

# Erica Waldera Diehn, Ph.D.

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Assistant Professor of Management, Opus College of Business, University of St. Thomas  
2115 Summit Avenue, Mailstop MCH 316, St. Paul, MN, 55105, erica.diehn@stthomas.edu

## Education

- Ph.D. (2013) **Doctor of Philosophy** in Human Resources and Industrial Relations  
University of Minnesota, Carlson School of Management, Minneapolis, MN
- M.A. (2007) **Master of Arts** in Human Resources and Industrial Relations  
University of Minnesota, Carlson School of Management, Minneapolis, MN
- B.S. (2001) **Bachelor of Science** in Business Administration  
Marquette University, College of Business Administration, Milwaukee, WI  
Erasmus Programme Semester Abroad, University of Antwerp, Antwerp, Belgium

## Professional Experience

- 2013-Present Assistant Professor, **University of St. Thomas**
- 2012-2013 Lecturer, A.B.D., **University of St. Thomas**
- 2011-2012 Distinguished Service Professor, **University of St. Thomas**
- 2011 – 2009 Instructor, **Bethel University**
- 2011 - 2007 Research & Teaching Assistant, Graduate Student, **University of Minnesota**
- 2007 (*summer*) Organizational Development Project Intern, **General Mills**, Golden Valley, MN
- 2007 - 2005 Teaching Assistant, Graduate Student, **University of Minnesota**, Minneapolis, MN
- 2006 (*summer*) Career Development Project Manager/Intern, **Microsoft**, Redmond, WA
- 2005 - 1999 Domestic and International Roles in Human Resource Management, **Eaton Corp.**  
Human Resources Officer, Vejle, Denmark  
Human Resources Officer, Birmingham, West Midlands, United Kingdom  
Human Resources Professional, Lincoln, IL  
Recruiter, Pittsburgh, PA  
Training and Development Intern, Milwaukee, WI
- 1999 **American Society of Training and Development** Intern  
Marquette University Internship, Human Resources Department
- 1999 - 1997 Student Work-Study Employment, business offices, **Marquette University**

## Peer Reviewed Publications

Welsh, E.T., Henderson, K.E., & Diehn, E.W. (In Press). Aren't bosses supposed to manage you? A qualitative examination of managing your boss, *Journal of Managerial Issues*, Forthcoming.

Welsh, E.T. & Diehn, E.W. (2018). "Mentoring and gender: Perception is not reality, *Career Development International*, <https://doi.org/10.1108/CDI-11-2017-0198>

Zhu, J., Wanberg C.R., Harrison, D.A. & Diehn, E.W. (2016). Ups and Downs of the Expatriate Experience: Understanding Work Adjustment Trajectories and Career Outcomes, *Journal of Applied Psychology*, 101(4), pgs. 549-568.

Wanberg, C. R., Zhang, Z., & Diehn, E.W. (2010). Development of the "Getting Ready for Your Next Job" Inventory for Unemployed Individuals. *Personnel Psychology*, 63, 439-478.

## Peer Reviewed Scholarly Work

### Peer Reviewed Conference Proceedings & Presentations

Welsh, E.T. & Diehn, E.W., "Mentoring and gender: Perception is not reality." Accepted for presentation in the HR Division at the Academy of Management for the Chicago, IL annual conference (August, 2018).

Welsh, E. T., Henderson, K. E., Diehn, E. W., "Aren't bosses supposed to manage you? A qualitative examination of managing your boss," Academy of Management, Anaheim, California. (August, 2016).

Shen, W., & Diehn, E.W. "A Moderated Mediation Model of Leader Mindfulness and Follower Performance," Society for Industrial Organizational Psychologists, Philadelphia, PA. (April, 2015).

Zhu, J., Wanberg, C. R., Harrison, D., & Diehn, E. W., "Ups and Downs of the Expatriate Transition: An Examination of Adjustment and Learning Trajectories," Academy of Management, Boston, MA. (August 2012).

Wanberg, C. R., Zhang, Z., & Diehn, E. W., "Development of the "Getting Ready for Your Next Job" Inventory for Unemployed Individuals," Society for Industrial Organizational Psychologists, New Orleans, LA. (April 2009).

## Non-Peer Reviewed Scholarly Work

### Presentations

Diehn, E.W. & Shen, W., Mindful Leadership, Principled Leadership Working Group, Minneapolis, MN (May 2017).

Diehn, E.W. & Shen, W., Mindful Leadership, Opus College of Business Research Symposium, Minneapolis, MN (April 2016).

Diehn, E. W. & Wanberg, C.R., Looking Within: the internal socialization of recently promoted leaders, Opus College of Business Research Symposium, Minneapolis, MN. (April 2014).

Wanberg, C.R., Zhu, J., & Diehn, E. W., "Getting Ready for Your Next Job," Minnesota Department of Economic & Employment Development Training Session, Minneapolis, MN. (October 2008).

### **Papers in Progress**

Diehn, E. W., & Wanberg, C. R. (manuscript stage). "Looking within: The emotional journey of recently promoted leaders." *Status: this paper will be submitted in June 2018 to the Midwest Academy of Management Conference and ready for submission at the Journal of Vocational Behavior by August 2018.*

Shen, W., & Diehn, E.W. (3<sup>rd</sup> study data analysis stage). "A Moderated Mediation Model of Leader Mindfulness and Follower Performance." *Status: Finalized the third study data collection in March 2018; manuscript should be ready for submission to Mindfulness, a niche journal published by Springer, Winter 2018-2019.*

Zhu, J., Wanberg, C. R., Harrison, D., & Diehn, E. [contact authors]

### **Invited Presentations and Panels**

Diehn, E.W., Frosch, P., LeBombard, B., & Miller, M. CEO Roundtable Panelist, "Millennials in the Workplace", Minneapolis, MN. (October, 2017)

Diehn, E.W. UST Student Club LEAD Guest Speaker, "Authentic Leadership," St. Paul, MN. (April, 2016)

Diehn, E.W. UST Sunberg Speaker Series, "LeaderSHIP," St. Paul, MN. (November, 2016)

Diehn, E.W. Carlson School of Management PhD Seminar, Invited guest lecture on Qualitative Research, Minneapolis, MN. (October, 2015)

Diehn, E.W. UST Student Honors Society, "Leading on Campus," St. Paul, MN. (November, 2015)

Diehn, E.W. Women at the Well Non-Profit Fundraiser 'Field of Hope' Featured Speaker, "Service Learning Partnership with the University of St. Thomas," St. Paul, MN. (August, 2015)

Diehn, E.W. Women in Business Leadership Panel Moderator, St. Paul, MN. (April, 2015)

Waldera, E. Carlson School of Management, University of Minnesota Commencement Graduate Student Address, Minneapolis, MN. (May, 2007)

Waldera, E. Marquette University College of Business International Management Association, Guest Lecture on Life as an Expatriate for Eaton Corporation, Milwaukee,

WI. (February, 2004)

Waldera, E. Marquette University Baccalaureate Student Address, Milwaukee, WI.  
(May, 2001)

### **Awards and Honors**

Academy of Management Human Resources Division 2017 International Human Resource Management Scholarly Research Award for the publication: Zhu, J., Wanberg C.R., Harrison, D.A. & Diehn, E.W. (2016). Ups and Downs of the Expatriate Experience: Understanding Work Adjustment Trajectories and Career Outcomes, *Journal of Applied Psychology*, 101(4), pgs. 549-568.

Nominated for the Julie Hays Teaching Award at the Opus College of Business, University of St. Thomas (2016, 2014).

Academy of Management Careers Division **2012 Best Symposium of the Year Award**. Symposium entitled "Some Events Just matter More than Others: Advances in the Study of Individuals' Transition" (2013).

Teaching Excellence PhD **Student Teaching Award**, Carlson School of Management, University of Minnesota (2010).

### **Professional Memberships**

Academy of Management (2007 - Present).

International Leadership Association (2016 – Present).

Midwest Academy of Management (2017 – Present).

Mixed-Methods Research Interdisciplinary Group – University of Minnesota (2009 - 2013).

Society of Human Resource Management (1997 – 2005; 2009 - Present).

Society of Industrial & Organizational Psychology (2009 - Present).

### **Other Professional Engagement**

Academy of Management Annual Conference Paper Reviewer: HR Division 2016, HR and Careers Division, 2018

Diversity & Inclusion International Conference: Volunteer, Minneapolis, MN, March 2016

Star Tribune "Outside Consultant" columnist, ongoing

Principled Leadership Working Group, selected research publication for practitioner outlet

### **University Service**

Content co-creator and presenter, Summer Orientation and Registration Parent Sessions, Summer Sessions, July 2017 & July/August 2018

University Committee Chair, Student Life Committee, 2017-2018

University Committee, Student Life Committee, Nominated Faculty Member, 2016-2019

Board of Trustees Committee of Student Life, Faculty Representative, 2016-2018

Faculty Club Advisor, LEAD Club, 2013-2016

GALE Audit Participant, 2016

Service Learning Training and Course Designation, 2012-2015; 2018-Present  
Writing Across the Curriculum Course Designation, 2014-Present  
Undergraduate business student advising, 2013-Present  
Undergraduate Research Advisor, Collaborative Inquiry Grant, 2016  
Summa Cum Laude Examination Committee, 2016, 2108