

SHELI SILLITO-WALKER

Curriculum Vitae

Marriott School of Business
Brigham Young University
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ACADEMIC POSITIONS

2009-present **Marriott School of Business, Brigham Young University**
Assistant Professor, Department of Management

EDUCATION

PhD. David Eccles School of Business, University of Utah

Management—emphasis in Organizational Behavior, 2009

Allied Field: Communication

Dissertation: *Delivering justice: Relational self-construal and the production of procedural, interpersonal, and informational fairness.*

M.O.B. Marriott School of Management; Brigham Young University

Masters in Organizational Behavior, 2000

National Society of Hispanic MBAs, scholarship recipient

B.S. College of Family, Home, and Social Sciences; Brigham Young University

Psychology with Honors, 1995, *Magna Cum Laude*

Trustees scholarship recipient

RESEARCH INTERESTS

- Organizational justice
- Group dynamics and decision making
- Negotiation and conflict management
- Interpersonal perceptions and impression management

PUBLICATIONS

Sillito Walker, S.D. & Bonner, B. L. (2022). How Diverse Task Experience Affects Both Group and Subsequent Individual Performance. *Personality and Social Psychology Bulletin*, 48, 135-149.

Sillito Walker, S.D. & Bonner, B.L. (2022). An Approach-Avoidance Lens on Sexual Harassment:

The Effects of Relative Attractiveness, Gender, Relationship Status, and Role. *Journal of Business and Psychology*, 37, 127-150.

Sillito Walker, S.D. & Bonner, B.L. (2018). Knowledge Transfer Strategies in Group Decision Making and Performance. *Journal of Behavioral Decision Making*, 31, 115-126.

Sillito Walker, S.D. (2015). Maintaining justice: The effect of managerial personality and trait activation on procedural, interpersonal, and informational fairness. In S.W. Gilliland, D.D. Steiner, and D.P. Skarlicki (Eds.) *The Social Dynamics of Organizational Justice*. Greenwich, CT: IAP—Information Age Publishing.

Diekmann, K.A., Sillito Walker, S.D., Galinsky, A.D., & Tenbrunsel, A.E. (2013). Double-victimization in the workplace: causes and consequences of sexual harassment victim condemnation. *Organization Science*, 24, 614-628.

Red, E., French, D., Jensen, G., Madsen, P., Sillito Walker, S.D. (2013). Emerging design methods and tools in collaborative product development. *Journal of Computing and Information Science in Engineering, ASME*.

Bonner, B.L. & Sillito, S.D. (2011). Leveraging member knowledge in group decision-making: Expertise, extroversion, and feedback. *Group Dynamics: Theory, Research, and Practice*, 15, 233-245.

Bonner, B.L., Sillito, S.D., & Baumann, M.R. (2007). Collective estimation: Accuracy, expertise, and extroversion as sources of intra-group influence. *Organizational Behavior & Human Decision Processes*, 103, 121-133.

MANUSCRIPTS UNDER REVIEW

Sillito Walker, S.D. & Smith, I, Diekmann, K.A., & Hunsaker, D. The Offender Bias: How Face Concerns Lead Offenders to Underestimate the Value of Apologies. *Personality and Social Psychology Bulletin* (reject and resubmit).

MANUSCRIPTS IN PREPARATION

Bolinger, A., Sillito Walker, S. D., Rees, M. & Bolinger, M. Bringing Warmth to External Crises: Investigating a Female Leadership Advantage in the COVID-19 Pandemic. In progress, targeting *Management Science*.

Sillito Walker, S.D. A just leader or just another leader: Social Mindfulness and the Enactment of Interpersonal, Informational, and Procedural Justice. In progress, targeting *Journal of Business Ethics*.

Sillito Walker, S.D., Bolinger, A., & Rees, M. Cooperation, Joint Gain, and Potential Exploitation:

Exploring the Inter-Unit Effects of Social Mindfulness. In progress, targeting *Personality and Social Psychology Bulletin*.

Lewis-Western, M. F., Sillito Walker, S. D. & Mecham, N. W. Pornography at work: The effects of ego depletion on performance. In progress, targeting *Journal of Business Ethics*.

Long, C. P. & Sillito Walker, S. D. Linking Instrumental, Relational and Deontological Motivations to Managers' Fairness-Promotion Efforts through Both Cognitions and Behaviors. In progress, targeting *Journal of Organizational Behavior*.

Sillito Walker, S.D. Wielding the Sword of Justice: Self-Construal, Social Context, and Managerial Justice in Dispute Resolution. In progress, targeting *Organizational Science*.

Sillito Walker, S.D. & Whetten, D. Magic mirror, Who's the fairest of them all?: An actor-focused model of the performance of fairness. In progress, targeting *Academy of Management Review*.

Sillito Walker, S.D., Diekmann, K.A., Galinsky, A.D. & Tenbrunsel, A.E. Reducing behavioral forecasting errors in negotiation: How making important motivations salient aligns forecasts with actual behavior. In progress, targeting *Organizational Behavior & Human Decision Processes*.

Madsen, P.M. & Sillito Walker, S.D. The role of technology in interpersonal relationship development in virtual collaboration.

Sillito Walker, S.D., Liljenquist, K., & Howe, D.C. Economic efficiency or relational capital? The role of the self-concept in negotiation.

Sillito Walker, S.D. & Nielson, T. The influence of justice perceptions on formal mentoring programs and organizational commitment.

Bonner, B.L. & Sillito Walker, S.D. Positive procrastination.

PRESENTATIONS

Bolinger, A., Sillito Walker, S.D., Rees, M. & Bolinger, M. (2022, August). Unpacking the Female Exceptionalism Effect in External Crisis Leadership. Paper presented at the annual meeting of the Academy of Management, Seattle, WA.

"Teaching about cognition (in the rough)." (2020, August). Professional development workshop presenter at the annual meeting of the Academy of Management, online.

Sillito Walker, S.D. & McClain, J. (2018, August). Sunny Days or Gray Skies: The Effect of Emotion on Being Fair. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

"Teaching about cognition (in the rough)." (2017, August). Professional development workshop presenter at the annual meeting of the Academy of Management, Atlanta, GA.

Sillito Walker, S.D., Smith, I., Diekmann, K.A. & Hunsaker, D. (2016, August). The Offender Bias: How Face Concerns Lead Offenders to Undervalue Apologies. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Sillito Walker, S.D., Bolinger, A. & Rees, M. (2016, August). Cooperation or Capitulation? The Effects of Prayer in Negotiation. Paper presented as part of a symposium at the annual meeting of the Academy of Management, Anaheim, CA.

“Teaching about cognition (in the rough).” (2016, August). Professional development workshop presenter at the annual meeting of the Academy of Management, Anaheim, CA.

“Teaching about cognition (in the rough).” (2015, August). Professional development workshop presenter at the annual meeting of the Academy of Management, Vancouver, CAN.

Sillito Walker, S.D., Liljenquist, K, Howe, D.C. & Ingerson, M-C. (2013, August). Economic Efficiency or Relational Capital? The Role of the Self-Concept in Negotiation. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.

Madsen, P.M. & Sillito Walker, S.D. (2012, August). The Role of Technology in Interpersonal Relationship Development in Virtual Collaboration. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Bolinger, A. & Sillito Walker, S.D. (2012, August). Intercession and Integrative Agreements: The Effects of Prayer on Negotiation. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Bonner, B.L. & Sillito Walker, S.D. (2012, July). Modeling how Individual Preferences Map to Group Estimates. In *Symposium: Understanding group performance: A tribute to James H. Davis*. Paper presented at the 7th Annual conference for Interdisciplinary Network for Group Research (INGroup), Chicago, IL.

Sillito Walker, S.D. (2012, June). The Effect of Managerial Personality and Negative Affect on Procedural, Interpersonal, and Informational Fairness. Paper presented at the 7th International Round Table on Innovations in Organizational Justice: Understanding and Expanding the Boundaries of Organizational Justice, Nice, France.

Sillito Walker, S.D. & Madsen, P.M. (2012, February). Friend or Foe (or Alliance or Horde): The Role of Technology in Interpersonal Relationship Development in Virtual Collaboration. Paper presented at the 18th Annual Organization Science Winter Conference (OSWC) “Formal Organizations Meet Social Networking,” Steamboat Springs, CO.

Sillito Walker, S.D. (2011, August). The Role of Self-Construal and Social Context in Determining Manager’s Fairness in Dispute Resolutions. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.

Sillito Walker, S.D. (2010, August). Delivering justice: Relational self-construal and the production of procedural, interpersonal, and informational fairness. Paper presented at the annual meeting of the Academy of Management, Montreal, CAN.

Nielson, T.R. & Sillito Walker, S.D. (2010, March). The influence of justice perception on formal mentoring programs and organizational commitment. Paper presented at the annual meeting of the Western Academy of Management, Kailua-Kona, HI.

Bonner, B.L. & Sillito, S.D. (2009, August). The effects of “Bridge-building” and expertise feedback on decision-making and performance in estimating groups. Interactive paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Diekmann, K.A., Smith-Crowe, K., Sillito, S.D. & Tynan, R.O. (2006, August). Face Concerns and Offenders' Misperceptions of Victims' Reactions to Apologies and Excuses. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA. Nominated for *Conflict Management Division Best Paper Award*.

Sillito, S.D. (2006, March). The Effects of Attractiveness, Status, and Sex on Perceptions of Sexual Harassment. Paper presented at the annual meeting of the Western Academy of Management, Long Beach, CA.

Diekmann, K.A., Galinsky, A.D., Sillito, S.D. & Tenbrunsel, A.E. (2005, August). The Causes and Consequences of Behavioral Forecasting Errors: Examples from Two Conflict Situations. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.

Sillito, S.D., Diekmann, K.A., Galinsky, A.D., & Tenbrunsel, A.E. (2005, March). Imagined sexual harassment in the workplace: Reducing behavioral forecasting errors with motivational primes. Paper presented at the annual meeting of the Western Academy of Management, Las Vegas, NV.

Sillito, S.D. & Bonner, B.L. (2004, January). Positive procrastination. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

INVITED PRESENTATIONS

Sillito Walker, S. D. & Reeves, C. (2021). *Creating successful virtual teams*. Co-resented at Central Utah SHRM chapter professional development meeting.

Sillito Walker, S.D. (2011). *Group study skills: A toolkit*. Session presented at International Graduate Student Orientation sponsored by the Marriott School of Management, Brigham Young University.

Sillito, S.D. (2005, 2006, 2007). *Problem-based learning: Teaching with cases, simulations, and games*. Workshop presented at Teaching Assistant Orientation sponsored by the Center for Teaching and Learning Excellence, University of Utah.

TEACHING EXPERIENCE

- 2009-present Assistant Professor, Marriott School of Business, Brigham Young University**
Managing & Consulting Teams (MBA 544), graduate core course (OB/HR track)
Managerial Leadership Development (OrgB 347), undergraduate core course (OB/HR emphasis)
Organizational Effectiveness (OrgB 321), undergraduate core course
Directed Readings (MBA 693R), graduate elective
Senior Practicum Research (Psych 430R), undergraduate capstone seminar
- 2008-2009 Lecturer, Marriott School of Management, Brigham Young University**
Organizational Effectiveness (OrgB 321), undergraduate core course
Managing & Consulting Teams (MBA 544), graduate core course (OB/HR track)
Designing & Leading Teams (MBA 646), graduate elective
- 2005 Lecturer, David Eccles School of Business, University of Utah**
Human Behavior in Organizations (MGT 3680), undergraduate OB core course
- 2003-2008 Teaching Assistant, David Eccles School of Business, University of Utah**
Human Behavior in Organizations (MGT 3680), undergraduate OB core course
Team Foundations (MGT 6500), graduate core course
Managerial Negotiations (MGT 6050), graduate elective
- 2002-2004 Lecturer, Business Department, University of Phoenix.**
Critical Thinking (PHL 251), undergraduate core course
Organizational Behavior (MGT 331), undergraduate core course
Human Resource Management (MGT 431), undergraduate core course
Human Relations & Organizational Behavior (ORG 502), graduate core course
Organizational Leadership & Change Management (LDR 515), graduate elective
- 1999-2000 Teaching Assistant, Marriott School of Management, Brigham Young University**
Organizational Effectiveness (Org B 320/321), undergraduate core course
- 1993-1995 Teaching Assistant, Psychology Department, Brigham Young University.**
General Psychology (Psych 111), undergraduate core course

AWARDS AND HONORS

- National Science Foundation Grant, 2011
 - BYU v-CAX Research Site for the Center for e-Design I/UCRC
- Mentoring Environment Grant recipient, BYU Office of Research & Creative Activities, (\$20K), 2010-2012
- Dean's Research Grant, Marriott School of Management, 2008-2017

- Fuqua School of Business, Center of Leadership and Ethics (COLE) Dissertation Proposal Competition, 2008
- AOM, Organizational Behavior Division: *Outstanding Reviewer Award*, 2006

ACADEMIC SERVICE

Marriott School of Management, Brigham Young University

- 2016-2018 Master's Thesis Committee
- Keenan Eves, master's candidate in Mechanical Engineering
- 2015-2017 Master's Thesis Committee
- Matthew Wald, master's candidate in Mechanical Engineering
- 2012-2017 Doctoral Dissertation Committee
- Vera Terekhova, doctoral candidate in Instructional Psychology & Technology
- 2012-2016 Doctoral Dissertation Committee
- David French, doctoral candidate in Mechanical Engineering
- 2012-2016 Doctoral Dissertation Committee
- Brett Stone, doctoral candidate in Mechanical Engineering
- 2012-2013 Master's Thesis Committee
- Taylor Smith, master's candidate in Civil Engineering
- 2011-2012 Doctoral Dissertation Committee
- Mengfei Cai, doctoral candidate in Psychology
- 2013-2015 OrgB 321 Course Coordinator
- 2010-present Behavioral Lab Steering Committee, Marriott School of Management
- 2009-present OBHR Pre-Doctoral Seminar presenter, Organizational Justice
- 2009-2014 ROTARACT Faculty Advisor, Marriott School of Management, BYU
- 2010 Business Practices Seminar presenter, Teaming, Winter Semester 2010 College of Physical and Mathematical Sciences
- 2009 Annual OBHR conference panelist, "Leading-Edge Research in OB/HR"

David Eccles School of Business, University of Utah

- 2006-2007 PhD student representative, Business PhD Committee
Doctoral Admissions Committee
- 2005-2006 Management Representative, Business Doctoral Student Committee

Ad Hoc Reviewing—Journals and Conferences

- Academy of Management Annual Conference
Organizational Behavior Division
Conflict Management Division

- Academy of Management Discoveries (AOM Journals)
- Group Dynamics: Theory, Research, and Practice (APA Publications)
- International Round Table on Innovations in Organizational Justice (conference)
- Psychology of Women Quarterly (Sage Publications)
- Research in Social Issues in Management (Information Age Publishing)
- Western Academy of Management Annual Conference
Organizational Behavior Division

PROFESSIONAL AFFILIATIONS

Academy of Management

- Organizational Behavior Division
- Conflict Management Division
- Research Methods Division

International Association of Conflict Management

Western Academy of Management

PROFESSIONAL WORK EXPERIENCE

- 2002-2003 Manager of Employer Relations/Counselor for School of Business**
Utah Valley State College, Career & Student Employment
- Oversaw strategic planning for on-campus recruiting and hosting of employers
 - Developed improved processes for career fairs, including marketing, enrollment, and execution; increased employer attendance by 30%, bringing in \$8,500+
 - Counselor/liaison for School of Business (6 Departments, including Legal Studies, Hospitality)
 - Taught workshops on resume writing, interview techniques, etc
- 2000-2002 Manager of Diversity/Venue Human Resource Manager**
Salt Lake Organizing Committee for 2002 Olympic/Paralympic Winter Games
- Responsible for selection process for 3,000 foreign language volunteers; assisted in filling 17,000+ paid games-time positions
 - Liaison to community, academic, and religious organizations for diversity outreach and recruitment efforts for eight target groups
 - Provided staffing support to 10 functions for paid staff, volunteers, and interns
 - Managed human resources for 4,000+ member venue team (employees, volunteers, contractors), including staff communication, venue training, staff relations, grievance resolution, terminations and new hires, staff scheduling, redeployment, and administering recognition/retention program
- 1997-2000 Assistant to President, Director of Hispanic Initiative**
UAF Treatment Network

- Created internship program in partnership with Salt Lake Community College's Social Work department to provide training and development of students
- Developed and implemented employee relations program for years of service
- Oversaw fund-raising, including grant proposal writing (\$200,000 annually)
- Designed/published company communications, including newsletter, fliers, brochures, and press releases

1999-2000

Consulting Projects

Brigham Young University, Business Department

- Responsible for understanding and resolving clients main concerns regarding business principles and processes. Focused on organizational planning, staff management/development, and strategic planning.
 - Hispanic Chamber of Commerce
 - McKay Events Center
 - ServCorp International
 - Zions Bank, Human Resource Department
 - Brigham Young University, Housing Department