

Christopher J. Hartwell, PHD, PHR, SHRM-CP

Assistant Professor, Management Department – Utah State University

3555 Old Main Hill (BUS 403)
Logan, UT 84322-3500

Office: 435-797-5782
Cell: 571-215-9972

chris.hartwell@usu.edu
www.chrishartwell.com

EDUCATION

Purdue University (West Lafayette, IN)

Doctorate of Philosophy (Ph.D.) – August 2015

Major: Organizational Behavior and Human Resource Management

Minor: Industrial/Organizational Psychology

Dissertation: *The Use of Social Media in Employee Selection: Prevalence, Content, Perceived Usefulness, and Influence on Hiring Decisions*. (Dissertation Committee: Michael A. Campion [chair], Brian R. Dineen, Kelly Schwind Wilson, Bradley J. Alge)

Utah State University (Logan, UT)

Master of Science (M.S.) – December 2008

Major: Human Resources

George Washington University (Washington, D.C.)

Bachelor of Arts (B.A.) – December 2001

Major: Communication

Minor: Psychology

RESEARCH PUBLICATIONS

Levashina, J., **Hartwell, C. J.**, Morgeson, F. P., & Campion, M. A. (2014). The structured employment interview: Narrative and quantitative review of the recent literature. *Personnel Psychology*, 67, 241-293. doi: 10.1111/peps.12052

Hartwell, C. J., & Campion, M. A. (2016). Getting on the same page: The effect of normative feedback interventions on structured interview ratings. *Journal of Applied Psychology*. doi: 10.1037/apl0000099.

BOOK CHAPTERS

Guilfoyle, S., Bergman, S. M., **Hartwell, C. J.**, & Powers, J. (2016). Social media, big data, and employment decisions: Mo' data, mo' problems? In R. N. Landers & G. B. Schmidt (Eds.), *Using Social Media in Employee Selection: Theory, Practice, and Future Research*. Springer International Publishing.

Hartwell, C. J. (Forthcoming). Social media and human resource management. In M. Thite (Ed.), *e-HRM: Leveraging Digital Technology to Transform HRM*. Routledge Publishing.

RESEARCH IN PROGRESS

Hartwell, C. J., & Campion, M. A. <Topic: Social media and employee selection. [Title redacted to facilitate blind review process.]> (*Under Review*)

Alge, B. J. **Hartwell, C. J.**, & Law-Penrose, J. C. <Topic: Leadership and Follower Creative Performance. [Title redacted to facilitate blind review process.]> (*Under Review*)

- Crane, B. D., & **Hartwell, C. J.** <Topic: Leadership and Employee Development. [Title redacted to facilitate blind review process.]> (*Under Review*)
- Crane, B. D., & **Hartwell, C. J.** <Topic: Employee Capital and Talent Management. [Title redacted to facilitate the blind review process.]> (*Under Review*)
- Hartwell, C. J.**, Johnson, C. D., & Posthuma, R. A. <Topic: Interview Question Validity. [Title redacted to facilitate the blind review process.]> (*Under Review*)
- Acikgoz, Y., **Hartwell, C. J.**, & Bergman, S. M. Applicant reactions to organizational use of social media screens in employment selection. (*Analyzing data*)
- Hartwell, C. J.**, Bergman, S. M., Kang, S., & Campion, M. A. Social media as a background screen: An examination of Facebook information as a predictor of criminal behavior. (*Analyzing data*)
- Hansen, S. D., **Hartwell, C. J.**, Schleicher, D. J., & Bell, B. S. Variability as a criterion in training evaluation: The example of frame-of-reference training. (*Analyzing Data*)
- Schultz, C. & **Hartwell, C. J.** Examining the impact of leadership behaviors on job satisfaction and turnover intentions in a sample of South African employees. (*Analyzing Data*)
- Porter, C. M., Johnson, L., **Hartwell, C. J.**, & Campion, M. C. Longitudinal effects of recruitment source, workload, and job satisfaction on turnover intentions and behaviors. (*Analyzing data*)

RESEARCH PRESENTATIONS

- Hartwell, C. J.** (2017). Panelist. In B. Weathington & K. Tamanini (Co-chairs), *Social Media for Employment Decisions: The Good, Bad, and Ugly*. Panel discussion presented at the 32nd Annual Conference of the Society for Industrial & Organizational Psychology, Orlando, FL.
- Clodfelter, M., Booth, H., Obi-Melekwe, N., LaTowsky, N., **Hartwell, C. J.**, & Bergman, S. M. (2016). LinkedIn vs. Facebook: Examining job seekers' reactions to organizations' use of social media screening. Poster presented at the 12th Annual River Cities I-O Psychology Conference, Chattanooga, TN.
- Modi, B. A., Brown, C. L., Bergman, S. M., **Hartwell, C. J.** (2016). Looking for red flags: Using Facebook as a background screen in hiring. Poster presented at the 12th Annual River Cities I-O Psychology Conference, Chattanooga, TN.
- Hartwell, C. J.** & Campion, M. A. (2016). Developing a structural framework for social media assessments in hiring. Poster presented at the 31st Annual Conference of the Society for Industrial & Organizational Psychology, Anaheim, CA.
- Hartwell, C. J.** (2014). Applicant reactions to social media screens in employee selection. In R. N. Landers & G. B. Schmidt (Symposium chairs). *Social Media in Selection: Validity, Applicant Reactions, and Legality*. Paper presented at the 29th Annual Conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.
- Hartwell, C. J.** & Campion, M.A. (2014). The regulatory effect of normative feedback interventions on interviewer ratings. Poster presented at the 29th Annual Conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.
- Hartwell, C. J.**, Law-Penrose, J. C., & Alge, B. J. (2014). Managing uncertainty and increasing creativity through transformational leadership. Poster presented at the 29th Annual Conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.
- Hartwell, C. J.**, & Campion, M. A. (2013). The effect of normative feedback on interviewers' subsequent structured interview ratings. Paper presented at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.
- Schleicher, D. J., Baumann, H. M., & **Hartwell, C. J.** (2013). Managerial self-awareness: How "the rich get richer" with regard to development. In D. J. Schleicher (Symposium chair). *New research directions in leader development and derailment*. Paper presented at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.

- Hartwell, C. J.** (2013). Panelist. In J. Levashina (Panel chair), *How to probe successfully to reduce faking in employment interviews*. Panel discussion presented at the 28th Annual Conference of the Society for Industrial & Organizational Psychology, Houston, TX.
- Hartwell, C. J., Baumann, H. M., & Schleicher, D. J.** (2013). The role of self-awareness in voluntary development. In D. J. Schleicher (Symposium chair). *New research directions in employee and leader development*. Paper presented at the 28th Annual Conference of the Society for Industrial & Organizational Psychology, Houston, TX.
- Baumann, H. M., **Hartwell, C. J.**, & Schleicher, D. J. (2013). The role of employee motives in voluntary developmental activities. In D. J. Schleicher (Symposium chair). *New research directions in employee and leader development*. Paper presented at the 28th Annual Conference of the Society for Industrial & Organizational Psychology, Houston, TX.
- Hartwell, C. J., Levashina, J., Morgeson, F. P., & Campion, M. A.** (2012). Deconstructing structured interviews: Content analysis of recent research on structure. Poster presented at the 27th Annual Conference of the Society for Industrial & Organizational Psychology, San Diego, CA.
- Levashina, J., **Hartwell, C. J.**, Morgeson, F. P., & Campion, M. A. (2012). Impression management in structured interviews: Review of research and meta-analysis. Paper presented at the 27th Annual Conference of the Society for Industrial & Organizational Psychology, San Diego, CA.
- Levashina, J., **Hartwell, C. J.**, Morgeson, F. P., & Campion, M. A. (2012). Reducing bias in interviews through structure. Paper presented at the 27th Annual Conference of the Society for Industrial & Organizational Psychology, San Diego, CA.
- Schleicher, D. J., Levy, P. E., Baumann, H. M., & **Hartwell, C. J.** (2012). Calling all performance management researchers: You need to hear this! 27th Annual Conference of the Society for Industrial & Organizational Psychology, San Diego, CA (Panel Discussion Co-chair).
- Schleicher, D. J., Baumann, H. M., & **Hartwell, C. J.** (2012). Who participates in voluntary developmental activities . . . and why? *Annual Meeting of the Personnel and Human Resources Research Group (PHRRG)*. College Station, TX.

ACADEMIC/TEACHING EXPERIENCE

Graduate Internship (MGT 6350), Coordinator/Instructor

Utah State University (2016-2017 [2x on-campus])

Managing graduate-level internships for 28 MHR students (required after year one in the MHR program). Duties include soliciting feedback from the student and their internship supervisor, reviewing the internship reports written by MHR students upon completion of their internships, assigning grades for their internship experience, and developing the internship program to increase effectiveness.

Talent Acquisition & Retention (MGT 6550), Instructor

Utah State University (2016-2017 [2x on-campus; 2x online/broadcast])

Graduate-level course for MHR students that focuses on creation of competitive advantage through strategic human resources planning and staffing. Topics include job analysis, forecasting, recruitment, selection, onboarding, retention, and termination. *Note: This includes two course types, one on-campus course of full-time MHR students, and one blended-learning course (online and broadcast) of executive MHR students.*

Managing Individuals and Groups (MGT 6500), Instructor

Utah State University (2016-2017 [2x on-campus; 1x broadcast; 1x professional face-to face])

Graduate-level course for MBA students that focuses on managing individual employees, managing work groups and teams, and leading organizations. *Note: This includes three*

course types, one on-campus course of full-time MBA students, on broadcast course of professional MBA students, and one face-to-face course of professional MBA students.

Team & Interpersonal Effectiveness (MGT 6650), Instructor

Utah State University (2015 [1x on-campus; 1x online/broadcast])

Graduate-level course for MHR students that focuses on employee attributes and values, how teams function in the workplace, leadership, and organizational structure/culture.

Note: This includes two course types, one on-campus course of full-time MHR students, and one blended-learning course (online and broadcast) of executive MHR students.

Compensation & Reward Systems (OBHR 642), Instructor

Purdue University (2014 [1x on-campus])

Graduate-level course for MSHR and MBA students that focuses on the use of rewards to achieve organizational objectives.

Human Resource Management (OBHR 428), Instructor

Purdue University (2012 [1x on campus])

Senior-level undergraduate course for business majors that introduces the core concepts of Human Resource Management.

Krannert School of Management Certificate for Distinguished Teaching Award Recipient

TEACHING PUBLICATIONS

Hartwell, C. J. (2017). Engaging Students in the Synchronous Distance Setting: Asking Online Questions. *Journal of Empowering Teaching Excellence*, 1, 38-49.

TEACHING PRESENTATIONS

Urgay, Z., **Hartwell, C. J.**, & Nquyen, Q. (2017). Reflections of Huntsman Faculty. *New Faculty Orientation – Jon M. Huntsman School of Business at Utah State University*. Logan, UT.

Hartwell, C. J. (2016). Engaging students through online polling. *Utah State University Empowering Teaching Excellence Conference*. Logan, UT.

Hartwell, C. J. (2016). Teaching advice and lessons I've learned along the way. *Utah State University Empowering Teaching Excellence – Foundations of USU Teaching*. Logan, UT.

Hartwell, C. J. (2015-2017 [3x]). Cultural implications for managing talent in a global context (guest lecture). *Global Strategic Thinking graduate course at Utah State University*. Logan, UT.

PROFESSIONAL EXPERIENCE

Bridgerland Applied Technology College - Custom Fit Department (Logan, UT)

Instructor (May 2009 – Aug. 2010)

Designed, developed, and delivered over 20 business/HR client-tailored training programs. Oversaw content management software for online courses. Assisted and trained other instructors in the technological design of training programs.

The Society for Human Resource Management (SHRM) (Alexandria, VA)

Research Consultant (Sept. 2008 - Aug. 2009)

Researched alignment of university Human Resource (HR) degree programs with the SHRM curriculum template, and increased the number of aligned degree programs by over 250% (from 44 to 161). Developed job description templates for SHRM website.

Graduate-level Intern (June 2008 - Aug. 2008)

Researched and developed a revised internship guide for use by academic institutions, hiring organizations, students. Managed SHRM's internship sponsorship program.

Kelly Services, Inc. & Kelly Educational Staffing (Logan, UT)

Senior Staffing Supervisor (Sept. 2007 - June 2008)

Hired, trained and supervised temporary and long-term employees. Managed payroll, workers comp and employee incentives. Maintained relationships with customers.

Interim Branch Manager (June 2007 - Sept. 2007)

Hired, managed and supervised in-house employees. Established and maintained relationships with local and national business partners and customers. Developed and implemented training programs for temporary employees.

Staffing Supervisor (Sept. 2005 - June 2007)

Recruited, hired, trained and supervised over 300 substitute teachers per year. Handled payroll issues, incentives and the employee database. Developed and implemented training programs for school administrators, full-time teachers, and substitutes.

United States Senate (Washington, D.C.)

Intern Coordinator & Mail Manager (Mar. 2002 - Aug. 2005)

Interviewed, hired, trained, and supervised interns, law clerks, and mail staff. Oversaw the processing of more than 50,000 constituent communications per year, and reduced response turnaround time by 33%.

PROFESSIONAL PRESENTATIONS

Hartwell, C. J. (2017). Practical Advice and Best Practices on Using Social Media in Recruitment and Employee Selection. *University Affiliated Research Centers Human Resources Consortium Meeting*. Logan, UT.

Hartwell, C. J. (2016). Emerging Trends in the Workplace: Sexual Orientation and Gender Identity. *Cache Valley Human Resources Group*. Logan, UT.

Hartwell, C. J. (2016). To Look or Not to Look: The Promises and Pitfalls of Viewing Applicant Social Media Profiles during the Hiring Process.

- *Utah Crossroads Conference*. Layton, UT (October 2016)
- *Utah Employers Council HR Managers Roundtable* (December 2016)

Hartwell, C. J. (2013). Social media and professional ethos: How your online presence can impact employment opportunities. *Purdue University Business Communication Seminar*. West Lafayette, IN.

Jackson, C. L. & **Hartwell, C. J.** (2012). Effective communication in teams: In meetings, email, and with diverse members. *Purdue University Convocations Voice Network*. West Lafayette, IN.

Jackson, C. L., **Hartwell, C. J.**, & Lee, S. (2011). Identifying and resolving conflict. *Purdue University Convocations Voice Network*. West Lafayette, IN.

Hartwell, C. J. (2009). Thriving through organizational change. *Annual Meeting of the Bridgerland Chapter of the Society for Human Resource Management*. Logan, UT.

Hartwell, C. J. (2004-2005 [2x]). Preparing for the workforce: What makes job candidates stand out to hiring managers (guest lecture). *Introduction to Communication undergraduate course at The George Washington University*. Washington, D. C.

PROFESSIONAL SERVICE

Ad Hoc Reviewer, AOM Annual Conference, OB & HR Divisions (2011-present)

Ad Hoc Reviewer, SIOP Annual Conference (2016-present)

Academy of Management (AOM) OB Division LinkedIn Group Administrator (2016-present)

- Facilitated and managed growth in group membership from 16 to 750+

PROFESSIONAL AFFILIATIONS

Society for Human Resource Management (since 2008)
Society for Industrial & Organizational Psychology (since 2010)
Academy of Management (since 2010)

AWARDS AND CERTIFICATIONS

Certified Professional in Human Resources (PHR) (2009 to present)
SHRM Certified Professional (SHRM-CP) (2015 to present)
Huntsman School of Business Graduate Mentor of the Year – Nominee (2016)
Academy of Management (AOM) OB Division Outstanding Reviewer Award (2014, 2016)
Krannert School of Management Certificate for Distinguished Teaching Award (2012)