**Sonia Ghumman, PhD**

Associate Professor of Management

Chair, Management and Industrial Relations Department

Shidler College Faculty Fellow  
Shidler College of Business   
University of Hawaii at Manoa (UH Manoa)  
2404 Maile Way, BusAd C502a

Honolulu, HI  96822  
Phone: 808-956-7331  
Email: ghumman@hawaii.edu

**EDUCATION**

**Ph.D. Michigan State University,** 2009

Industrial and Organizational Psychology

**Michigan State University**, 2008

Certification in College Teaching

**M. A.** **Michigan State University,** 2006

Industrial and Organizational Psychology

**B.S.** **State University of New York at Stony Brook,** 2004

Psychology major

**PROFESSIONAL EXPERIENCE**

*Chair,* Management & Industrial Relations Department, UH Manoa (2020)

*Associate Professor,* Management & Industrial Relations Department, UH Manoa (2014)

*Assistant Professor,* Management & Industrial Relations Department, UH Manoa (2009)

**HONORS AND AWARDS**

Sep 2021 Shidler College Professor of the Semester for MHRM, UH Manoa

Apr 2021 Presidential Citation for Meritorious Teaching, UH Manoa

Jan 2021 Shidler College Professor of the Semester for Global MBA, UH Manoa

May 2019 Shidler College Dennis Ching Excellence in Teaching Award, UH Manoa

Jan 2019 Shidler College Professor of the Semester for MHRM, UH Manoa

Jan 2019 Shidler College Professor of the Semester for Global MBA, UH Manoa

Jan 2015 Shidler College Professor of the Semester for DL Executive MBA, UH Manoa

May 2013 Shidler College Dennis Ching Excellence in Teaching Award, UH Manoa

Jan 2013 Shidler College Professor of the Semester for DL Executive MBA, UH Manoa

May 2011 Shidler College Faculty Fellow, UH Manoa

Jan 2011 CIBER Grant, UH Manoa

Jun 2010 Shirley M. Lee Research Award, UH Manoa

Aug 2008 OB Doctoral Consortium Participant, Academy of Management Meeting

Mar 2008 SIOP Graduate Student Scholarship

Aug 2004 University Distinguished Fellowship, Michigan State University (Merit Based)

**RESEARCH AND PUBLICATIONS**

Ghumman, S., Kim, S., & Park, J. S. (Forthcoming). Failure to drink, failure to

launch? A model of the perceived stigma of non-drinkers in the workplace. *Applied*

*Psychology: An International Review*.

Ghumman, S. & Ryan, A. M. (2018). Religious Group Discrimination. In A. J. Colella & E.

B. King (Eds.) *The Oxford Handbook of Workplace Discrimination*. Oxford:

Oxford University Press, 143-158.

Schmidt, G.B., Park, G., Keeney, J., & Ghumman, S. (2017). Job apathy: Scale development and

initial validation. *Journal of Career Assessment, 25*, 484-501.

Ghumman, S., Ryan, A. M., & Park, J. S. (2016). Religious harassment in the workplace:

An examination of observer intervention. *Journal of Organizational Behavior, 37,*279-306.

Lyons, B., Wessel, J., Ghumman, S., Ryan, A.M. & Kim, S. (2014). Applying models of

identity management to religious identities: Christianity in the workplace. *Journal of Organizational Behavior, 35,*678-704.

Ghumman, S., & Ryan, A. M. (2013). Not welcome here: Discrimination towards women who

wear the Muslim headscarf. *Human Relations, 66*, 671-698.

Ghumman, S., Ryan, A. M., Barclay, L. A., & Markel, K. S. (2013).  Religious discrimination

in the workplace: A historical review and an analysis of current and future trends [Special issue]. *Journal of Business and Psychology, 28,* 439-454.

Barnes, C. M., Ghumman, S., & Scott, B. A. (2013). Sleep and organizational citizenship behavior: The mediating role of job satisfaction. *Journal of Occupational Health Psychology, 18 (1), 16-26.*

Ghumman, S., & Barnes, C. M. (2013). Sleep and prejudice: A resource depletion approach.

*Journal of Applied Social Psychology, 43,* 166-178.

Barnes, C. M., Wagner, D., & Ghumman, S., (2012). Borrowing from sleep to pay work and

family: An extension of work family conflict. *Personnel Psychology, 65* (4), 789-819.

Barnes, C. M., Schaubroeck, J. M., Huth, M., & Ghumman, S. (2011). Lack of sleep and

unethical behavior. *Organizational Behavior and Human Decision Processes,* *115 (2)*,

169-180.

Ghumman, S., & Jackson, L. (2010). The downside of religious attire: The Muslim headscarf

and expectations for obtaining employment. *Journal of Organizational Behavior, 31 (1),* 4-23.

Ryan, A. M., Boyce, A. S., Ghumman, S., Jundt, D., Schmidt, G., & Gibby, R. (2009). Going

global: Cultural values and perceptions of selection procedures. *Applied Psychology:*

*An International Review, 58 (4),* 520-556.

Ghumman, S., & Jackson, L. (2008). Between a cross and a hard place: Religious identifiers

and employability. *Journal of Workplace Rights, 13 (3),* 259-280.

**R&R/ Under-Review**

Ghumman, S., Ryan, A. M., & Park, J. S. (under 1st review). Who helps who? The role of

stigma dimensions in harassment intervention. *Journal of Business Ethics.*

Ghumman, S., Clarke, S., & Park. J. S. (under 1st review*).* Antisocial but competent: Examining

the stereotypes of non-drinkers in workplace settings through the Stereotype Content Model. *Employee Relations*

**Works in Progress**

Ghumman, S., Nguyen, H.H.D., & Gluck, D. (Manuscript preparation phase for *Journal of*

*Business Ethics*). When to blow the whistle? Examining the antecedents of perceiving and reporting ethical violations.

Ghumman, S., Park, J. S., Kim, S., & Sheikh, N. (Manuscript preparation phase for *Human*

*Relations*). To drink or not to drink? Conflicting cultural drinking norms in the workplace.

Ghumman, S. (Manuscript preparation phase for *Journal of management, spirituality and*

*religion*). Work value congruence of the Protestant and Islamic work ethic.

Nguyen, H.H.D., Ghumman, S., Bryant, C., & Ryan, A. M. (Data analysis phase). Role of

moral identity and anger in explaining the different reactions to religious harassments, sexual harassment, sexual orientation harassment, and general mistreatment situations.

Ghumman, S., Nguyen, H.H.D., Van Fossen, J. & Ryan, A. M (Data collection phase).

Examining the influence of moral thinking orientation in constructive versus destructive punitive reactions to organizational injustices.

Ghumman, S., & Kreps, T. A. (Instrument finalization and IRB approval phase).

Microexclusions of women, Blacks, and religious minorities in the workplace.

Robinson, T., & Ghumman, S. (Instrument finalization phase). Assessing the efficacy of

conflict transformation training: Focusing on reflective listening and asking open-ended follow-up questions.

Ghumman, S. (Research development phase). The relationship between religiosity, spirituality,

and career adaptability across career stages.

### Conference Publications/ Presentations

Ghumman, S., Nguyen, H. H., Bryant, C., & Ryan, A. M. (2021). *Punishing abusive*

*management in mistreatment situations: Observer’s morality and retributive intentions.*

In S. Volpone and E. M. David (Co-Chairs), Disparate Treatment at work: The impact

of Observer’s Labels and Cognitions. Symposium conducted at the 36th Annual Meeting of the Society for Industrial and Organizational Psychology, Virtual event.

Amatul-Wadud, T., Ghumman, S., Waheed, M., & Mogahed, D. (2020). *Discrimination +*

*Bullying.* Panel Discussion at the Institute for Social Policy and Understanding.

America Muslim Poll 2020 Webinar Series.

Nguyen, H. H. D., Ghumman, S., Bryant C., & Ryan, A. M. (2020). *Does it matter who is*

*harassed? Third-party anger/reactions to workplace harassment.*Paper presented at the 2020 meeting of Society for Industrial-Organizational Psychology, Austin, TX.

Ghumman, S., Ryan, A. M., & Park, J.S. (2013). *Observer intervention in incidences of*

*religious harassment in the workplace.* Paper presented at the 2013 Annual

Meeting of the Academy of Management. Buena Vista, FL.

Ghumman, S., Ryan, A. M., & Park, J. S. (2012). *Religious harassment in the workplace: An*

*examination of observer interventions*. In S. Ghumman and A. Ahmad (Co-Chairs),

Religion in the workplace: Promoting diversity and combating discrimination.

Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Lyons, B. J., Ghumman, S., Ryan, A. M., & Wessel, J. L. (2012). *Applying models of identity*

*management to Christianity in the workplace*. In S. Ghumman and A. Ahmad (Co-

Chairs), Religion in the workplace: Promoting diversity and combating discrimination.

Symposium conducted at the 27th Annual Meeting of the Society for Industrial and

Organizational Psychology, San Diego, CA.

Kim, S., Ghumman, S., & Park, J. S. (2012). *Perceived stigma of non-drinkers in South*

*Korean culture.* Paper presented at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Ghumman, S. (2011). *Human resource management issues in Hawaii: Current and emerging*

*trends.* Panel discussion conducted at the19th Annual International Conference of the

Association on Employment Practices and Principles. Honolulu, Hawaii.

Ghumman, S. (2011). *From the big screen to the classroom: Using documentaries to teach*

*international business.* Paper presented at the 2011 Annual Meeting of the Academy of International Business. Nagoya, Japan.

Ghumman, S. & Sheikh, N. (2011). *To drink or not to drink: Conflicting cultural drinking*

*norms.* In J. Huang and A. M. Ryan (Co-Chairs), One brick at a time: Cultural context effects at work. Symposium conducted at the 26th Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Kim, S., Lyons, B., Ryan, A. M., Ghumman, S., & Wessel, J. (2011) Extending models of

invisible identity management: Religion in the workplace. Paper presented at the

26th Annual Meeting of the Society for Industrial and Organizational Psychology,

Chicago,IL.

Ghumman, S. (2010). *Women in leadership: Embracing the values of feminine leadership*

*styles.* Paper presented at the 18th Annual International Conference of the

Association on Employment Practices and Principles. San Francisco, California.

Barnes, C. M.., & Ghumman, S.(2010). *Sleep and organizational citizenship behavior:*

*Good soldiers need a good night of sleep.* Paper presented at the 2010 Annual

Meeting of the Academy of Management. Montreal, Canada.

Lyons, B. L., Wessel, J., Ghumman, S., & Ryan, A. M. (2010). *Stereotypes and identity*

*management strategies of Christians in the workplace?* Paper presented at the 2010 Annual Meeting of the Academy of Management. Montreal, Canada.

Schmidt, G. B., Fandre, J., Huang, J., Ghumman, S. (2009). *What does job apathy add above*

*employee engagement?*  Paper presented at the 117th Annual Convention of the

American Psychological Association, Toronto, Canada.

Ghumman, S. (2008). *Religious attire in the workplace: Understanding the Hijabi perspective.*

Paper presented at the 2008 Annual Meeting of the Academy of Management. Anaheim, CA.

Schmidt, G., Park, G., Huang, J., Ghumman, S., Fandre, J., & Grand, J. (2008). *Job apathy: An*

*investigation of its antecedents and work-related outcomes.* Paper presented at the 2008 Annual Meeting of the Academy of Management. Anaheim, CA.

Ghumman, S. (2008). *Work value congruence of Protestant and Islamic work ethic.* Paper

presented at the 23 nd Annual Meeting of the Society for Industrial andOrganizational Psychology. San Francisco, CA.

Ghumman, S. (2007). *Stigma of Hijabis in employment settings as a function of job type.* Paper

presented at the 22nd Annual Meeting of the Society for Industrial and Organizational Psychology. New York, NY.

Ghumman, S., & Jackson, L. (2007). *Wearing your religion in the public domain: Evaluating*

*job applicants as a function of their religion and job type*. In S. Ghumman and H.

Nguyen (Co-Chairs), Global examinations of discrimination in the contemporary

workplace. Symposium conducted at the 22nd Annual Meeting of the Society for

Industrial and Organizational Psychology, New York, NY.

Jundt, D., Schmidt, G., Ghumman, S., Boyce, A. S., & Ryan, A. M. (2006). *The role of culture*

*in selection tool perceptions.* Paper presented at the 21st Annual Meeting of the Society for Industrial and Organizational Psychology. Dallas, TX.

**Technical Reports**

Oswald, F. L., Hambrick, D. Z., Jones, L. A., & Ghumman, S. (2007). *SYRUS: Understanding*

*and predicting multitasking performance*. Technical report for Navy Personnel Research, Studies, and Technology. Millington, TN.

Ryan, A. M., & Ghumman, S. (2005). *Summary of status of women at MSU.* Technical report

submitted to MSU Women’s Advisory Committee. Lansing, MI.

Boyce, A., Jundt, D., Schmidt, G., & Ghumman, S. (2005) *Reactions to Procter & Gamble’s*

*assessment prototype: Results for the global sample.* Cincinnati, OH: Technical report presented to Procter and Gamble Employee Research Group. Cincinnati, OH.

Jundt, D., Ghumman, S., Schmidt, G., Boyce, & A. S., Ryan, A.M. (2004). *Theories of*

*cognitive abilities, group differences, and an examination of Procter & Gamble*

*cognitive ability items*. Technical report submitted to Procter and Gamble Employee

Research Group. Cincinnati, OH.

**TEACHING**

**Instructor**

Business 626: Leadership and Organizational Behavior

Human Resources Management 673: Advanced Organizational Behavior

Human Resources Management 678: International Human Resources

Management 341: Behavior in Organizations –International Business Focus

Management 342: Multinational Business Management

Management 325: Management Skills

Psychology 295: Data Analysis in Psychological Research

**Guest Lecturer**

Business 705 (PhD level): Seminar in International Management

2nd Brigade Sergeant Major Training - Shidler College Executive Education Center

SEM, Southwest Jiaotong University/ Shidler Business Education Training program

Punahou School: Business, Organizations, & Society

CIS 720: Interdisciplinary Seminar in Communication and Information Sciences

Shidler Scholars Session: Introduction to Management and Organizational Behavior

Management 315: Managing Human Resources

Psychology 255: Industrial/ Organizational Psychology

Management 822 (MBA level): Human Resource Compensation

Management 412: Compensations and Reward Systems

**CONSULTING**

DTE Energy

Kellogg Foundation

MSU Women’s Resource Center

Navy Personnel Research, Studies, & Technology

Procter & Gamble

**SERVICE**

**Doctoral Supervision**

Ph.D. Dissertation Committee for Anh Phan, Pamela Estell, Zhibao Zhang, Teresa Hinnerichs,

Charlotte Hildebrand, Eric Rhodes, Jin Suk Park, Valerie Rosenblatt, Eunbum Cho

Graduate Faculty, UH Manoa

**Professional**

Ad hoc Reviewer, American Journal of Community Psychology

Ad hoc Reviewer, Applied Psychology: An International Review

Ad hoc Reviewer, Group and Organization Management

Ad hoc Reviewer, Human Relations

Ad hoc Reviewer, ILR Review

Ad hoc Reviewer, Journal of Asia-Pacific Business

Ad hoc Reviewer, Journal of Business and Psychology

Ad hoc Reviewer, Journal of Business Ethics

Ad hoc Reviewer, Journal of Management Studies

Ad hoc Reviewer, Journal of Management, Spirituality, and Religion

Ad hoc Reviewer, Journal of Managerial Psychology

Ad hoc Reviewer, Journal of Occupational and Organizational Psychology

Ad hoc Reviewer, Journal of Organizational Behavior

Ad hoc Reviewer, Journal of Workplace Rights

Ad hoc Reviewer, Management International Review

Ad hoc Reviewer, New Media and Society

Ad hoc Reviewer, Personnel Review

Ad hoc Reviewer, Personnel Psychology

Ad hoc Reviewer, Personality and Social Psychology Bulletin

Ad hoc Reviewer, Swiss Journal of Psychology

Ad hoc Reviewer, Women’s Studies International Forum

Chair, Management PhD Committee (2014)

Co-Chair, “Global examinations of discrimination in the contemporary workplace. “Symposium

conducted at the 22nd Annual Meeting of the Society for Industrial and Organizational

Psychology, New York, NY

Co-Chair, “Religion in the workplace: Promoting diversity and combating discrimination.”

Symposium to be conducted at the 27th Annual Meeting of the Society for Industrial

and Organizational Psychology, San Diego, CA

Co-Faculty Director, Shidler College of Business, Master of Human Resources (2016-2017)

Committee Member, Saroj Parasuraman Outstanding GDO Publication Awards, AOM

Conference Reviewer, Academy of Management

Conference Reviewer, Society of Industrial and Organizational Psychology

Faculty Advisor, SHRM Undergraduate Committee, Shidler College of Business Faculty Co-Host, Consortium for Undergraduate International Business Education Annual

Spring Meeting hosted by the University of Hawaii, Big Island, HI (2019, 2014)

Faculty Coordinator for Shidler College of Business, Annual International Conference of the

Association on Employment Practices and Principles

Lead Panelist. “Human resource management issues in Hawaii: Current and emerging trends.”Panel discussion conducted at the19th Annual International Conference of the Association on

Employment Practices and Principles. Honolulu, Hawaii.

Media Representative for UH/ Shidler College of Business, Hawaii Business Magazine

Media Representative for UH/ Shidler College of Business, Hawaii Public Radio

Member, MIR Departmental Personnel Committee

Member, Doctoral Students Exam Committee

Member, Shidler Strategic Planning Education Committee

Member, Shidler College Assessment Committee, UH Manoa

Member, Islamic Initiative Program, UH Manoa (2009)

Member, Recruitment Committee, Academy of Management for MIR Department

Member, Shidler Strategic Planning Process Committee

Mentor, Hānai Host Family (Anuenue Connections) Program, UH Manoa

Presenter, Shidler College of Business: Back to Business

Research Advisor/ Partner, Hawaii State Ethics Commission

Shidler College Representative, Consortium for Undergraduate International Business

Education

Shidler College Representative, Annual International Conference of the Association on

Employment Practices and Principles

**PROFESSIONAL AFFILIATIONS**

Academy of International Business

Academy of Management

American Psychological Association

Association on Employment Practices and Principles

Consortium for Undergraduate International Business Education

Society of Human Resource Management

Society for Industrial/Organizational Psychology