

# DR. GRACE B. MCLAUGHLIN

Paul Merage School of Business  
University of California  
Irvine, CA 92697-3125  
Phone: 949-824-4945  
E-mail: [gbmclaug@uci.edu](mailto:gbmclaug@uci.edu)  
Fax: 949- 824-8469

## EDUCATION

**Ph.D.**      **2000**                      Graduate School of Management  
University of California, Irvine  
Field: **Organizational Behavior**

**MBA**        **1989**                      A. Gary Anderson Graduate School of Management  
University of California  
Riverside, CA

**BS**         **1987**                      University of California  
Riverside, CA  
Field: Administrative Studies

## TEACHING AND RESEARCH EXPERIENCE

(Teaching Portfolio Available on Request)

2000-Present      **Full Time Continuing Lecturer**  
The Paul Merage School of Business  
University of California, Irvine  
Courses Taught  
    *Mgmt 1      Introduction to Business*  
    *Mgmt 102    Organizational Behavior*  
    *Mgmt 124    Human Resource Management*  
    *Mgmt 126    Foundation of Teams*  
    *Mgmt 129    Leadership*  
    *Mgmt 190    Managing Organizational Change (New, Summer 2017)*

2009 – Present      **Designer and Author**  
Online interactive activities for McGraw-Hill  
Subject Matter Expert: Organizational Behavior; Introduction to Business

2011                **Author**  
Instructor's Manual to accompany Hitt, Black & Porter (3<sup>rd</sup> ed.)

2009-2010        **Research Associate**  
Revision of Hitt, Black & Porter: *Management*

2006-2007        **Research Associate**  
Revision of Hitt, Black, & Porter: *Management*

2001-2003        **Research Associate**  
Revision of Black & Porter: *Management Meeting New Challenges*

1999-2000        **Assistant Professor** (fixed-term appointment)  
College of Business  
Minnesota State University, Moorhead

1997-1999        **Research Associate**  
Assisted Lyman W. Porter and J. Stewart Black with the development of a new textbook: *Management: Meeting New Challenges*.

1992-1998 Instructor  
 UCI *Managing in Contemporary Organizations*  
Teaching Assistant  
*Management of Complex Organizations*  
 Executive MBA; Fully Employed MBA: Health Care MBA Programs

## INVITED LECTURES

**March 2013** *Career Panel: Undergraduate Business Association*  
**November 2012** *Leadership: SIOPS UCI;*  
*Pi Beta Phi Mentor Dinner*  
**February 2012** *Know Your Instructors; Student Professor Luncheon;*  
*MBA Panel; Undergraduate Business Association;*  
*Undecided/Undeclared Round Table*  
**November 2011** *PhD Proseminar*  
**May 2011** *Ethics in Business – Sage Scholar Program*  
**January 2011** **In Search of Master Teaching—AACSB Bridge Program presentation;**  
**Reporting data for AACSB Assurance of Learning” – Faculty Training Seminar**  
**November 2010** **MUSA: Student Faculty Dinner**  
**April 2010** **Undergraduate Major Specialization Panel Presentation**  
**May 2010** **Meet the Professor – Delta Delta Delta Presentation;**  
**Effective Undergraduate Teaching – Junior Faculty Colloquium**  
**November 2010** **Planning your Career – MUSA event presentation**  
**February 2009** *Issues of Leadership.*  
**Sage Scholar House. Freshman Development Event**  
**January 2009** *Passion and Pitfalls in the Development of a Career.*  
**SIOP- UCI**  
*Using EEE and FACNET. New Lecturer Orientation.*  
**The Paul Merage School of Business**  
**October 2008** *Using EEE and FACNET. New Lecturer Orientation. The Paul Merage School of Business*  
**July 2008** *Using EEE and FACNET. New Lecturer Orientation.*  
**The Paul Merage School of Business**  
**February 2008** *Leadership. What is it? How can I learn about it at UCI?*  
 Mesa Court Housing – Freshman House Experience  
**June 2007** *What do you mean? I need to know how to TEACH, too?*  
 The Paul Merage School of Business, Ph.D. Teaching Seminar  
**February 2007** *The Intersection of Leadership and Ethics*  
 Sage Scholar Program  
**May 2006** *Leadership and Team Building: Training for Resident Advisors*  
 UC Irvine Housing Association  
**February 2006** *Leadership, Power and Teamwork: Lessons from Harry Potter*  
 Sage Scholar House: Freshman Development event  
**January 2006** *Leadership, Power and Teamwork: Lessons from Harry Potter*  
 Middle Earth Housing: Freshman Development Event  
**June 2005** *Trick Them Into Learning: Fun in the Classroom*  
 Faculty and Doctoral Student Workshop  
 The Paul Merage School of Business  
**May 2005** *Strategic Investing in Your Future: The Importance of Career Management*  
 The Investment Club, Inaugural Event  
 University of California, Irvine  
**May 2004** **LEADERSHIP: MIND, HEART, AND SPIRIT**  
 Sage Scholar Lecture Series  
 University of California, Irvine  
**November 2003** **THE LEADER’S MIND**  
 Sage Scholar Lecture Series  
 University of California, Irvine  
**October 2003** **THE GLUE THAT BINDS: DEVELOPING COHESION FOR A HIGH PERFORMANCE TEAM**  
 20<sup>th</sup> Annual All University Leadership Conference  
 Doral Palm Springs Resort

- November 2002**     ***THE USE OF EXPERIENTIAL EXERCISES IN MANAGEMENT CLASSES***  
 Doctoral Workshop  
 Graduate School of Management
- October 2002**     ***BUILDING GROUP COHESION***  
 All University Leadership Conference  
 Doral Palm Springs Resort
- March 2002**     ***THE SHADOW SIDE OF LEADERSHIP***  
 Sage Scholar Lecture Series  
 University of California, Irvine
- December 2001**     ***TEACHING LARGE CLASSES***  
 Doctoral Workshop  
 Graduate School of Management  
 University of California, Irvine

## **PUBLICATIONS**

- Porter, L.W. & McLaughlin, G. B. (2006). The organizational context of leadership: Like the weather? *The Leadership Quarterly*. 17(6).559-576
- *Instructor's Manual* to accompany Hitt, M; Black, J. S. & Porter, L.W. (2011) *Management* (3<sup>rd</sup> ed.). Prentice-Hall: Upper Saddle River, NJ.
- *Instructor's Manual* to accompany Hitt, M; Black, J. S. & Porter, L.W. (2008) *Management* (2<sup>nd</sup> ed.). Prentice-Hall: Upper Saddle River, NJ.
- *Instructor's Manual* to accompany Hitt, M; Black, J. S. & Porter, L.W. (2005) *Management*. Prentice-Hall: Upper Saddle River, NJ.

## **PRESENTATIONS**

- McLaughlin, G.B. & Moody, D. "Build your dream house: An explanation of personality using the MBTI" OBTC2002 *BEST OF CONFERENCE HONORS*.
- McLaughlin, G. B. "Managing the Large Class: File this under 'Things they didn't teach you in your doctoral program.'" OBTC2002.
- McLaughlin, G. B.. "An examination of the effects of gender and prior situational experience on escalation of commitment to a losing course of action: A group level analysis," Western Academy of Management. Lake Tahoe, California. 1997.
- Hite, J.P.; McLaughlin, G. B.; Allen, R.; & Porter, L.W. "They Shoot Professors, don't they?: Are Scholarship, Teaching and Service Affected by Fear of Workplace Violence?" Western Academy of Management, Lake Tahoe. 1997.
- McLaughlin, G. B. "The role of the marriage metaphor as a focal lens for joint venture research". SCOS14 Conference. University of California, Los Angeles. July 1996

## **COURSE DEVELOPMENT**

- **MANAGING ORGANIZATIONAL CHANGE AND INNOVATION** (Mgmt. 190) This course will expose undergraduates to the theory and practice of managing organizational change. This course take a multiple perspectives viewpoint and, through heavy use of case analysis and class discussion will prepare students to recognize the need for change, design appropriate change, manage resistance, and implement change. The emphasis will be on preparing undergraduate students to deal with change at lower and early middle management levels in organizations.
- **LEADERSHIP** (Mgmt 129): Developed a new upper division, undergraduate, advanced Organizations & Management elective. This is a small, extremely interactive course. It addresses, in depth, such issues as vision, the leader's mind, courage, followership, team leadership, leading in a learning organization. There is a strong writing component with a paper due each week, a teamwork component with an analysis project and presentation, and an analytical component with several case analyses.
- **HUMAN RESOURCE MANAGEMENT** (Mgmt 124): Developed a new, upper division, undergraduate course in the fundamentals of Human Resource Management. This course is interactive and requires students to apply the knowledge from the text in a variety of ways including quizzes, case analyses, and individual and team projects and assignments. This course focuses on the strategic impact of the HR functions and looks specifically at employment law, job analysis, recruiting and selection, performance review, wage and benefits, and safety issues.

- **INTRODUCTION TO BUSINESS** (Mgmt 1) In collaboration with Professor Thomas Eppel, developed the new prerequisite course for all undergraduate business programs. Six sections of this course are taught each academic year, each section to approximately 250 students. This is a rigorous course that involves a high amount of online activity.

## **SERVICE**

### **Merage Service**

2006-Present	Undergraduate Programs Committee. The Paul Merage School of Business
2014-15	Chair, Curriculum Subcommittee, UPC
2013-14	UPC Quality/Curriculum Subcommittee
2013	AACSB Maintenance of Accreditation/ Degree Program Review/ Assurance of Learning, Undergraduate Program
2011	Member, Merit Review Committee, Lisa Barron
2009	Member, Merit Review Committee for Nathan Franke
2007	Member, Sixth Year Review Committee for Nathan Franke

### **UCI Service**

2015	UC Faculty Content Expert Workgroup assisting the systemwide Board of Admissions and Relations with Schools (BOARS)
2014-Present	TOEP Quarterly Testing Panel
2009	Taskforce to review academic dishonesty reporting software. Organized by the Council on Student Experience (CSE). Tasked with testing and implementing a campus-wide program for reporting and tracking incidents of academic dishonesty.
2008- 2009	Committee to develop new undergraduate minor in civic engagement. Invited by Sharon Salinger to be a member of this cross-school development effort. Subcommittees: Institutionalization subcommittee Minor development subcommittee

## **PROFESSIONAL DEVELOPMENT**

### **Conferences and Symposia**

2015	<b>The Changing Face of Business</b> Dana Point, CA
2014	<b>AACSB Leadership Conference</b>
2012	<b>AACSB Advanced Teaching Seminar</b> Tampa Bay, Florida
2010	<b>AACSB Assessment Seminar</b> New York City
2010	<b>AACSB Assessment Conference</b> New York City
2009	<b>Undecided/Undeclared Round Table Presentation</b>
2009	<b>WASC Accreditation Workshop</b>
2009	<b>New Instructor Orientation</b>
2009	<b>Meet the Professor – Sage House Presentation</b>
2008	<b>Teaching Principles of Management</b> Tucson, AZ. McGraw- Hill
2008	<b>Using Participant-centered Learning”</b> Presented by: Harvard Business School
2008	<b>Can Leadership Be Taught?</b> PDW at Academy of Management meeting, Anaheim
2008	<b>Questions We Don’t Ask</b> PDW at Academy of Management meeting, Anaheim
2008	<b>New Directions in Leadership Research Conference</b> The Fuqua School of Business, Duke University
2007	<b>Assessment of Learning California State University, Fullerton</b>
2006	<b>Innovations In Teaching</b> Pearson Prentice Hall, Long Beach, CA
2006	<b>Teaching and You</b> Thomson- Southwestern, Los Angeles, CA

## **PROFESSIONAL SERVICE**

2010	Textbook review McGraw Hill, Pearson Prentice Hall
2008	Textbook review McGraw Hill
2007	Textbook Review Pearson Prentice Hall
2006	Textbook Review Pearson Prentice Hall
2002	Reviewer: Journal of Management Education
1993, 1995	Reviewer: Western Academy of Management
1995, 1996, 2006	Reviewer: Academy of Management Annual Meeting
1995	Special Ph.D. Student Representative
1993	Ph.D. Student Association: President
1992	Ph.D. Student Association: Vice-President

## **HONORS & AWARDS**

2014 Nominated for LECTURER OF THE YEAR, University of California, Irvine

2012 Inducted as Faculty Initiate to Delta sigma Pi

2010 Inducted into Golden Key International Society, UCI Chapter,

2009 Nominated for LECTURER OF THE YEAR, University of California, Irvine

2007 Nominated for LECTURER OF THE YEAR. University of California, Irvine

BEST OF CONFERENCE HONORS. McLaughlin, G.B. & Moody, D. "Build your dream house: An explanation of personality using the MBTI" OBTC2002