



# ADVOCATES

DEPARTMENT OF MANAGEMENT

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# Kathie Pelletier, Ph.D

## Department of Management/Professor Emerita

Dr. Kathie Pelletier is a Professor Emerita in the Department of Management at California State University, San Bernardino. She earned a Ph.D. in Psychology (Organizational Behavior concentration) from Claremont Graduate University, and her M.S. degree in Industrial/Organizational Psychology from California State University, San Bernardino. She teaches organizational behavior, organizational theory, and leadership courses at the graduate and undergraduate levels. She also lectures at Claremont Graduate University and the Drucker School of Management on her research of the toxic triangle, hate and extremism in society, and leadership and followership.

Dr. Pelletier has published in leading journals such as *The Leadership Quarterly*, *Leadership*, *Journal of Business Ethics*, and *Leadership and Organization Development Journal*.



She has presented at national and international conferences and has consulted in public and private organizations on motivation, ethical leadership, organizational toxicity, toxic leadership, and organizational culture. In 2009, Dr. Pelletier was awarded the Fredric M. Jablin Dissertation Award for her ground-breaking research in the area of leadership and leader toxicity. Her research examines ethical leadership, as well as the darker side of leadership, the role of leader-follower relationships in perceptions of and reactions to leader toxicity, organizational corruption, and gender and leadership. Kathie has received numerous departmental and college awards for outstanding research and excellence in teaching. She was also selected by her faculty colleagues to receive the university's highest distinction for teaching excellence, the 2017-2018 Golden Apple Award.

Professor Pelletier has held leadership positions for over 26 years, in both private and public sectors. She held leadership positions at Roadway Express, Inc. for 16 years, and has 10 years of leadership experience in both county and city government agencies. She also consults in organizations on leadership, motivation, efficiency, and culture change. Kathie has conducted research in applied settings on topics such as organizational corruption and its impact on employees, predictors of ethics program effectiveness, organizational justice, and strategies to minimize health disparities of incarcerated women. Dr. Pelletier has also written book chapters on toxic leadership, barriers to women in leadership, transformational and ethical leadership, and organizational pessimism. She has presented her research at numerous professional societies and conferences. She is a member of the Society for Industrial Organizational Psychology, Academy of Management, International Leadership Association, and American and Western Psychological Associations. She is an advisory board member of the Connective Leadership Institute.

# Breena E. Coates, Ph.D

Department of Management/Professor Emerita



Professor Emerita Breena E. Coates taught in the areas of Corporate Strategy, Sustainability, and Business Ethics. She received her Ph.D. from the University of Pittsburgh in Public Policy Impacts on Corporate Strategy and Behavior. She served as Professor and Chair of the Division of Business, Public and Criminal Justice in San Diego State University-IVC. She served as Professor and Chair of the Department of Management in Jack Brown College, CSUSB. She serves as the College representative to the UN's Principles of Responsible Management. She was Professor of Management in the Division of Command, Leadership and Management at the United States Army War College. Professor Coates has written and presented scholarly papers, keynote talks at scholarly conferences, and at community events.

# Zhonghui "Hugo" Wang, Ph.D

Department of Management



Dr. Zhonghui "Hugo" Wang received his Ph.D. from Purdue University and is an assistant professor at the department of management. He teaches strategic management classes and his research focuses on topics related to corporate governance, family firms, and innovation.

# Maggie Boyraz, Ph.D

Department of Management

Dr. Maggie Boyraz is an Associate Professor in the Management Department at California State University - San Bernardino. She teaches undergraduate courses: Applied Communication and Teams in Organizations as well as graduate course: Advanced Managerial Communication. She's been the co-director of the Speaking Center at Jack H. Brown School of Business and Public Administration and served on recruiting and faculty evaluation committees.



Her research interests lie in organizational and team communication, the impact of diversity and technology on process and outcomes of geographically distributed teams, as well as the education process and practical skills of college students. She has conducted research on interdisciplinary student and organizational teams. Before joining CSUSB, she was an Assistant Professor at Cal Poly Pomona and lecturer at Rutgers and St. Peters University. She holds Ph.D. in Communication from Rutgers State University, M.A. from in Industrial and Organizational Psychology from Brooklyn College (CUNY) and B.A. in Marketing and Management from Silesian University in Poland. Prior to academic career, Dr. Boyraz worked at private and non-profit organizations in Human Resources, customer service and administrative functions.

# Ann Johnson, Ph.D

Department of Management



Ann M. Johnson received her JD/MA from the University of Cincinnati. She practiced law at Michigan Court of Appeals and for the U.S Department of Housing and Urban Development in Washington D.C. After receiving a Ph.D., at University of Delaware she taught at University at Albany. Dr. Johnson is currently an associate professor at CSUSB, Management Department.

# Bailey Benedict, Ph.D

Department of Management

Dr. Bailey Benedict is an Assistant Professor of Management at California State University - San Bernardino (CSUSB). She got her Ph.D. in Organizational Communication from Purdue University in 2021 and joined the faculty at CSUSB in the same year. Her research centers on how individuals and communities organize social networks of support to manage uncertainty and enact resilience, especially in hardship.



She teaches Applied (Management) Communication at the and has completed several training programs to support students with diverse needs, including Mental Health First Aid Training, Ally Series for Justice-Impacted Students, Trans Inclusion Training, Safe Zone Ally Training, Suicide Prevention Gatekeeper Certificate, and (most recently) Teaching First-Generation Students by Drawing on Cultural Strengths. She is interested in working with students, staff, and faculty to build community in the Jack H. Brown College of Business and Public Administration and create an environment where everyone feels welcome and has access to the resources they need to be successful.

# Elizabeth Castillo, Ph.D

## Department of Management

Elizabeth Castillo is an assistant professor of management at California State University San Bernardino in the Jack H. Brown College of Business and Public Administration. She researches and teaches social accounting and sustainable leadership to increase inclusive, equitable prosperity for people, organizations, and communities. She received the Aspen Institute's Ideas Worth Teaching award in 2020 for innovation that transforms business education. Her interdisciplinary research is guided by principles from ecology,



evolutionary science, and complex adaptive systems (e.g., mutualism, multilevel selection, selforganization) with the goal of integrating sustainability and complexity science into management, leadership, and accounting theories and practice. She has a BA in philosophy and history, MA in nonprofit leadership, and PhD in leadership studies, all from the University of San Diego.

Her scholarship is informed by two decades of management experience at the San Diego Natural History Museum and Balboa Park Cultural Partnership and seven years of sustainability science research at Arizona State University. She is the president of the International Humanistic Management Association's US chapter and is active in the United Nations' Principles for Responsible Management Education initiative and the US Integrated Reporting Community.



# Ying Cheng, Ph.D

Department of Management

Dr. Cheng's research areas focus on persuasion and message features in the context of health communication, advertising, and crowdfunding. Her recent work has investigated the persuasion outcome of nostalgic messages. Additionally, she is also interested in the interplay between technologies and health, including the process through which technologies can impact and promote people's health behaviors and well-being.



Dr. Cheng has won multiple research awards from international and regional conferences, including the B. Aubrey Fisher Outstanding Journal Article Award from the Western States Communication Association, the First Place Faculty Paper Award in the Media Management, Economics & Entrepreneurship Division from the Association for Education in Journalism and Mass Communication, and the Top Four Paper in the Information Systems Division from the International Communication Association.

She is also one of the co-founders of the Speaking Center at the Jack H. Brown College of Business and Public Administration (along with Dr. Maggie Boyraz, Dr. Julie Taylor, & Professor Matthew Habich). The Speaking Center is dedicated to improving and refining students' public speaking skills including brainstorming ideas, organizing speech outlines, and polishing delivery skills.

Dr. Cheng received her Ph.D. and M.A. degrees from Michigan State University. Prior to joining CSUSB, she served as a consultant at the Ernst & Young Communication Center at the Department of Accounting and Information Systems at Michigan State University.

# Craig Seal, Ph.D

Department of Management

Craig Seal is a tenured Professor in the Management Department in the Jack H. Brown College of Business and Public Administration at California State University, San Bernardino. His focus is on developing hybrid flexible teaching modalities for students, providing support for small, regional non-profits, and leading an ad hoc research team of faculty, staff, and students. He has also served as the Associate Vice President and Dean of Undergraduate Studies for CSUSB, as well as the Associate Dean of Student Success & Assessment, the MBA Director in JHBC.



Before coming to CSUSB, he was the inaugural Director of Center for Social and Emotional Competence at the University of the Pacific and was an Assistant Professor of Commerce at Niagara University.

He received his Ph.D. in Business Administration from George Washington University (where he was awarded the 2006 Board of Advisors Doctoral Student Award for Outstanding Commitment to the School of Business), his MA in Counseling Psychology from Boston College, and his BS in Psychology from Santa Clara University (where he was awarded the 1991 Nobili Medal).

# Crystal Huang, Ph.D

Department of Management

Dr. Crystal Huang is a Professor of Management in the Jack H. Brown College of Business and Public Administration at California State University, San Bernardino. She earned a B.S. in Industrial and Labor Relations from Cornell University and a Ph.D. in Industrial Relations and Human Resources from the University of Toronto. Her research centers on strategic HRM, international HRM, and leadership.



Her first research stream explores the temporal and multilevel mechanisms in HRM systems. In her second research stream, she examines HRM issues in China, such as guanxi HRM. Her third research stream broadly explores how leadership and supervisory support influence individual and team behaviors. Her work appears in Human Resource Management, Human Resource Management Journal, The International Journal of Human Resource Management, Journal of Service Research, Cross-Cultural Research, and International Journal of Hospitality Management.

# Jacqueline Coyle-Shapiro, Ph.D

Department of Management

Jacqueline Coyle-Shapiro is Professor in Leadership and Organizational Behavior at California State University San Bernardino and Emerita Professor in Organizational Behavior at the London School of Economics and Political Science (LSE). She studies psychological contracts, employment relationships and health, social impact in poverty settings and exploitative employment relationships. Her work appears in journals, including Academy of Management Journal and Journal of Applied Psychology, Journal of Organizational Behavior, among others.



She is a Past President of the Academy of Management ([www.aom.org](http://www.aom.org)). In recognition of her research and contribution to the field of management, she was elected a Fellow of the Academy of Management in 2020 and a Fellow of the British Academy in 2022.

# Helena Addae, Ph.D

## Department of Management

Helena Addae is a Professor in the Department of Management at the Jack Brown College of Business and Public Administration. She received her Ph.D. from the John Molson School of Business at Concordia University, Montreal, Canada and her MBA in Management Information Systems from McGill University, Montreal, Canada. Her research interests are in absenteeism from work, organizational commitment, job stress, job satisfaction, and cross-cultural management. An instrument she developed to assess employee perceptions of absence legitimacy is published in APA's PsycTESTS database. She has published in reputable journals, and her research work has received awards. She is currently interested in writing cases based on leadership styles and management practices developing countries. She was a Visiting Scholar at McMaster University, Canada and University of Ghana Business School, Legon. She is a member of WHO's Network of Experts in the Psychosocial Work Environment of Developing Countries. She was a Fulbright Scholar in 2013 at the University of Ghana Business School, where she taught, mentored junior faculty, and supervised graduate students.



She has also received Outstanding Teaching awards at the Jack Brown College of Business and Public Administration in 2017/2018 and 2022/2023 AY years.