

Caitlin E. Smith Sockbeson

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Jacksonville, FL 32225

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Education

- Ph. D. Tulane University (May 2016)
Management (Organizational Behavior)
Dissertation: *Looking at feedback from both sides now: Integrating feedback, feedback-seeking, and gender*
Chair: Angelo DeNisi
Committee Members: Adrienne Colella, Michael Burke
- B. S. Spring Hill College (May 2005)
Business Management (with Honors)
Minors: English, Computer Information Systems

Academic Employment

- Assistant Professor of Management** Aug. 2019-Present
Davis College of Business, Jacksonville University
Jacksonville, FL
- Assistant Professor of Management** Aug. 2016-July 2019
Else School of Business, Millsaps College
Jackson, MS
- Adjunct Lecturer** Jan 2014-May 2016
Teaching Assistant 2013
A.B. Freeman School of Business, Tulane University
New Orleans, LA

Research Interests

Feedback and Performance Management
Diversity, Discrimination, and Gender Issues
Influence and Political Behavior

Journal Articles

- Prasad, A., O'Brien, L.T., & Sockbeson, C.E.S. (2020). Caste at work: Study of factors influencing attitudes towards Affirmative Action in India. *Equality, Diversity and Inclusion: An International Journal*, 39(6), 597-616. <https://doi.org/10.1108/EDI-12-2018-0223>
- DeNisi, A.S., & Sockbeson, C.E.S. (2018). Feedback sought vs feedback given: A tale of two literatures: Feedback buscado vs feedback dado: un cuento de dos literaturas Feedback procurado vs feedback dado: um conto de duas literaturas. *Management Research: Journal of the Iberoamerican Academy of Management*. <https://doi.org/10.1108/MRJIAM-09-2017-0778>
- DeNisi, A.S., & Smith, C.E. (2014). Performance Appraisal, Performance Management, and Firm-Level Performance: A Review, a Proposed Model, and New Directions for Future Research. *The Academy of Management Annals*, 8, 127-179. DOI: 10.1080/19416520.2014.873178

Smith, A.N., Watkins, M.B., Burke, M.J., Christian, M.S., **Smith, C.E.**, Hall, A.V., & Simms, S. (2013).
Gendered Influen

Sockbeson, C.E.S. (2020, June). Forced Online: Synchronous or Asynchronous Learning? Roundtable Discussion Session at the Management & Organizational Behavior Teaching Society 2020, Fort Wayne, IN (virtual).

Sockbeson, C.E.S. (2019, October). You Asked For It...Or Not: Effects Of Feedback Impetus and Characteristics. Paper session at the Southern Management Association Conference, Norfolk, VA.

Sockbeson, C.E.S., DeNisi, A. S., Anseel, F., & Brutus, S. (2019, August). Feedback and

Heading? HeHnt, Ai., Antotg, & Bsi. (2019, August) wo KWher48581i84 ()]70.56 5y6nB -4 ()2 (2 581

Sockbeson, C.E.S., & DeNisi, A.S. Tell me why: The effect of others' attributions in feedback on subsequent performance. Preparing manuscript.

DBA Dissertation co-chair, Carmen Nelson (2020-2021)
Assurance of Learning Coordinator, DCOB, Jacksonville University (2021-)
Curriculum Committee, Jacksonville University (2020-2021)
SACSCOC program coordinator, Management and Business Administration, 2020-2021
Strategic Initiatives Committee, DCOB, Jacksonville University, 2020-2021
Editorial Advisory Board Member, *Human Resource Management Journal*, 2020-2022
Faculty Qualification Committee, DCOB, Jacksonville University, 2019-2021
Reviewer, *Equality, Diversity And Inclusion: An International Journal*, 2020
Reviewer, Roethlisberger Award, Management & Organizational Behavior Teaching Society, 2021
Reviewer, Management & Organizational Behavior Teaching Conference, 2018-2020
Reviewer, Academy of Management Conference 2013-2020, OB Division
Reviewer, Academy of Management Conference 2013-2020, GDO Division
Gender Diversity Task Force, Millsaps College, 2018-2019
Curriculum Committee, Millsaps College, 2018-2019
All-College Council, Millsaps College, 2017-2019
Public Events Committee, Millsaps College, 2017-2019
Reviewer, *Cross Cultural & Strategic Management*, 2016, 2019
Reviewer, Southern Management Association Conference 2013-2017, 2019
Reviewer, Society for Industrial and Organizational Psychology, 2018
Reviewer, *International Journal of Management Reviews*
Discussant, Psychology of Diversity and Fairness session, Academy of Management 2017
Reviewer, *Human Resource Management Journal*, 2015-2017, 2020
Mentor to Pre-Doctoral Consortium Attendees, Southern Management Association, 2014
Destination Tulane 2014-2016, Faculty Breakfast with Prospective Undergraduates