

CURRICULUM VITA OF DR. ROBERT D. YONKER

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EDUCATION:

- Ph.D. Industrial/Organization Psychology, Univ. of Missouri – St. Louis, 2003
Dissertation Title: Individual differences and egocentrism in negotiation: Who is most likely to exhibit the bias?
- M.A. Industrial/Organizational Psychology, UMSL, 2000
Thesis title: Disentangling sources of the egocentric bias in negotiation
- B.A. Psychology, Bowling Green State University, 1997 (*Magna cum Laude*)
Honors thesis title: An examination of the motivational force of gratuities.

TEACHING EXPERIENCE:

University of Toledo, Associate Professor of Management
(*Summer 2009 to Present*)

- International Teaching Experience - Advanced Negotiation and Conflict Management (HURM 6720) and Results-Based Management (BUAD 6400), Joint MBA Program with PSG Institute of Management in Coimbatore India (Summer 2010, Summer 2011, Summer 2015)
- AACSB Post-Doctoral Bridge Program – HR/OB/MGMT Module (Summer 2009)
 - UT is only one five universities in the world offering this program
- Staffing (Ratings out of five: Fall 2009 = 4.79 , Spring 2010 = 4.82, Fall 2010 = 4.68, Spring 2011 = 4.89, Fall 2011 = 4.24, Spring 2012 = 4.42, Fall 2012 = 4.66)
- Negotiation and Conflict Management (Ratings out of five: Fall 2009 = 4.91, Spring 2010 = 4.90, Fall 2010 = 4.91, Spring 2011= 4.88, Fall 2011 = 4.78, Spring 2012 = 4.83, Fall 2012 = 4.95, Spring 2013 = 4.79, Fall 2013 = 4.65, Fall 2014 = 4.79, Spring 2015 = 4.40, 4.66)
- Leading with Power and Influence – MBA (Ratings out of five: Spring 2010 = 4.86, Spring 2011 = 4.72, Spring 2012 = 4.57, Spring 2013 = 4.80, Fall 2013 = 5.0, Fall 2014 = 4.84)
- Training and Development (Fall 2012 = 4.74, Fall 2013 = 4.52, Fall 2014 = 4.63, Spring 2015 = 4.5)

University of Toledo, Assistant Professor of Management
(*Fall 2003 to Spring 2009*)

- Staffing (Ratings out of five: Fall 2003 = 3.92, Spring 2004 = 4.50, Fall 2004 = 4.64, Spring 2005 = 4.52, Fall 2005 = 4.86, Spring 2006 = 4.79, Fall 2006 = 4.56, Spring 2007 = 4.86, Fall 2007 = 4.81, Spring 2008 = 4.76, Fall 2008 = 4.76, Spring 2009 = 4.93)

- Negotiation and Conflict Management (Ratings out of five: Fall 2004 = 4.67, Spring 2005 = 4.80, Fall 2005 = 4.76, 4.67, Spring 2006 = 4.89, Fall 2006 = 4.78, 4.7, Spring 2007 = 4.81, Fall 2007 = 4.95, 4.84, Spring 2008 = 4.36, Fall 2008 = 4.54, Spring 2009 = 4.86)
- Leading with Power and Influence – MBA (Ratings out of five: Spring 2009 = 4.89)
- Survey to Human Resource Management (Ratings out of five: Fall 2003 = 4.15, Spring 2004 = 4.59, Fall 2004 = 4.74)
- AACSB Post-Doctoral Bridge Program – HR/OB/MGMT Module (Summer 2008)

University of Missouri – St. Louis, Graduate Student (6/99 to 5/03)

- Survey to Human Resource Management
- Organizational Behavior
- Personnel Selection and Assessment
- Univariate Statistics
- Multivariate Statistics (T.A.)

Bowling Green State University, Undergraduate Student (Summer 1996)

- Univariate Statistics (T.A.)

ADVISING:

Dissertation Committees:

- Brian Weinblatt, *A Qualitative Investigation of Higher Education Executives Decision Making Processes regarding Mergers* (2008)
- Zach Leffakis, *An Empirical Investigation of HPWS and Mass Customization Manufacturing Integration: Interaction Effects on Operational Performance* (2009)
- Robert Detwiler, *Assessing Factors Influencing Student Academic Success in Law School* (2011)
- Robert Trebar, *The Influence of the College Environment on the Entrepreneurial Intentions of Students* (2014)
- Mohammed Taj Hejazi, *Managing Service Complexity for Sustainable Competitive Advantage: Theoretical Model and Empirical Investigation* (2015)

Ph.D Program Teaching Mentor:

- Hatem Bata (2010)

Undergraduate honors theses:

- Zack Branigan, *Affirmative Action and Diversity: What Does the Future Hold?* (2005)
- Stephanie Crist, *Upward Seeking Feedback in Supervisory Positions* (2006)
- Ben Warren, *Challenges of Attracting and Retaining Generation Y* (2006)
- Sara-Ann Cline (2008)
- Amy Shepard (2009)

Key Bank MBA Minority Case Competition – UT COBA Team Advisor (2005 - 2007)

Interim Department of Management Internship Advisor (2006, Summer 2007)

SHRM HR Games Faculty Co-Advisor (2006 - 2010)

UT Society of Human Resource Management (SHRM) Faculty Co-Advisor (2007 - Present)

SHRM HR Case Competition Co-Advisor (2010 - 2013)

TRAINING/CONSULTING EXPERIENCE:

Sandusky Department of Human Services, Fremont, OH - 11/95-5/96. Member of a consulting team that worked on examining and improving work processes, total quality management, and reengineering.

University of Toledo, Toledo, OH - 1/07-3/07. Member of a consulting team that worked on integrating the HR functions of the University of Toledo and the Medical University of Ohio after the merger of the two institutions.

S.S.O.E. (Fortune 500 architectural and engineering firm), Toledo, OH - 8/21/08; 10/7/09. Developed and conducted an all day negotiation workshop for 40 program managers.

University of Toledo, Toledo, OH - 12/08; 4/10. Through the Office of Quality and Continuous Learning (OQCL) developed and conducted a half day negotiation workshop for UT employees.

University of Toledo, Toledo, OH - 3/16/09, 3/23/09; 12/8/09, 12/10/09; 4/13/10, 4/20/10. Through the Office of Quality and Continuous Learning (OQCL) developed and conducted two half day workshops on leading with power and influence for UT Health Science campus employees (I-Lead).

Cooper Tire, Toledo, OH – 10/21/09. Developed and conducted an all day workshop on conflict management at the workplace (Cooper Leadership at Every Level Development Week).

University of Toledo Center for Family and Privately Held Business, Toledo, OH – 2/7/12. Developed and delivered a one and a half hour workshop on managing conflict for 30 business owners.

Buckeye Cable Systems, Toledo, OH – 1/2013. Developed and conducted three half day workshops on negotiation for sales leadership team.

The Douglas Company, Toledo, OH - 1/15/14. Developed and conducted a two hour workshop on negotiation for leadership team.

Goodwill Industries of Northwest Ohio, Toledo, OH - 1/26/14. Developed and conducted an hour and a half workshop on conflict management for leadership team.

National Association of Insurance and Financial Advisors (NAIFA), Toledo, OH – 2/18/14. Hour keynote addressing negotiation strategy and tactics.

URS/AECOM, Monroe, MI – 11/2014 – 8/2015. Developed and conducted six half day workshops on relationship building, conflict management, and negotiation for 22 people on the leadership team.

URS/AECOM, Monroe, MI – 11/2014 – 8/2015. Developed and conducted hour and a half workshops on relationship building, conflict management, and negotiation for 90 engineers.

PUBLICATIONS:

Hopkins, M., Yonker, R.D. (2015). Emotional Intelligence and managing conflict in the workplace: A critical connection. *Journal of Management Development*, 34(2), 226-244.

Longenecker, C., Yonker, R.D. (2013). Leadership deficiencies in rapidly changing organizations: Multisource feedback as a needs assessment tool (part I). *Industrial and Commercial Training*, 45(3), 159-165.

Longenecker, C., Yonker, R.D. (2013). Leadership deficiencies in rapidly changing organizations: Multisource feedback as a needs assessment tool (part II). *Industrial and Commercial Training*, 45(4), 202-208.

Longenecker, C., Yonker, R.D., and McGoldrick, L. (2009). The competitive performance benefits of managerial health: five key practices. *Development and Learning in Organizations*, 23(5), 19-21.

Longenecker, C., and Yonker, R.D. (2008). Observations on the connection between high performance and managerial health. *Journal of Compensation and Benefits*, 24(1), 22-27.

Morse, G.A., Calsyn, R., Klinkenberg, W.D, Helminiak, T., Wolff, N., Drake, R., Yonker, R.D.,Lama, G., Lemming, M., and McCudden, S. (2006). Treating homeless clients with severe mental illness and substance use disorders: Costs and outcomes. *Community Mental Health Journal*, 42(4), 377-404.

Calsyn, R., Winter, J.P., Yonker, R.D., & Lemming, M.R. (2006). Predicting mutual support agreement. *Representative Research in Social Psychology*, 29, 1-11.

Calsyn, R., Yonker, R.D., Lemming, M.R., Morse, G.A., and Klinkenberg, W.D (2005). Impact of assertive community treatment and client characteristics on criminal justice outcomes in dual disorder homeless individuals. *Criminal Behaviour and Mental Health*, 15(4), 236-248.

- Burger, G.K, Yonker, R.D., Calsyn, R.J., Morse, G.A., and Klinkenberg, W.D. (2005). Generalizability of BPRS prototypical profiles and their use in evaluating treatment outcomes. *International Journal of Methods in Psychiatric Research*, 14, 1, 56-64.
- Burger, G.K, Yonker, R.D., Calsyn, R.J., Morse, G.A., and Klinkenberg, W.D. (2004). A confirmatory factor analysis of the Brief Psychiatric Rating Scale in a homeless sample. *International Journal of Methods in Psychiatric Research*, 12, 4, 192-196.
- Calsyn, R.J., Morse, G.A., Yonker, R.D., Winter, J.P., Pierce, K.J., and Taylor, M.T. (2003). Client choice of treatment and treatment outcomes. *Journal of Community Psychology*, 31, 4, 339-348.
- Klinkenberg, W.D., Calsyn, R.J., Morse, G.A., Yonker, R.D., McCudden, S., Constantine, N.T., and Ketema, F. (2003). Prevalence of HIV, hepatitis b, and hepatitis c among homeless persons with co-occurring mental illness and substance use disorders. *Comprehensive Psychiatry*, 44, 4, 293-302.
- Calsyn, R.J., Morse, G.A., Klinkenberg, D., Yonker, R.D., and Trusty, M.L. (2002). Moderators and mediators of client satisfaction in case management programs. *Mental Health Services Research*, 4, 4, 267-275.
- Calsyn, R.J., Winter, J.P., and Yonker, R.D. (2001). Should disability items in the census be used for planning services for the elderly? *The Gerontologist*, 41, 5, 583-588.
- Paese, P., and Yonker, R.D. (2001). Toward a better understanding of egocentric fairness judgments in negotiation. *International Journal of Conflict Management*, 12, 2, 114-131.
- Rogelberg, S.G., Ployhart, R.E., Balzer, W.K., and Yonker, R.D. (1999). Using policy capturing to examine tipping decisions. *Journal of Applied Social Psychology*, 29, 12, 2567-2590.

INVITED BOOK CONTRIBUTIONS:

- Yonker, R.D. (2006). Organizational Behavior. In S.G. Rogelberg and C. Reeve (Ed.), *Encyclopedia of industrial/organizational psychology*. Thousand Oaks, CA: Sage Publications.
- Yonker, R.D. (In Press). Organizational Behavior. In S.G. Rogelberg (Ed.), *Encyclopedia of industrial/organizational psychology (Second Edition)*. Thousand Oaks, CA: Sage Publications.

CONFERENCE PRESENTATIONS:

- Yonker, R.D. and Douglas, T. (2015). *Building trust with a complete stranger in email negotiations*. Poster Presentation at the 2015 International Association for Conflict Management Conference, Clearwater, FL.
- Yonker, R.D. and Fox, J. (2014). *The journey to enlightenment: Is emotional intelligence on the map?*. Paper Presentation at the 2014 Midwest Academy of Management Conference, Minneapolis, MN.

- Hong, P. and Yonker, R.D. (2013). *Role of negotiation in global supply chain management: Suggestions for sustainable practice*. Paper presentation at the 6th annual Global Supply Chain Management Conference, Detroit, MI.
- Post, F. and Yonker, R.D. (2008). *Use of the inquiry based method of ethical decision making to raise the level of moral maturity*. Featured paper at the 2008 annual meeting for the Society of Business Ethics, Anaheim, CA.
- Hopkins, M. and Yonker, R.D. (2008). *Emotional intelligence and managing conflict in the workplace: A critical connection*. Paper presentation at the 2008 International Association for Conflict Management Conference, Chicago, IL.
- Yonker, R.D. (2007). *Can emotional intelligence (EI) help predict negotiator success?* Poster presentation at the 2007 International Association for Conflict Management Conference, Budapest, Hungary.
- Yonker, R.D. and Paese, P. (2007). *When conscientiousness is a liability: Exploring the role of personality in investment decisions?* Paper presentation at the annual Academy of Management Conference, Philadelphia, PA.
- Yonker, R.D., Dwyer, D., Hopkins, M., and O'Donnell, A. (2006). *Developing life-long leaders for the world of business*. Symposium presented at the annual Midwest Academy of Management Conference, Louisville, KY (10/14/06).
- Yonker, R.D., and Paese, P. (2002). *Can conscientiousness help explain escalation of commitment behavior?* Poster presentation at the annual Society of Industrial and Organizational Psychologists Conference, Toronto, Ontario, Canada.
- Yonker, R.D., and Paese, P. (2001). *Disentangling sources of egocentric bias in negotiation*. Poster presentation at the annual Society of Industrial and Organizational Psychologists Conference, San Diego, CA.
- Paese, P. and Yonker, R.D. (2000). *Toward a better understanding of biased judgments of fairness in negotiation*. Paper presentation at the 2000 International Association of Conflict Management Conference, St. Louis, Mo.
- Calsyn, R.J., Morse, G.A., Klinkenberg, Yonker, R.D., and Calsyn, M. (2000). *Evaluating the effectiveness of treatment programs for dual diagnosed clients*. Paper presented at XXI Latin American Congress of Psychiatry, Lima Peru.
- Yonker, R.D. (1997). *An examination of the motivational force of gratuities*. Paper presented at the annual Industrial Organizational/Organizational Behavior (IOOB) Graduate Student Conference, Ronoake, VA.

TECHNICAL REPORTS:

Rogelberg, S., Bachiochi, P., Castiglione, T., Cowley, A., Fisher, G., O'Connor, G., Robie, C., Sheperd, W., Ury, K., and Yonker, R. (1996). Recommendations for organizational development at the Sandusky County Department of Human Services. Bowling Green, OH: Institute for Psychological Research and Application.

Caldwell, S., Dwyer, D., Fink, L., Gurcsik, A., Herr, C., Longenecker, C., and Yonker, R. (2007). UT human resources review: Team recommendations. Toledo, OH: University of Toledo Department of Management.

SELECT ACADEMIC SERVICE:

College of Business and Innovation Honors Program Director (2014 – Present)

UT Undergraduate Curriculum Committee (2010 - 2015)

UT Graduate Council Fellowships and Scholarships Committee (2014)

UT Undergraduate Research Committee (2014)

College Personnel Committee (2014)

EMBA Task Force (2014)

COBI Center for Family and Privately held Businesses Board Member (2013-Present)

UT Faculty Senate (2010 – 2013)

UT Graduate Council (Spring 2012)

UT Ad Hoc Program Review Committee (2011)

COBI Honors Committee Chair (2011)

COBI Undergraduate Programs Committee Chair (2009 - 2011)

Department of Management Personnel Committee Chair (2009, 2011)

Associate Director of the University of Toledo's College of Business Administration's Business Ethics and Social Policy Program (2007 - 2011)

Doctoral Program Evaluation Committee (2008 - 2010)

University of Toledo COBA Commencement Reader (Spring 2007)

Academic Ethics Advisory Committee (2006)

College of Business Academic Leadership Steering Committee – Elected non-tenured representative (2006)

College of Business Masters Programs Committee (2006)
University of Toledo Commencement Reader (Spring 2006)
College of Business Masters Programs Committee (2005)
College of Business Research and Teaching Excellence Committee (2005)
College of Business Undergraduate Studies Committee (2004)
College of Business Career Development Committee (2004)
University of Toledo Commencement Marshall (Spring 2005)
University of Toledo President's PRIDE Council (2004)

PROFESSIONAL SERVICE:

Review Editorial Board of Organizational Psychology (2015 – Present)
Program Committee for the 2015 International Association for Conflict Management Conference
Associate Editor for the American Journal of Business (2009 - 2012)
6th Global Supply Chain Conference Planning Committee (2013)
Midwest DSI Conference Planning Committee (2010)
Midwest DSI Case Competition Track Chair (2010)
SIOP Education and Training Committee (2004 - 2006)
Reviewer for the Mid-American Journal of Business (2004 to Present)
Program Committee for the 2005, 2006, 2007 SIOP Conferences
Program Committee for the 2005, 2006, 2007, 2008 AOM Conferences
Program Committee for the 2006 Midwest AOM Conference

COMMUNITY SERVICE:

Board of Directors Member for Goodwill Northwest Ohio (2013 - Present)
Board of Directors Member for Rescue Mental Health - Lucas Co. Mental Health Not-For-Profit Organization (2009 - 2012)
Advisory Board Member for the Falcon Club - BGSU Athletic Boosters (2009 - 2012)

PROFESSIONAL AFFILIATIONS:

International Association for Conflict Management (Member)

Academy of Management (Member)

Midwest Academy of Management (Member)

Society for Industrial and Organizational Psychology (Member)

Society of Human Resource Management (Member)

Toledo Area Human Resource Association (Member)

HONORS:

University of Toledo Outstanding Teaching Award (2013)

University of Toledo Shining Star Award for Dedication and Commitment to Improve the Student Experience (2013)

College of Business DeJute Undergraduate Teaching Award (2008)

Awarded University of Toledo Summer Research Fellowship (2004, 2007)

Phi Beta Kappa (Member)

Outstanding University of Missouri - St. Louis Psychology Graduate Student (2001)

Intercollegiate Tennis Association Academic All-American (1995)