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**Steven M. Elias, PhD**  
**Dean, School of Business Administration**  
**Founder & Director, Center for Innovation**

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**OVERVIEW**

Dr. Elias is a distinguished professor, accomplished scholar, and senior administrator with over 15-years of diverse higher education administrative experience. While Dr. Elias has previously earned tenure and promotion in both psychology and management, he is currently serving as Dean of the School of Business Administration at Fort Lewis College, a rural and Native American-Serving Non-Tribal Institution (NASNTI) that serves more than 180 Tribal nations. In addition, Dr. Elias is also the Founder and Director of the US Economic Development Administration funded Fort Lewis College Center for Innovation.

**EDUCATION**

- 5/01            Doctorate of Philosophy  
Applied Social Psychology, Colorado State University
- 5/97            Master of Science  
Applied Psychology, Auburn University Montgomery
- 5/95            Bachelor of Arts  
Psychology, University of South Florida

**PROFESSIONAL AFFILIATIONS**

- Academy of Management
- Organizational Behavior Division
  - Management Education and Development Division

**PROFESSIONAL EXPERIENCE**

- 2/20 – Current            Fort Lewis College – Founder & Director, Center for Innovation
- 7/17 – Current            Fort Lewis College – Dean, School of Business Administration
- 7/14 – 5/17                New Mexico State University – Professor of Management
- 8/08 – 6/14                New Mexico State University – Associate Professor of Management
- 7/04 – 8/08                Auburn University Montgomery – Assistant Professor of Social Psychology (Tenure and Promotion to Associate Professor as of Fall 2008)
- 7/03 – 7/04                Western Carolina University – Assistant Professor of Social Psychology
- 8/01 – 7/03                Colorado State University – Visiting Assistant Professor of Psychology

## **ADMINISTRATIVE EXPERIENCE**

- 2/20 – Current      Founder and Director, Center for Innovation  
Fort Lewis College
- 7/17 – Current      Dean, School of Business Administration  
Fort Lewis College
- 6/15 – 5/17          Co-Director, School Turnaround Development Program  
New Mexico State University
- 12/14 – 6/16        NMSU Director, Woodrow Wilson MBA Fellowship Program  
New Mexico State University
- 9/13 – 6/15          College of Business Interim Associate Dean for Research  
New Mexico State University
- 7/11 – 7/15          Head, Department of Management  
New Mexico State University
- 8/09 – 7/11          Department of Management Doctoral Program Director  
New Mexico State University
- 8/05 – 5/08          School of Sciences Graduate Coordinator  
Auburn University Montgomery

## **AWARDS & HONORS**

- Rocky Mountain Psychological Association Distinguished Alumni Award – 2022  
Anchor Point Foundation’s Startup Champion Award – 2020  
New Mexico State University Teaching Academy Fellow – 2016  
New Mexico State University Research Discovery Award – 2016  
Robert O. Anderson Distinguished Professor – 2015 - 2018  
New Mexico State University Research Achievement Award – 2015  
Nominated: 2014 - 2015 White House Fellow  
2010 Bill Daniels Fellow in Ethics  
Beta Gamma Sigma – The International Honor Society for Collegiate Schools of Business  
Sigma Xi – The Scientific Research Honor Society

## **SERVICE - FORT LEWIS COLLEGE**

- Provost Performance Evaluation Committee – Member (2022)  
Vice President for Advancement and Foundation CEO Search Committee – Chair (2021)  
Director of Career Services Search Committee – Chair (2019)  
Advisory Committee on Facilities – Chair (2018 – Current)  
Budget Advisory Committee (2018 – Current)  
President’s Cabinet – Member (2017 – Current)

## **SERVICE - NEW MEXICO STATE UNIVERSITY**

College of Business Promotion and Tenure Committee (2016 – 2017)  
 University Research Council (2016 – 2017)  
 Crimson Colleagues Advisory Council – Co-Chair (NMSU Foundation Committee; 2015 – 2017)  
 NMSU Tuition Waiver Task Force (2014 – 2017)  
 ADVANCING Leaders Program Committee – Member (2012 – 2017)  
 ADVANCE Faculty Mentoring Program – Mentor (2012 – 2017)  
 New Mexico Leadership Institute – Program Faculty (2014 – 2016)  
 College of Business Ambassadors – Faculty Advisor and Instructor of Record (2013 – 2016)  
 Co-Facilitate Half-Day StrengthsFinder Workshop for the ADVANCING Leaders 2016 Cohort (2016)  
 Domenici Public Policy Conference:  
     Attend to Ambassador (Ret.) Robert Ford (2015)  
     Attend to Governor (Ret.) Frank Keating and Secretary (Ret.) Daniel Glickman (2014)  
     Attend to Mr. James Carville (2012)  
 Facilitate Half-Day StrengthsFinder Workshop for the ADVANCING Leaders 2014 Cohort (2014)  
 Bill and Sharon Sheriff Endowed Chair in Entrepreneurship Search Committee – Chair (2014)  
 College of Business Dean Search Committee – Member (2014)  
 College of Business Assistant Dean (Development Officer) Search Committee – Member (2013)  
 Vice President for University Advancement Search Committee – Member (2013)  
 Graduate Education Transition Team – Member (2013)  
 Dean of Business Evaluation Committee – Member (2012)  
 Departmental Administrative Assistant Selection Committee – Member (2010)  
 Graduate Council – Member (January – June 2010; Sabbatical replacement)  
 Management Department Scholarship Committee – Chairperson (2009 – 2011)

## **ACCREDITATION EXPERIENCE**

Ongoing	AACSB Peer Review Team Member (Four Teams to Date)
2/21	Led Fort Lewis College's Successful AACSB Reaccreditation
9/19 – 3/20	2020 AACSB B-Schools Communications and Development Symposium Advisory Committee
7/18 – 7/21	AACSB Small School Network Affinity Group Steering Committee Member <ul style="list-style-type: none"> <li>- Affinity Group Chair, AY 20 – 21</li> <li>- Affinity Group Vice Chair, AY 19 – 20</li> <li>- Facilitator for Small School Network Affinity Group Meeting at 2020 ICAM (Virtual due to COVID-19).</li> <li>- Facilitator for Small School Network Affinity Group Meeting at 2019 ICAM (Edinburgh, Scotland).</li> <li>- Facilitator for Small School Network Affinity Group Meeting at 2018 Annual Accreditation Conference (Washington, D.C., USA).</li> </ul>

## **ECONOMIC DEVELOPMENT EXPERIENCE**

1/22 – Current	<i>Board of Directors:</i> La Plata County Economic Development Alliance
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1/19 – Current	<i>Member:</i> Southern Ute Indian Tribe Economic Advisory Panel
1/19 – 12/22	<i>Board of Directors:</i> Region 9 Economic Development District of SW Colorado
12/18 – 12/22	<i>Board of Directors:</i> Durango Chamber of Commerce
3/18 – 8/21	<i>Board of Directors:</i> Local First - Board Chair, 7/19 – 8/21
7/17 – Current	<i>Advisory Board:</i> SW Colorado Small Business Development Center

## **EXTERNAL GRANT FUNDING**

Elias, S.M. *Starting, Scaling, and Sustaining Entrepreneurship in Rural Southwest Colorado*, funded by the U.S. Economic Development Administration, \$748,624. (Three-year project running October 2021 – September 2024). This funding supports the Center for Innovation, which fosters a regional ecosystem of sustainable entrepreneurship meant to strengthen and diversify the region’s economy by providing entrepreneurs at all stages with assistance in launching and growing their businesses, as well as attracting investors. The Southern Ute Indian Tribe and Animas Accelerator are sub-recipients on this award.

Elias, S.M. *The Fort Lewis College Solar Innovation Park*, funded by the Colorado Office of Economic Development and International Trade, \$1,500,000. (Three-year project running July 2020 – July 2023). This funding was awarded to install a solar garden and laboratory for field study on the Old Fort Lewis property in Hesperus, Colorado.

Elias, S.M. *Johnson Scholarship Foundation Fellows Program*, Funded by the Johnson Scholarship Foundation. This funding was awarded to provide scholarships to Native American students majoring in the School of Business Administration. This annual funding is renewable, in addition to being endowed at \$2,000,000 by 2027.

- AY 19-20 funding: \$57,500
- AY 20-21 funding: \$67,500
- AY 21-22 funding: \$115,000
- AY 22-23 funding: \$115,000

Elias, S.M. *Wells Fargo Native American Business Scholarships Program*, Funded by Wells Fargo Bank, \$10,000. This funding was awarded to provide four scholarships to Native American students majoring in the School of Business Administration during the 19 – 20 academic year.

Ivory, G., & Elias, S.M. *New Mexico School Turnaround Program*, Funded by the New Mexico Public Education Department, \$1,223,307. (Two-year project spanning FY 16 and FY 17). This funding was awarded to allow for the Colleges of Education and Business to establish a collaborative executive education program meant to expose educational leaders throughout New Mexico to school turnaround principles and practices.

Elias, S.M. *NMLEAD*, Funded by the New Mexico Public Education Department, \$4,435,512. (Two-year project spanning FY 15 and FY 16). This funding was awarded to establish the Woodrow Wilson MBA Fellowship in Education Leadership Program at NMSU.

**PEER-REVIEWED PUBLICATIONS** (\* indicates student co-author)

Boje, D.M., Baca-Greif, H., \*Intindola, M., & Elias, S.M. (2017). The Episodic Spiral Model: A new approach to organizational processes. *Journal of Organizational Change Management*, 30, 683 – 709.

\*Mittal, R., & Elias, S.M. (2016). Social power and leadership in cross cultural context. *Journal of Management Development*, 35, 58 – 74.

Elias, S.M., \*Barney, C.E., & Bishop, J.W. (2013). The treatment of self-efficacy among management and psychology scholars. *Journal of Applied Social Psychology*, 43, 811 – 822.

Elias, S.M., Smith, W.L., & \*Barney, C.E. (2012). Age as a moderator of attitude toward technology in the workplace: Work motivation and overall job satisfaction. *Behaviour and Information Technology*, 31, 453 - 467.

Elias, S.M., & \*Mittal, R. (2011). The importance of supervisor support for a change initiative: An analysis of job satisfaction and involvement. *International Journal of Organizational Analysis*, 19, 305 - 316.

\*Barney, C.E., & Elias, S.M. (2010). Flex-time as a moderator of the job stress – work motivation relationship: A three nation investigation. *Personnel Review*, 39, 487 - 502.

Elias, S.M. (2009). Employee commitment in times of change: Assessing the importance of attitudes towards organizational change. *Journal of Management*, 35, 37 - 55.

Elias, S.M. (2009). Restrictive versus promotive control and employee work outcomes: The moderating role of locus of control. *Journal of Management*, 35, 369 - 392.

Elias, S.M. (2008). Fifty years of influence in the workplace: The evolution of the French and Raven power taxonomy. *Journal of Management History*, 14, 267 - 283.

Stefurak, J.R., Elias, S.M., & LoBello, S.G. (2007). Adult attention deficit hyperactivity disorder: Overview and implications for the workplace. *Southern Business and Economics Journal*, 30, 103 - 110.

Elias, S.M., & \*MacDonald, S. (2007). Using past performance, proxy efficacy, and academic self-efficacy to predict college performance. *Journal of Applied Social Psychology*, 37, 2518 - 2531.

Elias, S.M. (2007). Influence in the ivory tower: Examining the appropriate use of social power in the university classroom. *Journal of Applied Social Psychology*, 37, 2532 - 2548.

- Elias, S.M., & \*MacDonald, S. (2006). Consequences of restrictive and promotive managerial control among American university professors. *International Journal of Organizational Analysis*, 14, 239 - 250.
- Elias, S.M., & Cropanzano, R. (2006). Gender discrimination may be worse than you think: Testing ordinal interactions in power research. *Journal of General Psychology*, 133, 117 - 130.
- Elias, S.M., & Pratkanis, A.R. (2006). Teaching social influence: Demonstrations and exercises from the discipline of social psychology. *Social Influence*, 1, 147 - 162.
- Elias, S.M., & Mace, B.L. (2005). Social power in the classroom: Student attributions for compliance. *Journal of Applied Social Psychology*, 35, 1738 – 1754.
- Elias, S.M. (2004). Means of assessing ordinal interactions in social psychology: The case of sexism in judgments of social power. *Journal of Applied Social Psychology*, 34, 1857 – 1877.
- Elias, S.M., & Loomis, R.J. (2004). The effect of instructor gender and race/ethnicity on gaining compliance in the classroom. *Journal of Applied Social Psychology*, 34, 937 – 958.
- Herzog, H., & Elias, S.M. (2004). The effects of winning the Westminster Kennel Club dog show on breed popularity: Tests of the Westminster Surge Hypothesis. *Journal of the American Veterinary Medical Association*, 225, 365 – 367.
- Elias, S.M., & Loomis, R.J. (2002). Utilizing need for cognition and perceived self-efficacy to predict academic performance. *Journal of Applied Social Psychology*, 32, 1687 – 1702.
- Elias, S.M., & Loomis, R.J. (2000). Using an academic self-efficacy scale to address university major persistence. *Journal of College Student Development*, 41, 450 – 454.

## BOOKS

- Elias, S.M. (Editor; 2013). *Deviant and criminal behavior in the workplace*. New York, NY: NYU Press.

## BOOK CHAPTERS & OTHER PUBLICATIONS (\* indicates student co-author)

- \*Cast, M.L., Elias, S.M., & Benson, P.G. (2014). How knowledge is received across disciplines: A dynamic model of knowledge flow among three disciplines. In D.J. Svyantek & K.T. Mahoney (Eds.), *Organizational processes and received wisdom* (pp. 263 – 278). Charlotte, NC: IAP.
- Elias, S.M., \*Gibson, L., & \*Barney, C.E. (2013). The role of social power in workplace discrimination and sexual harassment. In S.M. Elias (Ed.), *Deviant and criminal behavior in the workplace* (pp. 178 – 194). New York, NY: NYU Press.

Boje, D., \*Maynard-Patrick, S.V., & Elias, S.M. (2012). Swapping stories: How firms and stakeholders use blogs as narrative discourse to create efficacy and meaning for corporate social responsibility. In A. Lindgreen, P. Kotler, J. Vanhamme, & F. Maon (Eds.), *A stakeholder approach to corporate social responsibility: Pressure, conflicts and reconciliation* (pp. 45 – 57). Surrey, UK: Gower Publishing Limited.

Elias, S.M. (2010). Sexism. In I.B. Weiner & W.E. Craighead (Eds.), *The Corsini encyclopedia of psychology* (4th ed., Vol. 4). Hoboken, NJ: Wiley.

Cropanzano, R., Weiss, H.M., & Elias, S.M. (2004). The impact of display rules and emotional labor on psychological well-being at work. In P.L. Perrewé, & D.C. Ganster (Eds.), *Emotional and physiological processes and positive intervention strategies: Research in occupational stress and well being* (Vol. 3, pp. 45 – 89). Oxford, UK: JAI Press.

## **INVITED PRESENTATIONS**

Elias, S.M. (2022, April). *The importance of psychology to effective leadership*. Distinguished Alumni Keynote Address at the annual meeting of the Rocky Mountain Psychological Association, Salt Lake City, UT.

Elias, S.M., Hallett, E., & Mitchell, E. (2020, March). *What keeps you up at night?* Invited presentation/panelist at the AACSB B-School Communications and Development Symposium, Washington, DC.

Elias, S.M. (2019, October). *An update on the School of Business Administration*. Invited presentation at the Rotary Club, Durango, CO.

Elias, S.M., & Hall, I. (2019, March). *Can you really raise money for diversity, inclusion, and equity initiatives?* Invited presentation made at the AACSB B-School Communications and Development Symposium, Clearwater Beach, FL.

Elias, S.M. (2019, March). *The role of psychology in business*. Invited presentation made to the Professional Associates' Life-Long Learning Series, Durango, CO.

Elias, S.M. (2018, June). *Leadership and motivation: How can we make sense of it all?* Keynote Address made to the Western States School of Banking, Durango, CO.

Elias, S.M. (2018, March). *Strengths-based development*. Invited presentation made to the Durango Chamber of Commerce's Lunch & Learn Program, Durango, CO.

Elias, S.M. (2015, July). *What's in it for the fish?* Invited presentation at the Students Affairs and Enrollment Management Summer Conference, Las Cruces, NM.

Elias, S.M. (2013, September). *Leadership and motivation*. Invited presentation made to the ADVANCING Leaders Program 2013 Cohort at New Mexico State University, Las Cruces, NM.

- Elias, S.M. (2013, April). *Preparing for careers in academia*. Invited Social Psychology colloquium presented at Colorado State University, Fort Collins, CO.
- Elias, S.M. (2011, November). *Reflections on moving from psychology to management*. Invited Social Psychology colloquium presented at New Mexico State University, Las Cruces, NM.
- Elias, S.M. (2011, May). *Business ethics*. Invited presentation at the Rotary Club, Las Cruces, NM.
- Elias, S.M. (2011, January). *Incorporating ethics into the curriculum*. Invited presentation at the Bill Daniels Teaching Ethics Workshop, Las Cruces, NM.
- Elias, S.M., Murphy, K., & Benson, P.G. (2009, June). *Tips for doctoral student and early career success*. Invited doctoral student and junior faculty member consortium presentation at the annual meeting of the International Human Resource Management Conference, Santa Fe, NM.
- Elias, S.M., & Pratkanis, A. (2006, January). *Hats, cans, PSYOPS, and spurters: Classroom demonstrations of social influence*. Invited presentation at the Society for Personality and Social Psychology Teaching Pre-Conference, Palm Springs, CA.
- Elias, S.M. (2005, April). *The six issues of importance to Cloverdale-Idlewild residents*. Invited address presented to the Cloverdale-Idlewild Association general meeting, Montgomery, AL.
- Elias, S.M. (2004, January). *An overview of social cruelty, school violence, and relational aggression*. Invited colloquium presented at the Haywood After School Program's council meeting, Haywood County, NC.
- Elias, S.M. (2003, September). *Academic self-efficacy and academic performance: I think I can pass this class*. Invited Sigma Xi colloquium presented at Western Carolina University, Cullowhee, NC.
- Elias, S.M. (2001, December). *Academic persistence and performance: The importance of perceived self-efficacy*. Invited Social Psychology colloquium presented at the University of Colorado, Boulder, CO.

### **CONFERENCE PRESENTATIONS** (\* indicates student co-author)

- Flinchbaugh, C., \*Miles, J., & Elias, S.M. (2018, August). *Testing the Antecedents and Effects of the Power/Interaction Model in Supervisor-Subordinate Dyads*. Presented at the annual meeting of the Academy of Management, Chicago, IL.
- \*Barney, C.E., & Elias, S.M. (2016, August). *Job Insecurity and Deviant Workplace Behavior: The Moderating Effect of Core Self-Evaluation*. Presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Smith, W.L., \*Barney, C.E., & Elias, S.M. (2015, April). *Assurance of learning or the marginalization of faculty?* Presented at the annual meeting of the Standing Conference for Management and Organizational Inquiry, Las Vegas, NV.



- \*Clements, S., \*Potter, K., Mace, B., & Elias, S.M. (2015, April). *Retention in the eye of the student: The role of a beautiful campus*. Presented at the annual meeting of the Rocky Mountain Psychological Association, Boise, ID.
- Elias, S.M., & Henle, C. (2013, November). *Not everyone wants to be heard: The role of personality in the relationship between promotive control and deviant workplace behavior*. Presented at the annual meeting of the Southern Management Association, New Orleans, LA.
- \*Mittal, R., & Elias, S.M. (2013, August). *Social power and cross-cultural leadership: A conceptual exploration*. Presented at the annual meeting of the Academy of Management, Orlando, FL.
- Elias, S.M., \*Barney, C.E., & Mace, B. (2013, April). *The role of scenic beauty in university students' satisfaction, commitment, and turnover intention*. Presented at the annual meeting of the Rocky Mountain Psychological Association, Denver, CO.
- \*Barney, C.E., & Elias, S.M. (2013, March). *Using generalized and MBA self-efficacy to predict AACSB competencies: A pilot study*. Presented at the annual meeting of the Western Academy of Management, Santa Fe, NM.
- Elias, S.M., Bishop, J.W., \*Maynard-Patrick, S.V, & \*Helmuth, C.A. (2011, November). *Restrictive control as a moderator of perceived organizational support: A new view of restrictive control*. Presented at the annual meeting of the Southern Management Association, Savannah, GA.
- Elias, S.M., & \*Helmuth, C.A. (2011, April). *Promotive control as a moderator of the relationship between transformational leadership and student-athlete satisfaction*. Presented at the annual meeting of the Rocky Mountain Psychological Association, Salt Lake City, UT.
- Bishop, J., \*Turner, M., Elias, S.M., & \*Barney, C.E. (2010, August). *The (mis)alignment of construct names, definitions, and measures: The case of the OCQ and the ACS*. Presented at the annual meeting of the Academy of Management, Montreal, Canada.
- Smith, W.L., \*Barney, C.E., & Elias, S.M. (2010, March). *Academic reflexivity and AACSB criteria: Does research translate into textbook content?* Presented at the annual meeting of the Standing Conference for Management and Organization Inquiry, Alexandria, VA.
- Bishop, J., \*Turner, M., Elias, S.M., & \*Barney, C.E. (2009, November). *Do the OCQ and the ACS measure the same thing?* Presented at the annual meeting of the Southern Management Association, Asheville, NC.
- \*Barney, C.E., & Elias, S.M. (2009, June). *Flex-time as a moderator of job stress: A three nation investigation*. Presented at the annual meeting of the International Human Resource Management Conference, Santa Fe, NM.
- Smith, W. L. & Elias, S. M. (2009, March). *Investor fear: Uncertainty in an uncertain environment*. Presented at the annual meeting of the Standing Conference for Management and Organization Inquiry, Orlando, FL.

- Elias, S.M. & \*Holman, S., & \*Barney, C.E. (2008, October). *Occupational self-efficacy as a mediator of global self-efficacy's impact at work*. Presented at the annual meeting of the Southern Management Association, St. Petersburg, FL.
- Elias, S.M. & \*MacDonald, S. (2007, August). *Restrictive vs. promotive control, LMX, and organizational commitment: A preliminary investigation*. Presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Elias, S.M. (2006, October). *Antecedents of attitude towards organizational change and its mediating effect on affective organizational commitment*. Presented at the annual meeting of the Southern Management Association, Clearwater Beach, FL.
- Elias, S.M., & \*Stillings, T. (2006, March). *Assessing the Interpersonal Power/Interaction Model: Personality and power motivation*. Presented at the meeting of the Southeastern Psychological Association, Atlanta, GA.
- Elias, S.M., & \*MacDonald, S. (2006, March). *Gender role identity and social power usage in intimate relationships*. Presented at the meeting of the Southeastern Psychological Association, Atlanta, GA.
- Elias, S.M. (2005, April). *The ethical use of social power in the university classroom*. Presented at the meeting of the Southeastern Psychological Association, Nashville, TN.
- Kane, H.D., & Elias, S.M. (2004, November). *The nature of self-efficacy: A confirmatory analysis of the academic self-efficacy scale*. Presented at the meeting of the Association for the Advancement of Educational Research, Hutchinson Island, FL.
- Elias, S.M. (2004, March). *Academic self-efficacy as a mediator variable*. Presented at the meeting of the Southeastern Psychological Association, Atlanta, GA.
- Kane, H., Elias, S.M., & \*Krenzer, D. (2003, December). *Effects of individual ability, practice, and task difficulty in cooperative learning outcomes*. Presented at the meeting of the National Academy for Educational Research, Jacksonville, FL.
- Elias, S.M. (2003, April). *Assessing male sexism in judgments of social power*. Presented at the meeting of the Rocky Mountain Psychological Association, Denver, CO.
- Loomis, R.J., Elias, S.M., & Wells, M. (2002, December). *Website availability and visitor motivation: An evaluation study for the Colorado Digitization Project*. Presented at the 2002 Leadership Seminar for the Colorado Digitization Project, Denver, CO.
- Elias, S.M., & Loomis, R.J. (2002, April). *Examining the reliability and validity of the Academic Self-Efficacy Scale*. Presented at the meeting of the Rocky Mountain Psychological Association, Park City, UT.

- Elias, S.M., & Loomis, R.J. (2002, April). *The impact of group performance feedback on collective and self-efficacy beliefs*. Presented at the meeting of the Rocky Mountain Psychological Association, Park City, UT.
- Elias, S.M., & Loomis, R.J. (2001, April). *Utilizing need for cognition and perceived self efficacy to predict academic performance*. Presented at the meeting of the Rocky Mountain Psychological Association, Reno, NV.
- Elias, S.M., & Loomis, R.J. (2001, April). *Effect of instructor gender and race on gaining compliance in the classroom*. Presented at the meeting of the Rocky Mountain Psychological Association, Reno, NV.
- Riedel, R.G., & Elias, S.M. (2001, January). *Social power influence among college professors*. Presented at the meeting of the National Institute on the Teaching of Psychology, St. Petersburg, FL.
- Elias, S.M., & Loomis, R.J. (2000, April). *Desire for control, need for cognition, and perceptions of power*. Presented at the meeting of the Rocky Mountain Psychological Association, Tucson, AZ.
- Bates, S., Elias, S.M., & Loomis, R.J. (2000, April). *Global warming: Behavioral adaptation based on the characteristics of change*. Presented at the meeting of the Rocky Mountain Psychological Association, Tucson, AZ.
- Elias, S.M., & Mace, B.L. (2000, April). *Manipulating social power to gain compliance in interpersonal, organizational, and educational settings*. Presented at the meeting of the Western Social Science Association, San Diego, CA.
- Elias, S.M., Mace, B.L., & Riedel, R.G. (1999, April). *The effectiveness of social power usage by faculty members*. Presented at the meeting of the Rocky Mountain Psychological Association, Fort Collins, CO.
- Elias, S.M. (1999, June). *The influence of academic self-efficacy on university major selection, persistence at one's major, and academic success*. Presented at the meeting of the Alabama Psychological Association, Ft. Walton, FL.
- Elias, S.M., & Mace, B.L. (1999, June). *The role of the powerholder-target relationship in determining the effectiveness of social power manipulations*. Presented at the meeting of the Alabama Psychological Association, Ft. Walton, FL.
- Riedel, R.G., & Elias, S.M. (1999, June). *Differences between graduate and undergraduate students' levels of compliance to social power usage by faculty members*. Presented at the meeting of the Alabama Psychological Association, Ft. Walton, FL.

## **EDITORIAL BOARD MEMBERSHIP**

*Human Resource Management Review* (2011 – current)

*Journal of Applied Social Psychology* (2009 – current)  
*Journal of Organizational Behavior* (2007 – 2017)  
*Journal of Management* (2006 – 2008)

## **GRADUATE STUDENT COMMITTEES**

### Dissertation Committees

Gabriella Lewis (Chairperson; Defended 2017)  
Terra Winter (Chairperson; Defended 2017)  
John Ross (Chairperson; Defended 2017)  
Sergio Palacios (Committee Member; Defended 2016)  
Jesse Marczyk (Committee Member; Defended 2016)  
Stephanie Maynard-Patrick (Committee Member; Defended 2014)  
Chet E. Barney (Chairperson; Defended 2013)  
Rakesh Mittal (Committee Member; Defended 2013)  
Andrew Kach (Committee Member; Defended 2012)  
Long Pham (Committee Member; Defended, 2011)  
David Tobey (Committee Member; Defended 2010)

### Thesis Committees

Andrea Hoffmeier (Chairperson [Harvard University Extension Program]; Completed 2019)  
Heidi Reutter (Committee Member; Defended 2013)  
Ayse Gokcen (Committee Member; Defended 2011)  
Jamie Hester (Committee Member; Defended 2009)  
Kelly Schleismann (Chairperson; Defended 2007)  
Crystal Taylor (Committee Member; Defended 2007)  
Brandi Hunt (Chairperson; Defended 2006)  
Khadidr Keahey (Committee Member; Defended 2005)

## **OVERSIGHT OF ACADEMIC PROGRAMS DEVELOPED**

Entrepreneurship and Small Business Development – Fort Lewis College Major  
Computer Information Systems – Fort Lewis College Major  
Digital Marketing – Fort Lewis College Certificate Program  
Ski Resort Operations – Fort Lewis College Certificate Program  
Entrepreneurship – Fort Lewis College Certificate Program (Under Development)

## **COURSES TAUGHT**

### Graduate

Seminar in Organizational Behavior (Doctoral)  
Business Decision Making (MBA)  
Organizational Behavior and Managerial Processes (MBA)  
Strategic Management (MBA)  
Statistical Methods (MS)  
Research Methods (Doctoral and MS)

Undergraduate

Entrepreneurship Seminar

Organizational Behavior

Leadership and Motivation

Leadership and Society

Leadership Training for College of Business Ambassadors

Diversity in the Workplace Seminar

Research Analysis and Statistics

Research Design

Updated August 2022