

MICHAEL R. MONTANYE

EDUCATION

University of Iowa

PhD in Management (OBHR), (4.03 GPA), 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

- Social Norms and Organizational Culture
- Well-Being
- Teams and Leadership
- Fit
- Human Resources
- Career Outcomes

PUBLICATIONS

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.

*Paper was recognized as a top cited 2021-2022 paper in JOB

Montanye, M.R., & Livingston, B.A. (2024) What's in a norm? Deviation from the Ideal Worker Norm as an explanation for backlash against leave-takers. *Journal of Occupational and Organizational Psychology*, 97(4), 1681-1715.

Montanye, M.R., Zakaria, R., and Simha, A. (Forthcoming) Motivational differences: the moderated link between cultural experience and cultural intelligence. *European Journal of International Management*

PAPERS IN PREPARATION (Research Stage)

(Collecting additional data to expand into a longitudinal study) **Montanye, M.R.** Less than ideal: The role of the Ideal Worker Norm and fear of backlash on leave-taking policy utilization
Dissertation

(Data analyzed – writing stage) **Montanye, M.R.**, Livingston, B.A., & Hosmanek, A.J. Violators beware: Filing workers' compensation as a violation of the Ideal Worker Norm.

(Study 1 complete, additional studies in development) 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.*

(Pilot complete, in search of main study data source) Nielsen, J., Colbert, A., **Montanye, M.R.** [Leader self-sacrifice].

(Data analysis stage) **Montanye, M.R.** and Li. C. [Fit and Backlash].

(Data cleaning stage) **Montanye, M.R.** and Zakaria, R. [Discontinuous Growth Model paper on the impact of CEO turnover on Firm Performance]

CHAired CONFERENCE SESSIONS

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

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 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 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. 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. Paper presented in symposium “Understanding How Group Faultlines Affect Individual, Group, and Organizational Outcomes,” *Annual Academy of Management Meeting*. Chicago, IL.

HONORS, AWARDS, & GRANTS

FDRC Scholarly and Creative Work Grant Award 2025
FDRC Scholarly and Creative Work Grant Award 2024
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

Management and Organizational Behavior, *North Central College*

Instructor – 32 students	Ratings: 4.51/5	Semester: Fall 2024
Instructor – 20 students	Ratings: 4.55/5	Semester: Spring 2024
Instructor – 28 students	Ratings: 4.64/5	Semester: Fall 2023

Human Resource Management, *North Central College*

Instructor – 30 students	Ratings: 4.56/5	Semester: Fall 2024
Instructor – 32 students	Ratings: 4.55/5	Semester: Fall 2023

Compensation and Performance Management, *North Central College*

Instructor – 21 students	Ratings: 3.99/5	Semester: Spring 2024
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Strategic Human Resource Management (Online), *University of Iowa*

Instructor – 33 students	Ratings: 5.6/6	Semester: Fall 2020
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Leadership and Personal Development, *University of Iowa*

Instructor – 32 students	Ratings: 5.96/6	Semester: Spring 2020
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WORK EXPERIENCE

Assistant Professor of Management
North Central College

August '23-Current

Research Assistant
University of Iowa

August '17-August '23

Assistant Men's Soccer Coach
Olivet College

June '16 – July '17

Assistant Men's Soccer Coach
Iowa Wesleyan University

August '15 - June '16

iHUB Marketing Assistant
Whitewater Innovation Center

June '12 - August '15
