

Curriculum Vitae – October 2007

Dr. Julie Sadler

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Current Position

Assistant Professor, Leadership Program in the School of Urban Affairs and Public Policy at the University of Delaware, August 2006 - currently

Education

Cornell University, Ithaca, NY, August 2007
PhD in Industrial and Labor Relations with an emphasis in Organizational Behavior

Cornell University, Ithaca, NY, May 2001
Masters in Industrial and Labor Relations

West Virginia University, Morgantown, WV, May 1999
Bachelor of Arts in Psychology
Bachelor of Science in Business Administration, program emphasis in Human Resource Management

Research and Teaching Interests

- Leadership Theory
- Organizational Citizenship Behavior and Volunteer Behavior
- Conflict and Alternative Dispute Resolution
- Theories of Motivation
- Ethics and Organizational Justice

Honors and Awards

- Nominated for Teaching Excellence Award at the University of Delaware (Spring 2007)
- Benjamin Miller Scholarship Fund (Spring 2005)
- Cornell Summer Research Fellowship (Summer 2005, 2004 and 2003)
- Recipient of Cornell University's Travel Research Grant (2002 and 2003)
- Cornell University MILR Stipend Award - ILR (Fall 1999)
- Graduated from West Virginia University Magna Cum Laude (May 1999)
- West Virginia University Honors Program (Fall 1994 - Spring 1999)
- West Virginia University Dean's List (Fall 1994 - Spring 1999)
- Erickson Alumni Leadership Scholarship (Fall 1994 - Spring 1998)
- Kelsey White Management Scholarship (Spring 1997)

Graduate Student Research Advisement

Committee Chair for Hannah Messener's Analytical Paper, Labor Community Coalitions: The Delaware Model, Fall 2006-Spring 2007

Teaching-Related Experience

Leadership, Power, and Social Responsibility, University of Delaware, Leadership Program, Fall 2007, Spring 2007, Fall 2006

Introduction to Consumer/Public Policy, University of Delaware, Leadership Program, Fall 2007

Introduction to Micro Organizational Behavior Topics, Fall 2005, Cornell University, Teaching Assistant for Martine Haas

Research in Organizational Behavior, Spring 2005, Cornell University, Lecturer

World of Work, Spring 2005, Newfield High School, Guest Teacher at Newfield High School for 8 weeks through Cornell University's Graduate Student Outreach Program

Research in Organizational Behavior, Fall 2004, Cornell University, Lecturer

Values in Law, Economics and Industrial Relations, Spring 2004, Cornell University, Teaching Assistant for James Gross

Labor Arbitration, Spring 2004, Cornell University, Teaching Assistant for James Gross

The World of Work: Young Workers' Employment and Labor Law Rights, Spring 2004, Ithaca High School, Guest Teacher for 8 weeks through Cornell University's Graduate Student Outreach Program

Labor and Employment Law, Fall 2002, Cornell University, Teaching Assistant jointly for Michael Gold and Peggy Leibowitz

US Labor History 20th Century, Spring 2002, Cornell University, Teaching Assistant for Jefferson Cowie

Organizations and Deviance, Spring 2001, Cornell University, Teaching Assistant for William Sonnenstuhl

Introduction to Macro Organizational Behavior and Analysis, Spring and Fall 2000, Cornell University, Teaching Assistant for Michael Lounsbury

Introduction to Psychology, Spring 1995, West Virginia University, Student Teacher for Kevin Munson

Research Experience

- Cross-Sector Leadership Project, research team in the School of Urban Affairs and Public Policy at the University of Delaware, funded by UniDel grant to identify and collect data on effective leadership characteristics across the non-profit, governmental, and for-profit arenas, presently in the theoretical and methodological specification stages
- Member Activism and Union Leadership, research team based out of Leeds University, funded by AMICUS to collect data on workplace conditions, union member participation levels, union leadership style, the impact of union mergers on effective representation
- Technology Change in Nursing Homes: The Role of Union Leadership, in collaboration with a research team in the Institute for Conflict and Dispute Resolution at Cornell University, presently in the first round of data collection
- Dissertation Research, *What Do Union Leaders Do? The Impact of Formal Union Leadership on Union Members' Involvement within their Local Union*, Cornell University, under the direction of Tove Hammer (Industrial and Labor Relations - Organizational Behavior), Harry Katz (Industrial and Labor Relations - Collective Bargaining), and Richard Darlington (Psychology - Statistics), completed in August 2007
- Research Assistant, *Union Leadership and Member Commitment in Pennsylvania Service Employees Association*, Cornell University, Fall 2004, under the direction of Tove Hammer
- Summer Research Fellowship Project, *What Does Organizational Citizenship Behavior Mean in a Labor Union Context?*, Cornell University, Summer 2004
- Research Assistant, *Historical Perspective and Current Research on Leadership in Non-Profit Organizations*, Cornell University, Fall 2003, under the direction of Tove Hammer
- Summer Research Fellowship Project, *Corporate-Based Organizational Behavioral Theories Application to Labor Unions and other Non-Profit Organizations*, Summer 2003
- Research Assistant, *Coalition Building in Social Movement Organizations*, Cornell University, Spring 2003, under the direction of Lowell Turner
- Summer Research Assistant, *Political Action and the Role of Unions in Political Arena*, Cornell University, Summer 2002, under the direction of Lowell Turner and Rick Hurd
- Research Assistant, *Changing Employment Patterns in American Manufacturing and the Impact on Workers*, Cornell University, Fall 2001, under the direction of Kate Bronfenbrenner
- First Year PhD Student Project, *Why Graduate Students Donate Time, Energy and Effort to Organizing Themselves into a Labor Union*, Cornell University, Fall 2001 through Fall 2003, under the direction of Tove Hammer

Honors Investigation Thesis Research, *Spill-over Effects of Punishment on Human Subjects*, West Virginia University, Fall 1997 through Spring 1998, under the direction of John Crosbie

Psychology Research Assistant, *Learning Theory Applied to Computer-Based Training*, West Virginia University, Spring 1997, under the direction of Dave Ellenwood

Presentations and Conferences

“What Do Local Union Leaders Do? Understanding Leadership in a Local Labor Union Context,” Paper presentation at a workshop at AOM, August 2007

“Union Leadership: How Can We Empower the Membership?,” workshop at the 28th Annual National Conference for Labor Representatives in the Healthcare Industry, March 2007

“Member Apathy or Union Leadership – Who is to Blame for the Lack of Member Participation,” Panel Coordinator and Presenter at LERA Conference, January 2006

PhD Consortium Co-Organizer for LERA Conference, January 2006

“Graduate Student Organizing Campaigns – What Happened at Cornell University?” Panel Presenter at UALE Conference, April 2005

“What Do Local Labor Leaders Do?” Poster Presentation at IRRA/LERA, January 2005

“The Bay Area: Transformed, Transition, or Transfixed?” Invited paper and panel presentation at *Strategies for Urban Labor Revitalization Conference* sponsored by Cornell University's School of Industrial and Labor Relations and The Pierce Fund, Fall 2004

“Organizational Climate: The Glue that Binds Union Leaders and Members?” Guest Speaker, *Collective Bargaining Colloquium*, Cornell University, Spring 2004

“Union Leadership – The Ignored Elephant in the Room,” Guest Speaker, *Joint Management and Labor Organizational Behavior Lecture Series*, Cornell University, Spring 2003

“San Francisco's Labor 'Movement': Industrial Changes and Their Impact on Employment Contracts” Invited presentation at *Building a Transatlantic Social Dialogue* sponsored by Hans-Böckler-Stiftung, Ford Foundation, and Cornell University's School of Industrial and Labor Relations, Spring 2002

Book Chapters

Rhee, N. and Sadler, J. (2007). “Building an Inclusive City: Labor-Community Coalitions and the Struggle for Urban Power in San Jose”, in Lowell Turner and Dan Cornfield's (eds.) *Labor in the New Urban Battlegrounds: Local Solidarity in a Global Economy*, ILR Press, Ithaca, NY.

Professional Association Publications

Avgar, A. and Sadler, J. (2006). "Challenges and Opportunities in Industrial and Labor Relations: A Graduate Student Perspective," *Perspectives on Work*, 11, 45-47.

Book Reviews

Book Review of Steven Henry Lopez, *Reorganizing the Rust Belt: An Inside Study of the American Labor Movement*, University of California Press, 2004, in *Industrial and Labor Relations Review*, January 2005, Vol. 58: Issue 2, pg 307-309

Works in Progress

"Does Leadership Really Matter? A Closer Examination of Leadership in Local Labor Associations", In preparation

"Apathy or Poor Leadership: What Explains Levels of Organizational Citizenship Behavior in Local Labor Unions", In preparation

"The Role of Attitudes in Explaining Voluntary Involvement in Local Union Activities", In preparation

Associations and Affiliations

- Labor and Employment Relations Association
- Academy of Management
- American Psychological Association
- American Psychological Society: Society for Organizational Behavior

References

Professor Tove Hammer
Cornell University
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Department of Psychology - Statistics
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