

## ***YVONNE STEDHAM***

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### **EDUCATION**

Ph.D. in Business Administration, 1990  
University of Kansas, Lawrence  
M.B.A., 1980  
University of Kansas, Lawrence  
Bachelor of Science (Vordiplom) in Economics and Business, 1978  
Rheinische Friedrich-Wilhelms Universität, Bonn, Germany

### **WORK EXPERIENCE**

Foundation Professor, University of Nevada, Reno. 2010

Professor, Managerial Sciences Department, College of Business Administration, University of Nevada, Reno. 2003 – Present

Visiting Professor, Katholische Universitaet Eichstaett – School of Management, Summer 2009, 2010

Associate Professor, Managerial Sciences Department, College of Business Administration, University of Nevada, Reno. 1996 to 2002

Chair, Managerial Sciences Department, University of Nevada, Reno, 1999 to 2002

Assistant Professor, Managerial Sciences Department, College of Business Administration, University of Nevada, Reno. 1988 to 1992, and 1993 to 1996

Wissenschaftliche Mitarbeiterin, Universität des Saarlandes, Saarbrücken, Germany. August 1992 to June 1993

Teaching Faculty, Universität des Saarlandes, MBA-Europe, Saarbrücken, Germany. April 1993 to June 1993

Assistant Manager, Administration and Organization, Schaller-Automation, Blieskastel, Germany. December 1980 to August 1981

**PUBLICATIONS IN REFEREED JOURNALS AND BOOKS**

- Gelbrich, K., Stedham, Y., and Gaethke, D. (Forthcoming) Cultural Discrepancy and National Corruption: Investigating the Difference between Cultural Values and Practices and Its Relationship to Corrupt Behavior. Business Ethics Quarterly
- Stedham, Y. and Beekun, R. (2012) Ethical Judgment in Business: Culture and Differential Perceptions of Justice Among Italians and Germans. Business Ethics: A European Review
- Yamamura, J. and Stedham, Y. (2011) Business Ethics in Japan: Age Based Differences in Ethical Judgment. Journal of International Business Research, Vol. 10, No.2
- Beekun, R.I., Stedham, Y., Westerman, J. and Yamamura, J. (2010) Effects of Justice and Utilitarianism on ethical decision making: A Cross-Cultural Examination of Gender Similarities and Differences. Business Ethics: A European Review (October)
- Yamamura, J. and Stedham, Y. (2009) Sustainable Management of an International Workforce: The Role of Information in the Management of Accountants. Journal of International Business Research, Vol. 8, No.1: 1-21
- Sundali, J., Westerman, J. and Stedham, Y. (2008) Retirement Satisfaction: The Importance of Stable Income Source. Journal of Applied and Behavioral Management, Vol.10, No.1: 18-46.
- Stedham, Y. and Yamamura, J. (2008) Business Ethics in Japan and Taiwan: Relativist and Utilitarian Perspectives. Asia Pacific Business Review, Vol. 14, No.4: 535-551.
- Westerman, J., Beekun, R., Stedham, Y., and Yamamura, J. (2007) Peers versus National Culture: An Empirical Analysis of Antecedents to Ethical Decision Making. Journal of Business Ethics, Vol. 75, No. 3: 230-252.
- Schaap, J.I., Stedham, Y. and Yamamura, J. (2007) Casino Management: Exploring Gender Based Differences in Perceptions of Managerial Work. International Journal of Hospitality Management, Vol. 27, No.1: 87-97.
- Stedham, Y., Beekun, R.I., and Yamamura, J. (2006) Gender Differences in Business Ethics: Justice and Relativism. Business Ethics: A European Review, Vol. 16, No. 2:163-174.
- Raab, G., Stedham, Y., and Neuner, M. (2005) Entrepreneurial Potential: An Exploratory Study of Graduate Business Students in the U.S. and Germany. Journal of Business and Management, Vol. 11, No. 2: 71-88.
- Stedham, Y., Yamamura, J., and Satoh, M. (2005) Gender and Salary: A Study of Accountants in Japan. Asia Pacific Journal of Human Resource Management
- Stedham, Y. and Yamamura, J. (2004) Measuring National Culture: Does gender matter? Women in Management Review, Vol. 19, No.5
- Yamamura, J., Stedham, Y., and Satoh, M. (2004) An Examination of Job Satisfaction of Accountants in Japan: The Relevance of Organizational Factors. International Journal of Accounting, Auditing, and Performance Measures, Vol. 1, No. 1
- Stedham, Y. (2004) "International Compensation" in Cartwright, S. (Editor) The Blackwell Encyclopedic Dictionary of Human Resource Management, Second Edition, Oxford, England: Blackwell Publishing Ltd.
- Beekun, R.I, Stedham, Y., Yamamura, J, and Barghouti, J.A. (2003) Comparing Business Ethics in Russia and the U.S. International Journal of Human Resource Management
- Beekun, R., Stedham, Y., and Yamamura, J. (2002) Business Ethics in Brazil and the U.S.: Egoism and Utilitarianism. Journal of Business Ethics Vol. 14, No. 8: 1333-1349

- Stedham, Y., Yamamura, J., Taylor, DW, and Nelson, M (2002) Organizational Factors and Dimensions of Satisfaction: A Comparative Study of Accountants in Australia and the US. Australian Accounting Review
- Taylor, DW, Yamamura, J., Stedham Y, and Nelson, M. (2001) Managing Knowledge Workers in Accounting Firms: The Role of Nutrient Information and Organisational Information Consciousness.” Journal of Knowledge Management Practice, 2, July
- Engle, A., Mendenhall, M., Powers, R., and Stedham, Y. (2001) Conceptualizing the global competency cube: a transnational model of human resource. Journal of European Industrial Training, Vol. 25, 6: 346-358 (Authors are listed in alphabetical order)
- Stedham, Y. and Yamamura, J. (2000) Gender and Salary: A Comparative Study of Accountants in the U.S. and Australia. Asia Pacific Journal of Human Resources, Vol. 38, 3: 104-116
- Young, G., Stedham, Y, and Beekun, R. (2000). Boards of Directors and the Adoption of a CEO Performance Evaluation Process: Agency- and Institutional Theory Perspectives. Journal of Management Studies, Vol. 37, 2: 277-295
- Taylor D.W., Yamamura, J.H., Stedham, Y., and Nelson, M., (1999). Managing Professionals: The Impact of Organisational Factors on Dimensions of Satisfaction in Chartered Accounting Firms. The Journal of Contemporary Issues in Business and Government, Vol. 5, 1: 21-33
- Stedham, Y. and Mitchell, M. (1998). Sexual Harassment in Casinos: Effects on Employee Attitudes and Behaviors. Journal of Gambling Studies, Vol. 14, 4: 381-400
- Beekun, R., Stedham, Y., and Young, G., (1998). Board characteristics, Managerial Controls, and Corporate Strategy: A Study of U.S. Hospitals. Journal of Management, Vol. 24, 1: 3-19 (Authors are listed in *alphabetical order*)
- Stedham, Y. and Nechita, M., (1997). The Expatriate Assignment: Research and Management Practice. Asia Pacific Journal of Human Resources, 35, 1: 80-89
- Stedham, Y. (1997). International Compensation. Peters, L.H., Youngblood, S.A., & Greer, C.R. (Eds) The Blackwell Dictionary of Human Resource Management.
- Stedham, Y. and Mitchell, M., (1996). Voluntary Turnover among Non-Supervisory Casino Employees. Journal of Gambling Studies, 12, 3: 269-290
- Mitchell, M. and Stedham, Y. (1996). A Profile of Pro-Union Casino Workers in Northern Nevada. The Gaming Research and Review Journal, 2: 17-30
- Scholz, Chr., Stedham, Y., and Beekun, R. (1996). Human Resource Management Practices in British and German Subsidiaries: Differences and Similarities. In I. Beardwell (Ed.) Contemporary Developments in Human Resource Management, 77-91, Paris, France: ESKA
- Greer, C.R. and Stedham, Y., (1989). Countercyclical Hiring as a Staffing Strategy for Managerial and Professional Personnel: An Empirical Investigation. Journal of Management, 15, 3: 425-440

### **SELECTED RECENT CONFERENCE PRESENTATIONS**

- Kuechler, W. and Stedham, Y. Teaching Leadership through a Transformational Learning Approach: The Integration of Mindfulness in an MBA Curriculum. Allied Academies, Annual Conference, Las Vegas, NV 2014

- Stedham, Y. and Bell, V. Cross-Cultural Management And Determinants Of Trust. Allied Academies, Annual Conference, Las Vegas, NV 2014
- Greenman, K. and Stedham, Y. The Importance of Applicants' Socio-Economic Characteristics in the Micro-Lending Process: An Application of Planned Behavior Theory. Annual Meeting of the Society for the Study of Social Problems, San Francisco, CA 2014
- Stedham, Y. and Kuechler, W. Mindful Leadership: Exploring the Relationship between Mindfulness and Transformational Leadership. Allied Academies, San Antonio, TX. 2013
- Stedham, Y. and Beekun, R. Business Ethics in China, Taiwan, and Hong Kong: Exploring the Role of Cultural Divergence. Allied Academies, Las Vegas, NV. 2012
- Stedham, Y. and Raab, G. Cross-Cultural Differences in Entrepreneurial Potential: Does Gender Matter? WDSI, Portland, OR 2011
- Yamamura, J. and Stedham, Y. Business Ethics in Japan: Age Based Differences in Ethical Judgment. ICBEIT, Guam, 2011
- Stedham, Y. Managerial Work: Does Gender Matter? A Cross-Cultural Perspective. International Human Resource Development Conference, Taipei, Taiwan 2009
- Raab, G. and Stedham, Y. Gender Differences in Entrepreneurial Potential: A Study of Business Students in Germany and the U.S Rocky Moutains European Scholar Consortium. 2008
- Stedham, Y. and Yamamura, J. Business Ethics-A Justice Perspective: A Comparative Study of German and Italian Business Students. Rocky Moutains European Scholar Consortium. 2007
- Sundali, J., Westerman, J. and Stedham, Y. Retirement Satisfaction: The Importance of Stable Income Source. Western Academy of Management Annual Meeting. 2007
- Yamamura, J. and Stedham Y. Business Ethics in Japan: The Role of Age and Gender. American Accounting Association Western Region. 2007
- Westerman, J., Beekun, R., Stedham, Y., and Yamamura, J. Multidimensionality of ethical behavior: A cross-cultural examination of Gender Differences Annual Meeting of the Decision Sciences Institute, San Antonio, TX, November 2006
- Stedham, Y. and Yamamura, J. Business Ethics in Japan and Taiwan: A Cross-Cultural Study. Academy of Business and Administrative Sciences, Montreux, Switzerland, July 2006
- Yamamura, J., Stedham, Y., and Satoh, M. Accountants in Japan: The Role of Nutrient Information and Information Consciousness. Western Region American Accounting Association Meeting, Sacramento, CA, April 2005
- Yamamura, J. and Stedham, Y. Management of an International Workforce: The Role of Information Consciousness in the Management of Accountants. Annual Meeting of International Association of Accounting and Education and Research, Bordeaux, France, September 2005
- Stedham, Y. and Yamamura, J. Globalization and Culture: An Exploratory Study. 34<sup>th</sup> Annual Meeting of the Western Decision Sciences Institute, Vancouver, Canada, March 2005
- Raab, G., Stedham, Y., and Neuner, M. Entrepreneurial Potential: An Exploratory Study of Graduate Business Students in the U.S. and Germany. Annual Meeting of the Decision Sciences Institute, San Francisco, CA, November 2005
- Westerman, J., Beekun, R., Stedham, Y., and Yamamura, J. Peers versus National Culture: An Empirical Analysis of Antecedents to Ethical Decision Making. Annual Meeting of the Decision Sciences Institute, San Francisco, CA, November 2005

- Raab, G., Stedham, Y., and Neuner, M. Entrepreneurial Potential: An Exploratory Study of Graduate Business Students in the U.S. and Germany. 34<sup>th</sup> Annual Meeting of the Western Decision Sciences Institute, Vancouver, Canada, March 2005. **BEST PAPER** Award.
- Stedham, Y. and Yamamura, J. Globalization and Culture: An Exploratory Study. 34<sup>th</sup> Annual Meeting of the Western Decision Sciences Institute, Vancouver, Canada, March 2005
- Stedham, Y., Beekun, R.I., and Yamamura, J. Gender Differences in Business Ethics: Justice and Relativism Perspectives. Presented at the XI. International Conference of the Academy of Business and Administrative Sciences, Bratislava, Slovak Republic, July 2004. Abstract in the Proceedings. **BEST PAPER** Award.
- Yamamura, J., Satoh, M., and Stedham, Y. Globalisation and the Stability of National Culture. Presented at the Western AAA (American Accounting Association) Conference in Newport Beach, CA, April 2004
- Yamamura, J., Stedham, Y., and Satoh, M. Accountants in Japan: The Role of Nutrient Information and Information Consciousness. Presented at the AAAA (Asian Academic Accounting Association) Conference in Bangkok, Thailand, October 2004
- Stedham, Y., Yamamura, J. and Satoh, M. Gender and Salary: A Study of Accountants in Japan. Academy of Management, Seattle, WA, August 2003
- Stedham, Y. and Yamamura, J. Measuring National Culture: Does gender matter? Academy of Business and Administrative Studies International Conference, San Jose, Costa Rica, 2002
- Beekun, R., Stedham, Y., and Yamamura, J., Business Ethics in Brazil and the U.S.: Egoism and Utilitarianism. Business Association of Latin American Studies (BALAS) Annual Conference in San Diego, CA in April, 2001.
- Taylor, DW, Yamamura, J, Stedham Y, and Nelson, M , The Effects of Perceptions of Access to Nutrient Information and Organisational Information Consciousness on Knowledge Workers in Accounting Firms.” Global Human Resource Management Conference, Barcelona, Spain, June 2001
- Beekun, R., Stedham, Y., and Yamamura, J., Business Ethics in Brazil and the U.S.: A Comparative Investigation.” Global Human Resource Management Conference, Barcelona, Spain, June 2001
- Engle, A. and Stedham, Y., Multinational and Transnational Strategies: Implications for Human Resource Practices. Global Human Resource Management Conference, Barcelona, Spain, June 2001
- Beekun, R., Stedham, Y., Gimenez, F., Caetano, J., and Yamamura, J. Business Ethics in Brazil and the U.S.: A Comparative Investigation. BALAS, Caracas, Venezuela, April 2000

### **Invited Keynote Speaker**

- Stedham, Y. Perceptions and Research of Gender in International Management - Managerial Work: Does Gender Matter? A Cross-Cultural Perspective. International Human Resource Development Conference, Taipei, Taiwan 2009
- Stedham, Y. Managing Human Resources: A Big Picture Perspective. WRIPAC Annual Conference, Squaw Creek, CA, September 2005
- Stedham, Y. Globalization and the Role of Human Resource Management. International Conference on Workforce Education and Development, Taipei, Taiwan, November 2004.

## **GRANTS**

- Instructional Enhancement Grant, UNR, 1996
- Instructional Enhancement Grant, UNR, 1995
- Small Business Institute, Research Grant, 1994
- Research Grant, UNR Foundation, Summer 1991
- Dissertation Research Support, College of Business, University of Kansas, Lawrence, 1987

## **HONORS**

- University of Nevada, Global Engagement Award, 2015
- College of Business, 2015 Faculty of the Year
- Excellence in Teaching Award, COBA Graduate Faculty, 2014
- Excellence in Teaching Award, COBA Graduate Faculty, 2011
- Foundation Professor, 2010
- Mentor, UNR – COBA Senior Scholar, 2010
- Nominee, Nevada Regents' Teaching Award, 2009
- Nominee, Nevada Regents' Teaching Award, 2007
- Mentor, UNR - COBA Senior Scholar, 2006
- UNR ASUN Advisor of the Year, 2005
- Woman of Achievement Honoree for UNR, Nevada Women's Fund 2004
- Woman of Achievement Honoree for UNR, Nevada Women's Fund 2002
- Mentor, UNR - COBA Senior Scholar, 2001
- Tibbits Distinguished Teacher Award (Runner-up) 2001, University of Nevada, Reno
- Tibbits Distinguished Teacher Award (Runner-up) 2000, University of Nevada, Reno
- Who is Who Among America's Teachers 1998, 2000
- Best Researcher Award (Runner-up) 1996, Beta Gamma Sigma
- Invited speaker, Universität Mannheim, Germany, 1994
- Selected faculty member to Delta Sigma Pi, 1991
- Mentor, UNR - COBA Senior Scholar, 1990
- Beta Gamma Sigma, 1987
- Direct Exchange Scholarship (Austauschstipendium des Akademischen Auslandamtes der Rheinischen Friedrich-Wilhelms Universität, Bonn), 1979

## **SUMMARY OF PROFESSIONAL SERVICE**

- Reviewer, Journal of Business and Management, 2011
- Reviewer, Business Ethics: A European Review. 2006, 2007, 2008, 2009, 2012, 2013
- Reviewer, and Session Chair, International Human Resource Development Conference, Taipei, Taiwan 2009
- Discussant and Session Chair – DSI Conference, 2005

- Reviewer, Sex Roles, 2003, 2004, 2005
- Session Chair, ABAS Conference, 2003, 2006
- Reviewer, Journal of Management Studies, 2003
- Reviewer for numerous conferences, including the Academy of Management, BALAS, Conference on International Human Resource Management
- Reviewer for professional journals, including the International Journal of Human Resource Management
- Track Chair, BALAS Conference, 2001
- UNR Advanced Management Program, USA (International) – Academic Director, 2002, 2003, 2004, 2005
- Society for Human Resource Management, HR Games Area Competition , Coordinator, 2001, 2010
- UNR Advanced Management Program, Instructor, 1996 – 2007

### **UNIVERSITY SERVICE – SELECTED RECENT**

- University of Nevada, Reno, Salary and Benefits Committee, Chair 2014-present
- University of Nevada, Core Assessment Committee, 2014-present
- National Judicial College, Presidential Search Committee, 2013
- International Activities Committee, Chair 2010-2013
- Salary and Benefits Committee – 2007-2010
- Committee on the Status of Women – 2005-2009
- COBA Assessment Committee - Present
- MGRS Personnel Committee - Present
- Merit policy Committee
- Salary Equity Study Committee
- COBA Personnel Committee
- Search Committees within COBA and university wide including HR VP, College of Liberal Arts Dean, School of Journalism
- Ad Hoc UNR Strategic Plan Review Committee – Restructuring of College of Arts and Science

### **TRAINING, CONSULTING, AND COMMUNITY INVOLVEMENT**

#### **Training and Consulting**

- California, Supervising Judges Leadership Institutes, 2015
- Nevada Department of Transportation (NDOT), Mindful Leadership, 2013, 2014, 2015
- Eagle Picher Minerals – Executive Training, International Business 2014
- California, Presiding Judges and Court Management Program 2014
- Washington State, Presiding Judges and Administrators Program 2014
- Florida State, Court Administration, Leadership Training, 2013, 2014
- Nevada Industry Excellence, ExporTech Program, 2013, 2014
- Nevada World Trade Council, Peer-to-Peer Forum, 2011, 2012, 2013

- Advanced Management Program, Managing Organizations in a Global Economy, 2011
- Leadership and Ethics, EALI, 2011
- Management Skills for Supervisory Immigration Judges, Washington, D.C. – May 2010
- Managerial Skills Training for Presiding and Chief Judges Nationwide including Oregon (Salem), Ohio (Cleveland), Illinois (Chicago and Springfield), Arizona (Phoenix), Tennessee (Nashville), 2001 – Present
- National Judicial College (NJC), Faculty, 2001 – Present
- Executive Development Program (Institute for Commercial Gaming), Faculty, 2006, 2007, 2008, 2009
- Greater Nevada Credit Union (GNCU), Employee Selection, Training, 2007
- Nevada State Bank, Leadership Skills and Management Training, 2003
- Reno Philharmonic, Strategic Planning, 2002, 2003
- National Organization of Development Organizations (NADO), Supervisor Skills Workshop, National Conference, 2002, 2006
- REMSA (Regional Ambulance Services, Inc.) – Supervisor Training, 2002
- Reno Police Department, Supervisor Training – 2000, 2001
- Reno Fire Department, Assessment Center– May 2000
- State of Nevada, Strategic Planning and Performance Indicator Training – 1996, 1998, 2000
- State of Nevada, Gaming Control Board, Strategic Planning and Performance Indicator Training – 1999
- State of Nevada, Personnel, Job Analysis and Test Design – 1997, 1998
- Washoe County, Nevada – Assessment Center, 1993, 1994, 1998, 1999
- PRO Net – Design and Implementation of Project concerning the Selection of Mid Level Managers, 1998, 1999
- Clark County, Nevada – Review of County, Division, and Department Strategic Plans. Training on Performance Indicators, 1997, 1998
- Nevada Opera, Strategic Planning, 1998
- KOLO-TV, Reno News Channel 8 - Management Training, 1995
- Coca-Cola, Inc. - Management Training, 1995
- Airport Authorities of Washoe County, Nevada – Assessment Center, 1994
- Schaller-Automation, Blieskastel, Germany, 1992, 1993, 1994

### **Community Involvement**

- Society for Human Resource Management (SHRM), State Director for College Relations and Director of International Issues, 1998 - 2013
- Nevada World Trade Council (NEWTRAC), Board Member, 2001-2005 and 2007 – 2013
- NEWTRAC, President, 2005 – 2007
- Northern Nevada Human Resource Association (NNHRA), Board Member, 1995 – 2004
- Southern Nevada Human Resource Association (SNHRA) – Judge for “Best place to work”
- SIFE (Students in Free Enterprise) – Founder, 2004
- Northern Nevada Executive Council, Member, 2004- 2009



- WEACT (Women Executives Accelerating Change Today) – Co-Founder and Board Member, 2002 - 2004
- Nevada Opera, Board Member, 1994 - 2000
- Northern Nevada International Resource Center, Board Member, Vice President, 1999 - 2001

### **PROFESSIONAL AFFILIATIONS**

- Academy of Management

### **REFERENCES**

- Available upon request