Samantha C. O. Stalion
PhD Candidate | University of North Carolina at Greensboro
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Education

Ph.D. **University of North Carolina at Greensboro**
Business Administration, Organizational Behavior (major) and International Business (minor)
2023 – 2027

M.S. **Purdue University**
Technology, concentration in Organizational Leadership and Supervision
2022, GPA: 4.0

B.A. **University of Chester** (UK)
Dance and Spanish
2009, GPA equivalent: 3.6

Research Interests

Gaslighting in Organizations; Workplace Mistreatment; Destructive Leadership; Sensemaking

My research centers on hidden harm in organizations. I examine the antecedents and mechanisms that give rise to covert dysfunctional dynamics and explore how employees experience, interpret, and navigate these interactions as workplace mistreatment. By bringing these often-unseen processes to light, my work seeks to advance theory while helping organizations create healthier, more supportive, and more effective workplaces.

Dissertation Research [In progress]

Working title: Doubting Yourself at Work: Making Sense of Gaslighting in Organizations
Dissertation committee co-chairs: Dr. Brianna Caza and Dr. Madelynn Stackhouse
Dissertation committee members: Dr. Levi Baker and Dr. Yonghong Liu

Study 1: Critical incident study of gaslighting in organizations
Study 2: Controlled vignette study exploring antecedents of gaslighting
Study 3: Online experimental-intervention study testing disruption of gaslighting antecedents

Refereed Publications & Book Chapters

Journal articles
Kincaid, P., & **Stalion, S. C. O.** (2026). An interdisciplinary review of the gaslighting literature and future research agenda, *Journal of Organizational Behavior*, 1–30.

Book chapter
Stockdale, M., & **Stalion, S. C. O.** (2025). Advancing sexual and sex-based harassment theory and intervention: A power and threat perspective. In B. Murray, J. Dulebohn, D. Stone, & K. Lukaszewski (Eds.), *Research in human resource management: The future of human resource management*. Information Age Publishing.

Manuscripts Under Review & Invited Revisions [Titles redacted to protect blind review]

Stackhouse, M., Liu, Y., Belew, E., & **Stalion, S. C. O.** [Conceptual paper on destructive leadership]
Under third-round review: *Behavioral Sciences*

Selected Research in Progress [Titles redacted to protect blind review]

Stalion, S. C. O., & Stackhouse, M.
[Qualitative study on workplace transgression experiences] Target: *Human Relations*
Prepping for submission.

McAnally, E., Belew, E., **Stalion, S. C. O., & Stackhouse, M.**
[Qualitative methods in international business] Target: *Journal of International Business Studies*
Prepping for submission.

Stalion, S. C. O. & Kincaid, P.
[Gaslighting theory paper] Target: *Academy of Management Review*
Editing stage.

Stackhouse, M., & **Stalion, S. C. O.**
[Meta-analysis on workplace mistreatment] Target: *Journal of Applied Psychology*
Data collection stage.

Stalion, S. C. O., & Stackhouse, M.
[Negative events study] Target: *Academy of Management Inside Organizations*
Data collection stage.

Stalion, S. C. O.
[Quantitative study on gaslighting and CQ] Target: *Journal of Management*
Study design.

Conference Presentations and Symposia

Stalion, S. C. O. (2025, October). "Mind the legitimacy gap: Contextualizing pay transparency through a replication study." Presented at the Southern Management Association Annual Meeting, Greenville, SC, as part of the JOMSR Ignite session.

Belew, E., **Stalion, S. C. O.**, Stackhouse, M. (2025, October). "Multilevel qualitative research in International Business: A review and typological framework of contextualization." Presented at the Southern Management Association Annual Meeting, Greenville, SC.

Stalion, S. C. O. (2025, July). "Toxic leaders at work: Towards a novel NARC-attachment theory of workplace gaslighting." Presented at the Academy of Management Annual Meeting, Copenhagen, Denmark.

Meng, X., & **Stalion, S. C. O.** (2025, July). "Gaslighting in organizations: Theoretical foundations and empirical explorations." Co-organizer of symposium at the Academy of Management Annual Meeting, Copenhagen, Denmark.

Stalion, S. C. O., & Stackhouse, M. (2025, July). "Performers & predators: A qualitative analysis of workplace power dynamics through victim narratives." Presented at the Academy of Management Annual Meeting, Copenhagen, Denmark.

Stalion, S. C. O. (2024, October). "'Then, just quit!': An integrative review of the dyadic and relational nature of workplace gaslighting." Presented at the Southern Management Association Annual Meeting, San Antonio, TX.

Teaching Experience

Indiana University, Media School
Advanced Topics: Leading Creative Teams (A/R360), Instructor of Record — Spring 2026
Student Rating Avg.: 5/5

Indiana University, Kelley School of Business
Leadership, Teamwork, and Diversity (BUS-Z447), Instructor of Record — Spring 2025
Student Rating Avg.: 6.9/7

Indiana University, Kelley School of Business
Leadership, Teamwork, and Diversity (BUS-Z447), Instructor of Record — Fall 2024
Student Rating Avg.: 6.4/7

Indiana University, Media School
Brand Strategy and Media Management (A442), Instructor of Record — Spring 2023
Student Rating Avg.: 3.8/5

Indiana University, Media School
Strategic Content Development (A305), Instructor of Record — Spring 2023
Student Rating Avg.: 4.7/5 and 4.2/5

Indiana University, Media School
Strategic Content Development (A305), Instructor of Record — Fall 2022
Student Rating Avg.: 4.9/5

Professional Service Activities

Graduate Student Association Senator, *UNCG*, 2026 – *present*
Student Ambassador, *AOM's Managerial and Organizational Cognition division*, 2026 – *present*
PhD Student Spokesperson, *UNCG PhD Program in Business Administration*, 2025 – *present*
Ad-hoc reviewer, *Journal of Occupational and Organizational Psychology*, 2025 – *present*
Ad-hoc reviewer, *Business and Society Review*, 2025 – *present*
Volunteer, *Southern Management Association Annual Meeting,* 2025, 2026
Symposium organizer, *Academy of Management Annual Meeting*, 2025
Teaching Assistant, Introduction to Meta-Analysis, 2025 (CARMA course, Dana Joseph)
Student Ambassador, *Academy of Management*, 2024 – 2025
Reviewer, *Academy of Management Annual Meeting*, 2024 – *present*
Reviewer, *Southern Management Association*, 2024 – *present*

Grants & Awards

2026 UNCG Bryan School of Business and Economics, Management Dpt. travel fund (*$400*)
2026 Beverly Cooper Moore & Irene Mitchell Moore Scholarship recipient (*$6,000*)
2026 UNCG Relational Ethics Lab (under supervision of Dr. M. Stackhouse) research fund (*$1,000)*
2025 Academy of Management Organizational Behavior Division Best Reviewer Award
2025 UNCG Bryan School of Business and Economics, Management Dpt. research fund (*$1000*)
2024 UNCG Bryan School of Business and Economics, Management Dpt. travel fund (*$500*)
2023 UNCG Bryan School of Business and Economics, Management Dpt. travel fund (*$250*)
2022 IUPUI Sherry Queener Graduate Student Excellence Award Nominee

Professional Memberships

Positive Organizational Scholarship Community of Scholars (Uni. of Michigan)	August 2025 – *present*
Academy of Management, Student Member	August 2023 – *present*
Southern Management Association, Student Member	August 2023 – *present*
Society for Industrial and Organizational Psychology, Student Member	March 2022 – *present*
Digital Marketing Institute, Power Member	April 2020 – May 2023
American Marketing Association, Member	September 2019 – November 2022
Chartered Institute of Editing and Proofreading, Professional Member	2014 –2017

Professional Development

Participant, DEI Doctoral Student Consortium, 2026 (Academy of Management)
Certificate, Experience Sampling Methodology, 2026 (CARMA course, Nikos Dimotakis)
Participant, Early Doctoral Student Consortium, 2025 (Southern Management Association)
Participant, UNCG PhD Conference Disser-ta-thon, 2025 (UNCG Department of Management)
Participant, New Doctoral Student Workshop Series, 2025 (CARMA)
Certificate, Theorizing and Writing Qualitative Research, 2025 (CARMA course, Karen Golden-Biddle)
Certificate, Introduction to Meta-Analysis, 2025 (CARMA course, Dana Joseph)
Participant, HR Division Middle-Stage Doctoral Consortium, 2025 (AOM)
Participant, UNCG PhD Conference Disser-ta-thon, 2024 (UNCG Department of Management)
Participant, Early Doctoral Student Consortium, 2024 (Southern Management Association)
Participant, Leadership Consortium, 2024 (Academy of Management)
Participant, New Doctoral Student Consortium, 2023 (Academy of Management)
Graduate Certificate, Human Resource Development, May 2022 (School of Engineering and Technology, Purdue University)
Certificate, Business Essentials, June 2021 (Executive Education, Kelley School of Business, Indiana University)
Certificate, Digital Marketing Professional, September 2020 (American Marketing Association, Digital Marketing Institute)
Certificate, IT Leadership Bootcamp, June 2018 (University IT Services, Indiana University)
Certificate, Essential Proofreading, May 2014 (Publishing Training Centre, UK)

Work Experience

Marketing Consultant, Office of Marketing and Communications November 2023 – January 2024
Kelley School of Business, Indiana University

Director of Marketing, Office of Marketing and Communications May – November 2023
Kelley School of Business, Indiana University

Senior Associate, Insight Analytics June – September 2022
Seramount, part of EAB

Associate Director of Marketing – Online MBA & MS Programs October 2018 – June 2022
Kelley School of Business, Indiana University

Communications Project Manager June 2017 – September 2018
Office of the Vice President for IT, Indiana University

Communications Specialist, Writer/Editor August 2015 – June 2017
Office of the Vice President for IT, Indiana University

Copy Editor, Translator, Owner August 2013 – December 2016
Samantix *et al*

Language Editor, Copy Editor (freelance) January 2010 – April 2016
De Gruyter Brill (Netherlands; formerly, Koninklijke Brill)

Customer Account Manager (German) January 2012 – August 2014
Mimeo Ltd. (UK)

References

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