

LAURA GUERRERO

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Department of Management
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EDUCATION

- Ph.D. Organizational Behaviour, Ivey Business School, Western University (previously known as University of Western Ontario), 2009
- M.B.A. Management and Organization Studies, Segal Graduate School of Business, Simon Fraser University, 2003
- B.B.A. Economics, The University of Texas at El Paso, 1993

ACADEMIC EXPERIENCE

- 2016-present Assistant Professor of Management, University of Houston – Clear Lake
- 2015-2016 Associate Professor of Management (with tenure), The University of Texas at El Paso
- 2009-2015 Assistant Professor of Management, The University of Texas at El Paso

PUBLICATIONS

Books

- 2019, 2015, 2012, 2010 Rowe, W. G. & **Guerrero, L.** *Cases in Leadership (Second, Third, Fourth and Fifth Editions)*, Thousand Oaks, CA: Sage.
<https://us.sagepub.com/en-us/nam/cases-in-leadership/book258521>

Peer Reviewed Journal Articles

- 2020 Smith, L. R., & **Guerrero, L.** Chalet Matsuzaka: Crisis mitigation. *Journal of International Business Education*, 15.
- Voelker, T. A., Everhart, J. R., & **Guerrero, L.** Dying to work. *Journal of Case Research and Inquiry*.
- Voelker, T., Stringer, D., Johnson, V. & **Guerrero, L.** Flexible or dysfunctional? HRM practices in a startup. *Southeast Case Research Journal*.
- 2019 **Guerrero, L.**, & Smith, L. R. Anyline: A growing small business in Austria. *Small Business Institute Journal*, 19(1), 1-17.

- Cuyler, M., & **Guerrero, L.** Mental health help-seeking intentions and organizational climate among military members. *Military Psychology*, 31(4), 315-325.
- Guerrero, L.**, & Turchick-Hakak, L. Congruence of economic mobility beliefs and immigrants' self-esteem. *Journal of Global Mobility*, 7(2), 181-193.
- 2018 Castañeda, E., Chiappetta, C., **Guerrero, L.**, & Hernández, A. Empowerment through work: The cases of disabled individuals and low-skilled women workers in the US-Mexican border. *Disability & Society*. DOI: 10.1080/09687599.2018.1545112
- 2017 Ruiz, M., Ibarreche, S., Peterson, L., & **Guerrero, L.** The impact of immigrant acculturation and job search information on entrepreneurship opportunity. *International Journal of Entrepreneurship and Small Business*, 31(2), 288-308.
- Guerrero, L.**, Valdiviezo, S., Hernández, C. A., & Posthuma, R. A. Antecedents and consequences of speaking Spanish at work. *International Journal of Employment Studies*, 25(1), 63-79.
- 2016 **Guerrero, L.**, & Smith, L. R. Tiroler Edle: Artisanal chocolate from Tyrol, Austria. *Journal of International Business Education*, 11.
- 2015 **Guerrero, L.** & Hatala, J-P. Antecedents of perceived overqualification: A three-wave study. *Career Development International*, 20, 409-423.
- 2014 **Guerrero, L.** & Posthuma, R. A. Perceptions and behaviors of Hispanic workers: A review. *Journal of Managerial Psychology*, 29, 616-643.
- 2013 **Guerrero, L.** & Singh, S. The psychology of working: A case study of Mexican-American women with low educational attainment. *The Career Development Quarterly*, 61, 27-39.
- 2012 **Guerrero, L.** & Rothstein, M. G. Antecedents of underemployment: Job search of skilled immigrants in Canada. *Applied Psychology: An International Review*, 61(2), 323-346.
- 2011 Champion, M.A., **Guerrero, L.**, & Posthuma, R. A. Reasonable human resource practices for making employee downsizing decisions. *Organizational Dynamics*, 40(3), 174-180.
- Book Chapters**
- 2019, 2015, **Guerrero, L.** Culture and Leadership in W. G. Rowe and L. Guerrero, *Cases in Leadership*, 1st, 2nd, 3rd, 4th and 5th editions. Thousand Oaks, CA: Sage.
- 2012, 2010
- 2007 **Guerrero, L.** Women and Leadership in W. G. Rowe and L. Guerrero, *Cases in Leadership*, 1st, 2nd, 3rd, 4th and 5th editions. Thousand Oaks, CA: Sage.
- 2013 Posthuma, R. A. & **Guerrero, L.** Age stereotypes in the workplace: Multidimensionality, cross-cultural applications, and directions for future research. In C. Cooper, R. Burke, & J. Field (eds). *Sage Handbook on Aging, Work and Society*. Thousand Oaks, CA: Sage. <http://www.sagepub.com/books/Book237162>

Conference Proceedings

- 2021 **Guerrero, L.**, Black, S., & Blancero, D. M. Literature review of Hispanics at work. Southwest Academy of Management proceedings.
- 2019 **Guerrero, L.**, & Valdiviezo, S. R. Speaking Spanish at work: the impact on workplace familism on work outcomes of bilingual Hispanic workers. Southwest Academy of Management proceedings.
- 2017 **Guerrero, L.**, & Turchick-Hakak, L. Toward a relational model of immigrant and host country national beliefs: An application of attribution and terror management theories. Administrative Sciences Association of Canada proceedings.
- 2016 Ruiz, M., Ibarreche, S., Peterson, L., & **Guerrero, L.** Situational influence: Impact of acculturation on entrepreneurial opportunity. Southwest Decisional Sciences Institute proceedings.
- 2015 Valdiviezo, S. R., **Guerrero, L.**, Posthuma, R. A., & Hernández, C. A. Se habla Español: Antecedents and consequences of speaking Spanish at work. Southwest Academy of Management proceedings.
- 2013 Hernández, C. A., Posthuma, R. A., & **Guerrero, L.** Precursors and consequences of propensity to speak a native language at work. Academy of Management conference proceedings.
- Guerrero, L.**, & Posthuma, R. A. Job attribute perceptions of low-wage Mexican-American women: A qualitative investigation. Eastern Academy of Management–International conference proceedings.
- Posthuma, R. A., & **Guerrero, L.** Age stereotypes in the workplace: Multidimensionality, cross-cultural applications, and directions for future research. Eastern Academy of Management–International conference proceedings.
- 2008 Dietz, J., **Guerrero, L.** & Grover, A. Medical Equipment Inc. in Saudi Arabia. Administrative Sciences Association of Canada conference proceedings.
- 2007 **Guerrero, L.**, Rothstein, M. G., & Konrad, A. Extending Holland's RIASEC vocational theory to include international job choice. Academy of International Business conference proceedings.

Manuscripts in Preparation

Singh, S., Parra, F., Vidyarthi, P., & **Guerrero, L.** Job search for skilled immigrants: Role of self-efficacy, future orientation and work involvement. Submitted to journal.

Guerrero, L., Black, S. L., & Blancero, D. Literature review of Hispanics at work: Challenges and opportunities. Submitted to journal.

Guerrero, L., Voelker, T. A., Johnson, V., & Chambers, S. Riot Games: Sexism and misogyny at work.

Guerrero, L., Valdiviezo, S. R., & Canedo, J. Speaking Spanish at work: the impact on workplace

familism on work outcomes of bilingual Hispanic workers.

Non-refereed Journal Articles

- 2016 **Guerrero, L.** Book review. Latino Access to Higher Education: Ethnic Realities and New Directions for the Twenty-First Century. *Equality, Diversity and Inclusion: An International Journal*, 35(7/8), 476-479.
- 2008 Dietz, J. & **Guerrero, L.** It reminds me of Mexico: Hispanic immigrants in rural communities in the Midwest. *The Business Journal of Hispanic Research*, 2(2), 76-80.

Cases and Teaching Notes

- 2008 Dietz, J., Grover, A. & **Guerrero, L.** Medical Equipment Inc. in Saudi Arabia. (Case No. 9B07C042). London, Ontario, Canada: Ivey Business School, Western University.
- Dietz, J., **Guerrero, L.** & Joshi, C. Medical Equipment Inc. in Saudi Arabia. (Teaching Note No. 8B07C42). London, Ontario, Canada: Ivey Business School, Western University.

AWARDS

- 2018 SAGE Cornerstone Author Award
- 2014 Careers Division Best Reviewer Award, Academy of Management conference
- 2013 Management Department Outstanding Research Award, College of Business Administration, The University of Texas at El Paso
- Summer Research Support Award, College of Business Administration, The University of Texas at El Paso
- Careers Division Best Reviewer Award, Academy of Management conference
- 2010 University Research Institute Research Grant, The University of Texas at El Paso
- 2008 International Management Division Best Reviewer Award, Academy of Management conference
- Engaging Emerging Markets Conference Funding, Ivey Business School at Western University

CONFERENCE ACTIVITY

Refereed Conference Presentations

- 2021 **Guerrero, L.**, Black, S., & Blancero, D. M. Literature review of Hispanics at work. Presented at the Southwest Academy of Management conference, Galveston, Texas, (virtual presentation), March 2-5.

- 2019 **Guerrero, L.**, & Valdiviezo, S. R. Speaking Spanish at work: the impact on workplace familism on work outcomes of bilingual Hispanic workers. Presented in Spanish at the Southwest Academy of Management conference, Houston, Texas, March 13-15.
- Guerrero, L.**, Valdiviezo, S. R., & Canedo, J. How to better reach Hispanic students in your classroom. Presented at the Southwest Academy of Management conference, Houston, Texas, March 13-15.
- 2018 Cuyler, M., & **Guerrero, L.** Mental health help-seeking intentions and organizational climate in the military. Presented at the Academy of Management conference, Chicago, Illinois, August 10-14.
- 2017 **Guerrero, L.**, & Turchick-Hakak, L. Toward a relational model of immigrant and host country national beliefs: An application of attribution and terror management theories. Presented at the Administrative Sciences Association of Canada conference, Montreal, Quebec, May 29 – June 1.
- 2016 Castañeda, E., **Guerrero, L.**, & Hernández, A. Empowerment through work: The cases of individuals with disabilities and low-skilled women workers in a city in the U.S.-Mexico border. Presented at Annual Meeting of the Society for the Study of Social Problems, Seattle, Washington, August 19-21.
- Ruiz, M., Ibarreche, S., Peterson, L., & **Guerrero, L.** Entrepreneurship opportunity engagement and the impact of acculturation and job search information. Presented at Western Academy of Management, Portland, Oregon, March 10-12.
- Ruiz, M., Ibarreche, S., Peterson, L., & **Guerrero, L.** Situational influence: Impact of acculturation on entrepreneurial opportunity. Presented at Southwest Decisional Sciences Institute, Oklahoma City, Oklahoma, March 9-12.
- Ruiz, M., Ibarreche, S., Peterson, L., & **Guerrero, L.** The impact of immigrant acculturation and job search information on entrepreneurship opportunity. Presented at Southwest Academy of Management, Oklahoma City, Oklahoma, March 9-11.
- 2015 Valdiviezo, S. R., **Guerrero, L.**, Posthuma, R. A., & Hernández, C. A. Antecedents and consequences of speaking Spanish at work. Presented at the Southern Management Association, St. Petersburg, Florida, October 27-31.
- Valdiviezo, S. R., **Guerrero, L.**, Posthuma, R. A., & Hernández, C. A. Se habla Español: Antecedents and consequences of speaking Spanish at work. Presented at the Southwest Academy of Management, Houston, Texas, March 11-13.
- 2013 Hernández, C. A., Posthuma, R. A., & **Guerrero, L.** Precursors and consequences of propensity to speak a native language at work. Presented at the 73rd Academy of Management conference, Orlando, Florida, August 9-13.
- Guerrero, L.**, & Hatala, J-P. Antecedents of underemployment: A three-wave study of Canadian job seekers. Presented at the 73rd Academy of Management conference, Orlando, Florida, August 9-13.

Guerrero, L., & Posthuma, R. A. Job attribute perceptions of low-wage Mexican-American women: A qualitative investigation. Presented at the Managing in a Global Economy XV conference (Eastern Academy of Management–International), Seville, Spain, June 23-27.

Posthuma, R. A., & **Guerrero, L.** Age stereotypes in the workplace: Multidimensionality, cross-cultural applications, and directions for future research. Presented at the Managing in a Global Economy XV conference (Eastern Academy of Management–International), Seville, Spain, June 23-27.

Guerrero, L., & Posthuma, R. A. Comprehensive review of research on Latino(a) workers in the US: Prejudice, discrimination, attitudes, and behaviors. Presented at the Latin American Studies Association conference, Washington, DC, May 30-June 1.

2012 Singh, S., **Guerrero, L.,** & Vidyarthi, P. Job search of immigrants: Role of cultural knowledge, work orientation, and future orientation. Presented at the 72nd Academy of Management conference, Boston, Massachusetts, August 2-7.

Ruiz, M.L., Vidyarthi, P. R., & **Guerrero, L.** Work relationships and the result of trust and turnover: A study of nurses and physician LMX. Presented at the Southern Management Association conference, Fort Lauderdale, Florida, October 30-November 2.

2008 **Guerrero, L.** & Rothstein, M. G. Toward a job search model for skilled immigrants. Presented in interactive session at the 68th Academy of Management conference, Anaheim, California, August 7-12.

Guerrero, L. & Rothstein, M. G. A demands-resources approach to expatriate family and expatriate work outcomes. Presented in interactive session at the Academy of International Business conference, Milan, Italy, June 30-July 3.

Dietz, J., **Guerrero, L.** & Grover, A. Medical Equipment Inc. in Saudi Arabia. Presented at the Case Track of the Administrative Sciences Association of Canada conference, Halifax, Nova Scotia, Canada, May 24-27.

2007 **Guerrero, L.** & Rothstein, M. G. Family social networks and their impact on expatriate job outcomes. Presented at the 67th Academy of Management conference, Philadelphia, Pennsylvania, August 3-8.

Guerrero, L., Rothstein, M. G., & Konrad, A. Extending Holland's RIASEC vocational theory to include international job choice. Presented at the Academy of International Business conference, Indianapolis, Indiana, June 25-28.

2006 **Guerrero, L.** Family cross-cultural adjustment and family social networks. Presented at the Administrative Sciences Association of Canada conference, Banff, Alberta, Canada, June 3-6.

Professional Development Workshops and Caucuses Organized

2018 “Cognitive Dissonance: A Threat to be Tamed or a Tool for Improving Lives via

Management Research?” Caucus presented at Academy of Management conference, Chicago, Illinois, August 10-14.

- 2017 “Inclusiveness in our own backyard: Building relationships between scholars and practitioners” Diversity & Inclusion Theme Committee (D&ITC). Academy of Management conference, Atlanta, Georgia, August 4-8.
- “Accommodating faculty members with disabilities under the ADA: Getting beyond stigma and stress” Diversity & Inclusion Theme Committee (D&ITC). Academy of Management conference, Atlanta, Georgia, August 4-8.
- 2015 “Fostering an inclusive environment: Empowering individuals to build meaningful relationships” Diversity & Inclusion Theme Committee (D&ITC). Academy of Management conference, Vancouver, British Columbia, August 7-11.
- 2014 “The academic career: Words that limit or open paths?” Diversity & Inclusion Theme Committee (D&ITC). Academy of Management conference, Philadelphia, Pennsylvania, August 1-5.

Non-Refereed Conference Presentations

- 2017 Riley, R., **Guerrero, L.**, & Hinojosa, A. Joule Processing, LLC. Cases in Development stream. Presented at the Administrative Sciences Association of Canada conference, Montreal, Quebec, May 29 – June 1.
- Guerrero, L.** Experiences flipping the classroom. Presented at the Innovative Teaching and Learning Symposium, University of Houston, Houston, TX, April 21.

Panelist in Doctoral Consortium

- 2021 “Getting a job ... and then tenure!” and “Balancing work life ... and work/life” at the Southwest Academy of Management conference, Galveston, Texas, (virtual presentation), March 2-5.

OTHER PRESENTATIONS

Non-Refereed Research Presentations

- 2021 Voelker, T. A., & **Guerrero, L.** Publishing case studies. Management Department brownbag presentation. University of Houston – Clear Lake.
- 2020 **Guerrero, L.** Hispanics in the workplace: A literature review. Management Department brownbag presentation. University of Houston – Clear Lake.
- 2018 **Guerrero, L.** Research map and current research. New Faculty Research Colloquium at University of Houston – Clear Lake.
- 2013 **Guerrero, L.**, & Posthuma, R. A. Comprehensive review of research on Latino(a) workers in the US: Prejudice, discrimination, attitudes, and behaviors. Marketing & Management. Department brownbag presentation. The University of Texas at El Paso.

- 2012 Castañeda, E. & **Guerrero, L.** The empowerment of women in El Mercado Mayapán of La Mujer Obrera. Women's History Month Conference at The University of Texas at El Paso.
- Guerrero, L.** The Psychology of Working: A case study of Mexican-American women with low educational attainment. Career Days conference at Rouen Business School, executive campus in Paris, France.
- 2011 **Guerrero, L.,** & Hatala, J-P. Impact of practice firms on job search outcomes. Marketing & Management. Department brownbag presentation. The University of Texas at El Paso.
- 2010 **Guerrero, L.** Job preferences and career choices of low-skilled Mexican-Americans in the Mexico-U.S. border region. Group identity, conflict and cooperation working group. The University of Texas at El Paso.
- Guerrero, L.** Partial Least Squares (PLS). Marketing & Management Department brownbag presentation. The University of Texas at El Paso.

Invited Presentations (non-academic)

- 2017 Flipped classroom faculty panel, University of Houston - Clear Lake
- 2014 Career panel to inspire Latinitas to go to college, Latinitas, El Paso, TX
- 2012 Research presentation, The University of Texas at El Paso, Business Advisory Council
- Presentation to parents about preparing Latinitas for college, Latinitas, El Paso, TX
- 2011, 2012 Time management skills for tenure-track faculty, The University of Texas at El Paso, Collaborative Faculty Mentoring Program
- 2011 How to teach with cases, The University of Texas at El Paso, Leadership Development Institute Taskforce
- 2009 Immigrants in Canada, Western University, Alternative Spring Break

TEACHING EXPERIENCE

University of Houston – Clear Lake

- Human Behavior in Organizations, MBA hybrid and online (summer/fall 2018, summer/fall 2019, summer 2020)
- Management Theory and Practice, undergraduate face-to-face and online (fall 2016, spring/fall 2017, spring/summer/fall 2018, spring/summer/fall 2019, spring 2020, spring/summer/fall 2021)
- Human Resource Management, undergraduate face-to-face and online (fall 2016, summer 2017, spring 2018, spring 2019, fall 2020, winter mini/fall 2021)
- Organizational Behavior Theory and Application, undergraduate face-to-face and online (spring/summer 2017, fall 2018, fall 2019, spring/summer/fall 2020, spring/fall 2021)
- Organizational Communications, undergraduate online synchronous (spring/summer 2021)

Management internship (fall 2017)

The University of Texas at El Paso

Effective Management of HR, MBA (fall 2010, spring 2011, spring 2012, fall 2013)

Organizational Management, MBA (spring/fall 2012, spring/fall 2013)

Current Issues in Management: Team Dynamics, MBA (spring 2013)

Directed Individual Study in Management, MBA (spring 2011)

Introduction to HRM, undergraduate (fall 2009, spring/fall 2010, spring 2011, summer/fall 2015)

Introduction to Management/Organizational Behavior, undergraduate (spring/fall 2014)

HR Training and Development, undergraduate (fall 2011)

International Management, undergraduate (spring/fall 2014, spring 2015, spring 2016)

Employee and Labor Relations, undergraduate (spring 2016)

King's College, Western University

Introduction to Organizational Behavior, undergraduate (fall 2007, spring 2008)

Instructional and Assistantship Experience

2005 – 2007 Teaching Assistant, Ivey Business School and King's University College at Western University

2000 – 2001 Teaching Assistant, Simon Fraser University

1990 – 1993 Math Peer Facilitator and Tutor, The University of Texas at El Paso

PhD student supervision

2015-2016 Research mentor, Rawia Ahmed

2012-2015 Research and teaching mentor, Saúl R. Valdiviezo

2012-2014 Research mentor, Michelle Ruiz

2010-2012 Research mentor, Satvir Singh and Claudia Hernández

PhD Dissertation Co-Chair

Mishaw T. Cuyler, "Mental health help-seeking behavioral intentions and organizational climate in a population of military service members." Defended: May 2016

PhD Dissertation Committee Member

Claudia Araceli Hernández González, "Market reactions to businesses' actions towards people with disabilities: Making the business case in the international context." Defended: May 2015

Michelle Ruiz, "Creative based entrepreneurship: The impact of acculturation on opportunity engagement. The case of recent Mexican immigrants to the United States." Defended: April 2015

Said Al-Riyami, "Biculturalism, emotional ambivalence, attitudes toward diversity, and bicultural identity integration: A mediated moderation model." Defended: October 2014

Master's Thesis Committee Member

Graciela Loera, "Employee performance appraisal and recognition practices in a multi-cultural workforce." Defended: December 2015

PROFESSIONAL SERVICE

Editorial Board

Journal of Career Development (2020-2022)

Human Resource Management Review (2020-2022)

International Journal of Human Resource Management (2013-2015)

Academy of Management Learning & Education (2015-2018)

Ad-Hoc Reviewer

Journals

Cross Cultural Management: An International Journal

Equality, Diversity and Inclusion: An International Journal

Journal of Career Development

Journal of International Business Education

Journal of International Business Studies

Journal of Managerial Psychology

Special issue on economic inequality and management, *Human Relations*

Human Resource Management

Human Resource Management Review

Humboldt Journal of Social Relations

Research in HRM

Small Business Institute Journal

Books

Neck, C., Houghton, J. D., Murray, E. and Lattimer, C. *Management (2nd ed.)* Thousand Oaks, CA: Sage.

McShane, S. L. *Canadian Organizational Behaviour (7th ed.)* Toronto: Mc Graw-Hill Ryerson.

Conferences

Academy of Management

Eastern Academy of Management International

Southwest Academy of Management

Academy of International Business

Southern Management Association

UNIVERSITY SERVICE

COVID Contact Tracing team, 2021-present

Academic Honesty panel, 2019-present

Faculty Senate Executive Committee (Senator at large), 2018-2019

Faculty Senate, 2017-2019

Faculty Life Committee, 2017-2019

University Life Committee, 2017-2018

Executive Council, 2015-2016
University Wellness Program, 2010-2016
Graduate School Outstanding Thesis and Dissertation Selection Committee, 2014
Faculty Senate, 2012-2014
Faculty-Student Mentoring Program, 2012-2013

COLLEGE SERVICE

Peer Review of Teaching Committee, 2021-present
Faculty co-advisor, Society for Advanced Management, 2018-present
Curriculum Committee, 2016-present
Faculty advisor, Society for Human Resource Management student chapter, 2012-2016
MBA Policy Committee, 2013-2016

DEPARTMENT SERVICE

MGMT 3301 Assessment coordinator, 2018-present
Hiring committee, 2017, 2020
CETaL (Center for Excellence in Teaching and Learning) Departmental Liaison, 2015-2016
Assessment committee, 2014-2016
Chair. MBA/HR curriculum development committee, 2011
Hiring committee, 2010-2011, 2015
Teaching peer feedback committee, 2009-2010

COMMUNITY SERVICE

Shared Decision-Making Committee. Hiring committee. Briarmeadow Charter School. 2021 - present

Future Business Leaders of America State Leadership Conference, Judge, March 2020 (online due to Corona virus)

NON-ACADEMIC PROFESSIONAL EXPERIENCE

2004 – 2005 Quality Control Team Lead, E-Care Payment Services, Surrey, British Columbia

2003 – 2004 Associate Store Manager, Banana Republic, Gap, Inc., Vancouver, British Columbia

1993 – 2000 Senior Department Manager, JCPenney Co., McAllen, Texas; Monterrey, Nuevo León;
Orlando, Florida; Fort Myers, Florida

PROFESSIONAL AFFILIATIONS

Academy of Management
Southwest Academy of Management
Administrative Sciences Association of Canada

Executive Positions

Secretary, Diversity & Inclusion Theme Committee (D&ITC), Academy of Management, 2015-2019

Updated June 2, 2021