

**SAMANTHA C. O. STALION**

PhD Student | University of North Carolina at Greensboro  
3113 S. Daniel St., Bloomington, IN 47401 | (812) 679-9635 | scstalion@uncg.edu  
www.samstalion.com  
Updated June 2026

**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]

**Stalion, S. C. O.**, & Stackhouse, M. [Qualitative study on workplace transgression experiences]  
Under review: *Organizational Behavior and Human Decision Processes*

Stackhouse, M., Liu, Y., **Stalion, S. C. O.**, & Belew, E. [Conceptual paper on destructive leadership]  
1<sup>st</sup> Round R&R: *Behavioral Sciences*

**SELECTED RESEARCH IN PROGRESS** [Titles redacted to protect blind review]

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**

---

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

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**  
Samantix *et al*

August 2013 – December 2016

**Language Editor, Copy Editor** (freelance)  
De Gruyter Brill (Netherlands; formerly, Koninklijke Brill)

January 2010 – April 2016

**Customer Account Manager** (German)  
Mimeo Ltd. (UK)

January 2012 – August 2014

---

**REFERENCES**

**Brianna Barker Caza**

University of North Carolina at  
Greensboro  
Bryan School of Business and  
Economics  
bbcaza@uncg.edu

**Madelynn Stackhouse**

University of North Carolina at  
Greensboro  
Bryan School of Business and  
Economics  
mrstackh@uncg.edu

**Vasyl Taras**

University of North Carolina at  
Greensboro  
Bryan School of Business and  
Economics  
v\_taras@uncg.edu

**Yonghong (Tracy) Liu**

University of North Carolina at  
Greensboro  
Bryan School of Business and  
Economics  
Y\_LIU24@uncg.edu