

Ashley M. Mandeville

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ACADEMIC APPOINTMENTS

Florida Gulf Coast University

Assistant Professor of Management (2017 – current)
Department of Management

University of Alabama

Research Assistant, and Instructor (2013 – 2017)
Department of Management, Ph.D. program

EDUCATION

University of Alabama, Culverhouse College of Commerce and Business Administration (2017)

Ph.D., Organizational Behavior/ Human Resources

Dissertation Title: The Effects of an Advice Network on Pluralistic Ignorance of Preferences to Utilize Family-Friendly Benefits

Advisor: Dr. Jonathon R. B. Halbesleben

University of Houston, C.T. Bauer College of Business (2008)

Bachelor of Business Administration in Management

Certificate of Entrepreneurship

Graduated with High Honors

RESEARCH INTERESTS

Benefit Utilization

Work-Family Interface

Organizational Leadership

Gender & Diversity

Social Networks

PUBLICATIONS

Hackney, K., Daniels, S., Paustian-Underdahl, S.C., Perrewe, **Mandeville, A.M.**, P., Eaton, A. (2020). Effects of Pregnancy Discrimination in the Workplace on Mother and Baby Health. *Journal of Applied Psychology*.

Whitman, M. V., & **Mandeville, A.** (2019). Blurring the lines: Exploring the work spouse phenomenon. *Journal of Management Inquiry*.

Mandeville, A.M., Whitman, M., Halbesleben, J.H. (2019). A Meaning Maintenance Model of the Impact of Furloughs on Family Identification. *Personnel Review*.

Paustian-Underdahl, S., Eaton, A., **Mandeville, A.M.**, Little, L. (2019) Pushed out or opting out? Integrating perspectives on gender

differences in withdrawal attitudes during pregnancy. *Journal of Applied Psychology*. <http://dx.doi.org/10.1037/apl0000394>

Mandeville, A., Halbesleben, J., & Whitman, M. (2016). Misalignment and misperception in preferences to utilize family-friendly benefits: Implications for benefit utilization and work–family conflict. *Personnel Psychology*, 69(4), 895-929. <https://doi.org/10.1111/peps.12124>

UNDER REVIEW

Paustian-Underdahl, S., **Mandeville, A.M.**, Eaton, A., Jordan, S. Pregnancy Discrimination is a Family Affair: Examining Crossover Effects in Couples. R&R1 at *Academy of Management Journal*.

Frieder, R., Whitman, M., **Mandeville, A.M.**, Leon, M. Social Distancing Makes the Heart Grow Fonder. Under review at *Journal of Business Psychology*.

Mandeville, A.M., Manegold, J.M., Matthews, R., Whitman, M. When all COVID breaks lose: Examining Determinants of Working Parents Job Performance During a Crisis. Under review at *Applied Psychology: An International Review*

BOOK CHAPTERS

Mills, M. J., Pervez, A., & **Mandeville, A. M.** (2018) We're Not There Yet: Gender and the Work-Family Interface in the Modern Workscape. In J. Nicklin (Ed.), *Work-Life Balance in the 21st Century: Perspectives, Practices, and Challenges*. Nova Science Publishers.

CONFERENCE PRESENTATIONS

Manegold., J., **Mandeville, A.M.**, Mathews, R., Whitman, W. The Role of Motives and Resources in the Work and Family Domains. Accepted for presentation as part of a symposium at 2021 Society of Industrial and Organizational Psychology Annual Conference (virtual).

Mandeville, A., Whitman, M., Halbesleben, J., Manegold, J. The Effects of an Advice Network on Pluralistic Ignorance of Preferences to Utilize Family-Friendly Benefits. Accepted for presentation at 2019 Southern Management Association Conference, Norfolk, VA.

Paustian-Underdahl, S., **Mandeville, A.M.**, Eaton, A., Jordan, S. Pregnancy Discrimination is a Family Affair: Examining Crossover Effects in Couples. Accepted for presentation at 2019 Southern Management Association Conference, Norfolk, VA.

Mandeville, A., Paustian-Underdahl, S.C., Little, L.M., & Hinojosa, A. Comparison is the thief of joy...Examining the critical role of maternity benefit comparison in perceptions of pregnancy

discrimination. Presented at 2019 Society of Industrial and Organizational Psychology Annual Conference, Washington, D.C.

Hackney, K., Daniels, S., Paustian-Underdahl, S.C., Perrew, P., Eaton, A., and **Mandeville, A.** The Effects of Pregnancy Discrimination in the Workplace on Mother and Baby Health. Presented at 2018 Southern Management Conference, Lexington, KY. *Best Overall Paper Award

Whitman, M. & **Mandeville, A.M.**, Friends with (some) Benefits: What is a Work Spouse? Presented at the 2018 Academy of Management, Chicago, IL.

Paustian-Underdahl, S., **Mandeville, A.**, Eaton, A. Pregnancy is a Family Affair: Changes in Women's Career Attitudes due to Discrimination depend on Spousal Support. Presented at the 2017 Academy of Management as part of symposium. Atlanta, GA.

Gonzalez, R., Eaton, A., Paustian-Underdahl, S., & **Mandeville, A.** (2017, October). Expecting? The importance of family-friendly organizational policies for expectant mothers' and fathers' job satisfaction and commitment. Poster to be presented at the SACNAS National Diversity in STEM Conference, Salt Lake City, Utah.

Paustian-Underdahl, S.C., **Mandeville, A.**, Eaton, A., Jacobson, R., & Quiroz, A. (2016) Investigating Pregnancy Disclosures at Work via Discontinuous Change Modeling. Presented at the 2016 Society of Industrial and Organizational Psychology Annual Conference, Anaheim, CA.

Mendez, N., Eaton, A. A., Paustian-Underdahl, S., & **Mandeville, A.** (2016). Coworker support buffers burnout in pregnant working women over time. Presented at the annual meeting of the Association for Women Psychologists, Pittsburgh, PA.

Paustian-Underdahl, S.C. & **Mandeville, A.M.** (2015). Investigating Pregnancy Disclosures at Work: A qualitative analysis. Presented at the 2015 European Association of Work and Organizational Psychology Conference.

Paustian-Underdahl, S.C., **Mandeville, A.M.**, Little, L.M., & Hinojosa, A. (2015). Should I Stay or Should I go Now? Examining the role of perceived pregnancy discrimination in the turnover of working mothers following maternity leave. Presented at the 2015 European Association of Work and Organizational Psychology Conference.

Mandeville, A.M., Halbesleben, J.H., Whitman, M.V. (2014). Pluralistic Ignorance of Family-Friendly Benefits. Paper presented at the 2014 Southern Management Association Conference, Savannah, GA.

Halbesleben, J.R., Bellairs, T., & **Mandeville, A.M.** (2014). A Meaning Maintenance Model of the impact of furloughs on family. Paper presented at the 2014 Society of Industrial and Organizational Psychology Conference, Honolulu, HI.

Halbesleben, J.R., **Mandeville, A.M.**, & Whitman, M. (2013). Spousal home-based support compensation in response to exhaustion at work. Paper presented at the 2013 Southern Management Association Conference, New Orleans, LA.

MEDIA

Forbes – July 13, 2020 -
<https://www.forbes.com/sites/bryanrobinson/2020/07/11/pregnancy-discrimination-in-the-workplace-affects-mother-and-baby-health/#e2c780ecac69>

Psychology Today – July 13, 2020 -
<https://www.psychologytoday.com/us/blog/the-right-mindset/202007/how-pregnancy-discrimination-affects-health>

Bloomberg – July 9, 2020 - When the Boss is Bad for the Baby.
<https://www.bloomberg.com/news/articles/2020-07-09/how-workplace-discrimination-affects-pregnant-women-and-babies>

FGCU 360 – May 7, 2020 - <https://fgcu360.com/2020/05/07/fgcu-launches-research-to-measure-impacts-of-covid-19/>

Bloomberg – April 26, 2019 – HR Buzz: Madison-Bound * Women at Helm * New Moms Urged to Exit?
<https://news.bloomberglaw.com/daily-labor-report/hr-buzz>

Bloomberg – December 21, 2016 – Fight Employees Fears of Using Family Benefits

University of Alabama News Center – February 19, 2016 – Whistle While You Work: Researchers Try Unlocking Key to Happiness

COURSES TAUGHT **Florida Gulf Coast University**
Undergraduate:
MAN 4143: Leadership

- 2 sections, Fall 2017 (Rating: 4.8/5)
- 2 sections, Spring 2018 (Rating: 4.9/5)
- 2 sections, Fall 2018 (Rating: 4.8/5)
- 2 sections, Spring 2019 (Rating: 4.8/5)
- 2 sections, Fall 2019 (Rating: 4.7/5)
- 2 sections, Spring 2020 (Rating: 5/5) – converted to online due to COVID-19
- 2 sections, Fall 2020 (Rating: 5/5) (BlendFlex)

MAN3301: Introduction to Human Resource Management

- 1 section, Summer 2019 (Rating: 5/ 5)

MAN 3600: International Business

- 1 section, Summer 2017 (Rating: 5/5)

MAN 4720: Integrated Management (Capstone Course)

- 1 section, Summer 2017 (Rating: 4.8/ 5)
- 1 section, Spring 2018 (Rating: 4.7/5)
- 1 section, Spring 2019 (Rating: 4.6/5)

MAN3350: Performance & Training

- 1 section, Fall 2017 (Rating: 4.87/5)
- 1 section, Fall 2018 (Rating: 4.77/5)
- 1 section, Fall 2019 (Rating: 4.8/5)
- 1 section, Fall 2020 (Rating: 5/5) (BlendFlex)

MAN3320: Employee Staffing

- 1 section, Spring 2020 (Rating: 5/5) – converted to online due to COVID-19

University of Alabama

Undergraduate:

MGT 301: Introduction to Human Resource Management

- 1 section, Fall 2013 (Rating: 4.74/ 5)
- 1 section, Spring 2014 (Rating: 4.65/ 5)

MGT 320: Leadership

- 1 section, Fall 2014 (Rating: 4.94 /5)

MGT 301-901: Introduction to Human Resource Management- **Online**

- 1 section, Summer 2015 (Rating: 4.89/ 5)
- 1 section, Fall 2015 (Rating: 4.40/ 5)
- 1 section, Spring 2016 (Rating: 5/ 5)
- 1 section, Summer 2016 (Rating: 3.3/5)

- 1 section, Spring 2017 (Rating: 5/5)

SERVICE

Management Program Coordinator (2020 – 2021)

- Lead Curriculum Committee to include new Leadership Concentration
- Assist Association Dean of Lutgert with AACSB accreditation documentation

Future Business Leaders of America – Phi Beta Lambda (FBLA – PBL Advisor)

- Started this student organization in Fall 2018 and grew to 22 members in the first year.
- Florida State Conference, March 2019, accompanied and advised 4 students competing in tests on international business, programming, and sales. One student won 3rd place in Programming.
- Florida State Conference (moved virtual due to COVID-19), March 2020, 2 students attended and competed. One student won 1st place in Organizational Behavior & Leadership. Another student won 1st place in Programming Concepts.
- National Conference (moved virtual due to COVID-19), June 2020, student won 5th place in Organizational Behavior & Leadership.

Served on Curriculum Development committee (2019 – 2020)

- Committee responsible for revising curriculum to include International Business concentration as well as revised core courses.

Served on Search Committees within College of Business

- Finance Search Committee (2 professors at the Assistant and Associate level)
- Marketing Search Committee (2 professors at the Assistant and Full level)
- Management Search Committee (1 professor at the Associate level)

Undergraduate Student Advisement

- Advised students in preparation for the Ethics Case Competition (2017, 2018) held at Stetson University.
- Mentored undergraduate student research project. Student conducted a qualitative study using participants in her Employee Staffing class. Research involved a literature review, selection of

appropriate methodology, data analysis, and interpretation of results. Research was presented at FGCU Research Day in April 2020. Student won LCOB Dean's Award.

- Mentored Graduate student for a year (2019 – 2020) in research. Student learned the research cycle, from data collection to publication.

PROFESSIONAL EXPERIENCE

2013 –2017

Research Assistant, University of Alabama, Tuscaloosa, AL

- Conduct descriptive and inferential statistical analyses of data using SPSS and MPlus
- Clean and merge multiple datasets
- Conduct reviews of Organizational Behavior literature for reporting and publication purposes

Editor's Assistant, *Journal of Occupational and Organizational Psychology*

- Analyze and report submission metrics
- Gather and organize published literature by topic to improve user search experience

2008 - 2012

Senior Consultant, Hitachi Consulting, Atlanta, GA

Client Work:

FXI

Training Lead, Organizational Change Management Consultant, Global SAP ERP Implementation

- Led end user training for implementation of SAP
- Applied Adult Learning Theory to create the training strategy
- Created detailed analysis of resource needs based on FXI training locations, Spanish translation needs and course curriculum. Presented analysis and recommendations to client executives. My recommendations were used to staff the project and proved to be effective.
- Facilitated the creation of course curriculums for seven SAP modules and over 60 courses
- Managed a 75 person training project team to build course materials within project deadlines
- Created Computer Based Training using uPerform
- Delivered Training Kick Off Presentation outlining the training plan logistics to client and project team members
- Analyzed logistics of training effort and created a cost effective process for delivering instructor led training company wide

Tronox

Organizational Change Management Consultant, Global SAP ERP Implementation

- Coordinated and managed training plan for 1000 plus end users impacted by implementation of SAP
- Facilitated the creation of course curriculums for seven SAP modules and 60 courses
- Managed a 40 person training project team to build course materials within project deadlines
- Delivered SAP Basic Navigation course to 1000 end users
- Delivered Training Kick Off Presentation outlining the training plan logistics to client and project team members

Comcast

Data Analyst, Comcast Broadband Opportunity Program (CBOP)

- Performed research and data analysis for the Comcast Broadband Opportunity Program (CBOP), a program built to meet FCC requirements as a result of the Comcast/ NBC Universal merger, with the intent to communicate low cost services to qualified, low income families

Raytheon SAS

Organizational Change Management Consultant, Internal IT Initiative

- Conducted Impact Analysis across IT business units regarding IT Outsourcing Agreement
- Created Behavioral Change Communications and Training Plan for business units impacted by Remedy implementation
- Reported Organizational Change Management team progress to Executive Leadership
- Created training PowerPoint presentation for Professional Services business unit that was delivered to SAS Executive Leadership. Training was well received and requested by other Raytheon business units.
- Facilitated several Train-the-Trainer meetings with Professional Services business unit managers

H&E Equipment Services

Organizational Change Management Consultant & Project Management Assistant, SAP ERP Implementation

- Coordinated and scheduled training programs for 850 plus end users impacted by SAP Implementation
- Facilitated the creation of course curriculums for seven SAP modules and 130 courses

- Created Excel spreadsheet that automated the daily/weekly status of training activities of functional teams. This spreadsheet was used for reporting to Project Management and Executive Leadership.
- Gathered requirements for Learning Management System
- Facilitated weekly training meetings for ten training resources
- Created user guides, PowerPoint presentations and quick reference guides
- Created presentations that communicated training development, deployment strategies, and workshops for trainers to the project team
- Designed and implemented the process for on boarding new project members
- Designed spreadsheet based tool to present project metrics, such as project budget, time and expenses from Portera

CalDive

Oracle HR & Training Consultant, Oracle Implementation

- Developed and distributed communications regarding global training program to end users
- Analyzed training attendance metrics and tracked completion rate for web based training courses
- Responsible for data migration into the Oracle Production instance
- Gathered system requirements for Human Resource functional design documents
- Developed functional specifications used by technical team

**AWARDS,
ORGANIZATIONS
& ACTIVITIES**

- Nominated for Junior Excellence Award in Teaching (2020)
- Best Overall Paper Award, SMA (2018)
- Best Paper in Gender/Diversity Division Award, SMA (2018)
- LINKS Social Network Analysis Workshop (2016)
- HR Division Doctoral Consortium at Academy of Management (AOM) Conference (2016)
- Minnie C. Miles Scholarship Award (2016)
- Minnie C. Miles Scholarship Award (2015)
- Early-Stage Doctoral Consortium at SMA Conference (2013)
- Member of Society of Human Resource Management (SHRM) & American Society for Training and Development (ASTD)
- Affiliate, Academy of Management
- Affiliate, Southern Management Association
- Affiliate, Society for Industrial and Organizational Psychology

