

CURRICULUM VITAE

KIMBERLY T. SCHNEIDER

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EDUCATION

- 1996 Ph.D., University of Illinois at Urbana-Champaign
Major: Industrial and Organizational Psychology
Minors: Quantitative Psychology and Social Psychology
- 1994 M.A. in Psychology, University of Illinois at Urbana-Champaign
- 1990 B.A. in Psychology, Magna Cum Laude, Illinois Wesleyan University

PROFESSIONAL EXPERIENCE

Associate Professor and Coordinator, I/O-Social Psychology, Department of Psychology, Illinois State University, 2007-present

Assistant Professor, Department of Psychology, Illinois State University, 2001 - 2007

Assistant Research Administrator, Strategic Resources – Research, State Farm Insurance, 2000 – 2001

Assistant Professor, Department of Psychology, University of Texas at El Paso, 1995 - 2000

Research Assistant, Department of Psychology, University of Illinois

Teaching Assistant, Department of Psychology and Guided Individual Studies, University of Illinois
Named to “Campus-wide List of Teachers Rated as Excellent by their Students”, Fall 1994

RESEARCH EXPERTISE

Job Attitudes and Job Behaviors: I am interested in the relationships between job attitudes and job behaviors, including the importance of employee disposition in influencing employees' attitudes and behaviors. Although general attitudes are poor predictors of specific behaviors, they do appear to be related to families of behaviors, or more generally, general behavior constructs reflecting behavioral tendencies toward one's job. This provides a general framework for my research program. My work, whether studying antecedents or consequences of job attitudes, reflects this general orientation.

Job Stress: The antecedents and consequences of job stress and the moderating effects of coping strategies on job-related and psychological outcomes.

Organizational Withdrawal: Modeling job and work withdrawal and testing assumptions of withdrawal models.

Sexual and Ethnic Harassment in the Workplace: The organizational and individual antecedents and consequences of sexual and ethnic harassment in the workplace, including the impact of organizational climate and tolerance of harassment on work groups. The focus of my research is on harassment as an antecedent of job stress, job attitudes, and organizational withdrawal. Such harassment is a major antecedent of job stress, usually has negative influences on job attitudes, and precipitates organizational withdrawal in one of its many forms. Integrating these factors and influences into one integrated, coherent model is the long term goal of my research program.

PUBLISHED MANUSCRIPTS

Low, D. K. S., Radhakrishnan, P., **Schneider, K. T.**, & Rounds, J. (in press). The experiences of bystanders to ethnic harassment. *Journal of Applied Social Psychology*.

Hitlan, R. T., **Schneider, K. T.**, & Walsh, B. (2006). Upsetting behavior: Reactions to personal and bystander sexual harassment. *Sex Roles, 55*, 187-195.

Kahn, J. H., **Schneider, K. T.**, Jenkins-Henkelman, T. M., & Moyle, L. L. (2006). Emotional social support and job burnout among high-school teachers: Is it all due to dispositional affectivity? *Journal of Organizational Behavior, 27*, 793-807.

Hitlan, R. T., Kelly, K. M., Schepman, S., **Schneider, K. T.**, & Zárate, M. A. (2006). Language exclusion and the consequences of perceived ostracism in the workplace. *Group Dynamics: Theory, Research, and Practice, 10*, 56-70.

Schneider, K. T., Tomaka, J., & Palacios, R., (2001). Women's cognitive, affective, and physiological reactions to a male coworker's sexist behavior. *Journal of Applied Social Psychology, 31(10)*, 1995-2018.

Schneider, K. T., Hitlan, R. T., & Radhakrishnan, P. (2000). The nature and correlates of ethnic harassment experiences in multiple contexts. *Journal of Applied Psychology, 85*, 3-12.

Tomaka, J., Palacios, R., **Schneider, K. T.**, Colotla, M., Concha, J. B., & Herrald, M. M. (1999). Assertiveness predicts threat and challenge reactions to potential stress among women. *Journal of Personality and Social Psychology, 76(6)*, 1008-1021.

Schneider, K. T., Swan, S., & Fitzgerald, L. F. (1997). Job-related and psychological effects of sexual harassment in the workplace: Empirical evidence from two organizations. *Journal of Applied Psychology, 82 (3)*, 401-415.

Glomb, T. M., Richman, W. L., Hulin, C. L., Drasgow, F., **Schneider, K. T.**, & Fitzgerald, L. F. (1997). Ambient sexual harassment: An integrated model of antecedents and consequences. *Organizational Behavior and Human Decision Processes, 71 (3)*, 309-328.

PUBLISHED ABSTRACTS

Estrada, A. X., & **Schneider, K. T.** (1998). Understanding sexual harassment in the military: A model for future research. In M. Dansby (Ed.), *Proceedings of the Defense Equal Opportunity Management Institute, 2*. (pp. 202-214). DEOMI: Cocoa Beach, FL.

Estrada, A. X., Berggren, A. W., Hitlan, R. T., & **Schneider, K. T.** (1999). Sexual harassment of female officers and cadets in the Swedish Armed Forces. In M. Dansby (Ed.), *Proceedings of the Defense*

Equal Opportunity Management Institute, 3. DEOMI: Cocoa Beach, FL.

Palacios-Esquivel, R., Tomaka, J., **Schneider, K. T.**, & Concha, J. B. (1998). Assertiveness predicts threat and challenge reactions to potential stress among women. *Annals of Behavioral Medicine, 20, S097* [Supplement].

CONFERENCE PRESENTATIONS

DeSouza, E., Berube, D. P., & Schneider, K. T. (2007, April). *Incivility experiences on campus: Impacts of race and job type*. In K. T. Schneider (Chair), Incivility, social undermining experiences, and diversity climate perceptions. Symposium presented at the Society for Industrial and Organizational Psychology conference, New York.

Getchell, P. N., Bartels, J., Binning, J. F., Schneider, K. T., Showalter, B., & Hitzke, T. S. (2007, April). *Personality predictors of emotional labor and burnout in childcare workers*. Paper presented at the Society for Industrial and Organizational Psychology conference, New York.

Ringler, J. M., Binning, J. F., & Schneider, K. T. (2007, April). *Trait affect interactions with hassles and uplifts on work withdrawal*. Paper presented at the Society for Industrial and Organizational Psychology conference, New York.

Binning, J. F., Schneider, K. T., Adorno, A. J., Getchell, P. N., Couto, A., & Bartels, J. C. (2006, May). *Facet-level interaction of conscientiousness and agreeableness on counterproductive work withdrawal*. Paper presented at the Society for Industrial and Organizational Psychology conference, Dallas.

Couto, A. L., McEwen, D. L., Bartels, J. C., Getchell, P. N., Binning, J. F., Schneider, K. T., Daly, A. T., & Zborowski, M. (2006, May). *FFM facet-level personality correlates of job satisfaction for childcare workers*. Paper presented at the Society for Industrial and Organizational Psychology conference, Dallas.

Schneider, K. T., Kahn, J. H., Jenkins, T. M., & Moyle, L. M. (2005, April). *Affectivity, social support, and burnout among high school teachers*. Paper presented at the Society for Industrial and Organizational Psychology, Los Angeles.

Schneider, K. T., Desouza, E. R., & Berube, D. P. (2005, August). Influences of campus climate for women, ethnic minorities, and homosexuals. In A. J. Ormerod (Chair), *Leave-taking: Influence of climate, sexual harassment, and retaliation on withdrawal*. Symposium presented at the annual conference of the American Psychological Association, Washington, DC.

Desouza, E. R., Schneider, K. T., & Hubbard, C. R. (2005, August). Sexual harassment among high school students of color. In A. J. Ormerod & L. L. Collinsworth (Chairs), *New issues in high school sexual harassment*. Symposium presented at the annual conference of the American Psychological Association, Washington, DC.

Kahn, J. H., Schneider, K. T., Jenkins, T. M., & Moyle, L. M. (2005). *Competing models of affectivity, emotional social support, and job burnout*. Poster presented at the annual conference of the American Psychological Association, Washington, DC.

Schneider, K. T., & Swendsen, A. K. (2003, April). *Differential strategies for coping with workplace sexual and ethnic harassment*. In M. Bergman (Chair), Multiple identities and discrimination: Examining intersections of characteristics. Symposium presented at the Society for Industrial and Organizational Psychology, Orlando.

Hitlan, R. T., Zarate, M. A., & Schneider, K. T. (2003, April). *The effects of language exclusion on psychological and work-related outcomes*. In M. Bergman (Chair), *Multiple identities and discrimination: Examining intersections of characteristics*. Symposium presented at the Society for Industrial and Organizational Psychology, Orlando.

Schneider, K. T., Dreyer, J. A., Drumm, T. A., Hardersen, C., Stancato, N., & Young, J. A. (2002, August). *Working students' experiences of multiple harassment stressors and differential coping strategies*. Paper presented at the International Coalition Against Sexual Harassment, Chicago.

Hitlan, R. T., Schneider, K. T., & Estrada, A. X. (2002, April). *Employees' reactions to personal and bystander sexual harassment experiences*. In V. Magley & L. Cortina (Chairs), *Intersections of workplace mistreatment, gender, and occupational health*. Symposium presented at the Society for Industrial and Organizational Psychology, Toronto.

Estrada, A. X., Schneider, K. T., & Hitlan, R. T. (2002, April). *The effects of multiple harassment stressors on female Hispanic employees*. In A. Ormerod (Chair), *Negative experiences in the workplace: Discrimination, harassment, and aggression*. Symposium presented at the Society for Industrial and Organizational Psychology, Toronto.

Schneider, K. T., & Overton, R. C. (2001, April). *Quasi-experimentation in organizations: Evaluating the effectiveness of first-line supervisor training*. In K. T. Schneider (Chair), *Quasi-experiments in organizations: Results, dilemmas, and solutions*. Symposium conducted at the Society for Industrial and Organizational Psychology, San Diego.

Estrada, A.X., Schneider, K.T., & Landis, D. (2001, April). *Perceived climate for equal opportunity and race relations among Hispanic college students*. Paper presented at the International Academy for Intercultural Research meeting in Oxford, Mississippi.

Hitlan, R. T. Zarate, M., & Schneider, K. T. (2001, February). *The effects of language exclusion on subsequent attitudes toward immigration and group task performance*. Poster presented at the 2nd annual meeting of the Society for Personality and Social Psychology conference, San Antonio, TX.

Estrada, A.X., Hitlan, R.T., & Schneider, K.T. (2001, February). *Men's reactions to direct and indirect experiences of sexual harassment*. Poster presented at the Society of Personality and Social Psychology meeting in San Antonio, Texas.

Schneider, K. T., Estrada, A. X., Hitlan, R. T., & Berggren, A. (2000, August). *Bystander experiences of female Swedish military officers*. In K. T. Schneider & A. X. Estrada (Chairs), *International perspectives on sexual harassment in the military: A study of female officers of the Swedish Armed Forces*. Symposium conducted at the 108th annual convention of the American Psychological Association, Wash DC.

Hitlan, R. T., **Schneider, K. T.**, Berggren, A., & Estrada, A. X. (2000, August). *Coping with social-sexual behaviors in the military*. In K. T. Schneider & A. X. Estrada (Chairs), *International perspectives on sexual harassment in the military: A study of female officers of the Swedish Armed Forces*. Symposium conducted at the 108th annual convention of the American Psychological Association, Wash DC.

Estrada, A. X., Berggren, A., **Schneider, K. T.**, & Hitlan, R. T. (2000, August). *Antecedents and consequences of the sexual harassment of female Swedish military officers*. In K. T. Schneider & A. X. Estrada (Chairs), *International perspectives on sexual harassment in the military: A study of female officers of the Swedish Armed Forces*. Symposium conducted at the 108th annual convention of the

American Psychological Association, Wash DC.

Schneider, K. T., Hitlan, R. T., Estrada, A. X., Anaya, D., & Delgado, M (April, 2000). *Bystander harassment: Attributions regarding a climate tolerant of harassment*. In T. M. Glomb (Chair), How detrimental is sexual harassment? Broadening the boundaries of research. Symposium presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans.

Estrada, A. X., Berggren, A., Hitlan, R. T., & **Schneider, K. T.** (1999, December). *Sexual harassment experiences of female officers in the Swedish Armed Forces*. Paper presented at 3rd Biennial Defense Equal Opportunity Management Institute Conference, Cocoa Beach, FL.

Estrada, A. X., Alvarado, B., Granillo, E., Hitlan, R. T., & **Schneider, K. T.** (1999, October). *Attitudes toward lesbians and gay men in Hispanic college students: A functional perspective*. Paper presented at the Hate Crimes Research, Policy, and Action conference (Society for the Psychological Study of Social Issues), Los Angeles.

Schneider, K. T., Hitlan, R. T., & Estrada, A. X. (1999, August). *The moderating effects of other types of harassment stressors on sexual harassment outcomes*. In D. Knapp (Chair), Symposium on The changing nature of sexual harassment in organizations: A look at under-researched areas. Academy of Management Conference, Chicago.

Estrada, A. X., **Schneider, K. T.**, & Hitlan, R. T. (1999, August). *Developing programs to change negative attitudes toward gays: An attitude-functions approach*. Paper presented at the American Psychological Association conference, Boston.

Hitlan, R. T., **Schneider, K. T.**, Delgado, M., & Anaya, D. (1999, June). *Upsetting behavior: Reactions to personal and bystander sexual harassment*. Paper presented at the American Psychological Society conference, Denver.

Estrada, A. X., & **Schneider, K. T.** (1999, June). *Reducing homophobia: A meta-analysis*. In K. T. Schneider & P. Radhakrishnan (Chairs), Theoretical perspectives on attitudes toward and perceptions of lesbians and gay men. Symposium presented at the American Psychological Society conference, Denver.

Radhakrishnan, P., Contreras, J.C., **Schneider, K. T.**, & Hernandez, D. (1999, June). Individual differences in perceptions of ethnic harassment. Paper presented at the American Psychological Society conference, Denver.

Alvarado, B., Wade, L., Estrada, A. X., & **Schneider, K. T.** (1999, June). *Psychological functions of Hispanic students' attitudes toward lesbians and gay men*. In K. T. Schneider & P. Radhakrishnan (Chairs), Theoretical perspectives on attitudes toward and perceptions of lesbians and gay men. Symposium presented at the American Psychological Society conference, Denver.

Serros, R., Wade, L., Estrada, A. X., & **Schneider, K. T.** (1999, June). *Ethnic differences in reasoning about abortion*. Paper presented at the American Psychological Society conference, Denver.

Schneider, K. T. (1998, April). Job-related and mental health effects of racial harassment experiences. In K. T. Schneider (Chair), *Racial discrimination, harassment, and workplace climate*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Palacios-Esquivel, R., Tomaka, J., **Schneider, K. T.**, & Concha, J. B. (1998, March). *Assertiveness predicts threat and challenge responses to potential stress among women*. Paper presented

at the annual meeting of the Society for Behavioral Medicine, New Orleans, LA.

Estrada, A. X., & **Schneider, K. T.** (1997, December). *Understanding sexual harassment in the military: A model for future research*. Paper presented at the 2nd Biennial EO/EEO Research Symposium of the Defense Equal Opportunity Management Institute, Cocoa Beach, Florida.

Schneider, K. T. (1997, May). *Employees' experiences of ethnic harassment, sexual harassment, and bystander stress*. Paper presented at the annual convention of the Midwestern Psychological Association, Chicago.

Hernandez, D., & **Schneider, K. T.** (1997, January). *Perceptions and frequencies of ethnic harassment*. Paper presented at the Women in Higher Education Conference, Ft. Worth, Texas.

Schneider, K. T. (1996, August). Bystander Stress: Effects of sexual harassment on victims' co-workers. In J. Schmidtke (Chair), *Responses to Sexual Harassment*. Symposium presented at the annual convention of the American Psychological Association, Toronto.

Schneider, K. T. (1995, March). The development of a bystander stress scale. In L. F. Fitzgerald (Chair), *Emerging Developments in Sexual Harassment Research*. Symposium presented at the Association of Women in Psychology Annual Conference, Indianapolis.

Schneider, K. T., & Swan, S. (1994, April). Job-related, psychological, and health-related outcomes of sexual harassment. In C. L. Hulin (Chair), *Symposium on Sexual Harassment*. Symposium presented at the Society of Industrial and Organizational Psychology, Nashville.

Swan, S., & **Schneider, K. T.** (1994, May). *A new look at the type and severity of sexual harassment*. Paper presented at the Midwestern Psychological Association Annual Conference, Chicago.

Schneider, K. T. (1992, November). *Employee disposition and work values as antecedents to job stress*. Paper presented at American Psychological Association and the National Institute for Occupational Safety and Health Conference, Washington, D. C.

MANUSCRIPTS UNDER REVIEW

Hitlan, R. T., & Schneider, K. T. (2007). *Harassment and psychological distress: A cross-sectional investigation using the SCL-90-R*. Manuscript under review.

MANUSCRIPTS IN PREPARATION

Pryor, J. B., DeSouza, E. R., Hesson-McInnis, M., **Schneider, K. T.**, Barak, A., Chan, K. S. D., Choochum, O., Jotiban, N., Degirmencioglu, S. M., Finchilescu, G., Gaboret, M., Gruber, J. E., Kauppinen, K., Kumaraswamy, N., Luszczynska-Cieslak, A., Kiemblowski, P., Maass, A., Riebiero, J., Salas, S., Tanaka, K., & Ushasree, S. (2007). The relationship of sexual harassment to the cultural status of women: A cross-cultural study.

Schneider, K. T., & Hitlan, R. T. (2007). *Multiple stressors: The effects of experiencing multiple types of harassment at work or at school*.

DeSouza, E. R., & Schneider, K. T. (2007). *Incivility based on sexual orientation: The impact on North American and Brazilian bystanders*.

Hitlan, R. T., Estrada, A. X., Berggren, A., & Schneider, K. T. (2007). *Appraisal and coping with social-sexual behavior in the military: An examination of female officers in the Swedish Armed Forces*.

TECHNICAL REPORTS

Schneider, K.T., Binning, J. F., & Moore, M. K. (2005). *Technical Report presented to directors of 17 local childcare centers*.

Younger-Urban, B., **Schneider, K.T.**, & Bennett, L. (1999). *Domestic abuse program evaluation: A comparison of results from Levi Strauss plants in El Paso, Texas and Powell, Tennessee*. Report submitted to the Board of Directors of the Red Tab Foundation of Levi Strauss, Inc.

Schneider, K.T., & Anaya, D. (1999). *Preliminary report on the results of the domestic abuse prevention program*. Feedback report submitted to the Board of Directors of the Red Tab Foundation of Levi Strauss, Inc.

Schneider, K. T., & Hitlan, R. T. (1997). *Feedback Report to the Ysleta School District Administration and Participants*, Center for Organizational Research, 97-01.

Schneider, K. T., & Hulin, C. L. (1995). *Feedback Report to the University Administration, Department Heads, and Participants*.

Hulin, C. L., Zickar, M. J., **Schneider, K. T.**, & Magley, V. J. (1993). *Feedback Report to the Employees of a Public Sector Organization*.

GRANTS AND CONTRACTS

2003. Illinois State University, University Research Grant (Pre-tenure Faculty Initiative Grant). *Assessment of Coping Strategies for Workplace Sexual and Ethnic Harassment*. Awarded, \$2500.

2002. Illinois State University, University Research Grant (New Faculty Initiative Grant). *Contextual Antecedents and Job-related Correlates of Employees' Experiences of Multiple Harassment Stressors*. Awarded, \$2500

2000. American Psychological Association/National Institute of Occupational Safety and Health. *APA/NIOSH Occupational Health Psychology Institutional Curriculum Development grant*, \$20,000. Awarded to K. Schneider and University of Texas at El Paso (not accepted).

1999-2000. William L. Staley Research Grant, University of Texas at El Paso (Awarded to Beatriz Alvarado [undergraduate student] and K. T. Schneider). *Women's experiences of sexual and ethnic harassment on campus*. \$4,500.00

1998-1999. Contract funded by the Red Tab Foundation of Levi Strauss, Inc. Schneider, K.T. *Evaluation of a domestic abuse prevention program*. \$22,582.00

1995 - 1996. Grant funded by the University of Texas at El Paso, University Research Institute. Schneider, K. T., *Job stressors of minority women in nontraditional jobs*. \$900.00

TEACHING EXPERIENCE

Undergraduate Level Experience:

Introductory Statistics/Social Science Reasoning Using Statistics
Advanced Statistics
Introduction to Industrial/Organizational Psychology
Social Psychology
Research Methods
Seminar in Current Topics in Organizational Psychology

Graduate Level Experience:

Graduate Statistics I: Multivariate Statistics
Graduate Statistics II: Experimental Design and ANOVA
Seminar in Structural Equation Modeling (also conducted as 3-day workshop for State Farm)
Seminar in Foundations of Industrial/Organizational Psychology
Seminar in Organizational Behavior

REVIEWING

Journal of Occupational Health Psychology - ad hoc reviewer
Journal of Applied Social Psychology – ad hoc reviewer
Canadian Journal of Behavioral Science - ad hoc reviewer
National Science Foundation - ad hoc reviewer

PROFESSIONAL and COMMITTEE MEMBERSHIPS

American Psychological Association

APA/National Institute of Occupational Safety and Health 2003 Conference Planning
Committee (Work, Stress, and Health)

Society for Industrial and Organizational Psychology

State Affairs Committee
Annual Conference Program Committee