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ACADEMIC POSITIONS

2008 – Present Assistant Professor of Management
University of Oregon, Charles H. Lundquist College of Business

EDUCATION

2008 University of California, Irvine, The Paul Merage School of Business
Ph.D. in Management, Organizational Behavior

2002 New York University, Leonard N. Stern School of Business
M.B.A. with emphasis in Management and Marketing

1995 University of California, Los Angeles
B.A. in Sociology with specialization in Computing

DISSERTATION RESEARCH

Title: “From Scout Leader to Business Leader: How Participation in Multiple Roles
Shapes Behavior at Work”

Overview: While there is abundant research on work-family issues in organizational literature, the emphasis has been on work-family conflict and the negative outcomes associated with occupying multiple roles. This work tends to ignore the potential benefits of participation in more than one role, such as parent and volunteer. To help fill this gap, my dissertation research focuses on role facilitation, or the extent to which participation in one role aids participation in another role, and asks two core questions; (1) how the coping methods individuals use to manage demands from multiple roles affect role facilitation, and (2) how role facilitation then shapes leadership behavior. To examine these questions I use data from 271 fully-employed MBA students and their supervisors at work. Preliminary results suggest that coping behaviors may be an important antecedent of role facilitation, and that some types of coping may be more effective at allowing for benefits to diffuse across roles. Early findings also suggest that non-work to work role facilitation may be an important predictor of leadership behavior. These results have implications for organizational policies regarding training to foster effective coping and for policies that impact individuals’ ability to participate in non-work activities.

Committee: Christine M. Beckman (Chair), Cristina B. Gibson, Jone L. Pearce

RESEARCH INTERESTS

Communication Technology, Virtual Work, and Flexpatriate Assignments
Identity, Multiple Roles, and Role Facilitation
Cultural Values and Transformational Leadership

TEACHING INTERESTS

Organizational Behavior, Leadership, Negotiation, Organizational Theory

PUBLICATIONS

Stanko, T. L. and Gibson, C. B. "Virtuality Here and Now: The Role of Cultural Elements in Virtual Teams." (Forthcoming, 2009), in R.S. Bhagat and R.M. Steers (Eds.) *Cambridge Handbook of Culture, Organization, and Work*. Cambridge: Cambridge University Press.

WORKING PAPERS

Gibson, C. B., Gibbs, J. L., Stanko, T. L., and Tesluk, P. "Investigating the "I" in Virtuality: Extending Job Characteristics Theory to Include the Moderating Effect of Individual Experience of Electronic Dependence and Co-Presence."

Beckman, C. M. and Stanko, T. L. "Escape *to* Reality: Organizational Control and the Internet in a Total Institution."

Stanko, T. L. and Beckman, C. B. "Online in the Gulf: How Technology Use Shapes Multiple Identities in a Total Institution."

Beckman, C. B. and Stanko, T. L. "Collaborative Structure and the Diffusion of Knowledge: Computer-Mediated Communication in Industry/University Cooperative Research Centers (I/UCRC)."

Stanko, T. L. "The Impact of Culture on Role Conflict: How Culture Affects Coping Response to Role Conflict."

Stanko, T. L. "Finding a Balance: A Cross-Cultural Examination of the Antecedents and Consequences of Role Facilitation."

PROFESSIONAL PRESENTATIONS

Stanko, T. L. (2009) "A Wolf in Sheep's Clothing? Uncovering the Hidden Costs of Compartmentalizing Multiple Roles." *Annual Meeting of the Academy of Management*, Chicago, IN.

- Stanko, T. L. (2009) "When Does Juggling Multiple Roles Pay Off? An Exploration of the Impact of Coping Behaviors on Role Facilitation" *International Conference on Work Family*, Barcelona, Spain.
- Stanko, T. L. and Beckman, C. B. (2009) "Online in the Gulf: Enactment of Multiple Identities in a Total Institution." *Davis Conference on Qualitative Research*, Davis, CA.
- Beckman, C. B. and Stanko, T. L. (2008) "Online in the Gulf: Information Technology as a Threat to Organizational Control in a Total Institution." *American Sociological Association*, Boston, MA.
- Stanko, T. L. (2008) "The Impact of Culture on Role Conflict: How Culture Affects Coping Response to Role Conflict." *Annual Meeting of the Academy of Management*, Anaheim, CA.
- Stanko, T. L. (2008) "The Impact of Individual Cultural Values on Role Conflict and Coping Response." *Industrial Organizational and Organizational Behavior Conference*, Denver, CO.
- Gibson, C. B. and Stanko, T. L. (2007) "Virtuality Here and Now: A Review and Synthesis of Virtuality Research." *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Stanko, T. L. (2007) "From Scout Leader to Business Leader: How Participation in Multiple Roles Affects Behavior at Work." *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Stanko, T. L. (2007) "Finding a Balance: An Examination of the Antecedents and Consequences of Non-Work to Work Role Facilitation." *Industrial Organizational and Organizational Behavior Conference*, Indianapolis, IN.
- Beckman, C. B. and Stanko, T. L. (2006) "Email as an Escape to Reality in the Navy: Information Technology and the Nature of Total Institutions" *Annual Meeting of the Academy of Management*, Atlanta, GA.
- Stanko, T. L. (2006) "The Impact of Role Engagement and Computer-Mediated Communication Experience on Relational Communication in the Virtual Family." *Annual Meeting of the Western Academy of Management*, Long Beach, CA.

COURSES TAUGHT

- Management of Contemporary Organizations (Undergraduate Management Minor)
- Managing Organizations (Undergraduate Management Major Core Course)
- Negotiation Strategies (Undergraduate Management Elective)

ACADEMIC HONORS, AWARDS, AND FELLOWSHIPS

- 2008 Best Reviewer Award (Gender and Diversity in Organizations, Academy of Management)
- 2007 - 2008 American Dissertation Fellowship (American Association of University Women)
- 2007 Gender and Diversity in Organizations Doctoral Consortium Participant (Academy of Management)
- 2006 - 2007 Center for Organizational Research Graduate Student Fellowship (Center for Organizational Research, UCI)
- 2006 Best Reviewer Award (Gender and Diversity in Organizations, Academy of Management)
- 2006 Organizational Behavior Doctoral Consortium Participant (Academy of Management)
- 2005 Organizational Communication and Information Systems Doctoral Consortium Participant (Academy of Management)
- 2004 Technology and Innovation Management Doctoral Consortium Participant (Academy of Management)
- 2002 Regents Fellowship (University of California, Irvine)
- 2000 Stern Fellowship (New York University)

RESEARCH GRANTS

“The Impact of Internet and Computer-Mediated Communications on Organizations.” Center for Research on Information Technology and Organizations (CRITO), University of California, Irvine, with Christine M. Beckman, 2003

COMMUNITY AND PROFESSIONAL ACTIVITIES

- 2006-2009 Ad hoc Reviewer, GDO Division, Academy of Management
- 2004-2009 Ad hoc Reviewer, OCIS Division, Academy of Management
- 2004-2008 Ad hoc Reviewer, OB Division, Western Academy of Management
- 2008 Discussant, Team Processes II, Interactive Paper Session, Academy of Management

- 2006 Chair, “Women's Career Choices: Moving Up, Over, and Out” GDO Paper Session, *Annual Meeting of the Academy of Management*, Atlanta, GA.
- 2006 Chair, “‘Life-Friendly’ Organizations: Balance for Working Fathers, Working Mothers, and Working Singles” GDO Paper Session, *Annual Meeting of the Academy of Management*, Atlanta, GA.
- 2005-2006 Ad hoc Reviewer, *Academy of Management Journal*
- 2002- 2007 Team Leader, Middle School/High School Religious Education at St. Vincent de Paul Catholic Church (Huntington Beach, CA)
- 2003-2004 Doctoral Student Vice President (University of California, Irvine)
- 2001 Consultant, Urban Business Assistance Corporation (New York University)
- 2000-2001 Vice President of Technology, Stern Women in Business (New York University)
- 1998-2000 Team Leader, TeamWorks Middle School Leadership Training (Los Angeles, CA)
- 1994-1995 Eucharistic Minister, University Catholic Center (Westwood, CA)

INDUSTRY WORK EXPERIENCE

- 2001 Ogilvy One Worldwide, New York, NY
VESC Program Coordinator, Consulting Group
- 1998-2000 Paramount Pictures, Hollywood, CA
*Software Development Project Manager, Operations Development
Quality Manager, Operations Development*
- 1995-1998 Berland Technologies, Inc., Culver City, CA
Software Development Project Manager, Quality Manager, Programmer