

Vita
Grace Lemmon

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Education

B.S.	2006	DePaul University Chicago, Illinois Marketing
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Research Interests

Psychological contracts
Individual and organizational identity
Cross-cultural differences in exchange relationships

Teaching Experience

Instructor	University of Illinois at Chicago
Summer 2008:	Organizational Behavior
Fall 2008:	Competitive Strategy

Journal Publications

Hoobler, J. M., Basadur, T., & Lemmon, G. (2006). Management of a diverse workforce: Meanings and Practices. *Journal of Equipment Lease Financing*, 25, 1-8.

Hoobler, J. M., Wayne, S. J., & Lemmon, G. (In Press). Bosses' perceptions of family-work conflict and women's promotability: Glass ceiling effects. Conditional acceptance at the *Academy of Management Journal*.

Manuscripts Under Review

Lemmon, G., Wayne, S. J., & Yuan, S. A motivational model of organizational citizenship behavior. *Revise and resubmit from Journal of Applied Psychology*.

Hoobler, J. M., Lemmon, G., & Wayne, S. J. The maternal wall: A human capital perspective. *Under review at Journal of Applied Psychology*.

Conference and Meeting Presentations

Lemmon, G. (2008, August). The interactive effect of political skill and growth-need on outcomes: Boundaries on the utility of workplace political behavior. Presented at the 68th Annual Conference of the Academy of Management, Anaheim, CA.

Hu, J., Lemmon, G., & Kuljanin, G. (2008, August). Person-team fit and team performance as moderators of the relationship between LMX and work outcomes. Presented at the 68th Annual Conference of the Academy of Management, Anaheim, CA.

Hoobler, J. M., Wayne, S. J., & Lemmon, G. (2008, August). Bosses' perceptions of work-family conflict and women's upward mobility: The glass ceiling reexamined. Presented at the 68th Annual Conference of the Academy of Management, Anaheim, CA.

Hoobler, J. M., & Lemmon, G. (2007, April). Identity's role in the relationship between abusive supervision and family outcomes. Presented at the 22nd Annual Conference of the Society of Industrial and Organizational Psychology, New York, NY.

Hoobler, J. M., Rospenda, K., & Lemmon, G. (2007, August). Asymmetrical Effects of Positive Job Experiences and Generalized Workplace Harassment on Well-being. Presented at the 67th Annual Conference of the Academy of Management, Philadelphia, PA.

Book Chapters

Brickson, S. L., & Lemmon, G. (2008). Organizational identity as a stakeholder resource. In J. E. Dutton (Ed.), *Positive Identities at Work*.

Funded Research

Wayne, S. J., Akinlade, D., & Lemmon, G. Managing the employment relationship in different cultures. Sponsored by a grant from the Center for Human Resources Management (University of Illinois). \$10,000 awarded.