

CURRICULUM VITAE

June 2019

NAME Diana L. Smrt (formerly Boneva)

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PRIMARY FIELD OF TEACHING Organizational Behavior; Management Skills Development; Human Resources; Organization Development; Organizational Theory

SECONDARY FIELD OF TEACHING Strategy; Principles of Management; Operations Management

EDUCATION

Highest degree earned: Ph.D.

Year conferred: 2008

Institution: Southern Illinois University, Carbondale, IL

Major field of highest degree: Business Administration

Minor field of highest degree: Finance

Dissertation title: Effects of Work Ethic and Social Identification on Motivation in Groups

Other degree(s) earned: M.S.

Year conferred: 2003

Institution: Indiana State University, Terre Haute, IN

Major field: Business Administration

Other degree(s) earned: B.S.

Year conferred: 1999

Institution: University of National and World Economy, Sofia, Bulgaria

Major field: International Business

TEACHING EXPERIENCE

Institution: Oakland University, MI

Rank/Dates: Visiting Special Instructor/ 2013 – 2014.

Institution: University of Michigan, Dearborn, MI

Rank/Dates: Adjunct Faculty/ 2012 – present.

Institution: Western Illinois University, Quad Cities, IL

Rank/Dates: Assistant Professor/ 2008 –2012.

Institution: Southern Illinois University, Carbondale, IL

Rank/Dates: Teaching Assistant/ 2004 - 2007.

Classes Taught (Summer 2005 - present):

Undergraduate Level:

Business Data Analysis and Statistics
Business Organization Structure and Theory
Compensation and Performance Management
Contemporary World Business
Management Skills Development
Human Resource Management Policy/Administration
Organizational Behavior
Organization Development
Principles of Management
Production and Operations Management
Small Business Management and Entrepreneurship
Strategic Management

Graduate Level:

Business Data Analysis and Statistics
Human Resource Management Policy/Administration
Organizational Behavior
Organization Development

INTELLECTUAL CONTRIBUTIONS. Each contribution is tagged as whether it is:

- a) learning/pedagogical -- publications related to the teaching process ([L])
- b) discipline/based contribution – publications contributing to the field ([D])
- c) contribution to practice – publications aimed at the practitioner community ([P])

Journal Articles

1. **Smrt, D., & Karau, S.** (2011). Protestant Work Ethic moderates social loafing. *Group Dynamics: Theory, Research, and Practice*, 15(3), 267-274. [D]
2. **Smrt, D., & Nelson, R.** (2013). Playing with a concept: Teaching Job Characteristics Model with Tinkertoy® builder set. *Journal of Management Education*, 37(4), 539-561. DOI: 10.1177/1052562912458093 (first published on September 14, 2012). [L]
3. **Smrt, D., Molloy, J., & Beatty, J.** (2016). A Killer Structure: Teaching Structure with La Cosa Nostra. Under Review with *Journal of Management Education*. [L]
4. **Smrt, D.** (in progress). A study on perceived social loafing and optimism. Data collected. [D]
5. **Smrt, D.** (in progress). Students' views on social loafing as impacted by the differences in their work ethic and optimism. Data collected. [D]

Proceedings

1. **Boneva, D., & Karau, S.** (2009, August). Effects of social identification and work ethic on group effort: A theoretical perspective. *Proceedings of the Second Annual International Business Conference*, Detroit Metro, MI, USA. [D]
2. **Boneva, D., & Karau, S.** (2009, May). Effects of work ethic on motivation in groups. *Proceedings of the Academic Business World International Conference*, Nashville, TN, USA. [D]

Presentations

- **Smrt, D.** (January 2020). *Teaching the power of roles and negatives in teams with Zimbardo's Stanford Prison Experiment*. Paper presented at the International Management & Organizational Behavior Teaching Society Conference, Christchurch, New Zealand. [L]
- **Smrt, D.** (June 2019). *Uncovering insurance fraud: A team-based activity to teach about social loafing*. Paper presented at the Eastern Academy of Management International Conference, Dubrovnik, Croatia. [L]
- **Smrt, D.** (June 2019). *Presenting Maslow's Hierarchy of Needs: Scavenger hunt to the rescue*. Paper presented at the Management & Organizational Behavior Teaching Society Conference, Mahwah, New Jersey, USA. [L]
- **Davis, T., & Smrt, D.** (June 2019). *Team reflection exercise*. Paper presented at the Management & Organizational Behavior Teaching Society Conference, Mahwah, New Jersey, USA. [L]
- **Smrt, D.** (August 2018). HR activities contributed to *Teaching HRM: An Experiential Approach* textbook by Edward Elgar. Academy of Management, HR Potluck Professional Development Workshop, Chicago, IL, USA. [L]
- **Smrt, D.** (June 2018). *A collection of creative end-of-semester projects*. Paper presented at the International Management & Organizational Behavior Teaching Society Conference, Maynooth, County Kildare, Ireland. [L]
- **Smrt, D.** (June 2018). *Millennial-approved technology in the classroom*. Paper presented at the Management & Organizational Behavior Teaching Society Conference, Conway, South Carolina, USA. [L]
- **Smrt, D., Molloy, J., & Beatty, J.** (2017, June). *Teaching structure with La Cosa Nostra*. Paper presented at the Teaching Society for Management Educators Conference, Providence, RI, USA. [L]
- **Molloy, J., & Smrt, D.** (2017, June). *Making Your Case for OB and Competitive Advantage*. Paper presented at the Teaching Society for Management Educators Conference, Providence, RI, USA. [L]
- **Smrt, D., & Molloy, J.** (2016, October). *A killer structure: The case of La Cosa Nostra*. Paper presented at the International Academy of Business and Economics Conference, Las Vegas, NV, USA. [L]
- **Smrt, D.** (2012, October). *Cialdini's compliance principles and Gen Y compliance behaviors*. Paper presented at a developmental session, Midwest Academy of Management, Itasca, IL, USA. [D]
- **Smrt, D.** (2011, September). *Teaching Large Classes*. Professional development training workshop for faculty sponsored by the Quad Cities Professional Development Network, Quad Cities, IL. [L]

- **Smrt, D.** (2011, April). *Cultural and Business Communication in Bulgaria*. Guest Presenter in Professor Mary Hogg's undergraduate-level seminar: Intercultural Communication, College of Fine Arts and Communication, Western Illinois University, Moline, IL. [P]
- **Smrt, D.** (2011, March). *Intercultural Communication in the Business World*. Guest Presenter in Professor Mary Hogg's undergraduate-level seminar: Intercultural Communication, College of Fine Arts and Communication, Western Illinois University, Moline, IL. [P]
- **Smrt, D.,** Baker, M., Conway, K., & Nafziger, R. (2010, September; 2011, October). *Designing Courses for the 21st Century Learners*. Professional development training workshop for faculty sponsored by the Quad Cities Professional Development Network, Quad Cities, IL. [L]
- **Smrt, D.** (2010, July). *Teaching Large Classes: Issues and suggestions*. Guest Presenter in Professor Andrea Hyde's graduate-level seminar: College Teaching, College of Education and Human Services, Western Illinois University, Moline, IL. [L]
- **Smrt, D.** (2010, March). *Motivating people: Theories and applications*. Guest Presenter in Professor Ann Walsh's graduate-level course: Integrative Business Foundations, College of Business and Technology, Western Illinois University, Moline, IL. [L]
- **Smrt, D.,** & Kime, N. (2010, January). *Teaching Large Classes*. Professional development training workshop for faculty sponsored by the Quad Cities Professional Development Network, Quad Cities, IL. [L]
- **Boneva, D.,** Hogg, M., Stewart, S., Cohen, J., & Hyde, A. (2009, October). *Using group presentations in classes: Communication tips and techniques to consider*. Professional development training workshop for faculty sponsored by The Center for Innovation in Teaching and Research at Western Illinois University, Macomb, IL. [L]
- **Boneva, D.,** & Karau, S. (2009, August). *Effects of social identification and work ethic on group effort: A theoretical perspective*. Paper presented in the Second Annual International Business Conference, Detroit Metro, MI, USA. [D]
- **Boneva, D.,** & Karau, S. (2009, May). *Effects of work ethic on motivation in groups*. Paper presented at the Academic Business World International Conference, Nashville, TN, USA. [D]
- **Boneva, D.,** Hogg, M., Alexander-Albritton, C., Cohen, J., Rowson-Love, A., & Lee, D. (2009, April). *Conversations about oral communication and teaching*. Professional development workshop for faculty sponsored by The Center for Innovation in Teaching and Research at Western Illinois University, Macomb, IL. [L]

Books

- Contributions (two activities) for *Teaching HRM: An Experiential Approach* textbook by Edward Elgar (2017)

Reviews Conducted for Peer Reviewed Journals, Books or Conferences

- Reviewer, Management Teaching Review (2018-present)
- Reviewer, Journal of Contemporary Business Issues (2018-present)
- OBTC, Teaching Society for Management Educators (2017)
- Midwest Academy of Management Conference Program Committee (2012)

- Organizational Behavior Track
- Academy of Management Conference Program Committee (2007-present)
 - Management Education and Development Division
 - Managerial and Organizational Cognition Division
 - Entrepreneurship Division
 - Organization and Management Theory Division
 - Organizational Behavior Division

PROFESSIONAL ACTIVITIES

Professional association memberships

- Academy of Management
 - Managerial and Organizational Cognition Division (August 2007- August 2009)
 - Entrepreneurship Division (August 2007- August 2009)
 - Organization and Management Theory Division (September 2009 - present)
 - Organizational Behavior Division (September 2009 - present)
- Association for Psychological Science (June 2009-2010)
- Midwest Academy of Management
 - Organizational Behavior Division (September 2009 - present)
 - Organization Theory Division (September 2009 - present)
- Society of Human Resource Management (January 2015 - January 2018)

Professional Interaction

- Attended Workshop: “*Digital Pedagogy Innovations and Workshop*”, University of Michigan–Ann Arbor (2018)
- Attended Workshop: “*Creating Effective Online Activities*”, University of Michigan – Ann Arbor (2018)
- Attended workshop: “*Hybrid Course Design*”, Hub for Teaching and Learning Resources, University of Michigan-Dearborn (2018)
- Attended workshop: “*Assessment of Learning*”, College of Business, University of Michigan-Dearborn (2018)
- Attended workshop: “*MiVideo in Canvas Overview*”, Office of Digital Education, University of Michigan-Dearborn (2017)
- Attended workshop: “*Scholarly Writing*”, Dearborn Office of Research and Sponsored Programs (ORSP), University of Michigan-Dearborn (2013)
- Attended workshop: “*Yoga Tools for the College Classroom*”, Center for Innovation in Teaching and Research, Western Illinois University (2010)
- Attended workshop: “*Active and Collaborative Learning*”, the Quad Cities Professional Development Network (2009)
- Attended grant writing workshops: “*Session 1: Getting Started*”, “*Session 2: How Do You Convince Them to Fund You*”, Center for Innovation in Teaching and Research, Western Illinois

University (2009)

- Attended workshop: “*Preventing Plagiarism with SafeAssign*”, Center for Innovation in Teaching and Research, Western Illinois University (2009)
- Attended workshops: “*Designing Courses for 21st Century Learners*”, “*Learner-Centered Teaching Strategies*”, “*The Scholarship of Teaching*”, “*Student Assessment*”, and “*Classroom Management*”, the Quad Cities Professional Development Network (2009)
- Attended workshop: “*University Research Council Technical Assistance*”, Office of Sponsored Projects and Events, Western Illinois University (2009)
- Attended workshop: “*Basics of Grant Proposal Budgeting*”, Office of Sponsored Projects and Events, Western Illinois University (2009)
- Attended workshop: “*Internet-based instruction using Blackboard*”, Center for Innovation in Teaching and Research, Western Illinois University (2008)

Conferences Attended

- International Management & Organizational Behavior Teaching Society (IMOBTS), Christchurch, New Zealand, January 2020
- Management & Organizational Behavior Teaching Society (MOBTS), Mahwah, NJ, USA, June 2019
- Academy of Management, Chicago, IL, USA, August 2018
- International Management & Organizational Behavior Teaching Society (IMOBTS), Maynooth, County Kildare, Ireland, June 2018
- Management & Organizational Behavior Teaching Society (MOBTS), Conway, South Carolina, USA, June 2018
- Teaching Conference for Management Educators, Providence, Rhode Island, USA, June 2017
- International Academy of Business and Economics, Las Vegas, NV, USA, October 2016
- Midwest Academy of Management, Itasca, IL, USA, October 2012
- Second Annual International Business Conference, Detroit Metro, MI, USA, August 2009
- Academic Business World International Conference, Nashville, TN, USA, May 2009
- Academy of Management, Philadelphia, PA, USA, August 2007

HONORS and AWARDS

- Professional Achievement Award, Western Illinois University (2010-2011)
- Academic Excellence Award, Quad Cities Campus, Western Illinois University (2010-2011)
- Academy of Management Outstanding Reviewer, OB Division (June 2010)
- Best Work Ethics Paper Award, Second Annual International Business Conference, Detroit Metro, MI, USA (August 2009)
- Certificate of Merit as a Distinguished Global Strategic Management Inc. Fellow, Second Annual International Business Conference, Detroit Metro, MI, USA (August 2009)
- Merit-based Graduate Fellowship Award, Southern Illinois University, Carbondale (2007-2008)

GRANTS AWARDED

- **2020:** Commission for Women Professional Development Grant, University of Michigan-Dearborn (\$500).
- **2019:** Lecturer Professional Development Grant (\$500)
- **2018:** Lecturer Research Travel Grant, University of Michigan-Dearborn (\$300).
- **2016:** Commission for Women Professional Development Grant, University of Michigan-Dearborn (\$400).
- **2016:** Lecturer Professional Development Grant, University of Michigan-Dearborn (\$900).
- **2015:** Creative Teaching Grant, University of Michigan-Dearborn (\$1,998.80).
- **2012:** Lecturer Professional Development Grant, University of Michigan-Dearborn (\$500).

UNIVERSITY/COMMUNITY SERVICE

DEPARTMENT

- Member, Operations Management/Management Faculty Search Committee, Quad Cities Campus, Western Illinois University (2010-2011)
- Member, Management Curriculum Subcommittee (2010-2012)
- Member, International Business Minor Curriculum Subcommittee (2010-2012)
- Member, Recruiting/Department Promotion Curriculum Subcommittee (2010-2012)

COLLEGE

- Member, LEO Task Force committee, University of Michigan-Dearborn (2017-present)
- Co-Advisor, Society of Human Resource Management student organization, University of Michigan – Dearborn (2015-2017)
- Member, Global Education Advisory Committee, Western Illinois University (2011)
- Member, *Solymossy Merit Scholarship* selection committee, Quad Cities Campus, Western Illinois University (2011)
- Member, *Royal Neighbors of America and RIA Federal Credit Union Scholarships* selection committee, Quad Cities Campus, Western Illinois University (2010)
- Advisor, *Society of Business and Technology* student organization, Western Illinois University (2008-2012)

UNIVERSITY

- Member, Faculty Senate Scholarship Committee, University of Michigan-Dearborn (2019 – present)
- Member, Board of Directors, Commission for Women, University of Michigan-Dearborn (2019 – present)
- Member, DDC Capstone Assessment Committee, University of Michigan-Dearborn (2018 – 2019)

- Member, Faculty Advisory Board, University of Michigan-Dearborn (2017-2018)
- Member, Council for International Education, Western Illinois University (2010-2012)
- Member, Academic Advisor search committee, Quad Cities Campus, Western Illinois University (2009-2010)
- Member, Quad Cities Student Handbook committee, Western Illinois University (2009-2010)
- Member, Instructional Technology Systems Manager search committee, Western Illinois University (2009)

COMMUNITY/PROFESSION

- Volunteer, Poverty Simulation, Office of Metropolitan Impact, University of Michigan-Dearborn (February 16, 2018)
- Member, Board of Directors, Quad Cities Professional Development Network representing Western Illinois University (2009-present)
 - Chair, Board of Directors, 2009-2010)
- Host, professional development seminar events:
 - *Active and Collaborate Learning*, professional development training workshop for faculty sponsored by the Quad Cities Professional Development Network, Quad Cities, IL (October 16, 2010)
 - *Student Assessment*, professional development training workshop for faculty sponsored by the Quad Cities Professional Development Network, Quad Cities, IL (February 20, 2010)
- Session moderator, Second Annual International Business Conference, Detroit Metro, MI, USA (2009, August).
- Session moderator, annual conference of the Academic Business World International Conference, Nashville, TN, USA (2009, May).