

Mary Hogue
Vita: July 2022

Office Address:

Kent State University
College of Business
Department of Management & Information Systems
(330) 672-1148
mhogue@kent.edu

Academic Positions

Faculty

Current position: Professor, Kent State University (2019-Present)
Previous positions: Associate Professor, Kent State University (2013 – 2019)
Assistant Professor, Kent State University (2006 – 2012)
Assistant Professor, Kent State University, Stark (2002 – 2006)

Leadership

2019 Interim PhD Director, College of Business and Entrepreneurship
(formerly College of Business Administration)
2016-2017 Assistant to the Chair, M&IS
2013-2016 PhD Coordinator, M&IS

Education

2002 Ph.D., Industrial and Organizational Psychology, University of Akron
Exploring Depressed Entitlement: Status, Social Comparison, and System Justification
Chair: Janice D. Yoder, Ph.D.

2000 M.A., Industrial and Organizational Psychology, University of Akron
Increasing Initial Leader Effectiveness: Assisting Both Women and Men
Chair: Janice D. Yoder, Ph.D.

1998 B.A., Psychology, Kent State University
Summa Cum Laude
Salutatorian

Professional Presentations and Publications

Refereed Journal Publications

- Knapp, D. E. & Hogue, M. & Polites, G. (2022). The Biopsychosocial Experience of Sexual Harassment: The Concomitant Effects of Being Harassed. *Journal of Sexual Aggression*. Accepted for publication.
- Hogue, M., Fox-Cardamone, L. & Knapp, K. (2019). Fit and congruence: How women and men self-select into gender-congruent jobs. *Journal of Personnel Psychology, 18*, 148-156.
- Knapp, D. E., Hogue, M., & Pierce, C. (2019). A gateway theory based model of sexually harassing behavior in organizations. *Journal of Managerial Issues, 31*, 198-119.
- Knapp, D. E., Dubois, C. L. Z., Hogue, M., Astakhova, M., & Faley, R. (2019). Russian workers' experiences and perceptions of sexually harassing behavior. *International Journal of Human Resource Management, 30*, 2049-2076.
- Siglow, B., Ellzey, D., Neal-Barnett, A., Stadulius, R., Petitti, K., Jean, E., Pugh, D., Davis, M., Ruttan, A., Hogue, M. (2019). The evaluation of the Efficacy of a musical cognitive restructuring app for Black inner-city girls. *Journal of Medical Internet Research mHealth and uHealth, 7*, e11310.
- Peck, J. & Hogue, M. (2018). Acting with the best of intentions . . . or not: A typology and model of impression management in leadership. *The Leadership Quarterly, 29*, 123-134.
- Hogue, M. (2016). Understanding gender bias in servant leadership through an incorporation of role congruity theory and leader categorization theory. *Journal of Managerial Psychology, 31*, 837-849.
- Astakhova, M. & Hogue, M. (2014) A heavy work investment typology: A Biopsychosocial framework. *Journal of Managerial Psychology, 29*, 81-99.
- Hogue, M., Hang, H. & Levashina, J. (2013) Will I fake it? The effect of gender, self-monitoring, and Machiavellianism on faking intentions. *Journal of Business Ethics, 117*, 399–411.
- Hogue, M., Fox-Cardamone, L., & DuBois, C. L. Z. (2011). Justifying the Pay System Through Status: Gender Differences in Reports of What Should Be Important in Pay Decisions. *Journal of Applied Social Psychology, 41*, 821–847.

- Hogue, M. DuBois, C. L. Z. & Fox-Cardamone, L. (2010). Gender differences in pay expectations: The role of job intention and self-view. *Psychology of Women Quarterly*, 34, 215-227.
- Astakhova, M., DuBois, C. L. Z. & Hogue, M. (2010). A typology of middle managers in Russia: An intra-cultural puzzle. *International Journal of Intercultural Relations*, 34, 527-539.
- Goeke, R., Hogue, M. & Faley, R. (2010). The impact of gender and experience on the strength of the relationships between perceived data warehouse flexibility, ease-of-use, and usefulness. *Information Resources Management Journal*, 23, 1-19
- Hogue, M., Yoder, J. D., & Singleton, S. (2007). The gender wage gap: An explanation of men's entitlement. *Sex Roles*, 56, 573-579.
- Hogue, M., & Lord, R. G. (2007). A complex explanation of gender bias. *The Leadership Quarterly*, 18, 370-390.
- Hogue, M. & Yoder, J. D. (2003). The role of status in producing depressed entitlement in women's and men's pay allocations. *Psychology of Women Quarterly*. 330-337.
- A modified version appears as Appendix 4 in Pelham, B.W., & Blanton, H. (2006). *Conducting research in psychology: Measuring the weight of smoke (3rd ed.)*. Belmont, CA: Wadsworth.
- Juodvalkis, J. L., Grefe, B. A., Hogue, M., Svyantek, D. J., & DeLamarter, W. (2003). The effects of job stereotype, applicant gender, and communication style on ratings in screening interviews. *The International Journal of Organizational Analysis*, 11, 67-84.
- Hogue, M. B., Yoder, J. D., & Ludwig, J. (2002). Increasing initial leader effectiveness: Assisting both women and men. *Sex Roles*, 46, 377-384.
- Yoder, J. D., Hogue, M. B., Newman, R., LaVinga, T., & Metz, L. (2002). Gender differences: Contextual differences in doorholding. *Journal of Applied Social Psychology*, 32, 1682-1686.
- Fox-Cardamone, L., Hinkle, S., & Hogue, M. (2000). The correlates of anti-nuclear activism: Attitudes, subjective norms and self-efficacy. *Journal of Applied Social Psychology*, 30, 484-498

Peck, J., & Hogue, M. (2021). The positive effects of leader impression management on perceptions of transformational leadership. <https://doi.org/10.5465/AMBPP.2021.252>. In Sonia Taneja (Ed.), *Proceedings of the Eighty-first Annual Meeting of the Academy of Management*. Online ISSN: 2151-6561

*Best paper award

Liu, F., Brandyberry, A., Polites, G., Hogue, M., & Wang, T. (Jan. 2016), "A Study of the Effects of Social Factors and Innovation Characteristics on Search Effort and Uncertainty in Mobile App Adoption", *Proceedings of the 49th Hawaii International Conference on System Sciences*.3812-3821.

Doi: 10.1109/HICSS.2016.475

*A version also published as a book chapter.

Liu, F., Brandyberry, A., Hogue, M., Polites, G., & Wang, T., (Nov. 2015) "Adopter-Based Determinants of Effort in Mobile App Information Search", *Proceedings of the 46th Decision Science Institute Conference, Seattle*.

Astakhova, M. N., Hogue, M. & Hang, H. (2013). The cross-cultural validation of the three-factor model of fit. *Academy of Management Proceedings*, 1, 243-248. Doi: 5465/AMBPP.2013.69

*Best paper award OB division

Refereed Conference Presentations

Peck, J. A. & Hogue, M. (Aug. 2021). "The positive effects of leader impression management on perceptions of transformational leadership" Paper presented at the annual meeting of the Academy of Management, virtual.

*Best paper in OB division

Matthes, D. & Hogue, M. (Aug. 2020). When IT professionals choose nonstandard work: The fit between individuals and work arrangements. Paper presentation at the annual meeting of the Academy of Management, Vancouver, BC, Canada (virtual).

Matthes, D., Hogue, M. Knapp, D. E. (June, 2020). Understanding voluntary nonstandard workers, their characteristics and choices. Poster presentation at the annual meeting of the Society of Industrial and Organizational Psychology, Austin TX (virtual).

Peck, J. & Hogue, M. (Oct. 2017). Acting with the best of intentions . . . or not: A typology and model of impression management in leadership. Midwest Academy of Management, Chicago IL.

- Finalist for best paper award

Knapp, D. E., Hogue, M., Whitmore, M., Yang, S., Childers, M. & Robinson, S. (June, 2017). Subjective Life Balance: Moving Beyond Work-Life Balance. Paper presented at VII I-WIL International Conference of Work and Family, Barcelona Spain.

Whitmore, M., Hogue, M., Knapp, D. E., (June, 2017). Grit is important for leaders, but is grit the same for women and men? Paper presented at I-WIL International Conference on Women and Leaders, Barcelona Spain.

Liu, F., Brandyberry, A., Hogue, M., Polites, G., and Wang, T. (Jan. 2016), "A Study of the Effects of Social Factors and Innovation Characteristics on Search Effort and Uncertainty in Mobile App Adoption" Paper presented at the annual International Conference on System Sciences.

Liu, F., Brandyberry, A., Hogue, M., Polites, G., and Wang, T., (Nov. 2015). "Adopter-Based Determinants of Effort in Mobile App Information Search" Paper presented at the annual Decision Sciences Institute Conference.

Hogue, M. (June, 2015) Understanding gender bias in servant leadership through an incorporation of role congruity theory and leader categorization theory. Paper presented at the bi-annual Institute for Leadership's Women in Leadership Conference.

Knapp, D., Levashina, J., DuBois, C. L. Z., Hogue, M. & Faley, R. (May, 2014). Russian workers experiences with and perceptions of sexually harassing behavior. Paper presented at the annual conference of the Society for Industrial and Organizational Psychologists.

Knapp, D., Levashina, J. Hogue, M. & DuBois, C. L. Z. (Nov., 2013). The role of national culture in shaping the social construction of sexual harassment: Evidence from Russia and the United States. Paper presented at the annual conference of the Academy of Business Research.

Astakhova, M. N. (Chair), & Hogue, M. (2013). Symposium "Workaholism at the crossroads of organizational and national cultures." Presented at the Academy of Management Annual Conference, Orlando, FL.

Astakhova, M. & Hogue, M. (Aug. 2013). The cross-cultural validation of the three-factor model of fit. Paper presented at the annual conference of the Academy of Management.

- Best paper award

Astakhova, M., Hogue, M. & Hang, H. (April, 2013). Expanding the fit construct to the cross-cultural areas of Russia and China. Paper presented at the annual conference of the Society of Industrial & Organizational Psychology.

Fox-Cardamone, L. & Hogue, M. (2012, May). Gender segregation in job choice: The roles of personality and values. Paper presented at the annual conference of the Midwest Psychological Association.

Astakhova, M. & Hogue, M. (2012, April). A heavy work investment typology: A Biopsychosocial framework. Paper presented at the annual conference of the Society of Industrial & Organizational Psychology.

Hogue, M. (2011, Nov.) Increasing communication for women: Understanding status-related non-verbal behavior. Paper presented at the semi-annual conference of the *International Journal of Arts & Sciences*.

Astakhova, M. N., Hogue, M. & DuBois, C. L. Z. (2011, Aug.) Exploring the multi-dimensional structure of complementary person-organization fit. Paper presented at the annual conference of the Academy of Management.

Astakhova, M. N., DuBois, C. L. Z. & Hogue, M. (2011, Aug.) When differences attract: Exploring the role of organizational support under complementary person-organization fit. Paper presented at the annual conference of the Academy of Management.

Hogue, M. (2010, Aug.). Women, status, and negotiation: A typology of nonverbal behaviors. Paper presented at the annual conference of the Academy of Management.

Hogue, M. & DuBois, C. L. Z. (2010, June). A sustainability behavior model: Knowledge, desire, intent, behavior. Paper presented at the biennial conference of the Society for the Psychological Study of Social Issues.

Knapp, D. E. & Hogue, M. (2010, June). Seeking help reduces negative health outcomes associated with sexual harassment. Paper presented at the biennial conference of the Society for the Psychological Study of Social Issues.

Knapp, D. E., Hogue, M. & Faley, R. (2010, April). Somatic and psychological experiences linked to target's choice of response to sexual harassment. Paper presented at the annual conference of the Society of Industrial and Organizational Psychologists.

Astakhova, M., DuBois, C. L. Z. & Hogue, M. (2009, Aug.). Solving an intra-cultural Russian puzzle: Typology of mid-level manager groups in Russia." Paper presented at the annual conference for the Academy of Management.

Hogue, M., DuBois, C. L. Z., & Fox-Cardamone, L. (2007, Aug.). Differential prediction of salary expectations for women and men. Paper presented at the annual conference for the Academy of Management.

Hogue, M. & Yoder, J. D. (2003, Aug.). The impact of social status on depressed

entitlement. Paper presented at the annual conference for the American Psychological Association.

Yoder, J. D., Hogue, M., Newman, R., LaVigna, T., & Metz, L. (2001, June). Gender differences: Contextual differences in doorholding. Paper presented at the annual conference for the American Psychological Society.

Yoder, J.D., & Hogue, M. (2000, June). Using poster presentations to teach research methods. Paper presented at the annual conference for the American Psychological Society.

Yoder, J.D., & Hogue, M. (2000, June). Using video clips to explore gender issues. Paper presented at the annual conference for the American Psychological Society.

Hogue, M., Yoder, J. D. & Ludwig, J. (1999, Aug.). Empowering women leaders. Paper presented at the annual conference for the American Psychological Association.

Panel discussions at academic conference

Discussant

Aug. 2018 Making Sense of Nonsense, Annual conference of the American Psychological Association, San Francisco, CA.

Panel member

Aug. 2018 Representation of women in high-tech: Attraction-selection-attrition Framework, Annual conference of American Psychological Association. San Francisco, CA

Book Chapters

Liu, F., Brandyberry, A. A., Hogue, M., Polites, G. L. & Wang, T. (2016). The effects of decision-maker characteristics on search effort in mobile application adoption. In M. Warkentin (Ed.) pp. 49-67. *Models and Applications in the Decision Sciences*. Pearson

Astakhova, M., & Hogue, M. (2014). Applying the biopsychosocial model to examine cross-cultural differences and similarities in HWI behaviors and outcomes. R. Snir, & Harpaz, I. (Eds.). pp. 322-341. Heavy Work Investment. Psychology Press Taylor & Francis Group (Emerald)

Hogue, M. (2010). Women's leadership in psychology. In K. O'Connor (Ed.)

Gender and women's leadership: A reference handbook. London: Sage Publications.

Hogue, M. & Yoder, J. D. (2006). Tokenism theory: What happens when few women work with many men. *Gender Race and Ethnicity in the Workplace (Greenwood, ed.)* pp. 199-216. Westport: Praeger Publishing.

Requested Book Reviews

Hogue, M. (2010). The relevance of the glass ceiling today. [Requested review of *The glass ceiling in the 21st century: Understanding barriers to gender equality*]. *Psychology of Women Quarterly*. 34, 265-266.

Hogue, M., & Yoder, J.D. (2002). Dominance and instrumentality linked to status, not gender. [Requested review of *Women and men police officers: Status, gender, and personality*]. *Psychology of Women Quarterly*, 26(4), 383-384.

Yoder, J.D., & Hogue, M. (2000). Gender schemas and accumulated disadvantage slow women's professional advancement. [Requested review of *Why so slow? The advancement of women*]. *Psychology of Women Quarterly*, 24(2), 207-208.

Works in Progress

Works Currently Under Review

Hogue, M., Peck, J., Knapp, D. E., & Weems-Landingham, V. The status of intrapersonal prejudice. (Second revisions requested *Management Decision*)

Gomez, C., Hogue, M., Weems-Landingham, V. & Palmer-Johnson, C. Understanding marginalized employees' motivation to acquire social capital: An accountability approach. (Under review *International Journal of Human Resource Management*)

Works Currently in Development

Knapp, D. E. & Hogue, M. The cost of sexual harassment: Revisited.

Matthes, D., Hogue, M. & Polites, G. Understanding vacation taking behavior.

Matthes, D., Knapp, D. E., & Hogue, M. Where do I fit in this new world of work? Conceptualizing person-work arrangement fit.

Peck, J. A. & Hogue, M. Follower perceptions of transformational leadership: Could leader impression management hold the key?

Van der Weerd, C. & Hogue, M. Instrumental and expressiveness in meaningful work

Funded Grant Activity

Neal-Barnett, A. Stadulis, R. E. (PIs) & Hogue, M. (2013). Sisters United Now. Women's Endowment Fund award, \$13,906.

Dissertation Committee Chairs and Membership

Astakhova, Marina (2011) Exploring complimentary person-organization fit (Committee co-chair).

Liu, Fengkun (2014). Informational cascades in mobile application adoption: A study of the effects of review, social and adopter characteristics (Committee member).

Van der Weert, Candice (2018). The role of organizational culture on post-adoptive use (Committee co-chair).

Darban, Mehdi (2018) Herding behavior. (Committee member).

Hang, Hongli (2019). A research on the choice of selection methods for internship in American Organizations. (Committee co-chair).

Peck, Jessica (2019). Impression management in leadership. (Committee chair).

Kuchmaner, Christina (2020) Are you for real? The consumption-driven self-Authentication process and its effects on perceived brand authenticity. (Committee Member)

Matthes, Doreen (2021). Person-nonstandard work arrangement fit: Understanding voluntary choice and outcomes of nonstandard work arrangements (Committee co-chair)

Noble, J. N. (in progress) The impact of formal organizational socialization tactics on primary role academic advisors and their perceptions on advisee retention (Committee member)

Sharman, Piyushi (in progress). Greenwashing deception (Co-chair)

Ngoh, Cheryl-lyn (in progress). Forced channel migration from multi- to single-channel
And its impact on consumer's choice of channel and retailer. (Committee
Member)

Teaching Experience

2020 Beta Gamma Sigma Professor of the Year

2002-Present Kent State University

Undergraduate:

Dynamics of Leadership
First Year Colloquium
Individual & Group Behavior in Organizations
Learning to Lead
Human Resource Management
Principles of Management

MBA:

Leadership & Managerial Assessment
Human Resources Management
Leadership & Organizational Change

Ph.D.:

Organizational Behavior Theory
Research Methods
Optimizing Human Resources

Certified Business Advisor program:

Human Resource Management

Professional Activities

Invited Presentations

2019 Meonske Accounting conference
2018 Discussion panelist, Meonske Accounting conference
2018 Keynote speaker, Thomson-Hine LLP
2018 Keynote speaker; United Way, Women on the Rise
2018 Forum Insider, Athena Akron
2018 Goodyear Black Network "Unconscious Bias"

2017	Goodyear Women's Network "Why Can't You Hear Me? Increasing Communication Effectiveness for Women Leaders"
2016	Case Western Reserve Fall Leadership Conference "Breaking the Chains of Habit in Non-Verbal Communication"
2014	Case Western Reserve Fall Leadership Conference "Why Can't You Hear Me? Increasing Communication Effectiveness for Women Leaders"
2012	Kent State University Spirit of Women in Business Conference, "Why Can't You Hear Me? Increasing Communication Effectiveness for Women Leaders"
2009	Solon Women in Business, "The Art of Negotiating for Women"

Editorial Review Board Member

2015-2017	Member editorial review board, <i>Sex Roles</i>
2011-2016	Member editorial review board, <i>The Services Industries Journal</i>
2011-2012	Member editorial review board, <i>Psychology of Women Quarterly</i>
2003-2004	Member editorial review board, <i>Organizational Analysis</i> formerly <i>International Journal of Organizational Analysis</i> .

Ad hoc reviewer for academic journals

Journal of Organizational Behavior
Sex Roles
Psychology of Women Quarterly
Journal of Managerial Psychology
International Journal of Applied Psychology
Journal of Business Ethics
Management Research Review
Journal of Social Influence
Applied Psychology: An International Review

Reviewer for academic conferences

Academy of Management annual conference.
 Organizational Behavior
 Gender and Diversity in Organizations divisions

Business Experience

Leadership Training

2011-2018 Kent State University, Institute for Excellence in Leadership

Organizational Consultant

2003	Multi-County Juvenile Attention Services. Focus group leader: Revision of suicide prevention policy.
2001	GOJO Industries, Inc., Jeffrey S. Pollard. Project Manager. Consultant: Employee assessment interviews.
2000-2001	Center for Organizational Research. Student worker.
1999-2000	Douglas B. Brown LLC, Consultant: Interview and selection of manufacturing employees.

Applied Teaching/Service-Learning Experience

2010-2011	PowerCorps Happy Trails Farm Animal Sanctuary
2007-2010	Hattie Larlham Foundation
2003-2004	Stark County Hunger Task Force

Department, College and University Service

2021-2022	Member, University Joint Appeals Board Member, University Professional Standards Committee Member, Citation and Recognition Committee Member, SEM Student Support Services & Co-Curricular Experience Action Team
2020-2021	Member, Department FEA Committee Member, University Professional Standards Committee Member, University Graduate Studies Committee Member, University Teaching Council (Alternate) Member, Provost Search Committee Member, Selection Committee, TT Management Member, Management RTP Revision Committee
2019-2020	Member, Provost Search Committee Interim PhD Director Chair PhD Subcommittee Member (alternate substituting for member on sabbatical) University Professional Standards Committee Member, University Graduate Studies Committee Member, Graduate Council Member, AAUP Council Member, AAUP Grievance committee Member, Promotion committee Accounting department Individual investigation, Jen Noble
2018-2019	Assessment coordinator for all M&IS undergraduate majors Member, College Advisory Committee Member, AAUP Council

2017-2018	Member, AAUP Grievance committee
	Member, College Advisory Committee
	Member, Provost's Advisory Board for Promotion
	Member, Dean's Review Committee
	University Faculty Senate, Alternate member
2016-2017	Chair Department FEA committee
	M&IS Assistant to the Chair
	Member, M&IS PhD Committee
2015-2016	Member, search committee TT HR position
	M&IS PhD Coordinator
	Member, PhD Subcommittee
2014-2015	Member, Grad Council
	M&IS PhD Coordinator
	Member, PhD Subcommittee
2013-2014	Member, Grad Council
	M&IS PhD Co-coordinator
	Member, Faculty Advisory Committee
	Member, PhD Subcommittee
2012-2013	Member, Grad Council
	Member, Search committee for NTT position M&IS department
	Member, Faculty Advisory Committee
	MBA Teambuilding Facilitator
	Member, Search committee Associate Dean Administration
	Member, Search committee Associate Dean Graduate and International Studies
	Member, Search committee for Assistant Professor, M&IS, Stark campus
	Member, College faculty journal list committee
	Member, Search committee for TT and NTT faculty M&IS
	Department representative Young Business Scholars program
2011-2012	Department representative Open House
	Member, Search committee for College of Business Administration Associate Dean
	Member, Search committee for Assistant Professor, M&IS, Tuscarawus Campus
	Member, University Research Council
	Member, Distinguished Scholar Award Committee
	Member, Marketing Department Chair Review Committee
	Chair, University Research Council Summer Funding Screening Committee
	Department representative for student recruitment open house
	Department representative for admitted students gala
	Department representative for First Year Experience classes

	<p>Department representative Young Business Scholars program</p> <p>Graduate program representative Professional MBA Information Night</p> <p>Department representative Upward Bound</p> <p>Dissertation committee co-chair, Marina Astakhova</p> <p>Dissertation committee member, Hongli Hang</p> <p>Individual Investigation, Karie Wharton</p> <p>Individual Investigation, Paige DeMattie</p>
2010-2011	<p>Member, M&IS department Faculty Advisory Council</p> <p>Member, University Research Council</p> <p>Member, Distinguished Scholar Award Committee</p> <p>Chair, University Research Council Summer Funding Screening Committee</p> <p>Department representative for student recruitment</p> <p>Department representative for admitted students gala</p> <p>Department representative for First Year Experience classes</p> <p>Department representative Young Business Scholars program</p> <p>Faculty Representative, College of Business Fireside Chats</p> <p>Judge High School Business Innovation Competition</p> <p>Dissertation committee co-chair, Marina Astikhova</p> <p>Research mentor, Hongli Hang</p> <p>Dissertation moderator, Laura Rickter</p>
2009-2010	<p>Mentor, McNair Scholars Program</p> <p>Member, M&IS department Faculty Advisory Council</p> <p>Member, University Research Council</p> <p>Ph.D. Co-mentor, Hongli Hang, Marina Astikhova</p> <p>Member Distinguished Scholar Award Committee</p> <p>Chair, University Research Council Summer Funding Screening Committee</p> <p>Department Representative, Academic Discovery Days</p> <p>Faculty Representative, College of Business Fireside Chats</p>
2008-2009	<p>Member Ph.D. Task Force, College of Business Strategic Planning Committee</p> <p>Mentor, College of Business First Year Student Mentoring Program</p> <p>Department representative, Academic Discovery Days</p>
2007-2008	<p>Member Negotiations Committee, KSU AAUP</p> <p>Guest speaker, College of Business Open House</p> <p>Mentor for students in Learning to Lead class</p>
2006-2007	<p>Member University Research Council Screening Committee</p>