

Colette Hoption

Seattle University | Albers School of Business & Economics
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Education

PHD IN MANAGEMENT | QUEEN'S UNIVERSITY

- Major: Organizational Behavior
- Minor: Marketing

MSC IN MANAGEMENT | QUEEN'S UNIVERSITY

- Major: Organizational Behavior

BA (HONOURS) | QUEEN'S UNIVERSITY

- Major: Psychology

INTERNATIONAL STUDIES CERTIFICATE | QUEEN'S UNIVERSITY

BA | QUEEN'S UNIVERSITY

Major: French Studies

Academic Appointments

ASSOCIATE PROFESSOR OF MANAGEMENT

Albers school of Business & Economics | Seattle University | 2009 – Current

CENTER FOR BUSINESS ETHICS FACULTY FELLOW | 2019-2020

ASSOCIATE DIRECTOR FOR FACULTY PROFESSIONAL DEVELOPMENT | Center for Faculty Development |
2022 - current

INSTRUCTOR

Smith School of Business | Queen's University | 2007

Teaching

MBA 5910: ORGANIZATIONAL WELL-BEING

Seattle University

MGMT 3000: PRINCIPLES OF MANAGEMENT

Seattle University

MGMT 3820: ORGANIZATIONAL BEHAVIOR

Seattle University

INBU 3200: GLOBAL ENVIRONMENT OF BUSINESS

Seattle University

BRMB 503: ORGANIZATIONAL BEHAVIOR

Seattle University

MBA 516: MANAGEMENT OF PEOPLE

Seattle University

COMM 251: ORGANIZATIONAL BEHAVIOUR

Queen's University

Research

REFEREED ARTICLES

Cohen, M. & **Hoption, C.** (2022). Third-party apologies, theory and form. *American Philosophical Quarterly*, 59, 287 – 295.

Hoption, C. & Han, J. M. (2021). “Mommy and Me”: Raising Implicit Followership Theories. *Industrial and Commercial Training*. Advance online publication.

Ruppert, B. & **Hoption, C.** (2020). Grade Expectations: When 100% Isn't Good Enough. *Journal of Management Education*. Advance online publication.

Little, D., Green, D. A. & **Hoption, C.** (2018). A lasting impression: The influence of prior disciplines on educational developers' research. *International Journal for Academic Development*, 23, 324 – 338.

Hoption, C. (2016). It does not add up: Comparing episodic and general leadership ratings. *Leadership*, 12, 491 – 503.

Hoption, C. (2016). The double-edged sword of helping behavior in leader-follower dyads. *Leadership & Organization Development Journal*, 37, 13 – 41.

Hoption, C. (2014). Learning and developing followership. *Journal of Leadership Education*, 13, 129 – 137.

Hoption, C., Barling, J., & Turner, N. (2013). It's not you, it's me: Transformational leadership and self-deprecating humor. *Leadership and Organization Development Journal*, 34, 4 – 19.

Hoption, C., Christie, A., & Barling, J. (2012). Submitting to the follower label: Followership, positive affect and extra-role behaviors. *Zeitschrift für Psychologie/Journal of Psychology*, 220, 221 – 230.

Dupré, K., Inness, M., Connelly, C., Barling, J., & **Hoption, C.** (2006). Workplace aggression in teenage part-time employees. *Journal of Applied Psychology*, 91, 987-997.

BOOK CHAPTERS

Hoption, C., Phelan, J., & Barling, J. (2014). Transformational leadership in sport. In M. R. Beauchamp & M. A. Eys (Eds.) *Group Dynamics in Sport and Exercise Psychology: Contemporary Themes* (2nd ed.). London, UK: Routledge.

Barling, J., Christie, A., & **Hoption, C.** (2010). Leadership. In S. Zedeck (Ed.) *APA Handbook of Industrial and Organizational Psychology*: Washington, DC: American Psychological Association.

Hoption, C., Christie, A., & Barling, J. (2009). Introduction. In J. Barling & C. Cooper (Eds.) *The SAGE Handbook of Organizational Behavior*. Thousand Oaks, CA: Sage.

Hoption, C., Phelan J., & Barling, J. (2008). Transformational leadership in sport. In M. R.

Beauchamp & M. A. Eys (Eds.) *Group Dynamics in Sport and Exercise Psychology: Contemporary Themes*. London, UK: Routledge.

OTHER ARTICLES

Hopton, C. (Fall 2017). Mobilizing the troops: Followership as an untapped resource in strategic planning. *InSights*, 16 -17.

Hopton, C. (Summer 2012). How healthy is your funny bone? *InSights*, 3.

PRESENTATION OF REFEREED PAPERS

Hopton, C. & Cohen, M. (2023). Antecedents to the Bamboo Ceiling: Asian Americans' positive perceptions of followership. *Association for Psychological Science Annual Convention*, Washington, DC.

Hopton, C. & Cohen, M. (2020). An apology today can make you more sorry tomorrow [Virtual poster showcase]. *Association for Psychological Science Annual Convention*, Chicago, IL.

Hopton, C. & Han, M. (2019). The relationship between maternal transformational leadership and definitions of follower. *Global Followership Conference*, Waterloo, Ontario, Canada.

Hopton, C. & Han, M. (2019). The positive relationship between maternal transformational leadership and prototypical implicit followership theories. *Association for Psychological Science Annual Convention*, Washington, DC.

Hopton, C. & Ruppert, B. (2018). Grade expectations: When 100% isn't good enough. *Association for Psychological Science Annual Convention*, San Francisco, CA.

Hopton, C. (2017). How laughing at oneself enhances male leadership and undermines female leadership. *Association for Psychological Science Annual Convention*, Boston, MA.

Green, D. A., Little D. & **Hopton, C.** (2016). True to our pasts, true to our present: Educational developers' integrity and identities. *International Consortium for Educational Development*, Cape Town, South Africa.

Hopton, C. (2015). When it hurts to laugh: The consequences of self-deprecating humor for leaders. *Association for Psychological Science Annual Convention*, New York, NY.

Hopton, C. & Christie, A. (2014). Two faces of followership: When followership helps and harms work performance. *Association for Psychological Science Annual Convention*, San Francisco, CA.

Ruppert, B. & **Hopton, C.** (2014). Getting past the grade: Motivation strategies to promote good graduates. *The International Society for the Scholarship of Teaching and Learning 2014*, Québec City, Canada.

Hopton, C. (2013). Attachment theory and abusive supervision. *Association for Psychological Science Annual Convention*, Washington DC.

Hopton, C., & Christie, A. (2012). Followership and work performance. *Association for Psychological Science Annual Convention*, Orlando, FLA.

Hopton, C., Christie, A., & Barling, J. (2011). Implicit followership theories: The leadership in followership. *Association for Psychological Science Annual Convention*, Washington DC.

Hoption, C., Christie, A., Barling J. (2010). There is no 'leader' in 'follower', is there? Implicit followership theories. *Association for Psychological Science Annual Convention*, Boston MA.

Hoption, C., Christie A., Barling, J. (2009). The F-Word: Effects of the Follower Label. *Annual Society for Industrial/Organizational Psychology Conference*, New Orleans, LA.

Hoption, C., Christie, A., & Barling, J. (2009). The F-Word: The follower label, work attitudes, well-being, and performance. *European Association for Work and Organizational Psychology*, Santiago de Compostela, Spain.

Hoption, C., & Barling, J. (2008). Daily leadership. *Work, Stress, and Health 2008: Healthy and Safe Work through Research, Practice, and Partnerships*, Washington DC.

Hoption, C., & Barling, J. (2008). Follower characteristics and leadership preferences. *Annual Society for Industrial/Organizational Psychology Conference*, San Francisco CA.

Barling, J., **Hoption, C.,** & Turner, N. (2007). Transformational leadership and humor. *Association for Psychological Science 19th Annual Convention*, Washington DC.

Brodts, S., & **Hoption, C.** (2005). Whispering in Cyberspace: The effects of private communication on decision processes in distributed groups. *International Association for Conflict Management Conference*, Seville, Spain.

Dupré, K., Inness, M., Connelly, C. E., Barling, J., & **Hoption, C.** (2004). On the importance of reasons for working in workplace aggression among teenage employees. *Administrative Sciences Association of Canada Conference*, Quebec City, Canada.

Dupré, K., Inness, M., Barling, J., Connelly, C. E., & **Hoption, C.** (2002). Adolescent antagonism: Predicting workplace aggression in part-time employees. *Annual Society for Industrial/Organizational Psychology Conference*, Toronto, Canada.

OTHER PRESENTATIONS

Hoption, C. (2022). Co-producing leadership: How to follow and when to lead. *Center for Faculty Development Workshop*, Seattle University.

Hoption, C. (2020). How an Apology Today Makes You More Sorry Tomorrow. *Albers Scholarship Seminar Series*, Seattle University.

Hoption, C. (2014, 2015, 2017). Leadership style self-assessment. *New Chair & Director Institute*, Seattle University.

Hoption, C. (2013). Attachment theory and abusive supervision. *Albers Celebration of Scholarship*, Seattle University.

Hoption, C., Christie, A., & Barling J. (2011). Implicit followership theories: The leadership in followership. *Albers Celebration of Scholarship*, Seattle University.

Service to Seattle University

INSTITUTIONAL REVIEW BOARD

2011 – Current, Member

ALBERS SCHOLARSHIP REVIEW COMMITTEE

2020 – Current, Co-Chair

WOMEN IN BUSINESS

2019 – 2023, Faculty Advisor

VICE PRESIDENT OF HUMAN RESOURCES SEARCH COMMITTEE

2021-2022

ASSURANCE OF LEARNING

2014-2015, 2016-2017, 2021-2022, 2022-2023

NEW FACULTY INSTITUTE PLANNING COMMITTEE

2018 – 2021

THE NATIONAL SOCIETY OF LEADERSHIP AND SUCCESS

2021, Faculty Co-Advisor

UNDERGRADUATE BUSINESS CORE TASKFORCE

2019-2021, Chair

CHINESE YOUNG PROFESSIONALS

2017-2020, Faculty Advisor

ORGANIZATIONAL LEADERSHIP CURRICULUM COMMITTEE

2014, Member

ALPHA KAPPA PSI

2013 – 2015, Faculty Advisor

GRADUATE COMMENCEMENT SPEAKER SELECTION COMMITTEE

2014, Member

DEPARTMENT OF MANAGEMENT SEARCH COMMITTEE

2013, Member

UNDERGRADUATE FOUNDATION ASSESSMENT COMMITTEE

2011 – 2013, Member

GRADE GRIEVANCE COMMITTEE

2012, Member

DEPARTMENT OF ECONOMICS SEARCH COMMITTEE

2010-2011, Member

Professional Development

POD NETWORK MEMBER

Seattle, WA | 2022

ANTI-RACIST CURRICULUM CHANGE SERIES

Seattle University | Seattle, WA | AY 2020-2021

SUMMER COURSE DESIGN AT THE CENTER FOR DIGITAL LEARNING & INNOVATION

Seattle University | Seattle, WA | 2020

COURSE DESIGN AT THE CENTER FOR DIGITAL LEARNING & INNOVATION

Seattle University | Seattle, WA | 2018

GIVING VOICE TO VALUES: A FACULTY EXCHANGE ON THE GVV PEDAGOGY, MATERIALS & APPLICATIONS

Babson College | Babson Park, MA | 2013

CASE TEACHING WORKSHOP

The University of Western Ontario | London, ON, Canada | 2006