

# Colette Hoption

---

Seattle University | Albers School of Business & Economics  
901 12<sup>th</sup> Avenue, PO Box 122000 | Seattle, WA 98122 | 206.296.5717 | hoptionc@seattleu.edu

## 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 DEAN | ASSOCIATE PROFESSOR OF MANAGEMENT**

Albers school of Business & Economics | Seattle University

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

**CENTER FOR BUSINESS ETHICS FACULTY FELLOW** | 2019-2020

## Teaching

### **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

## 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*, 53, 117 – 127.

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* (2<sup>nd</sup> 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

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

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

## PRESENTATION OF REFEREED PAPERS

**Hopton, C.,** Nagata, N., & Cohen, M. (2024). Pulling apart the bamboo ceiling: AAPI self-report more anti-prototypic followership than non-AAPI. *Association for Psychological Science Annual Convention*, San Francisco, CA.

**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.

**Hopton, 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.

**Hopton, C.,** Christie A., Barling, J. (2009). The F-Word: Effects of the Follower Label.

*Annual Society for Industrial/Organizational Psychology Conference, New Orleans, LA.*

**Hopton, 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.*

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

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

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

Brodts, S., & **Hopton, 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., & **Hopton, 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., & **Hopton, C.** (2002). Adolescent antagonism: Predicting workplace aggression in part-time employees. *Annual Society for Industrial/Organizational Psychology Conference, Toronto, Canada.*

## **OTHER PRESENTATIONS**

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

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

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

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

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

## **Service to Seattle University**

### **DEAN OF THE ALBERS SCHOOL OF BUSINESS AND ECONOMICS SEARCH COMMITTEE**

Current, Co-Chair

### **TERM FACULTY TASKFORCE**

Current, Member

### **INSTITUTIONAL REVIEW BOARD**

2011 – Current, Member

**ALBERS NEW FACULTY MENTOR**

2023 – 2024; 2019 – 2021; 2016 – 2018; 2014 – 2016

**ALBERS SCHOLARSHIP REVIEW COMMITTEE**

2020 – 2023, 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

**Other Service**

**PHD DISSERTATION COMMITTEE – N. BAIRD**

2023, External member | The University of Western Ontario

**MASTER'S DISSERTATION COMMITTEE – C. LAZENBY**  
2015, External member | The University of Lethbridge

## **Professional Development**

### **LEADING HYBRID TEAMS**

Smith School of Business | Kington, ON, Canada | 2023

### **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