

SOPHIA V. MARINOVA
Curriculum Vitae
College of Business Administration
University of Illinois at Chicago
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EDUCATION

Ph.D. University of Maryland, College Park, Spring 2005
Major: Organizational Behavior
Minor: Human Resource Management

Dissertation Title: Marinova, S. V. "An Organizational Culture Perspective on Role Perceptions and Role Enactment."

B.A. American University in Bulgaria, Spring 2000
Major: Business & Management
Minor: Fine Arts

RESEARCH INTERESTS

Discretionary/proactive/organizational citizenship behaviors & job performance; multilevel theories of workplace behavior; organizational culture and climate; social and resource exchange theories; individual and motivational differences; perspectives on expatriate adjustment.

JOURNAL PUBLICATIONS

Marinova, S.V., Moon, H. & Van Dyne, L. (2010). Are all good soldier behaviors the same? Supporting multidimensionality of organizational citizenship behaviors based on rewards and roles. *Human Relations*, 63(10): 1463-1485.

Takeuchi, R., Wang, M., & **Marinova, S. V.**, Yao, X (2009). Role of domain-specific facets of perceived organizational support during expatriation and implications for performance. *Organization Science*, 20(3): 621-634.

Moon, H., Hollenbeck, J.R., **Marinova, S.V.**, & Humphrey, S. (2008). Beneath the surface: Uncovering the relationship between extraversion and organizational citizenship behavior through a facet approach. *International Journal of Selection and Assessment*, 16(2): 143-154.

Takeuchi, R., Lepak, D. P., **Marinova, S. V.**, & Yun, S. (2007). Nonlinear influences of stressors on spouse and expatriate general adjustment. *Journal of International Business Studies*, 38: 928-943.

Chiaburu, D.S., **Marinova, S.V.** & Lim, A.S. (2007). Helping and proactive extra-role behaviors: The influence of motives, goal orientation and social context. *Personality and Individual*

Differences, 43: 2282-2293.

Chiaburu, D. & **Marinova, S.V.** (2006). Employee role enlargement: Interactions of trust and organizational fairness. *Leadership and Organization Development Journal*, 27(3): 168-182.

Takeuchi, R., Wang, M., & **Marinova, S. V.** (2005). Antecedents and consequences of psychological workplace strain during expatriation: a cross-sectional and longitudinal investigation. *Personnel Psychology*, 58: 925-948.

Chiaburu, D. & **Marinova, S. V.** (2005). What predicts skill transfer? Exploratory study of goal orientation, training self-efficacy and organizational supports. *International Journal of Training and Development*, 9(2): 110-123.

Takeuchi, R., **Marinova, S. V.**, Lepak, D. P., & Liu, W. (2005). A model of expatriate withdrawal-related outcomes: Decision making from a dualistic adjustment perspective. *Human Resource Management Review*, 15: 119-138.

BOOK CHAPTERS

Chiaburu, D., **Marinova, S.V.**, & Van Dyne, L. (2008). Should I do it or not? An initial model of cognitive processes predicting voice behaviors. In L.T. Kane and M. R. Poweller (Eds.), *Citizenship in the 21st Century*: 127-153. Hauppauge, NY: Nova Science Publishers.

Takeuchi, R., Tesluk, P. E., & **Marinova, S. V.** (2006). Role of international experiences in the development of cultural intelligence. In Subhendu & V. N. Posa (Eds.), *Cultural intelligence: An introduction*: 56-91. Hyderabad, India: ICFAI University Press.

BEST PAPER PROCEEDINGS

Marinova, S.V., Moon, H. & Kamdar, D. (2009). The two faces conceptualization of conscientiousness and leadership emergence. Selected for *Academy of Management 2009 Best Paper Proceedings*, Chicago, IL.

Chiaburu, D., **Marinova, S.V.**, & Van Dyne, L. (2008). Should I do it or not? An initial model of cognitive processes predicting voice behaviors. *Academy of Management 2008 Best Paper Proceedings*, Anaheim, CA.

Wayne, S., Hoobler, J., **Marinova, S.** & Johnson, M. (2008). Abusive behavior: Trickle-down effects beyond the dyad. *Academy of Management 2008 Best Paper Proceedings*, Anaheim, CA.

Takeuchi, R., **Marinova, S.**, Lepak, D., & Moon, H. (2004). Justice climate as a missing link for the relationship between high Investment HRM systems and OCBs. *Academy of Management 2004 Best Paper Proceedings*, New Orleans, LA.

MANUSCRIPTS UNDER REVIEW

Marinova, S.V., Moon, H. & Kamdar, D. Getting ahead or getting along? The two-facet conceptualization of conscientiousness and leadership emergence. *Organization Science* (Revise and resubmit, Under Second Review).

Marinova, S.V. Van Dyne, L., & Moon, H. Good citizens and good leaders: Exploring linkages between organizational citizenship behaviors and transformational leadership (Under review: *Human Relations*).

Mayer, D., Bardes, M., Hoobler, J., Wayne, S., **Marinova, S.V.** The (Bad) apple does not fall far from the tree: A trickle-down model of abuse. *Personnel Psychology* (2nd Revise and resubmit, Revisions in progress).

Glibkowski, B., Lemmon, G., Wayne, S., Chaudhry, A., **Marinova, S.V.** Employee resources inventory (ERI): Development and validation of a measure of resources within dyadic relationships. *Journal of Management* (2nd Revise and Resubmit, Revisions in Progress).

WORK IN PROGRESS

Marinova, S.V., Anand, S. , Takeuchi, R. & Tesluk, P. Other-oriented emotional intelligence, extra-role behaviors and employee performance: A relational perspective. (Revisions in progress, target journal: *Organization Science*).

Marinova, S. Organizational culture and employees' relational capital and proactive roles and behaviors. (Writing in progress, target journal: *Journal of Applied Psychology*).

Marinova, S.V., Hu, J. & Basadur, T. A multilevel study of leadership, creative processes and creativity (Analysis and additional data collection in progress).

Marinova, S. A review and future directions for voice behavior in organizations (Model development in progress).

Chiaburu, D., Peng, A., Marinova, S., Lorinkova, N. & Van Dyne, L. Individual and Job Design Predictors of Change-Oriented Citizenship: A Meta-Analysis. (Revisions in progress, target journal: *Journal of Applied Psychology*).

Takeuchi, R., Marinova, S. V., Lepak, D. P., Way, S. High investment human resource systems, justice climates, and performance: A cross-level investigation (Revisions in progress, target journal: *Academy of Management Journal*)

CONFERENCE PRESENTATIONS

Marinova, S.V. Organizational culture and OCB: What are the processes? To be presented at the 2011 *Academy of Management Meeting*, San Antonio, TX.

- Marinova, S.V., Hu, J., Basadur, T., Wang, M. & Shi, J. A multilevel model of creativity: The role of goal orientation and empowering leadership. Presented at the *2010 Southern Management Association Meeting*, St. Pete Beach, Florida.
- Marinova, S.V., Moon, H. & Kamdar, D. The two faces conceptualization of conscientiousness and leadership emergence. Presented at the *2009 Academy of Management Meeting*, Chicago, IL.
- Mayer, D., Bardes, M., Hoobler, J., Wayne, S., Marinova, S.V. An examination of the trickle-down effects of abusive supervision. Presented at the 24th Annual *Society of Industrial and Organizational Psychologists Conference*, 2009 New Orleans, LA.
- Chiaburu, D. & Marinova, S.V. Should I do it or not? An initial model of cognitive processes predicting voice behaviors. Presented at the *2008 Academy of Management*, Anaheim, CA.
- Glibkowski, B., Chaudhry, A., Marinova, S.V. Triadic resource theory: Theory development and testing through scale development. Presented at the *2008 Academy of Management Meeting*, Anaheim, CA.
- Wayne, S., Hoobler, J., Marinova, S.V. & Johnson, M. Abusive behavior: Trickle-down effects beyond the dyad. Presented at the *2008 Academy of Management Meeting*, Anaheim, CA.
- Marinova, S.V. Emotional intelligence, relationship building and employee effectiveness. Presented at the *2007 Academy of Management Meeting*, Philadelphia, PA.
- Chiaburu, D., Marinova, S.V., & Lim, A. S. What predicts giving and receiving help ? The influence of motivational and goal orientations. Presented at the 22nd *Society of Industrial and Organizational Psychologists Conference*, 2007 New York.
- Marinova, S.V. & Tesluk, P. A good citizen or a good soldier? An organizational culture perspective on OCB roles and behaviors. Presented at the *2006 Academy of Management Meeting*, Atlanta, GA.
- Chiaburu, D. & Marinova, S. V. What predicts skill transfer? Exploratory study of goal orientation, self-efficacy and organizational supports. Presented at the 20th annual conference of *Society of Industrial and Organizational Psychology*, 2005, Los Angeles, CA.
- Takeuchi, R., Wang, M., & Marinova, S. V. The Roles of Perceived Organizational Support and Affective Commitment during Expatriation: A Social Exchange Perspective. Presented at the 20th annual meeting of *Society of Industrial and Organizational Psychology*, 2005, Los Angeles, CA.
- Takeuchi, R., Marinova, S., Lepak, D., & Moon, H. Justice climate as the missing link for the relationship between high Investment HRM systems and OCBs. Presented at the *2004 Academy of Management Meeting*, New Orleans, LA.
- Takeuchi, R., Tesluk, P., & Marinova, S. The role of international experiences in the development of cultural intelligence. Presented at the *2004 Academy of Management Meeting*, New Orleans, LA.

Chiaburu, D. & Marinova, S. V. Antecedents and consequences of trust in organization and manager. Presented at the 19th annual conference of *Society of Industrial and Organizational Psychology*, 2004, Chicago, IL.

Takeuchi, R., Lepak, D. P., Marinova, S. V., & Yun, S. Neglected but not forgotten? Non-linear effects of stress-related variables on socio-cultural adjustment and multiple crossover effects from spouses to expatriates. Presented at the 19th annual conference of the *Society of Industrial and Organizational Psychology*, 2004, Chicago, IL.

Takeuchi, R., Wang, M., & Marinova, S. V. Centrality of work stress during international assignments: The pervasive role of stress and its consequences. Presented at the 19th annual conference of the *Society of Industrial and Organizational Psychology*, 2004, Chicago, IL.

Chiaburu, D. & Marinova, S. V. Building the organizational learning transfer system: Needs assessment, design, and implementation. Presented at the *ASTD 2004 International Conference*, 2004, Washington, DC.

Marinova, S. V., & Moon, H. Introducing a circumplex model of organizational citizenship behaviors. Paper presented at the 18th annual conference of *Society of Industrial and Organizational Psychology*, 2003, Orlando, FL.

Moon, H., Marinova, S. V., Hollenbeck, J. R., & Humphrey, S. E. Halos and Horns: The suppression of facets of extraversion when predicting organizational criterion of interest. Paper presented at the 18th annual conference of *Society of Industrial and Organizational Psychology*, 2003, Orlando, FL.

SESSION CHAIR – DISCUSSANT - PANELIST

Marinova, S.V. Discussant. The virtues: Humility, Empathy, Benevolence and Citizenship. Symposium presented at the 2009 *Academy of Management Meeting*, Chicago, IL.

Marinova, S.V. (with Dan Chiaburu). Symposium co-chair. Goal orientation research across levels: The role of motives and context. Symposium presented at the 2007 *Society of Industrial and Organizational Psychologists Conference*, New York.

Marinova, S. V. (with Dan Chiaburu). Symposium co-chair. Advances in understanding OCB at work: from social exchanges to contingency perspectives. Symposium presented at the 2006 *Academy of Management Meeting*, Atlanta, GA.

Marinova, S. V. Session chair. Leadership and emotions. Session presented at the 2006 *Academy of Management Meeting*, Atlanta, GA.

TEACHING EXPERIENCE

Summer 2002: BMGT 364 Management and Organization Theory – Sole instructor – The University of Maryland, Robert H. Smith School of Business.

Fall 2002, Spring 2003: BMGT 495 Business Policies – Sole instructor – The University of Maryland, Robert H. Smith School of Business.

Summer 2003: BMGT 364 Management and Organization Theory – Sole instructor – The University of Maryland, Robert H. Smith School of Business.

Fall 2003, Spring 2004: BMGT 495 Business Policies – Sole instructor – The University of Maryland, Robert H. Smith School of Business.

Summer 2005: BMGT 360 Human Resources Management – Sole instructor- The University of Maryland, Robert H. Smith School of Business.

Fall 2005, Spring 2006, Fall 2006, Spring 2007, Fall 2007, Spring 2008, Fall 2008, Fall 2009, Fall 2010, Fall 2011: MGMT 445 Organizational Analysis and Practice – Sole instructor- University of Illinois at Chicago, College of Business Administration.

Fall 2007, Fall 2009: MGMT 587 PhD seminar on multilevel issues - Sole instructor- University of Illinois at Chicago, College of Business Administration.

Fall 2008: MGMT 541 Organizational Behavior – Sole instructor- University of Illinois at Chicago, Liautaud Graduate School of Business, College of Business Administration.

GRANTS

Marinova, S.V. & Hu, J.A multilevel study of leadership, team process and creativity in teams. \$6000 research grant awarded by Center for Human Resource Management, University of Illinois. Awarded in March 2008.

AWARDS

Outstanding Reviewer Award- Academy of Management Meeting (Organizational Behavior), Montreal, Canada 2010.

PROFESSIONAL AFFILIATIONS

The Academy of Management, Member, 2000 -present.

- Reviewer, OB division: Academy of Management Meeting, Atlanta, GA 2006; Academy of Management Meeting, Philadelphia, PA 2007; Academy of Management Meeting, Anaheim, CA 2008; Academy of Management Meeting, Chicago, IL 2009; Academy of Management Meeting, Montreal, Canada 2010; Academy of Management Meeting, San Antonio, Texas, 2011.

The Society for Industrial and Organizational Psychology (SIOP), member, 2002-2007; 2009-now.

- Reviewer, 21st SIOP meeting, Dallas, TX 2006, Reviewer, 22nd SIOP meeting, New York 2007, Reviewer 24th SIOP meeting, Chicago 2010.

American Psychological Association, Member 2003-2007; 2009-present.

Southern Management Association, Member 2010-present.

- Reviewer SMA Annual Meetings 2010, 2011.

AD HOC REVIEWER

Journal of Personality

European Journal of Psychological Assessment

PROFESSIONAL EXPERIENCES

Current- Assistant Professor, University of Illinois at Chicago, CBA, Department of Managerial Studies. Teaching, research and service activities.

May 2005- July 2005 Instructor- M&O Department, Robert H. Smith School of Business.

Aug. 2004- May 2005 Research Assistant- M&O Department, Robert H. Smith School of Business, Academy of Management Special Issue coordinator, University of Maryland at College Park.

Aug 2002- Aug 2004- Instructor- M&O Department, Robert H. Smith School of Business, teaching instructor for junior and senior level undergraduate management classes.

Aug. 2000- Aug. 2002 Research Assistant –M&O Department, R. H. Smith School of Business, project on online selection methods of recruitment, University of Maryland at College Park.

1999- Intern in an HR department- United Bulgarian Bank, Sofia, Bulgaria.

UNIVERSITY SERVICE

- University Senate- 2007-2010.
- Senate Research Committee-2010-present.
- Senate Support Services Committee- 2010-present.

DEPARTMENT SERVICE

- Entrepreneurship/Strategy Faculty Search Committee- 2011.
- Speaker Series Organizer- 2010-2011.

- Managerial Studies Representation/Presenter for College of Business Administration Majors Fair 2011.
- PhD student qualifying exam committee (Dayo Akinlade, Smriti Anand, Anjali Chaudhury, Brian Glibkowski, David Henderson, Jia Hu, Grace Lemmon, Prajya Vidyarthi).
- Dissertation Committee (Smriti Anand).
- PhD Student Applicants Selection Committee- 2005-present.

COLLEGE OF BUSINESS ADMINISTRATION

- Research Committee (College of Business Administration)- 2005-2007.
- Undergraduate Majors Fair- 2011.

References are Available upon Request.