW-Milwaukee Alumni Career Study** Spring/Summer/Fall 2009  
Assist in the collection, analysis, interpretation and summary of data for the UWM Alumni Career Study for Dr. Belle Rose Ragins. Second author for the technical Summary Report for the University.

**Associate Instructional Specialist (TA) for Enterprise Resource Planning and Control (SAP)**  
Fall 2008/Spring 2009 Graduate/Undergraduate Course  
Conduct SAP lab exercises, grade homework, term papers and tests, manage the Desire to Learn (D2L) class web tool, prep materials for class, conduct exam reviews and tutor students.

## PhD COURSEWORK

### Major/Minor

Study Abroad – Emerging Markets of ASIA	Dr. Margaret A. Shaffer
Independent Study – International Business	Dr. Margaret A. Shaffer
Independent Study – Mentoring	Dr. Belle Rose Ragins
Independent Study – Diversity in Organizations	Dr. Belle Rose Ragins
Doctoral Seminar – Human Resource Management	Dr. Romila Singh
Doctoral Seminar – International Management	Dr. Margaret A. Shaffer
Doctoral Seminar – Organizational Theory	Dr. Maria Garanova
Doctoral Seminar – Organizational Behavior	Dr. Belle Rose Ragins
Doctoral Orientation	Dr. Sanjoy Ghose

### Research Methods and Statistics

Theory of Hierarchical Linear Modeling	Dr. Wen Luo (Educational Psychology)
Instrument Development	Dr. Cynthia Walker (Educational Psychology)
Structural Equation Modeling	Dr. Wen Luo (Educational Psychology)
Multivariate Methods	Dr. Wen Luo (Educational Psychology)
Doctoral Seminar-Research Methods	Dr. Mark A. Mone (Management)
Multiple Regression and Linear Models	Dr. Wen Luo (Educational Psychology)
Quantitative Preparation for Doctoral Studies-Matrix Algebra	Joseph Retzer (Management)

### Teaching Philosophy

Teaching and Learning in College: Reflection on Theory and Practice	Dr. Connie Schroeder (Center for Excellence in Teaching and Learning)
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## **PROFESSIONAL AFFILIATIONS**

Academy of Management	2008-Present
Midwest Academy of Management	2007/08, 2011/12, Present
OBTS Teaching Society for Management Educators	2011, Present
Society of Industrial and Organizational Professionals-APA SIOP	2011, Present
University of Wisconsin-Milwaukee College Entrepreneur's Organization	2007/2008
ESRI Wisconsin User Group – EWUG Attendee	2007, 2008
JDA Intactix Floor and Space Planning SIG Users Group	2001-2006
International Dairy-Deli-Bakery Association (IDDBA)	1989-2000
Retail Bakers Association (RBA)	1996-2000
Deli Business Magazine – Contributing Author and Editorial Board Member	1998

## **COMPUTER SKILLS**

SAS 9.2 Analytics Software

IBM SPSS Statistics 19 Analytics Software

MPlus6

D2L (Desire to Learn) Online Learning Software-Expert

Listserv Management (Academy of Management)

NVivo Qualitative Analysis Software, NVivo Merge

JDA Intactix Suite (Leading Category Management Software in Industry)

Microsoft Office Suite: Word, Excel, PowerPoint, Publisher, Access, Outlook, Project

ACNielsen Market Data/Spectra Demographic Systems

Geographical Information Systems (GIS)-Certificate Level

GIS Business Analyst-Beginner

SAP ECC 6.0; SAP APO 5.0-Beginner

IBM Buying and Promotion Systems (SUPERVALU, Inc.)

## **PROFESSIONAL DEVELOPMENT**

### **CIBER**

UW-Madison

Internationalizing Doctoral Education in Business (IDEB)

July, 2011

### **Academy of Management**

Boston, MA

Scale Development and Validation PDW Participant

August, 2012

### **University of Wisconsin-Milwaukee**

Milwaukee, WI

Developing Your Statement of Teaching Philosophy

Sept. 17<sup>th</sup>, 2014

Creating a Teaching Portfolio

April 22<sup>nd</sup>, 2014

Designing Your Own Course Part II

Nov. 15<sup>th</sup>, 2013

Designing Your Own Course Part I

June 21<sup>th</sup>, 2013

Advanced Psychology Research Workshop

Oct. 12<sup>th</sup>, 2012

Research Alert Services

Nov. 29<sup>th</sup>, 2011

IRB Web Based Computer Submission Training

Oct. 5<sup>th</sup>, 2011

Grading Your Students: Assessment in Online and Blended Courses

April 28<sup>th</sup>, 2010

Preparing Future Faculty

Nov. 4<sup>th</sup>, 2010

Work Smarter not Harder and Accomplish More

Nov. 19<sup>th</sup>, 2009

Accommodating Psychological Disabilities in the Classroom

Apr. 8<sup>th</sup>, 2009

Course Learning Assessment-Be Smart, Simple and Selective

Feb. 20<sup>th</sup>, 2009

Writing Winning Grants

Feb. 13<sup>th</sup>, 2009

Putting Social Networking Tools to Work

Jan. 21<sup>st</sup>, 2009

Teaching and Learning in Second Life at UWM

Dec. 17<sup>th</sup>, 2009

Creating Greater Transparency in Learning: Designing Assignment Rubrics

Oct. 21<sup>st</sup>, 2008

Milwaukee Area Academic Alliance in English-Creativity in the Classroom

Oct. 18<sup>th</sup>, 2008

Creating Specific Learning Outcomes for Any Type of Course

Oct. 10<sup>th</sup>, 2008

12 Keys to Successful Grant Writing

Mar. 6<sup>th</sup>, 2008

### **SUPERVALU Development**

Pleasant Prairie, WI

Zenger-Miller Frontline Leadership  
12-Week Leadership Development Program

1997

## MANAGEMENT TRAINING EXPERIENCE

### Marquette University

#### **Facilitator for Team Development Activity Session 10/21/2008**

Assisted Dr. Carolyn S. Ottman in team development activities for 80 Marquette University Information Technology professional staff on October 21<sup>st</sup>, 2008 for 5 hours at the Milwaukee Athletic Club.

### Roundy's Supermarkets, Inc.

#### **Space Management Technical Standard Operating Procedure (SOP) Overview 5/2006**

Trained 23 partner companies on the new SOP's required by Roundy's Space Management Department.

#### **Category Review Process (CRP) Overview 1/2006; 2/2006**

Presented 46 Category Managers and Analysts the new CRP during 2 separate 4 hour sessions. Presented the Retail Operations and Merchandising Group Vice Presidents the new CRP.

#### **Category Review Process Overview and Vendor Role Clarification 1/2006**

Reviewed the CRP and role expectations for 250 vendor partners.

#### **JDA Space Planning Tips and Tricks 9/2005**

Instructed 5 Space Management Specialists Tips and Tricks for Space Planning.

### Hamacher Resource Group (Consulting)

#### **JDA Space Planning Training for Neutrogena Cosmetics Space Management Department**

Conducted on-site training, in Los Angeles, CA, for 5 Neutrogena Cosmetics Space Management Specialists on JDA Space Planning software for 2 days in July, 2003 and 3 days in July, 2005.

#### **JDA Space Planning Tips and Tricks**

Taught 8 Category Analysts Tips and Tricks for JDA Space Planning software for 2 hours in August, 2004.

### SUPERVALU Inc.

#### **SUPERVALU UNIVERSITY Store Directors Institute**

Schooled a class of 12 Store Directors on Deli Operations for 1 day during the summer of 1995.

#### **Suggestive Selling in the Deli; Deli Merchandising**

Conducted on-location half-day seminars to grocery retail Deli Department staff, including the Chicago CUB Foods and Wisconsin County Markets from 1990 to 1993.

#### **Various Retail/Trade Show Seminars/Demonstrations**

Executed various on-location or trade show seminars from 1989 to 2000.



## INDUSTRY EXPERIENCE

Dr. Carolyn S. Ottman, Ph.D. (Charter Steel Project)

Saukville, WI; Cleveland, OH

### **Consulting Project Assistant**

5/07 – 9/07

- Conducted 5 focus groups in the Saukville, WI and Cleveland, OH Locations of Charter Steel
- Completed data entry and analysis for interviews and focus groups into NVivo qualitative research software

Roundy's Supermarkets, Inc.

Milwaukee, WI

### **Manager of Retail Merchandising Analytics**

8/05 – 8/06

- Researched, developed, wrote, tested, and executed Roundy's category review process (6 months)
- Shepherded and guided new category review process into the organization (6 months)
- Increased category review completion rate from 5 in 2005 to an estimated 24+ in 2006
- Wrote and compiled standard operating procedures manual for space management department
- Supervised and developed 8 employees; 6 space management specialists, 2 analysts

Hamacher Resource Group

2001-2005, 2007

Milwaukee, WI

### **Category Analyst**

2/01 – 8/05, 3/07

- Performed planogram analysis and merchandising for food, drug and mass outlets
- Conducted JDA Intactix Space Planning training for external and internal clients
- Co-managed Cardinal Health LEADER Retailing RoadMap program
- Managed Access database and image library support for key account-Johnson & Johnson

SUPERVALU, Inc.

1989-2000

Midwest Region

Pleasant Prairie, WI

### **Category Manager, Bakery**

9/99 – 5/00

- Profit and loss accountability for over *\$40 million/year* category; 2500+ skus in 4 warehouses
- Co-chaired 4 bi-annual conventions; Conducted customer focus groups
- Facilitated consolidation of corporate retail (formation of corporate CUB)
- Supervised 6 employees: 2 buyers, 2 promotion managers, and 2 assistants

### **Senior Promotion Manager, Bakery/Deli**

9/96 - 8/99

- Coordinated promotions and marketing for 500+ grocery retail stores
- Determined advertising for 5 ad groups; Established County Market \$10 party tray billboard ad fund
- Chaired 4 bi-annual sales conventions across all SUPERVALU departments
- Collaborated sales efforts of 13 specialists, supervised promo assistant
- Conducted training and speaking engagements for both internal/external customers and staff

Northern Region

Hopkins, MN

### **Category Manager, Deli**

9/95 - 9/96

- Profit and loss accountability for over *\$52 million/year* category; 3000+ skus in 4 warehouses
- Developed, marketed, and sold pit ham program to SUPERVALU retail customers
- Coordinated advertising for 8 grocery ad groups
- Supervised 2 employees: 1 deli buyer and 1 category management assistant

Corporate Offices

Minneapolis, MN

### **Corporate Merchandiser, Deli**

9/94 - 9/95

- Negotiated national partnerships with leading manufacturers generating over *\$1 million/year in rebates*
- Coordinated corporate marketing and promotions for 27 distribution centers
- Hand-picked member of Booz-Allen Advantage committee-restructuring project of *SUPERVALU*

Great Lakes Division

Pleasant Prairie, WI

### **Buyer/Merchandiser, Deli**

10/93 - 9/94

- Procured 900+ skus for 2 warehouse using IBM inventory management technology
- First deli buyer to generate profit in the department!

## **INDUSTRY EXPERIENCE Cont.**

### Great Lakes Division

#### **Specialist, Deli**

- Consulted owners and deli departments regarding profitability, merchandising and management
- Key account specialist for Chicago Cubs; Completed 7 store analyses, Opened/remodeled 20 stores
- Committee member for Bi-annual Conventions (Selling Expos)

Pleasant Prairie, WI  
9/90 - 10/93

### Bismarck Division

#### **Specialist, Bakery/Deli**

- Consulted owners and bakery/deli departments regarding profitability, merchandising and management
- Developed and conducted several training seminars in the field.
- Pioneered the Bakery/Deli program (Initial Bakery/Deli Specialist for the Bismarck Division)

Bismarck, ND  
9/89 - 8/90

### Green Bay Division

#### **Specialist, Bakery/Deli Trainee**

- Consulted owners and bakery/deli departments regarding profitability, merchandising and management
- Assisted in the openings and remodeling of multiple stores (County Markets in WI and Upper MI)

Green Bay, WI  
7/89 - 9/89

## **COMMUNITY SERVICE**

Hunger Task Force Food Drive Coordinator	2012
Human Concerns Committee	2003 to 2011
Annual Blood Center Blood Drive Coordinator	
Annual Giving Tree Gift Collection Coordinator	
Annual Shelter Blanket and Supplies Drive	
Annual Casa Maria Baby Supplies Drive	
Girl Scout Leader (Brownies/Juniors)	2004-2008
Milwaukee Rescue Mission Supplies Drive	2007
Hamacher Golf League – Founding Chairperson	2001

## **INTERESTS**

Writing, Whitewater Rafting, Camping/Hiking, Poetry, Live Music, Travel, Theatre, Golf, Skiing, Tennis, Sports, Dogs

*(CV updated 3-16-2017)*