

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
Updated May 2026

EDUCATION

Ph.D. University of North Carolina at Greensboro

Business Administration, (major) Organizational Behavior and (minor) International Business
2023 – 2028

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; Individual Differences

My research examines the antecedents and cognitive mechanisms underlying covert workplace mistreatment, particularly gaslighting, and their implications for employee and organizational outcomes. I focus on the contextual conditions that give rise to these experiences, as well as the individual and relational factors that shape how they are interpreted and navigated. More broadly, my work conceptualizes covert mistreatment as an interactional, sensemaking-driven process and investigates how employees cope with, resist, and recover from these experiences over time.

DISSERTATION RESEARCH (FORTHCOMING)

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

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 [Title redacted to protect blind review]

Kincaid, P., & **Stalion, S. C. O.**

Under 3rd Round Review: *Journal of Organizational Behavior*

Stackhouse, M., Liu, Y., **Stalion, S. C. O.**, & Belew, E.

[Destructive leadership theory paper] Target: *Behavioral Sciences*

Writing stage. Invited submission for special issue.

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

Stalion, S. C. O., & Stackhouse, M.

[Qualitative study on workplace transgression experiences] Target: *Organizational Behavior and Human Decision Processes*

Preparing for submission.

McAnally, E., Belew, E., **Stalion, S. C. O.**, & Stackhouse, M.

[Qualitative methods in international business] Target: *Journal of International Business Studies*

Editing stage.

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.

[Quantitative study on gaslighting and CQ] Target: *Journal of Management*

Data collection stage.

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

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

GRANTS & AWARDS

- | | |
|-------------|--|
| 2026 | Beverly Cooper Moore & Irene Mitchell Moore Scholarship recipient (\$6,000) |
| 2026 | UNCG Relational Ethics Lab (under supervision of Dr. M. Stackhouse) research grant (\$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 |
| 2016 | Best Tabloid/Newsletter for Internal Audience Silver Award, awarded by Pride of CASE District V Awards Program |

PROFESSIONAL SERVICE ACTIVITIES

PhD Student Spokesperson, *UNCG PhD Program in Business Administration*, 2025–present
 Volunteer, *Southern Management Association Annual Meeting*, 2025
 Ad-hoc reviewer, *Journal of Occupational and Organizational Psychology*, 2025
 Ad-hoc reviewer, *Business and Society Review*, 2025
 Symposium organizer, *Academy of Management Annual Meeting*, 2025
 Student Ambassador, *Academy of Management*, 2024–2025
 Reviewer, *Academy of Management Annual Meeting*, 2024–present
 Reviewer, *Southern Management Association*, 2024–present

PROFESSIONAL MEMBERSHIPS

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, 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 Kelley School of Business, Indiana University	November 2023 – January 2024
Director of Marketing, Office of Marketing and Communications Kelley School of Business, Indiana University	May – November 2023
Senior Associate, Insight Analytics Seramount, part of EAB	June – September 2022

Associate Director of Marketing – Online MBA & MS Programs Kelley School of Business, Indiana University	October 2018 – June 2022
Communications Project Manager Office of the Vice President for IT, Indiana University	June 2017 – September 2018
Communications Specialist, Writer/Editor Office of the Vice President for IT, Indiana University	August 2015 – June 2017
Copy Editor, Translator, Owner Samantix <i>et al</i>	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