

Uriel Saldivar

P: (312)241-3302

E: saldiv17@msu.edu

Linked-in: www.linkedin.com/in/u-saldivar

EDUCATION

Michigan State University

Ph.D. in Human Resources and Labor Relations

Dissertation: An Empirical Investigation & Scale Development of Team-Level Negotiated Work Arrangements

Committee: Dr. Chenwei Liao (Chair), Dr. Smriti Anand, Dr. Jason L. Huang, Dr. Philip S. DeOrtentiis

East Lansing, MI

Expected: May 2025

Northeastern Illinois University

Degree: Bachelor of Arts (B.A) in Psychology

Minor(s): Human Resource Development, Sociology

Chicago, IL

2019

Wilbur Wright College

Degree: Associate of Arts (A.A)

Chicago, IL

2016

RESEARCH INTERESTS

- Work Arrangements (idiosyncratic deals)
- Leadership
- Remote Work
- Teams

JOURNAL PUBLICATIONS

Saldivar, U. & Liao, C. (2023). Differences in I-Deals Within Groups: A Multilevel Approach. *Group & Organization Management*, 48 (1), p. 224-261. [Theoretical]

SUBMISSIONS UNDER REVIEW OR PREPARING FOR SUBMISSION

Saldivar, U., & Liao, C. We-Deals: How Teams Modify their Work Arrangements. **Under Initial Review** at the *Academy of Management Review*. [Theoretical]

Saldivar, U., & Liao, C. Terminating Work Location Flexibility: An Idiosyncratic Deals Perspective. Target: *Journal of Organizational Behavior*. [Submission phase, Quantitative]

PLANNED & EARLY-STAGE RESEARCH

Saldivar, U. To Help or to Fire? Mixed Signals from Performance Improvement Plans and the Moderating Role of I-deals. Target: *Personnel Psychology*. [Conceptual phase]

Saldivar, U. Automating Tasks Via I-deals: The Role of Leaders and Idiosyncratic Deals in Introducing Artificial Intelligence at Work. Target: *Academy of Management Journal*. [Conceptual phase]

Saldivar, U. Helping or Kicking Them When They're Down: How Coworkers Respond to Peer Remote Work Termination. Target: *Journal of Applied Psychology*. [Conceptual phase]

CONFERENCE PRESENTATIONS

Saldivar, U. & Liao, C. (2022, April). Cross-Domain Leadership: A Critical Review and Agenda for Future Research. Symposium presented at the *Society for Industrial/Organizational Psychology (SIOP) 2022 Annual Conference*, Seattle, WA.

Saldivar, U., & Liao, C. (2021, May). Differentiation of I-Deals within Teams: A Multi-Level Approach. Podium session presented at *Idiosyncratic Deals — A Methodological and Theoretical Development Meeting*, University of Edinburgh School of Business, United Kingdom.

Saldivar, U., Redemalla, S., Membreno, P., Brito, A., Makris, E., Hollis-Sawyer, L. (2019, August). Got Grit: Examining Organizational and Personal Factors on Academic Outcomes of Minority Students. Poster session presented at the *American Psychological Association (APA) Annual Conference*, Chicago, IL.

Saldivar, U., & Dykema-Engblade, A. (2019, April). Politics and Employee Selection: Exposure to Political Affiliation Cues and its Effect on Hiring Outcomes. Poster session presented at the *Mid-Western Psychological Association (MPA) 2019 Conference*, Chicago, IL.

Saldivar, U., & Dykema-Engblade, A. (2019, April). Does the Order of a Political Affiliation Cue Influence the Selection and Rating of a Job Candidate? Podium session presented at the *Northeastern Illinois University Research and Creative Activities Symposium*, Chicago, IL.

Saldivar, U., Wang, Z., & Huang, J. (2018, October). Insufficient Effort Survey Responding: Examining Deterrence Through a Benign-Warning. Poster session presented at the *Society for Advancement of Chicanos/ Hispanics and Native Americans in Science (SACNAS)*, San Antonio, TX.

RESEARCH GRANTS & OTHER FUNDING

Saldivar, U. (2024). *SHRM Foundation Graduate Scholarship*. Society for Human Resource Management (\$7,500).

Saldivar, U. (2024). *College of Social Science Research Scholar Award*. College of Social Science (CSS), Michigan State University (\$3,861)

Liao, C. & Saldivar, U. (2023). *Faculty Research Fund*. Michigan State University (\$4,273.75)

Saldivar, U. (2019 to 2022). *Early Start Research Grant (Non-Competitive)*. College of Social Science, Michigan State University (\$3,000*4 years).

AWARDS & RECOGNITION

- *MSU Graduate Student Teaching Award*, (2024). College of Social Science, Michigan State University (MSU; \$500).
- *Regional Research Award*, (2019). Midwestern Psychological Association (MPA; \$500).
- *Eagle Eye Award*, (2019). Office of Student Leadership & Development (SLD), Northeastern Illinois University (NEIU).

- *Library Award for Excellence in Research*, (2019). Student Research & Creative Activities Symposium, Northeastern Illinois University (NEIU; \$300).
- *African American Heritage Month Essay Contest*, (2016). Wilbur Wright College, City Colleges of Chicago (CCC; \$200).

COURSES AS SOLE INSTRUCTOR

Undergraduate:

- *HRLR 315: Research Methods & Analysis* (Sections: 1 in-person)
- *HRLR 211: Introduction to Organizational Leadership* (Sections: 1 in-person, 1 Hybrid, 1 online)
- *HRLR 212: Career Management* (Sections: 3 online)

Graduate (Masters):

- *MHRLR Fundamentals of Statistics* (FUNDSTAT) (**Non-Credit**, Developmental Course; Sections: 4 online)

COURSES AS TEACHING ASSISTANT (T.A)

Undergraduate:

- *HRLR 212: Career Management* (2 sections)

Graduate:

- *LIR 820: Human Resource Strategies & Decisions* (1 section)

MENTORSHIP

Summer Research Opportunities Program (SROP)

Michigan State University

Graduate Student Facilitator (Coach)

East Lansing, MI

2020, 2021, 2023

- Mentored undergraduates from across the country in a three month residential internship that seeks to build a pipeline between underrepresented students and graduate study.
- Led weekly student research presentations and activities, including journal clubs.
- Revised and evaluated students' application materials for graduate school (e.g., CVs, personal statements).
- Offered individualized support to students in weekly one-on-one meetings.

Gaining Early Awareness & Readiness for Undergraduate Programs (GEARUP)

Chicago Public Schools (CPS), City Colleges of Chicago

Student Advocate

Chicago, IL

2012 — 2019

- Committed to non-profit work funded by a government grant aiming to help underrepresented students in Chicago attend college.
- Participated in quarterly professional development sessions that helped meet the needs of underrepresented students (mentoring, DEI, financial aid information)
- Assisted at more than 6 school sites across the North and South sides of Chicago.
- Mentored and tutored over 300 underrepresented students ranging from middle school to college freshman.

ACADEMIC SERVICE

Consortium for the Advancement of Research Methods & Analysis (CARMA)

CARMA PhD Representative (MSU)

2021– Present

- Promote awareness of available research methodology resources and events facilitated by CARMA to MSU students and faculty.

Academy of Management (AOM)

Ad-Hoc Reviewer

2024

- Provided timely, critical, and supportive feedback for 3 OB and 3 HR division manuscripts submitted to the annual AOM Meeting.

Speaker Series: The School of Human Resources & Labor Relations (HRLR)

Committee Member

Fall 2023 – Spring 2024

- Collaborated with two faculty members to invite and carefully coordinate travel and scheduling for over 10 domestic and international guest speakers.
- Facilitated scholarly discussion and promoted a research culture at HRLR.

MILITARY SERVICE & LEADERSHIP

United States Marine Corps - Reserve (USMC-R)

Great Lakes Naval Base, IL

Marine Tactical Air Command Squadron-48 (MTACS-48)

Jul. 2013 – Jul. 2019

Sergeant of Marines (E-5)

Supply Administration and Operations Specialist (MOS: 3043)

- Engaged in extensive training on small-unit leadership on an annual basis.
- Led over 10 Marines in annual training exercises such as rifle range, physical fitness tests, gas chamber, and swim qualification.
- Safeguarded and distributed over \$1,000,000 of military equipment to more than 300 Marines per year.

SUPPLEMENTAL RESEARCH METHODS & ANALYSIS TRAINING

Consortium for the Advancement of Research Methods & Analysis (CARMA)

- Advanced Multilevel Analysis. Instructor: *Dr. Paul Bliese. (06/9/24)*
- Within Person Research. Instructor: *Dr. Nikos Dimotakis. (12/13/23)*
- Introduction to R and Data Analysis. Instructor: *Dr. Scott Tonidaniel. (12/13/22)*
- Theory, Methods, & Analysis for Research with Dyads. Instructor: *Dr. Janaki Gooty. (3/9/21)*
- Questionnaire Design & Analysis. Instructor: *Dr. Lisa Lambert. (3/9/21)*
- Introduction to Structural Equation Modeling. Instructor: *Dr. Larry Williams. (4/21/20)*

Figure It Out Statistical Consultancy & Training Service

- Multilevel Modeling Using MPLUS. Instructor: *Dr. Christopher Stride. (2024)*
- Testing Mediation & Moderation Using MPLUS. Instructor: *Dr. Christopher Stride. (2020)*
- Latent Growth Curve Modeling Using MPLUS. Instructor: *Dr. Christopher Stride. (2020)*
- Structural Equation Modeling Using MPLUS. Instructor: *Dr. Christopher Stride. (2020)*

DATA ANALYTICS SKILLS

- Proficient in Structural Equation Modeling (SEM)
- Proficient in Multilevel Modeling (MLM)
- Proficient in mediation, moderation, and mediated-moderation analysis
- Proficient in multiple-regression and Path Analysis with observed variables

- Proficient in Analysis of Variance (ANOVA) techniques and independent sample T-tests

PROFESSIONAL & ACADEMIC AFFILIATIONS

- Academy of Management (AOM), OB & HR Divisions: *Student Affiliate (2020 – Present)*
- Society for Industrial/Organizational Psychology (SIOP): *Student Affiliate (2019 – Present)*
- Society for Human Resource Management (SHRM): *Student Member (2024 - Present)*

PROFESSIONAL REFERENCES

Dr. Chenwei Liao

Associate Professor
School of Human Resources & Labor Relations
Michigan State University
368 Farm Lane, 429 SKH
East Lansing, MI 48824
Phone: +1 (517) 432-2801
Email: cliao@msu.edu

Dr. Jason L. Huang

Associate Professor
School of Human Resources and Labor Relations
Michigan State University
368 Farm Lane, 402 SKH
East Lansing, MI 48824
Phone: +1 (517) 432-7273
Email: huangjl@msu.edu

Dr. Angela T. Hall

Associate Professor
School of Human Resources and Labor Relations
Michigan State University
368 Farm Lane, 433 SKH
East Lansing, MI 48824
Phone: +1 (517) 432-3446
Email: athall@msu.edu