

MARGARET YOUTZ PADGETT

ADDRESS

Office:

College of Business Administration
Butler University
4600 Sunset Ave.
Indianapolis, IN 46208
(317) 940-9845

FAX:

(317) 940-9455

E-Mail:

mpadgett@butler.edu

EDUCATION

- | | |
|------------|--|
| June, 1988 | Doctor of Philosophy, Michigan State University, East Lansing, Michigan Major: Organizational Behavior/Human Resource Management Minors: Industrial/Organizational Psychology and Statistics |
| June, 1985 | Master of Business Administration, Michigan State University, East Lansing, Michigan Major: Organizational Behavior/Human Resource Management |
| May, 1981 | Bachelor of Arts, Hanover College, Hanover, Indiana Major: Psychology |

HONORS AND AWARDS

- | | |
|------|--|
| 2005 | Received "An Apple for You" SGA Teaching Award |
| 2004 | Received "An Apple for You" SGA Teaching Award |
| 2004 | Received HAC Faculty Research Grant entitled, " Mitigating Negative Attitudes toward People who Adopt Flexible Work Schedules to Care for Their Children" (w. K. Morris) |
| 2002 | Received HAC Faculty Research Grant entitled, "Attitudes toward People who Adopt Flexible Work Schedules" (w. K. Morris) |
| 2002 | Received BAC Instructional Development Grant (w. D. Skinner) |
| 2002 | Received the Cason Hall Best Paper Award for the Midwest Academy of Management 2002 conference. |
| 1995 | Excellence in Teaching Writing Award |
| 1994 | Honorable Mention Award for Best Paper, Administrative Sciences Association of Canada |
| 1992 | Butler University Fellow |
| 1991 | Butler University Fellow |
| 1989 | Received Minority Summer Research Grant from Wayne State University |
| 1989 | Nominated for the Financial Management Association (Wayne State University Chapter) "Excellence in Teaching" Award |
| 1988 | Beta Sigma Gamma, Business Honor Society |

- 1987 Received Summer Research Grants from Wayne State University and the School of Business Administration
- 1986 Best Graduate Student Paper, Midwest Academy of Management, St. Louis, Missouri
Paper Entitled, "Job and Life Satisfaction: A Meta-analytic Examination of the Strength of the Relationship and Gender Effects" (with Timothy T. Baldwin and Marianne Tait)
- 1983 Student Representative from Michigan State University to the Academy of Management OB/OT Doctoral Student Consortium, Dallas, Texas
- 1981 Received Scholarship/Leadership Award, Hanover College
- 1980 Mortar Board

PROFESSIONAL AFFILIATIONS

Member of the Midwest Academy of Management

TEACHING

- 1995 - present *Associate Professor*, College of Business Administration, Butler University
 - Undergraduate Courses:* CBA Freshman Experience (MG199)
Organizational Behavior (MG360)
Cross-Cultural Management and Multinational Communication (MG491)
Business Research Methods (MG311)
The Nature of Leadership (HN300)
 - Graduate Courses:* Organizational Behavior (MBA410)
Human Resource Management (MBA551)
Managing People in Global Organizations (MBA552)
- 1989-1995 *Assistant Professor*, College of Business Administration, Butler University
- 1988-1989 *Assistant Professor*, Dept. of Management, Wayne State University
- 1986-1988 *Lecturer*, Dept. of Management, Wayne State University
- 1981-1986 *Graduate Teaching Assistant*, Dept. of Management, Michigan State

JOURNAL PUBLICATIONS AND BOOK CHAPTERS

- Padgett, M. Y., Paulson Gjerde, K, Hughes, S. B. and Born, C. J. (2005). The Relationship between Pre-Employment Expectations, Experiences and Length of Stay in Public Accounting. *Journal of Leadership and Organization Studies*, 12(1), 82-102.
- Padgett, M. Y. and Morris, K. A. (2005). Keeping it "All in the Family": Does Nepotism in the Hiring Process Really Benefit the Beneficiary? *Journal of Leadership and Organization Studies*. 11(2), 34-45.
- Rogier, S. L. and Padgett, M. Y. (2004). The Impact of Utilizing a Flexible Work Schedule on the Perceived Career Advancement Potential of Women. *Human Resource Development Quarterly*, 15, 89-106.
- Baldwin, T. T. and Padgett, M. Y. (1994). Management Development: A Review and Commentary. In I. Robertson and C. Cooper (Eds.), Key Reviews in Organizational Behavior: Concepts, Theory and

Practice Revisited, New York: John Wiley & Sons.

Baldwin, T. T. and Padgett, M. Y. (1993). Management Development: A Review and Commentary. In I. Robertson and C. Cooper (Eds.), The International Annual Review of Industrial/Organizational Psychology, Vol. 8, p. 35-85.

Padgett, M. Y. and Ilgen, D. R. (1989). The Effect of Ratee Performance Characteristics on Alternative Measures of Rater Accuracy. Organizational Behavior and Human Decision Processes, 44, 232-260.

Tait, M., Padgett, M. Y. and Baldwin, T. T. (1989). Job and Life Satisfaction: A Review and Re-evaluation of the Strength of the Relationship and Gender Effects. Journal of Applied Psychology, 74, 502-507.

Ilgen, D. R. and Youtz, M. A. (1986). Factors Affecting the Evaluation and Development of Minorities in Organizations. In K. Rowland and G. Ferris (Eds.), Research in Personnel and Human Resource Management. Vol. 4. Greenwich, CN: JAI Press.

Above paper also selected to appear in G. Ferris and K. Rowland (Eds.), Performance Evaluation, Goal Setting and Feedback, Greenwich, CT: JAI Press, Inc., 1990.

Wanous, J. P. and Youtz, M. A. (1986). Opinion Diversity and the Quality of Group Decisions. Academy of Management Journal, 29, 149-159.

Wexley, K. N. and Youtz, M. A. (1985). Rater Beliefs About Others: Their Effect on Rating Errors and Rater Accuracy. Journal of Occupational Psychology, 58, 265-275.

PAPERS SELECTED FOR PUBLICATION IN CONFERENCE PROCEEDINGS

Padgett, M. Y. and Morris, K. A. (2000). The Impact of Sex-Based Preferential Selection on Subordinate Perceptions of a New Supervisor. In D. Wicks (Ed.), Proceedings of the Administrative Sciences Association of Canada/International Federation of Scholarly Associations of Management: Women in Management Division, Vol. 21 (11), p. 22-32.

Padgett, M. Y., Padgett, R. J. and Austrom, D. (1994). A Longitudinal Investigation of the Relationship between Physical Attractiveness and Career Success. In M. Withey (Ed.) Proceedings of the Administrative Sciences Association of Canada: Organizational Behaviour Division, Vol. 15, p. 11-20.

Padgett, M. Y., Austrom, D., Baldwin, T. T. and Padgett, R. J. (1993). Is Beauty Beastly or a Blessing? A Field Test of the Effect of Gender and Physical Attractiveness on Job Attainment and Career Outcomes. In N. Bruning (Ed.) Proceedings of the Administrative Sciences Association of Canada: Organizational Behaviour Division, Vol. 14, p. 190-199.

Padgett, M. Y., Austrom, D., Baldwin, T. T. and Padgett, R. J. (1992). Understanding the Beauty is Beastly Phenomenon: A Field Test of Physical Attractiveness, Gender and Job Power. Proceedings of the Association of Management: Multidisciplinary, Vol. 10, p. 97-102.

Baldwin, T. T., Padgett, M. Y. and Austrom, D. (1991). Physical Attractiveness and Career Success: A Field Test of the "Beauty is Beastly" Phenomenon. Proceedings of the Association of Management, Vol. 2, p. MDII-50 - MDII-54.

Padgett, M. Y. (1990). Race and Sex Bias in Performance Attribution: Are Minorities and Women Perceived Differently than Whites and Males? Proceedings of the Association of Management: Human Resource Management, Vol. 1, p. 45-49.

RESEARCH IN PROGRESS

A Comparison of the Impact of Race and Sex-based Preferential Selection on Subordinate Perceptions of a New Supervisor (with K. Morris). Data collected.

Attitudes Toward People who Adopt Flexible Work Schedules (with K. Morris). Data collected and being analyzed.

Mitigating Negative Attitudes toward People who Adopt Flexible Work Schedules to Care for Their Children (with K. Morris). Data collected and being analyzed.

A Double-Edged Sword? The Consequences of Benefiting from a Family Connection in the Hiring Process. (with K. Morris). Experimental materials being developed.

PRESENTATIONS

Morris, K. A. and Padgett, M. Y. (2004). Do Flexible Schedules Produce Negative Evaluations? Only If You Are Providing Childcare. Poster Presentation at American Psychological Society Meeting, June, 2004

Born, C. J., Hughes, S. H., Paulson Gjerde, K. A., and Padgett, M. Y. (2002). The Effects of Initial Expectations and Actual Experiences on Employee Retention at Public Accounting Firms. Paper presented at the 2002 AAA Ohio Regional Meeting, May 2002.

Born, C. J., Hughes, S. H., Paulson Gjerde, K. A., and Padgett, M. Y. (2002). The Effects of Initial Expectations and Actual Experiences on Employee Retention at Public Accounting Firms. Paper presented as a forum session at the 2002 AAA National Meeting, August 2002.

Rogier S. L. and Padgett, M. Y. (2002). The Impact of Utilizing a Flexible Work Schedule on Perceptions of Career-Oriented Women. Paper presented at the 2002 Midwest Academy of Management. This paper also received the Cason Hall Best Paper Award for the conference.

Padgett, M. Y. and Morris, K. A (2001). Negative Responses to Sex-Based Preferential Selection: Aversive Sexism or Violation of Procedural Justice? Paper presented at the 2001 Midwest Academy of Management meeting.

Padgett, M. Y. and Morris, K. A. (2000). The Impact of Sex-Based Preferential Selection on Subordinate Perceptions of a New Supervisor. Paper presented at the 2000 ASAC/IFSAM conference, Montreal, Quebec.

Padgett, M., Luechauer, D., & Beazley, H. (1999), "Projecting Leadership: Using Movies to Illustrate Leadership Principles." Presented at the 4th Annual Midwest Leadership Conference, West Lafayette, IN.

Beazley, H., Luechauer, D., & Padgett, M. (1998). "Who's in Charge Here? Involving Students in Course Design." Presented at the 3rd Annual Midwest Leadership Conference, West Lafayette, IN.

Luechauer, D. & Padgett, M. (1997). "Pseudo Participation: The Illusion of Student Empowerment," 2nd Annual Midwest Leadership Conference, West Lafayette, IN.

Padgett, M. Y. and Luechauer, D. L. (1997). Using Movies to Teach Organizational Behavior. Presented at the 1997 Organizational Behavior Teaching Conference, Cleveland, OH.

Kolberg, E. J. and Padgett, M. Y. (1996). The Effect of Sex-Based Preferential Selection on Self and Coworker Attitudes. Paper presented at the 1996 Midwest Academy of Management Conference, South Bend, IN.

Luechauer, D. L., Padgett, M. Y., Dehler, G. & Jones, P. (1996). To Grade or Not to Grade: Is that the Question? Paper presented at the 1996 Midwest Organizational Behavior Teaching Conference, West Lafayette, IN.

Padgett, M. Y., Padgett, R. J. and Austrom, D. (1994). A Longitudinal Investigation of the Relationship between Physical Attractiveness and Career Success. Paper presented at the 1994 Annual Meeting of the Administrative Sciences Association of Canada, Halifax, Nova Scotia.

Padgett, M. Y., Austrom, D., Baldwin, T. T. and Padgett, R. J. (1993). Is Beauty Beastly or a Blessing? A Field Test of the Effect of Gender and Physical Attractiveness on Job Attainment and Career Outcomes. Paper presented at the 1993 Annual Meeting of the Administrative Sciences Association of Canada, Lake Louise, Alberta.

Padgett, M. Y., Austrom, D., Baldwin, T. T. and Padgett, R. J. (1992). Understanding the Beauty is Beastly Phenomenon: A Field Test of Physical Attractiveness, Gender and Job Power. Paper presented at the 1992 Annual Meeting of the Association of Management, Las Vegas, Nevada.

Baldwin, T. T., Padgett, M. Y. and Austrom, D. (1991). Physical Attractiveness and Career Success: A Field Test of the "Beauty is Beastly" Phenomenon. Paper presented at the 1991 Annual Meeting of the Association of Management, Atlantic City, New Jersey.

Padgett, M. Y. (1991). Confronting Student Expectations about Courses in Organizational Behavior. Paper presented at the 1991 Annual Meeting of the Organizational Behavior Teaching Conference, Bellingham, Washington.

Padgett, M. Y. (1990). Race and Sex Bias in Performance Attributions: Are Minorities and Women Perceived Differently than Whites and Males? Paper presented at the 1990 Annual Meeting of the Association of Management, Orlando, Florida.

Padgett, M. Y. (1989). Performance Appraisal in Context: Motivational Influences on Performance Ratings. Paper presented at the 1989 Annual Meeting of the Academy of Management, Washington, D. C.

Baldwin, T. T., Tait, M. and Youtz, M. A. (1986). Job and Life Satisfaction: A Meta-analytic Examination of the Strength of the Relationship and Gender Effects. Paper presented at the 1986 Annual Meeting of the Midwest Academy of Management, St. Louis, Missouri.

Wexley, K. N. and Youtz, M. A. (1984). Rater Beliefs About Others: Their Effect on Rating Errors and Rater Accuracy. Paper presented at the 1984 Annual Meeting of the Midwest Academy of Management, South Bend, Indiana.

Wanous, J. P. and Youtz, M. A. (1983). Opinion Diversity and the Quality of Group Decisions. Paper presented at the 1983 Annual Meeting of the Midwest Academy of Management, Kalamazoo, Michigan.

UNIVERSITY SERVICE

| | |
|----------------|---|
| 8/04 - present | Chair, Institutional Review Board |
| 1/01-3/01 | Chair, Search Committee for new Director of Honors Program |
| 9/99-5/01 | CBA Representative to the University Curriculum Committee |
| 11/97-12/01 | Faculty Advisor for Mortar Board Honorary |
| 1/93 - present | College of Business Representative to the Honors Council, now the University Honors Committee (Chair, 9/95-12/96) |
| 9/93 - 6/96 | College of Business Representative to the Holcomb Research Institute Faculty Advisory Committee |
| 9/93 - 5/94 | Member of the Clowes Memorial Hall Faculty-Staff Advisory Committee |
| 9/93 - 3/94 | Member of the Search Committee for the Assistant Director of Information Resources for Academic Computing |
| 1992 | Member of the Committee to plan the Graduation Ceremony |
| 10/91 - 12/92 | Member of the North Central Accreditation Undergraduate Programs Committee |
| 1/91 - 9/96 | College of Business Representative to the Core Curriculum Council |

COLLEGE OF BUSINESS SERVICE

| | |
|----------------|---|
| 9/05 - present | Curriculum Development Committee |
| 2/05 | Butler Business Scholars Interviewer (interviewed one weekend) |
| 2/04 | Butler Business Scholars Interviewer (interviewed two weekends) |
| 9/03 - 5/04 | Freshman Experience Workgroup |
| 2/03 | Butler Business Scholars Interviewer (interviewed one weekend) |
| 2/02 | Butler Business Scholars Interviewer (interviewed one weekend, including dinner) |
| 11/01-5/03 | Member, International Management Committee |
| 9/01 - 5/03 | Member, CBA Undergraduate Curriculum Committee |
| 2/01 | Butler Business Scholars Interviewer (evaluated group exercises, attended one dinner) |

with candidates)

- 10/99 - 4/00 Member of the LAS Linkages Taskforce
- 9/97 – 5/98 Member of the Undergraduate Curriculum Integration Committee
- 9/96-12/96 Coordinator of the Professional Development Task Force
- 11/95-5/96 Member of the AACSB Task Force and Coordinator of the Mission Subcommittee
- 9/95 - 9/04 College of Business Professional Standards Committee (Chair, 9/99 – 9/00; 9/01 - 9/04)
- 4/95 - present Co-coordinator for Dialogue on Teaching (with Debbie Skinner)
- 3/94 - present Chair of the CBA Honors Board
- 9/93 - 5/94 Member of the Faculty Development Task Force
- 9/93 - 9/95 Member of the Assessment Task Force
- 9/93 - 5/95 Coordinator for the Student Evaluation Task Force
- 1/90 - 1/96 Served on the Committee to select Butler Business Scholars (every year except 1)

PROFESSIONAL AND COMMUNITY SERVICE

- 6/05 Editorial Board (and Manuscript Reviewer) for Volume 12(1) issue of *Journal of Leadership and Organization Studies: Current Issues in Management*
- 6/04 Editorial Board (and Manuscript Reviewer) for Volume 11(2) issue of *Journal of Leadership and Organization Studies: Current Issues in Management*
- 4/03 - 4/04 Human Resource/Careers Track Chair for 2004 Midwest Academy of Management conference
- 4/02 - 4/03 Human Resource/Careers Track Chair for 2003 Midwest Academy of Management conference
- 2002 – present Member of the Board of Directors for Exodus Refugee and Immigration; also Chair of the Personnel Committee for the Board
- 1/02 Ad hoc reviewer for *Journal of Applied Social Psychology*
- 4/01 - 4/02 Local Arrangements Chair for 2002 Midwest Academy of Management conference
- 4/97 – 4/00 Member of the Board of Directors, Midwest Academy of Management
- 4/93 - 4/96 Member of the Board of Directors, Midwest Academy of Management
- 4/91 – 4/97 Member of the Personnel Committee for Girls, Inc.

| | |
|-------------|---|
| 1985 - 1995 | Occasional reviewer for <i>Organizational Behavior and Human Decision Processes</i> |
| 1989 - 1994 | Occasional reviewer for <i>Journal of Applied Psychology</i> |
| 1991 - 1995 | Occasional reviewer for <i>Personnel Psychology</i> |
| 1994 - 2002 | Occasional reviewer for <i>Teaching of Psychology</i> |
| 2001 | Served as reviewer for Midwest Academy of Management annual meeting for 2002; served as Session Facilitator at the 2001 meeting as well. |
| 2000 | Served as reviewer for the Midwest Academy of Management annual meeting for 2001; served as Session Facilitator at the 2000 meeting as well. |
| 1999 | Served as reviewer for the Midwest Academy of Management annual meeting for 2000; served as Session Facilitator at the 1999 meeting as well |
| 1997 | Served as reviewer for the Midwest Academy of Management annual meeting for 1998 |
| 1996 | Served as reviewer for the Midwest Academy of Management annual meeting for 1997 |
| 1996 | Served as Session Facilitator for one session at the 1996 Midwest Academy of Management Annual meeting |
| 1995 | Served as reviewer for the Midwest Academy of Management annual meeting for 1996 |
| 1994 | Served as reviewer for the Academy of Business Disciplines annual meeting for 1994 |
| 1994 | Served as reviewer for the Administrative Sciences Association of Canada annual meeting for 1994 |
| 1993 | Served as reviewer for the Administrative Sciences Association of Canada annual meeting for 1993 |
| 9/89 - 8/93 | Served as the Local Arrangements Chair for the 1993 Midwest Academy of Management Meeting which was hosted by Butler University in April 1993 |
| 1992 | Served on the Nominating Committee for the Midwest Academy of Management |
| 1991 | Served as reviewer for the Midwest Decision Sciences Institute annual meeting for 1991 |
| 1991 | Served as Session Chairperson for the Midwest Decision Sciences Institute conference in May, 1991 |
| 1988 | Served on the Nominating Committee for the Midwest Academy of Management |

