

CURRICULUM VITAE

EMILY M. STIEHL

University of Illinois at Chicago
School of Public Health
Department of Health Policy and Administration
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EDUCATION

2006-2011 Ph.D., Organizational Behavior/Human Resources, University of Pittsburgh

2004 B. S., Business / Organizational Administration, University of Illinois
Minor in Technology and Management; Minor in French
Highest Honors

DISSERTATION RESEARCH

Living in Poverty: Implications for Work Attitudes and Behaviors

Advisors: Dr. Carrie Leana; Dr. Vikas Mittal

Members: Dr. Richard Moreland, Dr. Frits Pil, Dr. Denise Rousseau

My research examines work outcomes (e.g., job attachment, extra-role behavior, and workplace health) among front-line (and often low-wage) workers in health care. I am interested in how our theories, tested in one context, translate to other contexts, like health care. I present two papers that 1) propose three possible mechanisms from organizational behavior (i.e., self-efficacy, negative affect, and the diversity of social resources) to explain how poverty among these workers affects work behaviors and then 2) test for these mediating effects among certified nursing assistants. The findings suggest that poverty indeed has a multi-faceted effect on work outcomes.

PUBLICATIONS AND WORK IN PROCESS

Stiehl, E., Kossek, E., Keller, Q., & Leana, C. Fostering the generation and spread of care in organizations: A model of care flow. *Revise and Resubmit*

Kling, W. & Stiehl, E. Social contract theory and the public's health: A vital challenge past and present. Pagano, MA, ed. *Remaking the Urban Social Contract: Health, Energy, and the Environment*. University of Illinois Press.

Rosen, J., Stiehl, E., Mittal, V., Fox, D., Hennon, J., Jeste, D., Reynolds III, C.F. 2013. Late-life mental health education for workforce development: Brain vs. heart? *Academic Journal of Geriatric Psychiatry*. DOI: 10.1016/j.jagp.2013.01.031.

Leana, C., Mittal, V., & Stiehl, E. 2012. Organizational behavior and the working poor. *Organization Science*, 23(3), 888-906.

Rosen, J., Stiehl, E., Mittal, V., & Leana, C. 2011. Stayers, leavers, and switchers among certified nursing assistants in nursing homes: A longitudinal investigation of staff retention and turnover. *The Gerontologist* 51(5) 597-609.

Stiehl, E. 2009. Review of S. H. Mastracci's "Breaking out of the pink-collar ghetto: Policy solutions for non-college women," *Journal of Labor Research*. **30**(3): 289-291.

WORKING PAPERS

Stiehl, E.; Leana, C. & Mittal, V. The Effects of Poverty on Extra-Role Behaviors at Work. Working paper--targeted to JAP.

Stiehl, E. & Forst, L. Safety climate among non-traditional workers: The impact of construed external image. Working paper—targeted to New Solutions

Stiehl, E.; Shivaprakash, N.; Zaroni, J.; Conrad, K.; & Love, M. Tactics for avoiding injury among CNAs: Models of agency and behaviors that protect the self versus others. Working paper

PRESENTATIONS

Stiehl, E. 2016. "Making eye-catching graphics for your research proposal." SPH Office of Research Workshop Series. March 8, 2016, Chicago, IL.

Stiehl, E. 2016. "Organizational Leadership." Department of Medicine Faculty Leadership Seminar. February 24, 2016, Chicago, IL.

Kling, W., Stiehl, E., Riedel, N., Vanden Hoek, T., & Morita, J. Healthcare: Right or Privilege? Panel Discussion. *Remaking the Urban Social Contract: Health, Energy and the Environment*. 2015 UIC Urban Forum. September 17, 2015. Chicago, IL.

Stiehl, E. 2015. "Low-wage care workers: Understanding how to protect those who care." Keynote speaker for School of Public Health Research Day. April 7, 2015, Chicago, IL.

Stiehl, E. 2015. "Conducting focus groups with CNAs about MSD risk: A strategy around models of agency." Low-wage Workers Targeted Research Training Event. February 26, 2015. Chicago, IL.

Masterson, C., Henly, J., Hoobler, J., Leiwant, S., Seefeldt, K., Stiehl, E., & Swanberg, J. 2014. Opening our eyes to the "Missing Persons" of work-family research: A cross-disciplinary discussion of low-wage workers. Symposium. Work Family Research Network 2014 Conference, New York, NY.

Stiehl, E. 2014. "Care flow: Developing a system of care in organizations." Presentation. Illinois Occupational and Environmental Health and Safety Education and Research Center (Illinois ERC) seminar. April 2, 2014. Chicago, IL

Stiehl, E. 2013. "Care Flow: Managing the movement of care in organizations." Poster session. Positive Organizational Scholarship Conference, University of Michigan, Ann Arbor.

Stiehl, E. 2012. "Can I help you?: Testing self-efficacy as a mediator between poverty and discretionary work behaviors." Presentation. UIC College of Business Administration Brown Bag Series, Chicago, IL.

Stiehl, E. & Mao, J. 2012. "Poverty and Identity Threats: Understanding low-wage work and the Informal Economy." Caucus. Academy of Management Annual Meeting, Boston, MA.

Stiehl, E. 2009. "Organizational behavior and the working poor." Symposium. Academy of Management Annual Meeting, Chicago, IL.

Stiehl, E., & Leana, C. 2008. "Modeling the effects of low-wages at work" Presentation to the Positive Organizational Scholarship Conference, University of Michigan, Ann Arbor.

HONORS AND AWARDS

Post-Doctoral Fellow, Center for Health and Care Work,	2011-12
Aspen Institute Award for Best Dissertation Proposal,	2009
Outstanding Reviewer Award, Academy of Management Conference,	2009, 2011
Roger S. Ahlbrandt Sr. Fellowship, University of Pittsburgh,	2007-2008
Bill Kenzler Generation-to-Generation Scholarship, University of Illinois	2000-2004

SERVICE

Academy of Management Conference Reviewer	2009-present
Reviewer for Capstone presentations (MPH & MHA), UIC	2012-present
Master in Healthcare Administration Admissions Committee, UIC	2013-present
MHA student advisor, UIC	2013-present
Lead for MHA orientation group exercise, UIC	2014-present
AFHA faculty advisor	2014-present
Facilitator for Inter-professional Education Seminar, UIC	2013-2014,
2016	
Organizational Design Taskforce, UIC SPH	2015-2016
Developed proposal for EMHA program, UIC	2013
Master in Public Health Admissions Committee, UIC	2013
Strategic Planning Committee—Organizational Design, UIC School of Public Health	2012-2013
Facilitator, MBA Orientation Sessions, University of Pittsburgh	2006-2012
University of Pittsburgh's Annual Report: www.business.pitt.edu/voices	2010
Co-Chair O&E Seminar Series, University of Pittsburgh	2009-2011
President, Doctoral Student Organization, University of Pittsburgh	2007-2008
Social Secretary, Doctoral Student Organization, University of Pittsburgh	2006-2007

GRANTS

9/30/2014-9/29/2016 Muramatsu (PI)
SIP 14-031: Workplace Health Research Network Collaborating Center \$747,805
Centers for Disease Control and Prevention
Role: Co-investigator

2016 May-July Sewell (PI)
Strategic Planning
Cook County Health and Hospital System
Role: Co-Investigator

2014-2015 Stiehl (PI)
Pilot Project Research Training funds \$10,100
Illinois ERC
Reducing MSD risk among CNAs: An untapped strategy around models of agency

2013-2014 Calhoun (PI)
IL Dept of Insurance HPG13021 \$888,745

Training Health Insurance Enrollees for Implementation of the ACA in Illinois

Role: Additional Personnel

2013-2014 Dopkeen (PI)

IL Dept of Healthcare and Family Services

Evaluation of County Care 1115 Waiver

Role: Co-Investigator

2011-2013 Leana (PI)

Russell Sage Foundation \$160,000

The effects of employment status congruence, worksite context, and formalization on caregiver and care recipients' outcomes in long-term care

Role: Co-Principal Investigator

Submitted for Review

TEACHING

Introduction to Organizational Behavior
(Katz School of Business undergraduate students)

Fall 2009 (enrollment = 61)
Spring 2010 (enrollment = 34)
Fall 2011 (enrollment=53)
Spring 2012 (enrollment=53)

Strategic Health Care Management (UIC MHA)

Spring 2013 (enrollment=34)
Spring 2014 (enrollment=19)
Spring 2015 (enrollment=35)
Spring 2016 (enrollment=25)

Healthcare Organizational Leadership (UIC MHA)

Fall 2013* (enrollment=29)
Fall 2014 (enrollment=25)
Fall 2015* (enrollment=34)

*organized multiple sections of the course

Organizational Transformation (1/2 semester MHA)

Spring 2014
Spring 2015

Healthcare Organizational Leadership (Clinician Exec MHA)

Spring/Summer 2015

Strategic Management (Clinician Executive MHA)

Spring 2016

Guest Lectures:

Power and Politics *in Policy Analysis (DrPH program)*

Sp 2013, 2014

Motivation and Org Change *in Health Organizational Leadership (MHA)*

Fall, 2012

Leadership and Power *in Organizational Leadership (MPH)*

Fall 2012, 2013

Leadership and Power *in Organizational Leadership (online MPH)*

Spring 2013-2016

k Nearest Neighbors *in Introduction to Machine Learning*

Spring 2015

STUDENT MENTORSHIP/ADVISING

MHA Advising

2016 (20 students)
2015 (14 students)
2014 (8 students)

PhD Prelim Committee

2016 (5 students)
2015 (4 students)
2013 (1 student)

Supervised Research

Vanessa Byams, DrPH summer project, 2015

Thesis Committees

Jane Thomason, MS, 2015

Jason Orcena, DrPH, 2015

Michele Thornton, PhD, in progress

Tracy Lin, PhD, in progress

WORK EXPERIENCE

2012-present

Clinical Assistant Professor

Chicago, IL

University of Illinois at Chicago, School of Public Health, Department of Health Policy & Administration

2011-2012

Post-doctoral Fellow in Organizational Behavior

Pittsburgh, PA

University of Pittsburgh, Katz Graduate School of Business, Center for Health and Care Work

2006-2011

Research Assistant

Pittsburgh, PA

University of Pittsburgh, Katz Graduate School of Business, Organizations & Entrepreneurship Division

2009-2010

Instructor

Pittsburgh, PA

University of Pittsburgh, Katz Graduate School of Business, College of Business Administration

2004-2006

Facility Coordinator

Champaign, IL

Springer Cultural Center, Champaign Park District

2001-2006

Dance Instructor

Champaign, IL

2004

Project Member—Technology and Management Capstone Project

University of Illinois

2001-2004

Grader and Lab Assistant—Computer Science Department

University of Illinois

LANGUAGES

French (conversational)

Chinese (1.5 years)

OTHER CERTIFICATIONS

Royal Academy of Dance (RAD) Examinations in Ballet

Grade 4 (Distinction)

Grade 6 (Distinction)

Grade 7 (Highly Commended)

Grade 8 (Commended)

RAD Vocational Graded Examinations—Intermediate