

Sonia Ghumman, PhD

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)
Professor, Management & Industrial Relations Department, UH Manoa (2022)
Associate Professor, Management & Industrial Relations Department, UH Manoa (2014-2022)
Assistant Professor, Management & Industrial Relations Department, UH Manoa (2009-2014)

HONORS AND AWARDS

May 2023 Shidler College Dennis Ching Excellence in Teaching Award, UH Manoa
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., Ryan, A.M., & Park, J. S. (2024). Who Helps Who? The Role of Stigma Dimensions in Harassment Intervention. *Journal of Business Ethics*, 189 (1), 87-109.
- Ghumman, S., Kim, S., & Park, J. S. (2022). Failure to drink, failure to launch? A model of the perceived stigma of non-drinkers in the workplace. *Applied Psychology: An International Review*, 71, 1248-1274.
- 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.

Conference Publications/ Presentations

- Ghumman, S., (2024). Effective and Inclusive Collaborations. Discussion panelist for the Organizational Behavior Doctoral Consortium presented in the 2024 Annual Meeting of the Academy of Management, Chicago, IL.
- Ghumman, S., (2023). Effective and Inclusive Collaborations. Discussion panelist for the Organizational Behavior Doctoral Consortium presented in the 2024 Annual Meeting of the Academy of Management, Boston, MA.

- Ghumman, S., Nguyen, H. H., & Gluck, D. (2023). Should I Blow the Whistle? Antecedents of Perceiving and Reporting Ethical Violations. Paper presented at the 2023 Annual Meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
- Ghumman, S., Park, J. S., & Clarke, S. (2022). *Antisocial but competent: Stereotypes of nondrinkers in Workplace Settings*. Paper presented at the 2022 Annual Meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
- 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 the 19th 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 23rd Annual Meeting of the Society for Industrial and Organizational 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.

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

CONSULTING

DTE Energy
 Kellogg Foundation
 MSU Women's Resource Center
 Navy Personnel Research, Studies, & Technology
 Procter & Gamble

SERVICE

Doctoral Supervision

PhD. Chair for Sheldon Dunn

Ph.D. Dissertation Committee for Faris Albugami, 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, Applied Psychology: An International Review, Group and Organization Management, Human Relations, ILR Review, Journal of Asia-Pacific Business, Journal of Business and Psychology, Journal of Business Ethics, Journal of Management Studies, Journal of Management, Spirituality, and Religion, Journal of Managerial Psychology, Journal of Occupational and Organizational Psychology, Journal of Organizational Behavior, Journal of Workplace Rights, Management International Review, New Media and Society, Personnel Review, Personnel Psychology, Personality and Social Psychology Bulletin, Swiss Journal of Psychology, 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 the 19th 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