

# SHELI SILLITO WALKER

## *Curriculum Vitae*

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Marriott School of Management  
Brigham Young University  
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### **ACADEMIC POSITIONS**

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2008-present **Marriott School of Management, Brigham Young University**  
Assistant Professor, Department of Organizational Leadership & Strategy

### **EDUCATION**

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**PhD. David Eccles School of Business, University of Utah**

Management—emphasis in Organizational Behavior, 2009

Allied Field: Communication

Dissertation: *Delivering justice: Relational self-construal and the production of procedural, interpersonal, and informational fairness.*

**M.O.B. Marriott School of Management; Brigham Young University**

Masters in Organizational Behavior, 2000

National Society of Hispanic MBAs, scholarship recipient

**B.S. College of Family, Home, and Social Sciences; Brigham Young University**

Psychology with Honors, 1995, *Magna Cum Laude*

Trustees scholarship recipient

### **RESEARCH INTERESTS**

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- Organizational justice
- Interpersonal perceptions and impression management
- Group dynamics and decision making
- Negotiation and conflict management
- Power and gender

### **PUBLICATIONS**

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Sillito Walker, S.D. (2015). Maintaining Justice: The Effect of Managerial Personality and Trait Activation on Procedural, Interpersonal, and Informational Fairness. In S.W. Gilliland, D.D. Steiner,

and D.P. Skarlicki (Eds.) The Social Dynamics of Organizational Justice. Greenwich, CT: IAP—Information Age Publishing.

Red, E., French, D., Jensen, G., Madsen, P., Sillito Walker, S.D. (2013). Emerging design methods and tools in collaborative product development. *Journal of Computing and Information Science in Engineering, ASME*.

Diekmann, K.A., Sillito Walker, S.D., Galinsky, A.D., & Tenbrunsel, A.E. (2013). Double-victimization in the workplace: causes and consequences of sexual harassment victim condemnation. *Organization Science, 24*, 614-628.

Bonner, B.L. & Sillito, S.D. (2011). Leveraging member knowledge in group decision-making: Expertise, extroversion, and feedback. *Group Dynamics: Theory, Research, and Practice, 15*, 233-245.

Bonner, B.L., Sillito, S.D., & Baumann, M.R. (2007). Collective estimation: Accuracy, expertise, and extroversion as sources of intra-group influence. *Organizational Behavior & Human Decision Processes, 103*, 121-133.

## **MANUSCRIPTS UNDER REVIEW**

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Sillito Walker, S.D. & Bonner, B.L. Knowledge Transfer Strategies in Group Decision Making and Performance. *Journal of Behavioral Decision Making*. (2<sup>nd</sup> round, revise and resubmit)

Sillito Walker, S.D. & Bonner, B.L. Eye of the beholder: The effects of gender, relative physical attractiveness, and relational status on approach/avoidance motivations in a sexual harassment context. *Organizational Behavior & Human Decision Processes*.

Sillito Walker, S.D. & Bolinger, A. (Not) Turning the Other Cheek: Prayer, Cooperation, and Integrative Negotiation. *Psychological Science*. (reject and resubmit)

## **MANUSCRIPTS IN PREPARATION**

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Sillito Walker, S.D. & Smith, I, Diekmann, K.A., & Hunsaker, D. The Offender Bias: How Face Concerns Lead Offenders to Undervalue Apologies. In progress, targeting *Psychological Science*.

Sillito Walker, S.D. Delivering justice: Relational self-construal and the production of procedural, interpersonal, and informational fairness. In progress, targeting *Journal of Applied Psychology*.

Sillito Walker, S.D. The role of self-construal and social context in determining manager's fairness in dispute resolutions. In progress, targeting *Organizational Behavior and Human Decision Processes*.

Sillito Walker, S.D., Diekmann, K.A., Galinsky, A.D. & Tenbrunsel, A.E. Reducing behavioral forecasting errors in negotiation: How making important motivations salient aligns forecasts with actual behavior. In progress, targeting *Organizational Behavior & Human Decision Processes*.

Madsen, P.M. & Sillito Walker, S.D. The role of technology in interpersonal relationship development in virtual collaboration. In progress, targeting *Journal of Applied Psychology*.

Sillito Walker, S.D. & Whetten, D. Magic mirror, Who's the fairest of them all?: An actor-focused model of the performance of fairness. In progress, targeting *Academy of Management Review*.

Bonner, B.L. & Sillito Walker, S.D. Differential training in groups.

Diekmann, K.A., Netchaeva, K., Smith-Crowe, K., Sillito Walker, S.D. & Liljenquist, K. Unnecessary apologies.

Rees, M., Sillito Walker, S.D., Diekmann, K.A., Sondak, H., & Rees, M. Feedback on fairness.

Sillito Walker, S.D., Liljenquist, K., & Howe, D.C. Economic efficiency or relational capital? The role of the self-concept in negotiation.

Sillito Walker, S.D. & Nielson, T. The influence of justice perceptions on formal mentoring programs and organizational commitment.

Bonner, B.L. & Sillito Walker, S.D. Positive procrastination.

## **PRESENTATIONS**

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Sillito Walker, S.D., Smith, I., Diekmann, K. & Hunsaker, D. (2016, August). The Offender Bias: How Face Concerns Lead Offenders to Undervalue Apologies. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Sillito Walker, S.D., Bolinger, A. & Rees, M. (2016, August). Cooperation or Capitulation? The Effects of Prayer in Negotiation. Paper presented as part of a symposium at the annual meeting of the Academy of Management, Anaheim, CA.

"Teaching about cognition (in the rough)." (2016, August). Professional development workshop presenter at the annual meeting of the Academy of Management, Anaheim, CA.

"Teaching about cognition (in the rough)." (2015, August). Professional development workshop presenter at the annual meeting of the Academy of Management, Vancouver, CAN.

Sillito Walker, S.D., Liljenquist, K, Howe, D.C. & Ingerson, M-C. (2013, August). Economic Efficiency or Relational Capital? The Role of the Self-Concept in Negotiation. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.

Madsen, P.M. & Sillito Walker, S.D. (2012, August). The Role of Technology in Interpersonal Relationship Development in Virtual Collaboration. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Bolinger, A. & Sillito Walker, S.D. (2012, August). Intercession and Integrative Agreements: The Effects of Prayer on Negotiation. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Bonner, B.L. & Sillito Walker, S.D. (2012, July). Modeling how Individual Preferences Map to Group Estimates. In *Symposium: Understanding group performance: A tribute to James H. Davis*. Paper presented at the 7<sup>th</sup> Annual conference for Interdisciplinary Network for Group Research (INGroup), Chicago, IL.

Sillito Walker, S.D. (2012, June). The Effect of Managerial Personality and Negative Affect on Procedural, Interpersonal, and Informational Fairness. Paper presented at the 7<sup>th</sup> International Round Table on Innovations in Organizational Justice: Understanding and Expanding the Boundaries of Organizational Justice, Nice, France.

Sillito Walker, S.D. & Madsen, P.M. (2012, February). Friend or Foe (or Alliance or Horde): The Role of Technology in Interpersonal Relationship Development in Virtual Collaboration. Paper presented at the 18th Annual Organization Science Winter Conference (OSWC) "Formal Organizations Meet Social Networking," Steamboat Springs, CO.

Sillito Walker, S.D. (2011, August). The Role of Self-Construal and Social Context in Determining Manager's Fairness in Dispute Resolutions. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.

Sillito Walker, S.D. (2010, August). Delivering justice: Relational self-construal and the production of procedural, interpersonal, and informational fairness. Paper presented at the annual meeting of the Academy of Management, Montreal, CAN.

Nielson, T.R. & Sillito Walker, S.D. (2010, March). The influence of justice perception on formal mentoring programs and organizational commitment. Paper presented at the annual meeting of the Western Academy of Management, Kailua-Kona, HI.

Bonner, B.L. & Sillito, S.D. (2009, August). The effects of "Bridge-building" and expertise feedback on decision-making and performance in estimating groups. Interactive paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Diekmann, K.A., Smith-Crowe, K., Sillito, S.D. & Tynan, R.O. (2006, August). Face Concerns and Offenders' Misperceptions of Victims' Reactions to Apologies and Excuses. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA. Nominated for *Conflict Management Division Best Paper Award*.

Sillito, S.D. (2006, March). The Effects of Attractiveness, Status, and Sex on Perceptions of Sexual Harassment. Paper presented at the annual meeting of the Western Academy of Management, Long Beach, CA.

Diekmann, K.A., Galinsky, A.D., Sillito, S.D. & Tenbrunsel, A.E. (2005, August). The Causes and Consequences of Behavioral Forecasting Errors: Examples from Two Conflict Situations. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.

Sillito, S.D., Diekmann, K.A., Galinsky, A.D., & Tenbrunsel, A.E. (2005, March). Imagined sexual harassment in the workplace: Reducing behavioral forecasting errors with motivational primes. Paper presented at the annual meeting of the Western Academy of Management, Las Vegas, NV.

Sillito, S.D. & Bonner, B.L. (2004, January). Positive procrastination. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

## **INVITED PRESENTATIONS**

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Sillito Walker, S.D. (2011). *Group Study Skills: A toolkit*. Session presented at International Graduate Student Orientation sponsored by the Marriott School of Management, Brigham Young University.

Sillito, S.D. (2005, 2006, 2007). *Problem-based learning: Teaching with cases, simulations, and games*. Workshop presented at Teaching Assistant Orientation sponsored by the Center for Teaching and Learning Excellence, University of Utah.

## **TEACHING EXPERIENCE**

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### **2008-present Assistant Professor, Marriott School of Management, Brigham Young University**

Organizational Effectiveness (OrgB 321), undergraduate core course

Managerial Leadership Development (OrgB 347), undergraduate core course (OB/HR emphasis)

Teams & Work Groups (MBA 544), graduate core course (OB/HR track)

Designing & Leading Teams (MBA 646), graduate elective

Directed Readings (MBA 693R), graduate elective

Senior Practicum Research (Psych 430R), undergraduate capstone seminar

### **2005 Lecturer, David Eccles School of Business, University of Utah**

Human Behavior in Organizations (MGT 3680), undergraduate OB core course

### **2003-2008 Teaching Assistant, David Eccles School of Business, University of Utah**

Human Behavior in Organizations (MGT 3680), undergraduate OB core course

Team Foundations (MGT 6500), graduate core course

Managerial Negotiations (MGT 6050), graduate elective

### **2002-2004 Lecturer, Business Department, University of Phoenix.**

Critical Thinking (PHL 251), undergraduate core course

Organizational Behavior (MGT 331), undergraduate core course

Human Resource Management (MGT 431), undergraduate core course

Human Relations & Organizational Behavior (ORG 502), graduate core course

Organizational Leadership & Change Management (LDR 515), graduate elective

**1999-2000**    **Teaching Assistant, Marriott School of Management, Brigham Young University**  
Organizational Effectiveness (Org B 320/321), undergraduate core course

**1993-1995**    **Teaching Assistant, Psychology Department, Brigham Young University.**  
General Psychology (Psych 111), undergraduate core course

## **AWARDS AND HONORS**

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- National Science Foundation Grant, 2011
  - BYU v-CAx Research Site for the Center for e-Design I/UCRC
- Mentoring Environment Grant recipient, BYU Office of Research & Creative Activities, (\$20K), 2010-2012
- Dean's Research Grant, Marriott School of Management, 2008-2015
- Fuqua School of Business, Center of Leadership and Ethics (COLE) Dissertation Proposal Competition, 2008
- AOM, Organizational Behavior Division: *Outstanding Reviewer Award*, 2006

## **ACADEMIC SERVICE**

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### **Marriott School of Management, Brigham Young University**

2016-current    Master's Thesis Committee

- Matthew Wald, master's candidate in Mechanical Engineering

2012-current    Doctoral Dissertation Committee

- Vera Terekhova, doctoral candidate in Instructional Psychology & Technology

2012-current    Doctoral Dissertation Committee

- David French, doctoral candidate in Mechanical Engineering

2012-current    Doctoral Dissertation Committee

- Brett Stone, doctoral candidate in Mechanical Engineering

2012-2013    Master's Thesis Committee

- Taylor Smith, master's candidate in Civil Engineering

2011-2012    Doctoral Dissertation Committee

- Mengfei Cai, doctoral candidate in Psychology

2010-present    Behavioral Lab Steering Committee, Marriott School of Management

2009-present    OBHR Pre-Doctoral Seminar presenter, Organizational Justice

2009-2014    ROTARACT Faculty Advisor, Marriott School of Management, Brigham Young University

- 2010 Business Practices Seminar presenter, Teaming, Winter Semester 2010  
College of Physical and Mathematical Sciences
- 2009 Annual OBHR conference panelist, “Leading-Edge Research in OB/HR”

**David Eccles School of Business, University of Utah**

2006-2007 PhD student representative, Business PhD Committee  
Doctoral Admissions Committee

2005-2006 Management Representative, Business Doctoral Student Committee

**Ad Hoc Reviewing—Journals and Conferences**

- Academy of Management Discoveries
- Group Dynamics: Theory, Research, and Practice
- Research in Social Issues in Management
- International Round Table on Innovations in Organizational Justice (conference)
- Academy of Management Annual Conference
  - Organizational Behavior Division
  - Conflict Management Division
- Western Academy of Management Annual Conference
  - Organizational Behavior Division

**PROFESSIONAL AFFILIATIONS**

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Academy of Management

- Organizational Behavior Division
- Conflict Management Division
- Research Methods Division

International Association of Conflict Management

Western Academy of Management

**PROFESSIONAL WORK EXPERIENCE**

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**2002-2003 Manager of Employer Relations/Counselor for School of Business**

Utah Valley State College, Career & Student Employment

- Oversaw strategic planning for on-campus recruiting and hosting of employers
- Developed improved processes for career fairs, including marketing, enrollment, and execution; increased employer attendance by 30%, bringing in \$8,500+
- Counselor/liaison for School of Business (6 Departments, including Legal Studies, Hospitality)
- Taught workshops on resume writing, interview techniques, etc

- 2000-2002**     **Manager of Diversity/Venue Human Resource Manager**  
Salt Lake Organizing Committee for 2002 Olympic/Paralympic Winter Games
- Responsible for selection process for 3,000 foreign language volunteers; assisted in filling 17,000+ paid games-time positions
  - Liaison to community, academic, and religious organizations for diversity outreach and recruitment efforts for eight target groups
  - Provided staffing support to 10 functions for paid staff, volunteers, and interns
  - Managed human resources for 4,000+ member venue team (employees, volunteers, contractors), including staff communication, venue training, staff relations, grievance resolution, terminations and new hires, staff scheduling, redeployment, and administering recognition/retention program

- 1997-2000**     **Assistant to President, Director of Hispanic Initiative**  
UAF Treatment Network
- Created internship program in partnership with Salt Lake Community College's Social Work department to provide training and development of students
  - Developed and implemented employee relations program for years of service
  - Oversaw fund-raising, including grant proposal writing (\$200,000 annually)
  - Designed/published company communications, including newsletter, fliers, brochures, and press releases

- 1999-2000**     **Consulting Projects**  
Brigham Young University, Business Department
- Responsible for understanding and resolving clients main concerns regarding business principles and processes. Focused on organizational planning, staff management/development, and strategic planning.
    - Hispanic Chamber of Commerce
    - McKay Events Center
    - ServCorp International
    - Zions Bank, Human Resource Department
    - Brigham Young University, Housing Department