

COLETTE HOPTION, PhD

Seattle University
Albers School of Business & Economics
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EDUCATION

PhD in Management (Minor: Marketing)
Queen's University, Kingston, Ontario

MSc in Management
Queen's University, Kingston, Ontario

BA (Honours) in Psychology
Queen's University, Kingston, Ontario

International Studies Certificate
Queen's University, Kingston, Ontario

BA in French Studies
Queen's University, Kingston, Ontario

ACADEMIC APPOINTMENTS

2009 - Associate Professor of Management
Current *Albers School of Business & Economics, Seattle University, Seattle, Washington*

2007 Instructor
Queen's School of Business, Queen's University, Kingston, Ontario

RESEARCH

Refereed Articles

1. Little, D., Green, D. A. & **Hoption, C.** (*forthcoming*) A lasting impression: The influence of prior disciplines on educational developers' research. *International Journal for Academic Development*.
2. **Hoption, C.** (2016). It does not add up: Comparing episodic and general leadership ratings. *Leadership, 12*, 491 - 503.
3. **Hoption, C.** (2016). The double-edged sword of helping behavior in leader-follower dyads. *Leadership & Organization Development Journal, 37*, 13 - 41.
4. **Hoption, C.** (2014). Learning and developing followership. *Journal of Leadership Education, 13*, 129 - 137.
5. **Hoption, C.**, Barling, J., & Turner, N. (2013). It's not you, it's me: Transformational leadership and self-deprecating humor. *Leadership and Organization Development Journal, 34*, 4 - 19.
6. **Hoption, C.**, Christie, A., & Barling, J. (2012). Submitting to the follower label: Followership, positive affect and extra-role behaviors. *Zeitschrift für Psychologie/Journal of Psychology, 220*, 221 - 230.

- Dupré, K., Inness, M., Connelly, C., Barling, J., & **Hoption, C.** (2006). Workplace aggression in teenage part-time employees. *Journal of Applied Psychology, 91*, 987-997.

Book Chapters

- Hoption, C.**, Phelan, J., & Barling, J. (2014). Transformational leadership in sport. In M. R. Beauchamp & M. A. Eys (Eds.) *Group Dynamics in Sport and Exercise Psychology: Contemporary Themes* (2nd ed.). London, UK: Routledge.
- Barling, J., Christie, A., & **Hoption, C.** (2010). Leadership. In S. Zedeck (Ed.) *APA Handbook of Industrial and Organizational Psychology*. Washington, DC: American Psychological Association.
- Hoption, C.**, Christie, A., & Barling, J. (2009). Introduction. In J. Barling & C. Cooper (Eds.) *The SAGE Handbook of Organizational Behavior*. Thousand Oaks, CA: Sage.
- Hoption, C.**, Phelan J., & Barling, J. (2008). Transformational leadership in sport. In M. R. Beauchamp & M. A. Eys (Eds.) *Group Dynamics in Sport and Exercise Psychology: Contemporary Themes*. London, UK: Routledge.

Other Articles

- Hoption, C.** (Fall 2017). Mobilizing the troops: Followership as an untapped resource in strategic planning. *InSights*, 16 -17.
- Hoption, C.** (Summer 2012). How healthy is your funny bone? *InSights*, 3.

Presentation of Refereed Papers

- Hoption, C.** & Ruppert, B. Grade expectations: When 100% isn't good enough. To be presented at *Association for Psychological Science Annual Convention*, San Francisco, CA.
- Hoption, C.** (2017). How laughing at oneself enhances male leadership and undermines female leadership. *Association for Psychological Science Annual Convention*, Boston, MA.
- Green, D. A., Little D. & **Hoption, C.** (2016). True to our pasts, true to our present: Educational developers' integrity and identities. *International Consortium for Educational Development*, Cape Town, South Africa.
- Hoption, C.** (2015). When it hurts to laugh: The consequences of self-deprecating humor for leaders. *Association for Psychological Science Annual Convention*, New York, NY.
- Hoption, C.** & Christie, A. (2014). Two faces of followership: When followership helps and harms work performance. *Association for Psychological Science Annual Convention*, San Francisco, CA.
- Ruppert, B. & **Hoption, C.** (2014). Getting past the grade: Motivation strategies to promote good graduates. *The International Society for the Scholarship of Teaching and Learning 2014*, Québec City, Canada.
- Hoption, C.** (2013). Attachment theory and abusive supervision. *Association for Psychological Science Annual Convention*, Washington DC.
- Hoption, C.**, & Christie, A. (2012). Followership and work performance. *Association for Psychological Science Annual Convention*, Orlando, FLA.

9. **Hoption, C.**, Christie, A., & Barling, J. (2011). Implicit followership theories: The leadership in followership. *Association for Psychological Science Annual Convention*, Washington DC.
10. **Hoption, C.**, Christie, A., Barling J. (2010). There is no 'leader' in 'follower', is there? Implicit followership theories. *Association for Psychological Science Annual Convention*, Boston MA.
11. **Hoption, C.**, Christie A., Barling, J. (2009). The F-Word: Effects of the Follower Label. *Annual Society for Industrial/Organizational Psychology Conference*, New Orleans LA.
12. **Hoption, C.**, Christie, A., & Barling, J. (2009). The F-Word: The follower label, work attitudes, well-being, and performance. *European Association for Work and Organizational Psychology*, Santiago de Compostela, Spain.
13. **Hoption, C.**, & Barling, J. (2008). Daily leadership. *Work, Stress, and Health 2008: Healthy and Safe Work through Research, Practice, and Partnerships*, Washington DC.
14. **Hoption, C.**, & Barling, J. (2008). Follower characteristics and leadership preferences. *Annual Society for Industrial/Organizational Psychology Conference*, San Francisco CA.
15. Barling, J., **Hoption, C.**, & Turner, N. (2007). Transformational leadership and humor. *Association for Psychological Science 19th Annual Convention*, Washington DC.
16. Brodt, S., & **Hoption, C.** (2005). Whispering in Cyberspace: The effects of private communication on decision processes in distributed groups. *International Association for Conflict Management Conference*, Seville, Spain.
17. Dupré, K., Inness, M., Connelly, C. E., Barling, J., & **Hoption, C.** (2004). On the importance of reasons for working in workplace aggression among teenage employees. *Administrative Sciences Association of Canada Conference*, Quebec City, Canada.
18. Dupré, K., Inness, M., Barling, J., Connelly, C. E., & **Hoption, C.** (2002). Adolescent antagonism: Predicting workplace aggression in part-time employees. *Annual Society for Industrial/Organizational Psychology Conference*, Toronto, Canada.

Other Presentations

1. **Hoption, C.** (2014, 2015, 2017). Leadership style self-assessment. *New Chair & Director Institute, Seattle University.*
2. **Hoption, C.** (2013). Attachment theory and abusive supervision. *Albers Celebration of Scholarship, Seattle University.*
3. **Hoption, C.**, Christie, A., & Barling J. (2011). Implicit followership theories: The leadership in followership. *Albers Celebration of Scholarship, Seattle University.*

TEACHING

1. **MGMT 3000: Principles of Management**
Seattle University
2. **INBU 3200: Global Environment of Business**
Seattle University
3. **BRMB 503: Organizational Behavior**
Seattle University

4. **MBA 516: Management of People**
Seattle University
5. **COMM 251: Organizational Behaviour**
Queen's University
6. **COMM 251: Organizational Behaviour – Correspondence**
Queen's University

SERVICE TO SEATTLE UNIVERSITY

1. **Institutional Review Board**
2011 – Current, Member
2. **New Faculty Institute Planning Committee**
2018, Member
3. **Assurance of Learning**
2014-2015, 2016-2017
4. **Organizational Leadership Curriculum Committee**
2014, Member
5. **Alpha Kappa Psi**
2013 – 2015, Faculty Advisor
6. **Graduate Commencement Speaker Selection Committee**
2014, Member
7. **Department of Management Search Committee**
2013, Member
8. **Undergraduate Foundation Assessment Committee**
2011 – 2013, Member
9. **Grade Grievance Committee**
2012, Member
10. **Department of Economics Search Committee**
2010-2011, Member

PROFESSIONAL DEVELOPMENT

- 2018 Course Design at the Center for Digital Learning & Innovation
Seattle University, Seattle, WA
- 2013 Giving Voice to Values: A Faculty Exchange on the GVV Pedagogy, Materials & Applications.
Babson College, Babson Park, MA
- 2006 Case Teaching Workshop
The University of Western Ontario, London, Ontario

AD HOC REVIEWING

Analyses of Social Issues and Public Policy
Human Relations
Journal of Applied Sport Psychology
Journal of Leadership & Organizational Studies
Journal of Management Inquiry

Leadership & Organization Development Journal
The Leadership Quarterly
Psychology of Sport & Exercise