**FRANCES L. TUER**

**Curriculum Vitae**

tuerfl@mcmaster.ca

**EDUCATION**

**McMaster University, Hamilton, ON, Canada**

Organizational Behaviour and Human Resource Management

Ph.D. (2013)

* Thesis topic: *Exploring the Role of Trustworthiness Perceptions in Heterogeneous Teams*
* Committee: Dr. Willi Wiesner (chair), Dr. Catherine Connelly, Dr. Rick Hackett
* Thesis successfully defended, July 31, 2013

**University of Western Ontario, London, ON, Canada**

Master of Business Administration, April 1999

General Management

B.A. Administrative & Commercial Studies, April 1993

Specialization in Social Organization & Human Relations

**HONORS/AWARDS**

* Excellence in Undergraduate Teaching Award, McMaster Student Union (2017), as voted on by DeGroote School of Business undergraduate students
* Leadership in Teaching & Learning Fellowship Grant ($ 15,000, 2016 – 2018)
* Human Resource Mgmt. Comprehensive Exam – Pass with Distinction (2007)
* 4th annual Sprott Doctoral Consortium, Runner up for Best Paper (2007)
* Conference Travel Award, McMaster University (2006, 2007 and 2008)
* Conference Travel Award, ASAC (2007)
* Conference Travel Award, Carleton University (2007)
* McMaster Graduate Scholarship (2005, 2006, 2007, 2008)

**RESEARCH INTERESTS**

Student learning, social media at university, classroom community, Generation Z, workplace diversity, cross-cultural interactions, trust and perceptions of trustworthiness, teams (business and sport)

**TEACHING EXPERIENCE**

**Assistant Professor (CLA), McMaster University, Hamilton, ON (Winter 2013 - present)**

* 1st year Organizational Behaviour (undergraduate and MBA)
* 2nd year Human Resource Management (undergraduate and MBA)
* 3rd year Management Skills (undergraduate)
* 4th year Occupational Health and Safety (undergraduate)
* 4th year Strategic Human Resource Planning (undergraduate)
* 4th year Recruitment and Selection (undergraduate, online)

**Assistant Professor, Carroll University, Waukesha, WI (2009 – May 2012)**

* Organizational Behavior (junior/senior undergraduates)
* Human Resource Management (sophomore/junior/senior undergraduates)
* Principles of Management (sophomore/junior/senior undergraduates)
* First Year Seminar (Canada-USA comparison, Culture of Ice Hockey) - freshmen
* Introduction to Business (freshmen to seniors)
* Operations Management (junior & senior undergraduates)

**Lecturer, Brock University, St. Catharines, ON, Canada (2000 – 2008)**

* Business Analysis and Reporting (IMAcc. and 1st year undergraduate)
* Understanding Canadian Business (1st year undergraduate)
* Business and its Environment (1st year undergraduate)
* Introduction to Organizational Behavior (2nd year undergraduate)
* Introduction to Human Resource Management (2nd year undergraduate)
* Organization Theory (3rd year undergraduate)
* International Organizational Behavior (4th year undergraduate)

**Lecturer, McMaster University, Hamilton, ON, Canada (2008)**

* Recruitment and Selection (4th year undergraduate)
* Training and Development (4th year undergraduate)

**Teaching Assistant, McMaster University, Hamilton, ON (2005 – 2007)**

* Organizational Behavior (MBA and 2nd year undergraduate)
* Recruitment and Selection (4th year undergraduate)

**SCHOLARSHIP**

**Refereed Publications**

**Tuer, F.L**., (2007). Putting the romance back in teams: Is trust the key to unlocking knowledge sharing? Proceedings of the 4th annual Sprott Doctoral Consortium, Ottawa, ON: Sprott School of Business, Carleton University

**Non-Refereed Publications**

**Tuer, F.L.**, Griffin, R.W., Ebert, R.J., & Starke, F.A. (2005). *Learning Guide to Business*, Fifth Canadian Edition, Toronto, ON., Pearson Prentice Hall, 205 p.

**Tuer, F.L.** (2005). *Student Guide to Case Analysis for Management 1P96*, unpublished course material, Brock University, St. Catharines, ON, 10 p.

**Conference Presentations**

Xiao, Y. & **Tuer, F.L.** (2018). Under the Radar: Chinese SME Owners' Awareness of and Attitudes towards Management Consulting. Paper selected for presentation at the Academy of Management Annual Meeting, Boston, MA, August 2019.

Wehby-Malicki, B. & **Tuer, F.L.** (2018). Student Perceptions of Social Media in Higher Education: An Integrative Review. Paper selected for presentation at the Society for Teaching and Learning in Higher Education (STLHE) Annual Meeting, Winnipeg, MB, June 2019.

**Tuer, F.L.** (2019). Energizing Conversations Using Flipgrid. Paper selected for presentation at the Canadian Society for the Study of Higher Education (CSSHE) Annual Meeting, Vancouver, B.C., June 2019.

**Tuer, F.L**. & De Santis, M. (2019). Learning From Mistakes. Paper selected for presentation at the Canadian Society for the Study of Higher Education (CSSHE), Vancouver, B.C., June 2019.

Tuer, F.L. & Chowhan, J. (2018). Snowflakes? A Multi-Faceted Look At Gen Z Values Using Cluster Analysis. Paper selected for presentation at the Administrative Sciences Association of Canada Annual Meeting, St. Catherines, ON, May 2019.

**Tuer, F.L.,** Taruc, K.A., & Wehby-Malicki, B. (2017). Social Media and First Year Community. Paper selected for presentation at the E-Learning and Innovative Pedagogies Annual Meeting, Toronto, ON, May, 2017

**Tuer, F.L.,** Taruc, K.A., & Wehby-Malicki. (2017). Building Classroom Communitythrough Social Media and Other Modalities. Paper selected for presentation at the Annual Meeting of the Society for Teaching and Learning In Higher Education, Halifax, NS (June 2017). \*Not presented due to my husband’s unexpected heart surgery.

**Tuer, F.L.** (2017). “Out with PowerPoint: In with PechaKucha™. Interactive workshop selected for delivery at the Lilly National Teaching and Learning conference, Asheville, NC (Summer 2017)

**Tuer. F.L.** & Wiesner, W. (2015) "Examining Team Diversity, Trustworthiness Perceptions, and Team Effectiveness via the Stereotype Content Model," Paper selected for presentation at the 15th International Conference on Diversity in Organizations, Communities & Nations, University of Hong Kong, SAR, China.

**Tuer, F.L.** & Connelly, C.E. (2009). Board member identification: Self-definition, self-efficacy, and turnover intentions in non-profit organizations. Paper selected for presentation at the annual meeting of the Administrative Sciences Association of Canada, Regina, SK.

**Tuer, F.L.** & Connelly, C.E. (2009). Optimizing the contributions of volunteers and employees in non-profit organizations. Symposium paper selected for presentation at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

**Tuer, F.L.** (2008). Diversity and team performance: The importance of context.Paper selected for presentation at the annual meeting of the Administrative Sciences Association of Canada, Halifax, ON

**Tuer, F.L.** (2007). *The ones who got away: Salary hiding and job pursuit intention.*  Paper presented at the annual meeting of the Administrative Sciences Association of Canada, Ottawa, ON

**Tuer, F.L.** (2007). *Putting the romance back in teams: Is trust the key to unlocking knowledge sharing?* Paper presented at the 4th annual Sprott Doctoral Consortium, Ottawa, ON

**Tuer, F.L.** (2003). *Opening our eyes to signals for change*. Workshop at the annual meeting of the Society of Teaching and Learning in Higher Education, Vancouver, B.C.

**SERVICE**

**SERVICE TO SCHOLARLY COMMUNITY**

* External doctoral thesis examiner, Afia Saleem, Institute for Management Science, Peshawar, Pakistan (2017)
* Ad hoc reviewer, Academy of Management annual meeting (2017)
* Ad hoc reviewer, Society of Teaching and Learning annual meeting (2017)
* Ad hoc reviewer, ASAC annual meeting (2013)
* ARNOVA 2010, Session Chair "Engagement for and through Education", Annual meeting of the Association for Research on Nonprofit Organization and Voluntary Action, Alexandria, VA
* Ad-hoc reviewer, Canadian Journal of Administrative Sciences, special issue on Gender and Diversity (2007)
* NDSC Marketing and Registration committee, Academy of Management (2007)
* Ad-hoc reviewer, Academy of Management annual meeting (2007 & 2008)
* Ad-hoc reviewer, ASAC annual meeting (2006 & 2007)

**SERVICE TO TEACHING COMMUNITY**

* Workshop Presenter “Increasing Student Interactions Online (February 2019)
* Member of the DeGroote Online Learning Working Group (2017)
* Invited Developer/Facilitator for Faculty of Engineering faculty development workshop entitled “Engineering Connections with Today’s Students” (2017)
* Member of Blended Learning Redesign Committee for FIN 2FA3 (2015)
* Member of MIIETL Community of Practice for Community Engagement, (2014)
* Member of MIIETL Taskforce for Technology-based Learning,
* Pilot Instructor and member of Faculty Learning Community Group for First Year Cultural Seminar, Carroll University (2010)
* Faculty Learning Community Institute 2010, Participant, 12th annual, Faculty Learning Community Developers and Facilitators Summer Institute, Pomona, CA

**SERVICE to UNIVERSITY COMMUNITY**

* Member of Senate Hearing Panel on Discrimination, Harassment, and Sexual Harassment (3-year term, commencing September 2016)
* Invited panelist for *Meet the Profs* session sponsored by Engineering & Management Society, Faculty of Engineering
* Invited Speaker on *Generation Z,* for Student Success Centre staff (June 2016)
* Invited Joint Facilitator for *Networking for Engineers* session hosted by Engineering and Management Society, Faculty of Engineering
* Invited Panelist for McMaster New Faculty Welcome (August 2015)
* Member, Carroll University Faculty and Student Ethics Committee (2010 - present)
* Faculty Presenter, Spring & Fall Open House, Brock University (2001 – 2006)
* Faculty Presenter, Smart Start, Brock University (summers 2002 – 2006)

**SERVICE to DEPARTMENT/SCHOOL OF BUSINESS**

* Member of the MBA Awards Committee, DeGroote School of Business
* Coach of the JDCC HR team (Fall 2017); competition cancelled due to weather
* Invited presenter for “High School Business Heroes” competition on topic of effective written proposals (2017)
* Judged practice presentations for HR JDCC and OBCC case competition teams (December 2016)
* Promoted DeGroote undergraduate programs including new IBH, at Ontario Universities Fair (September 2016)
* Keynote speaker for First-Year Orientation Banquet (September 2016)
* Focus 2040 Judge (Phase 1) Fall 2015 and Winter 2016
* DeGroote Faculty representative at Spring and Fall Previews (2015, 2016)
* Advisor to President, DeGroote HR Association (Fall 2014)
* Coach of DSB team for OBCC competition (Fall 2014, competition Jan 2015)
* DSB Faculty Representative at Fall Open House (2014)
* Judge for DBC case competition (Fall 2014)
* Member of Management and Policy Instruction Staff hiring committee, Carroll University (2011 – 2012)
* Developed flexible enrollment plan for Carroll University MBA (2009 – 2010)

**SERVICE to OUTSIDE COMMUNITY**

* Invited speaker for a talk on *Talent Management* to guest delegation from National Bureau of Statistics of China, in English with Chinese translator (September 2016)
* Delivered welcome address and introduced keynote speaker Amy Vodarek, for DeGroote Women’s Professional Network Session *Are You Good Enough* (March 2016)
* Invited speaker for a talk on *Positive Work Environment,* to Hamilton-Wentworth District School Board (February 2016)
* Originator/Panelist; Knowledge@DeGroote Topic Generational Diversity (Nov. 2015)
* Invited Presenter: CACEE Conference on topic of Generation Z (Dec. 2015)
* Member of Workforce Readiness Committee, Metro-Milwaukee Society for Human Resource Management
* **Tuer, F.L.** (2008).*Diversity: Benefits & Challenges*. Presentation to the Hamilton Council for Civic Inclusion, January 2008, Hamilton, ON, Canada
* **Tuer, F.L**. (2008). *Diversity: Benefits & Challenges*. Presentation to the Hamilton International Airport Authority management team, June 2008, Hamilton, ON, Canada

**PROFESSIONAL DEVELOPMENT AND NON-ACADEMIC WORK EXPERIENCE**

**Professional Development**

* Completed two courses towards Educator Enhancement Certification: Teaching Effectively Online and Increasing Student Interactions Online (2017)
* Completed MIIETL Instructional Skills Certification Workshop (2015)
* Participated in MIIETL Learning Technology Symposium (2015)
* Participated in MIEETL Learning Portfolio Bootcamp (2015)
* Cultural Seminar Workshop & Retreat (January, 2011; January 2012)
* FYS Instructor Retreat & Launch Meeting (May & August 2009)
* *"Course Design for Significant Learning"* Dee Fink (2009)
* *Faculty Showcasing Technology in the Classroom,* Goren & Thobaben (2009)
* CARMA (Summer 2007). Virginia Commonwealth University, *Social Network Analysis*, short course participant
* Completed Instructional Skills Workshop (2002). Brock Centre for Teaching

**Professional Affiliations**

Academy of Management

Administrative Sciences Association of Canada

Society of Teaching and Learning in Higher Education

E-Learning and Innovative Pedagogies Network

International Conference on Distance Education Network

**Non-Academic Work Experience**

*Market Niche Management, self-employed management consultant (1999 – 2000))*

* Assisted a non-profit recycling organization staffed by youth-at-risk to develop a new business plan for product development resulting in storefront location
* Assisted a gourmet bakery with a business plan for a retail location resulting in successful new venture

*Ivey Business Consulting Group, University of Western Ontario (1997 – 1999)*

* Manager (1998 – 1999) – acquired and led a four-person team on a $50,000 contract with General Electric Canada to investigate their market visibility in Canada
* Consultant (1997 – 1998) – conducted point of sale market research for Canadian Frozen Food association resulting in product packaging changes

*K-Burr & Associates (1993 – 1995)*

* Bookkeeper (1994 – 1995) – completed daily bookkeeping routines concluding with preparation and discussion of quarterly financial statements
* Promotions Director (1993 – 1994) – made cold and warm calls to promote the services of Betska K-Burr a Canadian motivational speaker and training consultant.

*Canada Trust and former Canada Permanent Trust (pre-1993)*

* Manager, People Development – developed “vision” workshop and a progressive knowledge & skills development map from teller to Branch Manager
* Branch Support Officer – national expert on in-branch cash management, foreign exchange and add-on banking services for 360 branch network, special projects included business analyst for foreign exchange online system rewrite project
* Branch positions from safe deposit clerk to Assistant Manager

**REFERENCES**

Dr. Aaron Schat, Ph.D.

Associate Professor and Department Chair, Human Resource and Management, DeGroote School of Business, McMaster University

schata@mcmaster.ca

Willi Wiesner, Ph.D.

Professor of Human Resource Management, McMaster University

Director of MBA program, former Chair of Department of Human Resource and Management

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**Christa Morrison**

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