

# MICHAEL R. MONTANYE

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## EDUCATION

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### University of Iowa

PhD in management and entrepreneurship, (4.03 GPA), expected graduation May 2023

### University of Wisconsin-Whitewater

M.B.A. in management and marketing, (3.93 GPA), 2015

Bachelor of Business Administration in marketing, *summa cum laude* (3.95 GPA), 2014

Bachelor of Science in political science, *summa cum laude* (3.95 GPA), 2014

## AREAS OF INTEREST

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- Teams
- Leadership
- Social Norms
- Well-Being
- Career Outcomes
- Fit

## PUBLICATIONS

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Li, C. S., Goering, D. D., **Montanye, M. R.**, & Su, R. (2022). Understanding the career and job outcomes of contemporary career attitudes within the context of career environments: An integrative meta-analysis. *Journal of Organizational Behavior*, 43(2), 286-309.

## PAPERS UNDER REVIEW

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**Montanye, M.R.**, & Livingston, B.A. [Title removed for blind peer-review] (Journal of Vocational Behavior)

## PAPERS IN PREPARATION

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**Montanye, M.R.** Less than ideal: The role of the Ideal Worker Norm and fear of backlash on leave-taking policy utilization \*Dissertation\*

VA Cohort (authorship undetermined: Stewart, G., Crawford, E., Montanye, M.R., Meacham, B., Ptashnik, T.). Dulled is the Double-Edged Sword: The Effect of Multiple Team Membership on Unit Performance in the Presence of Turnover Trends

**Montanye, M.R.**, Livingston, B.A., & Hosmanek, A.J. Violators beware: Filing workers' compensation as a violation of the Ideal Worker Norm.

Nielsen, J., Colbert, A., **Montanye, M.R.** [Leader self-sacrifice].

Li, C., Firth, B., **Montanye, M.R.**, Bradley, B., Whitney, J., and Kristof-Brown, A. *Speaking Up in the Presence of Subgroups: When and Why Team-Level Voice Impacts Individual-Level Performance.*

**Montanye, M.R.** and Li. C. [Fit and Backlash].

**Montanye, M.R.,** Zakaria, R., and Simha, A. *Global leadership development: Relevance of cultural intelligence, and individual differences.*

## **CHAired CONFERENCE SESSIONS**

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*Don't Forget About the Leader: Illuminating the Link Between Leader Behaviors and Leader Well-Being* (2020). Chair and co-organizer for paper session at the *Annual Academy of Management Meeting*. Vancouver, BC.

## **CONFERENCE PRESENTATIONS**

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Crawford, E., Ptashnik, T., Mecham, B., Stewart, G., **Montanye, M.R.**, (2022, August) The Effect of Multiple Team Membership on Unit Performance in the Presence of Turnover Trends. Paper to be presented in symposium "*Promoting performance and positive organizational environment through Multiple Team Membership*". *Annual Academy of Management Meeting*. Seattle, WA.

Nielsen, J., Colbert, A., **Montanye, M.R.** (2020, August). The Influence of Leader Self-sacrifice on Leader Well-being: Sacrificial Leadership as a Stressor. Paper presented in symposium "*Don't Forget About the Leader: Illuminating the Link Between Leader Behaviors and Leader Well-Being,*" *Annual Academy of Management Meeting*. Vancouver, BC.

Li, C. S., Goering, D., **Montanye, M. R.**, & Su, R. (2019, October). A meta-analysis of predictors of career and job-related success in contemporary times. Paper presented at the *Southern Management Association Conference*. Norfolk, VA.

\*Paper won Best Doctoral Paper in the Careers/Social Issues/Diversity Issues/Ethics Track.

**Montanye, M.R.**, & Livingston, B.A. (2019, August). What's in a norm? Violation of the Ideal Worker Norm as an explanation for backlash. Paper to be presented in symposium "Changing Organizations for a Changing Workforce: Improving Work-Life Implementation and Adaptation," *Annual Academy of Management Meeting*. Boston, MA.

**Montanye, M.R.**, Livingston, B.A., & Hosmanek, A.J. (2019, June). Violators beware: Filing workers' compensation as a violation of the Ideal Worker Norm. Paper presented at the *Iowa Workforce Development Annual Symposium*. Des Moines, IA.

**Montanye, M.R.**, & Zakaria, R. (2019, April). Cultural intelligence: The role of individual differences in international management. Paper presented at the *12th Annual Conference on Mediterranean Studies*. Athens, Greece.

**Montanye, M.R., & Zakaria, R.** (2019, April). Cultural intelligence: The role of individual differences. Poster presented at the *34th Annual Conference of the Society for Industrial and Organizational Psychology*. Washington, D.C.

Li, C., Firth, B., Mecham, B., **Montanye, M.R.**, and Kristof-Brown, A. (2018, August). Speaking Up in the Presence of Subgroups: When and Why Team-Level Voice Impacts Individual-Level Performance. Presented in symposium “Understanding How Group Faultlines Affect Individual, Group, and Organizational Outcomes,” *Annual Academy of Management Meeting*. Chicago, IL.

## **HONORS, AWARDS, & GRANTS**

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Graduate College Summer fellowship, University of Iowa, Summer 2021  
Outstanding Teaching Assistant Award, University of Iowa, 2021 (for standalone teaching in Spring 2020 and Fall 2020)  
Best Doctoral Paper in Careers/Social Issues/Diversity Issues/Ethics Track, Southern Management Association Conference, Fall 2019  
Summer Research Grant, University of Wisconsin-Whitewater, College of Business and Economics, Summer 2019  
William E. Riley Memorial Grant, University of Iowa (\$17,500), Iowa Workers’ Compensation Advisory Committee, Spring 2018

## **TEACHING EXPERIENCE**

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**Leadership and Personal Development (Spring 2020), University of Iowa**  
**Instructor – 32 students**  
**Ratings: 5.96/6**

**Strategic Human Resource Management (Fall 2020-Online), University of Iowa**  
**Instructor – 33 students**  
**Ratings: 5.6/6**

## **WORK EXPERIENCE**

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Research Assistant **August '17-Current**  
**University of Iowa**

Assistant Men’s Soccer Coach **June '16 – July '17**  
**Olivet College**

Assistant Men’s Soccer Coach **August '15 - June '16**  
**Iowa Wesleyan University**

iHUB Marketing Assistant **June '12 - August '15**  
**Whitewater Innovation Center**

## REFERENCES

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**Greg Stewart, Ph.D.**

Mary H. Bell Chair in Leadership  
Professor of Management and Entrepreneurship  
Department Executive Officer  
University of Iowa  
Office Location: PBB S384  
Phone: (319) 335-1947  
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**Beth Livingston, Ph.D.**

Associate Professor of Management and Entrepreneurship  
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University of Iowa  
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**Amy Colbert, Ph.D.**

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Professor of Management and Entrepreneurship  
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