

Curriculum Vitae

Derek J. Stotler

stotledj@uwec.edu

4712 Oakwood Hills Parkway
Eau Claire, WI 54701
(760) 917-5038

Academic Positions

Assistant Professor of Management

(Fall 2023 - Present)

University of Wisconsin, Eau Claire

Graduate Teaching Assistant - Instructor

(Fall 2020, Spring 2022)

J. Mack Robinson College of Business, Georgia State University

Education

Georgia State University

(August, 2017 – May, 2023)

Ph.D. in Management

Concentration: Organizational Behavior and Human Resources Management

GPA: 3.95

California State University, Bakersfield

(September, 2015 – December, 2016)

Master of Business Administration (MBA)

GPA: 4.0 (Summa Cum Laude)

California State University, Bakersfield

(September, 2011 – June, 2015)

Bachelor of Science in Business Administration

Concentration: Management

Major GPA: 3.85 (Magna Cum Laude)

Publications

Stotler, D., Gullifor, D., & Hunter, E. (2025). Come on, others, light my fire: A resource gain perspective on the daily benefits of servant leadership behaviors for the leaders themselves. *Group & Organization Management*, Online first:

<https://doi.org/10.1177/10596011251327623>

Hartnell, C., Christensen, A., Walumbwa, F., **Stotler, D.**, Chiang, F., & Birtch, T. (2023). Manufacturing motivation in the mundane: A self-determination perspective of servant leadership's influence on employees' intrinsic motivation and performance. *Journal of Business Ethics*, 188(3): 533-552.

Hartnell, C., Lemoine, J., Ghahremani, H., & **Stotler, D.** (2020). Servant leadership within organizational contexts: Identifying core beliefs underlying servant leadership and infusing servant leadership into organizations. In J. C. Burkhardt, & J. Y. Joslin (Eds.), *Inspiration for servant leaders: Lessons from fifty years of research and practice* (pp. 167-212). The Greenleaf Center for Servant Leadership.

Manuscripts Under Review and in Preparation

Gullifor, D., **Stotler, D.**, Lester, S., Wyland, R., Chang, Y. (1st Round R&R). Avoiding detection at all costs: Examining the “dark side” of the impostor phenomenon and how leaders mitigate or exacerbate its effects. *Journal of Business Ethics*.

Stotler, D., Liu, S., Hartnell, C., Zhou, Z., Liao, C. (Under Review). A mother's leadership legacy: Examining the mother-to-child crossover of leadership role occupancy. *Organization Science*.

Hartnell, C., **Stotler, D.** (Finalizing for First Submission). Broad Strokes or Fine Lines? Examining the Differential Predictive Validity of Culture Dimensions and Configurations on Organizational Outcomes. Target: *Journal of Applied Psychology*.

Gullifor, D., **Stotler, D.**, Lester, S., Wyland, R. (Data Analysis Phase). Unmasking the Impostor Phenomenon: How and When Irritability Links Self-Doubt to Workplace Stress. Target: *Journal of Organizational Behavior*.

Stotler, D., Hartnell, C. (Processing Abstracts for Inclusion). Organizational Climate: Conceptual Foundations, Boundaries, and Common Misconceptions. Target: *Journal of Applied Psychology*.

Hartnell, C., **Stotler, D.,** Wang, J. (Processing Abstracts for Inclusion). Organizational Culture Revisited: Insights, Evolutions, and Emerging Frontiers. Target: *Journal of Management* – Review Issue Proposal (2026 Submission).

Stotler, D., Liu, S. (Idea Stage). Tracing the Roots of Leadership: Examining how Adolescent Extracurricular Involvement Facilitates Leadership Role Occupancy in Adulthood through Moral Character Development. Target: *Personnel Psychology*.

Conference Presentations and Symposia

Gullifor, D., **Stotler, D.,** Lester, S., Wyland, R. (July, 2025). The irritable impostor: The mediating role of irritability in the impostor phenomenon-stress relationship. **Academy of Management Annual Conference**.

Stotler, D., Gullifor, D., & Hunter, E. (2024, October). Come on, others, light my fire: A resource gain perspective on the daily benefits of servant leadership behaviors for the leaders themselves. **Servant Leadership Scholars Conference**.

Stotler, D., Liu, S., Hartnell, C. (2022, April). The apple doesn't fall far from the tree: Examining the Mother-to-Child Crossover of Leadership Role Occupancy. **Society for Industrial and Organizational Psychology**.

Hartnell, C., Kinicki, A., Christensen, A., & **Stotler, D.** (2020, August). Molding the heart of a servant: How servant leadership enhances followers' other-oriented values. **Academy of Management Annual Conference**.

Hartnell, C., Christensen, A., Walumbwa, F., **Stotler, D.,** Chiang, F., & Birtch, T. (2020, October). Servant leadership and follower performance: The mediating role of social context and follower intrinsic motivation. **Southern Management Association**.

Hartnell, C., & **Stotler, D.** (2020, August). [Panel Symposium Organizer] Evaluating the state of leadership research: Fatal flaws of growing pains?. **Academy of Management Annual Conference**.

Walumbwa, F., Hartnell, C., & **Stotler, D.** (2020, June). Servant leadership and follower performance: The mediating role of social context and follower intrinsic motivation. **International Servant Leadership Summit**.

Hartnell, C., & **Stotler, D.** (2018, August). [Presenter Symposium Organizer] Advancing moral approaches to leadership: Boundary conditions, scale development, and review. **Academy of Management Annual Conference**.

Teaching Experience

Assistant Professor of Management (Fall 2023 - Present)
University of Wisconsin, Eau Claire

MGMT 340: Organizational Behavior
Course Average: Fall 2023 – 4.69/5; Spring 2024 – 4.67/5; Fall 2024 – 4.77/5; **Spring 2025 – 4.80/5**

MGMT 494: Negotiation and Conflict Resolution
Course Average: Fall 2023 – 4.91/5; Spring 2024 – 4.97/5

Instructor (Fall 2020; Spring 2022)
Georgia State University

MGT 3400: Managing People in Organizations
Evaluations: Fall 2020 4.89/5.0; Spring 2022: 4.83/5

Service

Faculty Research Advisor (2023 - Present)
Advise Undergraduate Student Research Projects

Faculty Advisor (2024 - Present)
Student Leaders and Managers (SLAM) – UW Student Organization

University Committee Member (2023 - Present)

Assurance of Learning Committee; Professional Engagement Committee

Conflict Resolution Workshop (Spring 2025)

Two-day workshop for UW staff

Contributor (2020 - 2021)

Greenleaf Center for Servant Leadership Weekly Research Spotlight

Robinson PhD Fellows (2018 - 2020)

President 2019-2020; Secretary 2018-2019

Honors and Awards

George E. Manners Scholar (2021 - 2022)

Outstanding Dissertation Proposal Data Collection Funding

Harding B. Young Teaching Award (2020, 2022)

Robinson College of Business

Outstanding Student of the Program – Management Department (BBA, MBA) (2015, 2017)

School of Business and Public Administration

Student Leadership Hall of Fame (2014 - 2015)

Leadership Honor Society Inductee

Pacific Gas and Electric (PG&E) Bright Minds Scholar (2013 - 2015)

Academic Scholarship Recipient

John Brock Endowment Scholar (2013 - 2014)

Academic Scholarship Recipient

Audrey K. Bender Memorial Scholar (2013 - 2014)

Academic Scholarship Recipient

Professional Affiliations

Society for Industrial and Organizational Psychology (2021 - Present)

Member

Academy of Management (2017 - Present)

Member

Southern Management Association (2017 - Present)

Member

Society for Human Resources Management (2016 - Present)

Society Member

Beta Gamma Sigma Business Honor Society Member (2014 - Present)

Academic Honor Society Inductee

Alpha Chi National College Honor Society Member (2014 - Present)

Academic Honor Society Inductee

July 18, 2025

Assistant Professor of Management Search Committee
Department of Management and Marketing
Soules College of Business
University of Texas, Tyler
Tyler, TX 75799

Dear Search Committee Members:

I am writing to express my interest in joining The University of Texas at Tyler as an Assistant Professor in the Department of Management and Marketing in Fall 2026. Thank you in advance for reviewing my application materials. I earned my Ph.D. in Organizational Behavior and Human Resources Management from Georgia State University in Spring of 2023. Currently, I am an Assistant Professor of Management at the University of Wisconsin, Eau Claire.

The University of Texas at Tyler appeals to me for several key reasons. After two years at a teaching-focused university, I am eager to transition to a more research-oriented role. UT-Tyler offers the opportunity to work in a research-rich environment where I can pursue my research aspirations. Second, UT-Tyler is a growing university that has made key investments in infrastructure, such as the newly constructed Soules College of Business. I am very interested in joining the university during this expansion and being a part of its continued growth. Third, Tyler is a very desirable place to live and raise a family. As a father of three, community is very important. Prior to applying, we have carefully considered prospective neighborhoods via Zillow, public schools for the kids, and the community at large—we believe that Tyler is an ideal fit for our active lifestyle, and we could seamlessly integrate into the community. Finally, Tyler provides an opportunity for my wife to pursue her career aspirations as well. As a Doctor of Nursing Practice in the ER at the Mayo Clinic, she is very interested in continuing to work at a level-1 trauma center. UT-Health Tyler is a level-1 trauma hospital which presents an ideal fit for my spouse.

My research interests are leadership, the work-family interface, and the social context within organizations. I have two “A” publications (ABDC list) and two manuscripts under review (1st Round R&R and Initial Submission). My most recent publication is a first-author servant leadership manuscript accepted this year at *Group & Organization Management*. This study uses broaden-and-build theory and experience sampling methodology to examine how daily servant leadership behaviors enable leaders to accumulate end-of-day physiological, psychological, and relational resources—and for whom these effects are strongest. In this study, we challenge the prevailing notion that servant leadership behaviors solely result in daily resource loss for leaders, in favor of a resource gain perspective that illuminates how and for whom resource gain may occur. The second manuscript was published in the *Journal of Business Ethics* in December 2023. Integrating self-determination theory with servant leadership theory, we examined how servant leaders foster a relationally supportive environment that encourages employees to engage more deeply in their work—ultimately enhancing both performance and voice. We contrast prevailing performance management practices in the manufacturing industry, which emphasize close monitoring and limit relationship-building (e.g., Amazon’s ‘time off task’ policy), with an

alternative approach that seeks to boost performance by cultivating relational connections and a strong desire for team success. I also have a first-round revise and resubmit at the *Journal of Business Ethics* where my coauthors and I, across three studies, examine the “dark side” of the imposter phenomenon and how leaders can exacerbate or mitigate its negative effects. Finally, I have a manuscript under first review at *Organization Science* that examines the mother-to-child crossover of leadership role occupancy. Using multi-source and multi-wave data from the National Longitudinal Survey of the Youth, we found that mothers who occupy a leadership role during their offspring’s adolescent phase of life plant the seeds of leadership, which culminated in their offspring becoming more likely to attain a leadership position themselves during adulthood—18 years later. Our moderated-mediation model was stronger for daughters than for sons, underscoring maternal aspirational role models as a key pathway through which women may gain a leadership advantage and help close the persistent gender gap in leadership.

I have taught two courses at UW–Eau Claire: Organizational Behavior (MGMT 340) and Negotiation and Conflict Resolution (MGMT 494). I also developed a new course, MGMT 456: People Analytics, scheduled for Spring 2026. My training in OB and HR makes me versatile. I feel confident teaching OB (e.g., leadership, teams) and HR courses (e.g., Negotiation, People Analytics, Training and Development). I can also teach graduate-level methodology courses, such as experimental design and psychometrics. My aim as an instructor is to spark student interest and build their passion for management theory and frameworks. I do this in two ways. First, I create a discussion-rich environment where students engage in thought experiments and team discussions. Second, I link course content to current managerial perspectives through brief clips of CEO’s explaining their thinking and the rationale behind organizational practices, such as performance management and motivation systems. In my course evaluations, students often highlight my inclusive, discussion-based approach, passion for OB concepts, and genuine interest in their success. My evaluation scores have steadily risen, reaching 4.8/5 for Organizational Behavior and 4.97/5 for Negotiation & Conflict Resolution. Beyond teaching, I have mentored two undergraduate research teams who presented their findings at a campus-wide research competition and serve as faculty advisor for the management student organization.

In closing, I would like to emphasize that I am very excited about the prospect of joining The University of Texas at Tyler. I have carefully reviewed the position description, the department’s journal list, and the faculty’s research interests and publications. The department’s research focus excites me, and I can foresee many mutual benefits that could come from working alongside scholars with distinct but related research. Thank you very much for considering my application and please do not hesitate to contact me if you would like additional information.

Sincerely,



Derek J. Stotler
Assistant Professor of Management
Department of Management and Leadership
University of Wisconsin, Eau Claire
stotledj@uwec.edu

Professional References

Chad A. Hartnell

Associate Professor of Management
Department of Management
Georgia State University
35 Broad St. NW Suite 1008
Atlanta, GA 30303
chartnell@gsu.edu
404-413-7533

Songqi Liu

Professor of Management
Department of Management
Georgia State University
35 Broad St. NW Suite 1031
Atlanta, GA 30303
sqliu@gsu.edu
404-413-7549

Yingyi Chang

Assistant Professor of IO Psychology
Department of Psychology
Wayne State University
5057 Woodward Ave, Room 8402
Detroit, MI 48202
yingyi.chang@wayne.edu
313-577-2797