

# SILVIA CLARK

Department of Management · Darla Moore School of Business · University of South Carolina  
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## EDUCATION

Ph.D. in Business Administration (OB/HR) 2017 – 2022 (expected)  
University of South Carolina, Columbia, SC

Master of Business Administration 2016  
International Business emphasis  
Texas State University, San Marcos, TX

Bachelor of Arts, International Studies 2013  
International Business emphasis  
Texas State University, San Marcos, TX

## RESEARCH INTERESTS

Training, career development, formal and informal learning in individuals and teams, team diversity, team faultlines, status conflicts, multilevel methods

## DISSERTATION

“Reconceptualizing formal and informal learning in a virtual learning environment.”  
(to be proposed on June 01<sup>st</sup>, 2021).

Committee: Dr. Robert E. Ployhart (chair), Dr. Paul D. Bliese, Dr. Lynn A. McFarland, Dr. K. Michele Kacmar

## JOURNAL PUBLICATIONS

Miller B.K., Nicols K.M., **Clark S.**, Daniels A., Grant W. (2018). Meta-analysis of coefficient alpha for scores on the Narcissistic Personality Inventory. *PLoS ONE* 13(12): e0208331.

## WORKS IN PROGRESS (organized based on closest to submission)

**Clark S.**, Ployhart RE, Hendricks, J., “The Relationship Between Demographic Faultlines and Collective Turnover” (intended submission to *Personnel Psychology*).

McFarland, L., Ward, W., **Clark, S.**, “Attributions for Observed Impression Management Behavior: The Moderating Role of Evaluative Potential” (intended submission to *Journal of Applied Psychology*).

Ravlin, E., **Clark, S.**, Flynn, P., Ward, A.K., Thomas, D., “Status Threat Through an Identity Lens: Cultural Influences on Motivational and Behavioral Responses” (intended submission to *Academy of Management Review*).

Way, S., Wright P., **Clark, S.** “Meta-analysis HR flexibility” (coding underway)

# SILVIA CLARK

## CONFERENCE PRESENTATIONS

- Clark, S.**, Ployhart, R., Hendricks, J., "The Relationship Between Demographic Faultlines and Collective Turnover," to be presented at Academy of Management, virtual conference, August 2021
- McFarland, L., Ward, W., **Clark, S.**, "Reactions to Impression Management Behavior: Effects of Situational Strength and Attributions" to be presented at Academy of Management, virtual conference, August 2021.
- McFarland, L., Ward, W., **Clark, S.**, "*Attributions for Observed Impression Management Behavior: The Moderating Role of Evaluative Potential*" to be presented at Society for Industrial and Organizational Psychology, virtual conference, April 2021
- Ravlin, E., **Clark, S.**, Flynn, P., Ward, A.K., Thomas, D., "*Status Threat Through an Identity Lens: Cultural Influences on Motivational and Behavioral Responses,*" Academy of Management, virtual conference, August 2020.
- Ravlin, E., Ward, A.K., **Clark, S.**, "*Influence of Leader Identity on Psychological Diversity/Inclusion Climate Perceptions.*" Society for Industrial and Organizational Psychology, virtual conference, June 2020.
- Clark, S.**, Thatcher S., Carpenter N., (2018). "*Cultural Faultlines and Counterproductive Work Behaviors.*" Academy of Management, August 2018.
- Clark, S.**, Korsgaard, M.A., (2018). "*Making the Move: Self-Enhancement as a Predictor of Engagement in Proactive Development and Leader Self-Identity Transition.*" Academy of Management, August 2018.
- Miller, B.K., Nicols, K.M., **Clark, S.**, Daniels, A., Grant, W. (2018). "*Meta-analysis of coefficient alpha for scores on the Narcissistic Personality Inventory.*" Society for Industrial and Organizational Psychology, April 2018.
- Valle, M., Zivnuska, S., & **Clark, S.** (2016). "*Negative Environments, Moral Disengagement and Outcomes.*" Southern Management Association, October 2016.

## OTHER PUBLICATIONS

Undergraduate Honors Thesis: "*Organizational Behavior and Human Resource Management Practices: A Comparison Between The United States and Brazil Based on Hofstede's Cultural Framework*" (directed by Dr. Robert A. Konopaske).

## AWARDS and HONORS

- McCoy Fellowship of Excellence at Texas State University, 2015
- Gary V. Woods Scholarship, awarded by McCoy College of Business Administration at Texas State University, 2014
- H.C. Vivian Memorial Endowed Scholarship, awarded by McCoy College of Business Administration at Texas State University, 2014
- Awards for Academic Excellence, College of Liberal Arts at Texas State University, 2012 and 2013

## TEACHING EXPERIENCE

Instructor, MGMT 371: "Principles of Management" (Undergraduate) – Spring 2021, Fall 2020 - (rating 3.88)

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Instructor, MGMT 425: “Analytics for the Human Resources Professional.” To be taught in Fall 2021.

Darla Moore School of Business, University of South Carolina.

Teaching Assistant (under the guidance of Dr. Paul Bliese), MGMT 892: “Advanced Statistics for Business II” (Ph.D. seminar) – Spring 2020, Spring 2021

Darla Moore School of Business, University of South Carolina.

Teaching Assistant (under the guidance of Dr. Paul Bliese), MGMT 822: “Advanced Statistics for Business I” (Ph.D. seminar) – Fall 2019, Fall 2020.

Darla Moore School of Business, University of South Carolina.

Teaching Assistant (under the guidance of Dr. Mark Maltarich), MGMT 725: “Human Resource Metrics and Research” – Fall 2020.

Darla Moore School of Business, University of South Carolina.

## SERVICE

Reviewer, Academy of Management Annual Meeting, OB Division, 2019, 2020

Reviewer, Academy of Management Annual Meeting, HR Division, 2020, 2021

Co-chair, Management Department, Darla Moore School of Business, Doctoral Student Round Table 2018-2019

## PROFESSIONAL MEMBERSHIPS

Academy of Management (OB, HR, GDO)

Society for Industrial and Organizational Psychology

## WORK EXPERIENCE

VR-Bank Neustadt a. d. Aisch/Uffenheim (Germany) 1996-2003  
Management accountant

## LANGUAGES

German: native

English: full professional proficiency

## SOFTWARE PROFICIENCY

R Studio statistical software, MPlus, Microsoft Office (Word, Excel and its data analysis package), Power Point, Outlook.

## REFERENCES

Robert E. Ployhart

Bank of America Professor of Business Administration  
Management Department

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## SILVIA CLARK

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