

## **LAURA LYNN BEAUVAIS**

College of Business  
University of Rhode Island  
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### **EDUCATION**

1987 Ph.D., Industrial and Organizational Psychology, University of Tennessee

1979 B.S., Psychology, College of Charleston

### **ACADEMIC POSITIONS**

2018-2019	Vice Provost for Faculty Affairs The University of Rhode Island
2014-2018	Vice Provost for Faculty Affairs and Global Initiatives The University of Rhode Island
2012-Present	Vice Provost for Faculty Affairs The University of Rhode Island
2009-2012	Interim Vice Provost for Faculty Affairs The University of Rhode Island
1999-Present	Professor of Management The University of Rhode Island
1996-1999	Coordinator, Full Time MBA Program, College of Business Administration, The University of Rhode Island
1996	Acting Director of Graduate Programs, College of Business Administration, The University of Rhode Island
1992 - 1995	Director of Ph.D. Program, College of Business Administration The University of Rhode Island
1992 – 1999	Associate Professor of Management The University of Rhode Island
1984-1992	Assistant Professor of Management The University of Rhode Island

1980

Instructor, Management Department  
University of Tennessee

## **INDUSTRY EXPERIENCE**

### **Management Consultant, Employee Relations Division, Oak Ridge National Laboratory, Oak Ridge, Tennessee. (1981-1984).**

Responsibilities included developing and conducting human resources research projects assigned by executive management (e.g., program evaluation, survey development and administration, interviewing, data collection and analysis, and the dissemination of results through published technical reports).

## **ADMINISTRATIVE EXPERIENCE**

### **Interim Vice Provost (2009-2012) and Vice Provost for Faculty Affairs (2012-2019), University of Rhode Island, Kingston, RI.**

As Vice Provost for Faculty Affairs, specific responsibilities included oversight of faculty development, online education, assessment, and accreditation and assisting the Provost on promotion and tenure and other faculty initiatives. General responsibilities included serving as liaison between URI faculty and the Office of the Provost, ensuring that the faculty perspective was reflected in analyses and policies considered by the administration and working closely with the faculty senate on academic program and curriculum development and review. Between 2014-2018, assigned responsibility to oversee global programs in the Provost Office to ensure greater visibility, synergy, and strategic management of URI's broad-based global agenda, including development of international partnerships, expansion of our Global Education programs, and enhancement of recruitment of and support for international students as well as providing support for faculty who engage in global education and research, including Fulbright fellowship opportunities.

## **HONORS AND SCHOLARSHIPS**

Sigma Alpha Phi Honor Society, Chapter at the College of Charleston (since 1979).

Phi Kappa Phi Honor Society, Chapter at the College of Charleston (since 1979).

Beta Gamma Sigma Honor Society, Chapter at the University of Tennessee (since 1984).

Sigma XI Scientific Research Society, Chapter at the University of Tennessee (since 1985).

Women of Achievement Award, University of Tennessee, for outstanding accomplishment in scholarship (1984).

National Alumni Association Graduate Fellowship, University of Tennessee, in recognition of scholastic achievement and academic excellence (1983-1984).

Merit Awards, The University of Rhode Island, in recognition of excellence in teaching, research, and service performance for 1984-1987 and for 1986-1988.

Sigma Iota Epsilon Honor Society, Chapter at the University of Rhode Island (1989).

Outstanding Departmental Paper Award, College of Business Administration, The University of Rhode Island, 1992. (With Richard Scholl and Elizabeth Cooper).

American Management Association/Organizational Dynamics Best Paper Award, Organizational Behavior Division of the Academy of Management, 1995. (With Nancy Leonard and Richard Scholl).

URI Teaching Fellows Program, 1999-2000

University of Rhode Island's Association of Professional and Academic Women, Woman of the Year, 2003.

University of Rhode Island's Graduate School, Graduate Studies Award, 2003.

Honors Fellows Program (joint appointment), 2005-2008

Dean's Award for Excellence in Graduate Teaching, College of Business Administration, 2006

Professor of the Year, awarded by students of the Beta Gamma Sigma Honor Society, College of Business Administration, URI, 2007.

Administrative Excellence in Diversity, Multicultural Center, the University of Rhode Island, 2012

## **INSTRUCTIONAL ACTIVITIES**

### ***Courses***

Principles of Management, Organizational Behavior, Group Dynamics, Managerial Skills Development, Women in Business & Management, Leadership and Motivation, Organization Theory and Design, Directed Study in Management, Internship in Management, Organizational Theory and Behavior, Seminar in Industrial Management, Human Resources Management, Human Resources Development, Strategic Decision Making and Design, Introduction to Labor Relations and Human Resources, Doctoral Seminar in Organization Theory, Doctoral Seminar in Strategic Decision Making, Doctoral Seminar in Organizational Change

### ***Additional Instructional Activities***

Other teaching responsibilities include developing new courses, assisting in the development and administration of a managerial assessment center, advising students in the College of Business, and advising students in the university's internship program. Have taught at all levels of the curriculum, including the undergraduate, Full Time MBA, Part Time MBA, Executive MBA, and doctoral programs. In addition, have served on many master and doctoral examination and dissertation committees in communication studies, psychology, nursing, education, and management, and as major professor to doctoral candidates in management. As Director of the Full-Time MBA Program, directed curricular changes to develop a modularized structure.

### **PUBLICATIONS, PRESENTATIONS, AND TECHNICAL REPORTS**

#### ***Refereed Journal Publications***

- Kowalski, Kellyann B., Swanson, Jennifer A., & Beauvais, Laura L. 2011. "A Historical Framework for Understanding the Incongruence between Work-Family Role Practices and Beliefs in American Society." *Journal of Organizational Leadership & Business*, 1(6), 1-27.
- Bosco, Susan M., David E. Melchar, D.E., Beauvais, L. L., & Desplaces, D. E. 2010. "Teaching Business Ethics: The Effectiveness of Community Pedagogical Practices in Developing Students' Moral Judgment Competence." *Ethics and Education*. 5(3): 263-280.
- Roethlein, C., Mangiameli, P., and Beauvais, L. 2008. "Components of Manufacturing Strategy within Levels of U.S. Manufacturing Supply Chains", *E + M Ekonomie-Management*, 8(1), 33-52.
- Beauvais, L. L., Desplaces, D. E., Melchar, D. E., & Bosco, S. M. 2007. "Business faculty perceptions and actions regarding ethics education." *Journal of Academic Ethics*, 5(1), 121-136.
- Desplaces, D. E., Melchar, D.E., Beauvais, L.L., Bosco, S.M. 2007. "The impact of business education on moral judgment competence: An empirical study." *Journal of Business Ethics*, 74(1), 73-87.
- Leonard, N.H., Beauvais, L.L., & Scholl, R.W. 2005. A multi-level model of group cognitive style in strategic decision making. *Journal of Managerial Issues*, 17(1), 119-138.
- O'Neill, J.W., Beauvais, L.L., & Scholl, R.W. 2004. Strategic issues and determinant factors of an inter-organizational macroculture in the lodging industry. *Journal of Hospitality and Tourism Research*, 28(4), 483-506.

### **Refereed Journal Publications (cont.)**

- Desplaces, D.E., Beauvais, L.L., & Peckham, J. M. 2003. What information technology asks of business higher education institutions: The case of Rhode Island. *Journal of Information Systems Education*, 14(2), 193-197.
- O'Neill, J.W., Beauvais, L.L., & Scholl, R.W. 2001. The use of structure and culture to guide strategic behavior: An information processing perspective. *Journal of Behavioral and Applied Management*, 2(2), 131-150.
- Leonard, N.H., Beauvais, L.L., & Scholl, R.W. 1999. "Work motivation: The incorporation of self concept-based processes." *Human Relations*, 52, 969-998.
- Thompson, C.A., Beauvais, L.L., & Lyness, K.S. 1999. When work-family benefits are not enough: The influence of work-family culture on benefit utilization, organizational attachment, and work-family conflict. *Journal of Vocational Behavior*, 54, 392-415.
- Beauvais, L.L. 1992. The effects of perceived pressures on managing and non-managing R&D scientists and engineers, *Journal of Business & Psychology*, 6, 333-347.
- Beauvais, L.L., Scholl, R.W., & Cooper, E.A. 1991. Dual commitment among unionized faculty: A longitudinal investigation. *Human Relations*, 44, 175-192.
- Gordon, M.E., Beauvais, L.L., & Ladd, R.T. 1984. The job satisfaction and union commitment of unionized engineers. *Industrial and Labor Relations Review*, 37, 359-370.
- Ladd, R.T., Gordon, M.E., Beauvais, L.L., & Morgan, R.L. 1982. Union commitment: Replication and extension. *Journal of Applied Psychology*, 67, 640-644.
- Rush, M.C. & Beauvais, L.L. 1981. A critical analysis of format-induced vs. subject-imposed bias in leadership ratings. *Journal of Applied Psychology*, 66, 722-727.

### **Refereed Proceedings**

- Bosco, S.M., Melchar, D.E., Desplaces, D.E., & Beauvais, L.L. 2006. "The impact of classroom methodologies on business ethics education." *Eastern Academy of Management Proceedings*, May 2006, Saratoga Spring, NY.
- Melchar, D.E., & Beauvais, L.L. 2005. "The role of ethical culture and ethics education in the development of moral reasoning and judgment competence in business students." *Eastern Academy of Management Proceedings*, May 2005, Springfield, MA.

***Refereed Proceedings (cont.)***

- Desplaces, D.E., & Beauvais, L. L. 2002. How to recruit IT workers: Reviewing current practices in Rhode Island. *Association on Employee Practices and Principles Proceedings of the 2002 Annual International Conference*. October 10-12, New York, NY.
- Roethlein, C.J., Beauvais, L.L., & Mangiameli, P.M. 2001. "Components of manufacturing strategy within levels of U.S. manufacturing supply chains." *Proceedings of the Northeast Decision Sciences Institute*. Pittsburgh, PA, March 2001, pp. 238-240.
- Kowalski, K.B., & Beauvais, L.L. 1999. The role of social support at the work-family interface: Development of a conceptual model. *Eastern Academy of Management Proceedings*, May 1999.
- Leonard, N. H., Beauvais, L. L., & Scholl, R.W. 1995. A Self Concept-Based Model of Work Motivation. *National Academy of Management Proceedings*, August, 1995.
- Kowalski, K.B., & Beauvais, L. L. 1995. An historical model of the relationship between work and family. *Eastern Academy of Management Proceedings*, May 1995.
- Beauvais, L.L. 1992. Role pressure and managerial status: Effects on R&D scientists' attitudes and performance. *Eastern Academy of Management Proceedings*, May 1992.
- Beauvais, L.L. & Cooper, E.A. 1991. The impact of personal status variables and role involvement on job, career, and organizational commitments. *Eastern Academy of Management Proceedings*, May 1991.
- Beauvais, L.L. 1988. Relationships among role conflict, role strain, and organizational outcomes among R&D scientists and engineers. *Eastern Academy of Management Proceedings*, May 1988. (Nominated for Best Empirical Study Award).
- "*The Impact of Classroom Methodologies on Business Ethics Education.*" Presented at the Eastern Academy of Management Conference, May 2006, Saratoga Spring, NY. With Susan Bosco, David Melchar, and David Desplaces.
- "Business Faculty Perceptions and Actions Regarding Ethics Education." Presented at the National Academy of Management Conference, August 2006, Atlanta, GA. With David Desplaces, David Melchar, and Susan Bosco.

### ***Refereed Papers Read at Professional Meetings***

- "Antecedents to Individual Readiness to Change." Presented at the National Academy of Management Conference, August 2006, Atlanta, GA. With David Desplaces and Terri Albert.
- "Individual Readiness to Change: Developing and Measuring a Multidimensional Attitudinal Construct." Presented at the National Academy of Management Conference, August 2004, New Orleans, LA. With David Desplaces.
- "Reassessing Work-Family Conflict as a Mediating Variable." Presented at the Society for Industrial/Organizational Psychology National Conference, Chicago, IL, April 2004. With Michael K. Judiesch, Karen S. Lyness, and Cynthia A. Thompson.
- "Strategy and Macroculture: An Empirical Analysis of the Hotel Industry." Presented at The Strategic Management Society Annual International Conference, Baltimore, MD, November 9-12, 2003. With John W. O'Neill and Richard W. Scholl.
- "What Information Technology asks of Business Higher Education Institutions: The Case of Rhode Island." Presented at the Association on Employment Practices and Principles Conference, New York, NY, October 10-12, 2002. With David E. Desplaces and Joan M. Peckham.
- "How to recruit IT workers: Reviewing current practices in Rhode Island." Presented at the Association on Employee Practices and Principles Conference, New York, NY, October 10-12, 2002. With David E. Desplaces.
- "The Influence of Work-Family Culture, Benefits, and Perceived Organizational Characteristics on Turnover Intentions," presented in the symposium "Experiencing and Coping with Work-Family Interfaces: Perspectives Across and Within Cultures" at the National Academy of Management Conference, Washington, D.C., August, 2001. With Karen Lyness, Michael Judiesch, and Cynthia Thompson.
- "A Model of the Antecedents of Work-Family Conflict and Family-Work Conflict as Moderated by Social Support: A Test of the Theory of Person-Environment Fit," to be presented at the National Academy of Management Conference, August 2001. With Kellyann Kowalski.
- "Team Diversity, Cognition, and Creativity," presented at the North Texas University on Individual, Team, and Organizational Effectiveness, May 1999. With Matthew Eriksen.
- "The Relationship between Industry Macroculture and Executive Perceptions of Strategic Issues," presented at the National Academy of Management Conference, August 1999. With John O'Neill.

***Refereed Papers Read at Professional Meetings (cont.)***

"An Empirical Study of Group Cognitive Style and Strategic Decision Making," presented at the National Academy of Management Conference, August 1998. With Nancy Leonard and Richard Scholl.

"The role of organizational member self concept in the organizational adaptation and change process," presented at the National Academy of Management Conference, August 1997. With Nancy Leonard and Richard Scholl.

"Work-family programs: Only slow-trackers need apply? An investigation of the impact of work-family culture." Symposium paper presented at the National Academy of Management Conference, August 1997. With Cynthia Thompson and Helen Carter.

"A structure and culture model of organizational behavior variability reduction," presented at the National Academy of Management Conference, August 1997. With John O'Neill and Richard Scholl.

"A Meso Approach to Information Processing and Strategic Decision Making," presented at the National Academy of Management Conference, August 1996. With Nancy Leonard.

"The Impact of Group Cognitive Style on Strategic Decision Making and Organizational Direction," presented at the National Academy of Management Conference, August 1996. With Nancy Leonard and Richard Scholl.

"Organizational Culture Based Identity and Action," presented at the National Academy of Management Conference, August 1996. With Jonathan Matheny.

"The Impact of Personal Status Variables and Role Involvement on Job, Career, and Organizational Commitments," presented in symposium at the Society for Industrial/Organizational Psychology National Conference, April 1996. With Elizabeth Cooper.

"Predicting Work/Family Conflict and Participation in Family-Supportive Work Behaviors: A Competing Test of Two Theories, presented at National Academy of Management Conference, August 1993. With Kellyann Kowalski.

"Role Pressure and Managerial Status: Effects on R&D Scientists' Attitudes and Performance," presented in May 1992 in Baltimore, MD, at the Eastern Academy of Management Annual Meeting.

"The Impact of Personal Status Variables and Role Involvement on Job, Career, and Organizational Commitments," presented in May, 1991 in Hartford, CT, at the Eastern Academy of Management Annual Meeting. With Elizabeth Cooper.

### ***Refereed Papers Read at Professional Meetings (cont.)***

"Relationships Among Role Conflict, Role Strain, and Organizational Outcomes Among R&D Scientists and Engineers," presented at the Eastern Academy of Management Annual Meeting in Washington, D.C., May 12, 1988. (Nominated for the Best Empirical Study Award and was published in *EAM Proceedings*, 1988).

"Model of Role Stress Among R&D Scientists and Engineers," presented in symposium at the New England Psychological Association in Amherst, MA on October 12, 1987.

"Work Values of Men and Women in the 1980's," presented at the New England Psychological Association in Boston, MA on October 25, 1986

### ***Refereed Book Chapters***

Thompson, C.A., Beauvais, L.L., & Allen, T.D. 2006. "Work and Family from an Industrial/Organizational Perspective." In S. Sweet, E. Kossek, M. Auslander, and M. Pitt-Catsouphes (Eds.), *Handbook of Work and Family: Multi-Disciplinary Perspectives and Approaches*. New Jersey: Lawrence Erlbaum Associates, Inc. pp. 283-307.

Thompson, C.A., & Beauvais, L.L. 2000. "Balancing Work/Life." In D. Smith (Ed.), *Women at Work: Leadership for the Next Century*. Upper Saddle River, NJ: Prentice-Hall.

Eriksen, M., & Beauvais, L.L. 2000. "Team diversity, cognition, and creativity." In M.M. Beyerlein, D.A. Johnson, & S. Beyerlein (Eds.), *Advances in Interdisciplinary Studies of Work Teams*, vol. 7, 53-78.

### ***Non-Refereed Research Reports***

Beauvais, L.L. *An Analysis of Gender Salary Inequity at the University of Rhode Island*. April, 1995.

Beauvais, L.L. *An Evaluation of the Pilot Program of the Career Planning Workshop at UCCND*. Oak Ridge National Laboratory, Oak Ridge, Tennessee, May, 1982.

Beauvais, L.L. *An Evaluation of the Salaried Employees' Complaint Program*. Oak Ridge National Laboratory, Oak Ridge, Tennessee, 1984.

### ***Funded Research***

Federal Mediation and Conciliation Service (\$46,500) for developing a Labor-Management Committee at Kenyon Dye & Pieceworks, Kenyon, RI (1990-1992).

Rhode Island Workforce 2000 (\$150,000) for training at Kenyon Dye & Pieceworks. (1990-1992).

## **Book Reviews**

Beauvais, L.L. 1990. Review of *Why Leaders Can't Lead* by Warren Bennis. *Personnel Psychology*, 43, 417-420.

Beauvais, L.L. 1990. Review of *Unconventional Wisdom* by Thomas Quick. *Personnel Psychology*, 43, 902-906.

Beauvais, L.L. 1991. Review of *Conflict Management: The Courage to Confront*, by Richard Mayer. *Personnel Psychology*, 44, 452-456.

## **ADMINISTRATION AND SERVICES**

### **Selected University Committees & Services**

Labor Research Program, Adjunct Faculty, 1985-present

Research Council - 1986-1990

University Board of Student Conduct 1987-1989

Promotions Standards Committee of the AAUP 1988-1989

Women's Studies Advisory Committee, 1986-Present

Affirmative Action and Equal Opportunity Committee 1989-1993.

Graduate Council, 1994-1997

Facilitator for Classic Leadership Seminar Series for URI's Professional Development and Leadership Training Group, March 1998.

Labor Research Center Director Search Committee, 1998-99

Graduate Fellowship Committee, Spring 1998 and 1999

Women's Equity Committee, 1999-present

College of Engineering Diversity Committee, 2000-2001

Search Committee for URI AAUP Executive Director, 2000

URI Diversity Week Workshop, 2001

URI Human Resource Council, 2001-2003

***Selected University Committees & Services (cont.)***

Presentation on “Woman and Leadership: The Glass Ceiling or Opting Out,” University of Rhode Island, March 24, 2004.

Negotiation Workshop for URI ADVANCE, with Donna Meyer, September 30, 2004

ADVANCE Work Life Committee, 2005-present

Faculty Senate, 2005-2008

Academic Standards and Calendar Committee, 2005-2007

Facilitator, URI LEADER Certificate Program, 2005-2007.

Faculty Senate Executive Committee, 2007-2008.

Academic Program Review Committee, 2007-2016.

Library Learning Commons Committee, Chair, 2009

Academic Affairs Diversity Task Force, Co-chair, 2009-2019

Equity Council, 2009-2012

Champlin Review Committee, Chair, 2009-2019.

President’s Commission on the Status of Women, 2009-2011

University College and General Education Committee, 2009-2017.

University Curricular Affairs Committee, 2009-2017

Learning Outcomes Oversight Committee, 2009-2019.

Distinguished International Visiting Scholar Committee, Chair, 2010-2018

Joint Committee on Academic Planning, 2010-2019.

Athletics Advisory Board, 2010-2019.

Gateway to Completion (G2C) Steering Committee, 2013-2017. Co-chair the G2C Faculty Support and Awards Subcommittee, 2014-2017

Joint Online Advisory Committee, 2012-2019.

Search Committee, Chief Diversity Officer, Chair, 2012

***Selected University Committees & Services (cont.)***

Distinguished Visiting Artist Committee, Chair, 2014-2019.

Phase II Health Reorganization Planning Committee, Co-Chair, 2014-2015

Search Committee, Dean of Nursing, Chair, 2015

Search Committee, Vice Provost for Global Initiatives, 2018

***Selected College of Business Committees & Services***

Resource (Library & Space) Committee 1986-1988.

Faculty representative in Spring Open House for recruitment of students from local high schools (Spring 1986, 1987, and 1988).

Recruitment Committee (Chair) 1988-90.

Poll Committee 1988-90 - Directed Spring 1989 and 1990 Consumer Confidence Polls, and presented results at press conference at Rhode Island Hospital Trust Bank. (June 1989 and June 1990). Appeared on Channel 10 morning edition Business News with Frank Coletta (June 1990).

Research Advisory Committee (1990-92).

Director of CBA Ph.D. Program and Chair, Doctoral Committee (1992-1995)

Acting Director of Graduate Programs in Business Administration (1996)

Coordinator of the Full Time MBA Program (1996-1999)

External Outreach Committee (1997)

Strategic Planning Committee (2000-2001)

Hall of Fame Committee (2000-2001)

Graduate Affairs and Research Committee (2001-2006); Chair (2002-2004)

Promotion and Tenure Committee (2002-2003)

CBA Executive Forum, "Executive Coaching," with Marianne Gattinella. January 14, 2004.

***Selected College of Business Committees & Services (cont.)***

CBA Dean Search Committee (2005-2006)

Graduate Programs Curriculum Committee (2006-2010)

Management Area Search Chair (2006-2007)

CBA Research and Outreach Committee (2006-2007)

***Selected Non-University Service***

Training program on managerial leadership and motivation for State of Rhode Island Department of Employment Security Managers (April, 1988).

Seminar in the William Apple Community Pharmacy Management Program on Human Resources Management. (July, 1991)

Panel member in the Sixth Annual Rhode Island Conference on Labor-Management Relations to discuss Labor-Management Cooperation at Kenyon Industries (October, 1991)

Seminar on teaching Women in Management courses at the National Academy of Management Meeting at the Women in Management Division's Pre-Conference Workshop (August, 1993)

Member of the Rhode Island Conference on Labor-Management Relations Planning Committee (1994-1996)

Moderator of panel discussion on union and management perspectives on corporate restructurings at the Ninth Annual Rhode Island Conference on Labor-Management Relations (October, 1994)

Member and Chair of AAUP Grievance Committee (1993-1999)

Conducted salary analysis for AAUP to assess gender discrimination (1995)

Supervisory training for Department of Human Services supervisors (March - May, 1995).

Seminar speaker in the URI CBA Business Breakfast Series, *Work-Family Programs: Walking the Talk*, February 27, 1998.

Invited Speaker at Bryant College's Women's Summit, March 1999.

Reviewer for *Human Relations*, *Personnel Psychology*, *Journal of Occupational and Health Psychology*, *Group and Organization Management* and *Sex Roles* and many professional conferences papers

***Selected Non-University Service (cont.)***

Invited Speaker at CVS Corporation Diversity Series, March 2000. "Increasing Opportunities for Women in Management"

Executive Training in Team Development and Motivation, Project Management Course, Naval Undersea Systems Center, Newport, RI (2001, 2003)

Executive Training in Leadership, Naval Undersea Systems Center, Newport, RI (2002-2004)

Management Training, Portola Technical Industries, Woonsocket, RI (2005)

Invited Panel Speaker on AACSB and Business Ethics Education at Eastern Academy of Management Conference, Springfield, MA, on May 13, 2005.

Executive Management Training, KVH Industries, 2006-2007.

"Ethics: Are we doing what we say we should? The role of ethics in academic business programs." Professional development workshop presented at the National Academy of Management Conference, Philadelphia, PA, on August 5, 2007. With Avi Kay, Anthony Buono, and David Desplaces.

**MEMBERSHIP IN PROFESSIONAL SOCIETIES**

Academy of Management  
Eastern Academy of Management  
Society for I/O Psychology