

LeAnne Coder, Ph.D.
Professor
Management Department
Western Kentucky University
LeAnne.Coder@wku.edu

EDUCATION

Ph.D., University of Kansas, Lawrence KS, Management/Human Resource Management, 2007
MBA, University of Missouri, Kansas City, MO, Management, 1997
BS, Kansas State University, Manhattan, KS, Industrial Engineering, 1988

EMPLOYMENT HISTORY

Academic Positions

Professor, Western Kentucky University, July 2020 - present
Associate Professor, Western Kentucky University, July 2013 – June 2020
Assistant Professor, Western Kentucky University, August 2007 – June 2013
Graduate Teaching Assistant – University of Kansas, August 2005 – May 2007
Graduate Research Assistant – University of Kansas, August 2001 – July 2005

Business and Professional Positions

Human Resources Manager, Inventory Control Manager, and Logistics Manager. The Ensemble Company (a wholly owned subsidiary of Hallmark Cards, Inc.). 1995 -2000.
Senior Inventory Controller, Inventory Controller, Cost Controller, Production Engineer. Hallmark Cards, Inc. 1988 - 1995

INTELLECTUAL CONTRIBUTIONS

Publications

- Coder, L.** (2021). Human Resource Management. Book chapter for Management: Theory, Research, and Practice (4th edition). Ed: Afzal Rahim. Accepted for publication.
- Peake, W.O., Barber, D., McMillan, A., Bolton, D. and **Coder, L.** (2019). Do management accounting and control systems stifle innovation in small firms led by owner-managers with high individual entrepreneurial orientation? A mediation approach. *Journal of Small Business Strategy*, 29(2), 1-21.
- McDowell, W.C., Peake, W.O., **Coder, L.**, and Harris, M. (2018). Building small firm performance through intellectual capital development: Exploring innovation as the “black box”. *Journal of Business Research*, 88, 321-327.
- Coder, L.**, Peake, W.O., and Spiller, M.S. (2017). Do high performance work systems pay for small firms? An intellectual capital building perspective. *Journal of Small Business Strategy*, 27(2), 13-35.
- Coder, L.**, Poff, R.A., Baker, J.P., Swanson, R.K., Schlinker, W.R., and Jerome, A.M. (2014) University student leadership involvement, practices, and high school class size: An investigation using the Student Leadership Practices Inventory. *Leadership & Organizational Management Journal*, 2014(3), 157-170.

- Coder, L.** and Spiller, M. S. (2013). Leadership education and gender roles: Think manager, think "?". *Academy of Educational Leadership Journal*, 17(3), 21-52.
- Coder, L.** (2013). Time for a change? A human resource education program in flux. *Journal of the International Academy for Case Studies*, 19(1), 59-70.
- Rosenbloom, J., Ash, R., Dupont, B., and **Coder, L.** (2009). Examining the obstacles to broadening participation in computing: Evidence from a survey of professional workers. *Contemporary Economic Policy*, 27(3), 413 - 421.
- Coder, L.**, Rosenbloom, J. L., Ash, R. A., and Dupont, B. R. (2009). Want to increase participation of Women in IT Work? Change the Work! *Communications of the ACM*, May 2009, 25-27.
- Rosenbloom, J., Ash, R., Dupont, B., and **Coder, L.** (2008). Why are so few women in information technology? Assessing the role of personality in career choices. *Journal of Economic Psychology*, 29(4), 543-554.
- Rosenbloom, J., Ash, R., Dupont, B., and **Coder, L.** (2006). In Eileen Trauth (Ed.), *IT Workforce Composition and Characteristics* (1st ed., vol. 1). Hershey, PA: Encyclopedia of Gender and Information Technology.
- Ash, R., Rosenbloom, J., **Coder, L.**, and Dupont, B. (2006). In Eileen Trauth (Ed.), *Occupational Personality Characteristics of Established Information Technology Professionals* (1st ed., vol. 1). Hershey, PA: Encyclopedia of Gender and Information Technology.
- Ash, R., Rosenbloom, J., **Coder, L.**, and Dupont, B. (2006). In Eileen Trauth (Ed.), *Big Five Personality Characteristics of Established Information Technology Professionals* (1st ed., vol. 1). Hershey, PA: Encyclopedia of Gender and Information Technology.

Teaching Manuscript

Coder, L., and Thrasher, E. (2022). HR Analytics/HRIS. Kendall-Hunt; Dubuque, IA

Dissertation

Coder, L., (2007). Understanding Voluntary Turnover: Comparing factors of employer change and career change in a sample of professional workers. University of Kansas Press: Lawrence, KS

Research, Scholarship, and Creative Activity Currently in Progress

Coder, L., and Cox, S. and Givens, M. Effect of skill congruence and interest congruence on employee job satisfaction in supply chain professionals working in small businesses. Writing results.

Conference Proceedings

Full Papers

McDowell, W.C., Peake, W.O., **Coder, L.**, and Harris, M. (2017) Building small firm performance through intellectual capital development: Exploring innovation as the “black box”. *2017 GIKA Conference Proceedings. Received the award for Best Paper.*

Coder, L., Peake, W., and Spiller, M.S. (2015). Do high performance work systems pay for small firms? An intellectual capital building approach. United States Association for Small Business and Entrepreneurship.

Abstracts

Hatfield, R.D., Spiller, M.S. & **Coder, L.** (2022). Understanding Faculty Engagement and Productivity and the Impacts of Covid-19. Institute for Global Business Research, Vol 6;(1) p 28.

- Peake, W.O., Barber, D., McMillan, A., Bolton, D. and **Coder, L.** (2019). Do management accounting and control systems stifle innovation in small firms led by owner-managers with high individual entrepreneurial orientation? A mediation approach. Presented at the annual conference of the Small Business Institute. Received the award for Best Paper.
- Coder, L.** and Cox, S.R. (2019). Supply chain talent in small and medium enterprises: An exploration of relevant skills and their impact on performance. Presented at the annual conference of the Small Business Institute. Orlando, FL.
- Bolton, D.L., Peake, W.O., and **Coder, L.** (2018). Exploring Individual Entrepreneurship Orientation (IEO) and small business performance. *Small Business Institute Conference Proceedings.*
- Peake, W.O., and **Coder, L.** (2018). Data quality across mail, Qualtrics panels, and MTurk samples in entrepreneurship research: Getting what you pay for? Small Business Institute Conference, Corpus Christie, TX.
- Peake, W.O. and **Coder, L.** (2017). Are survey research firms for empirical data collection worth the cost? A comparison of small business data collected via mail survey methods and a survey research firm. Small Business Institute, San Diego, CA
- Peake, W.O., **Coder, L.**, and Yates, M. (2016). Do family businesses see CSR as a 'win' more than nonfamily businesses? An exploration of self-regulation in promoting small business CSR. Small Business Institute Conference, New Orleans, LA.
- Coder, L.**, Spiller, M. S., and Bolton, D. L. (2011). *Think manager, think non-specific gender term* (vol. 18, pp. 109). Bowling Green, KY: Proceedings for the Eighteenth Annual International Conference on Advances in Management.
- Spiller, M. S., **Coder, L.**, and Bolton, D. L. (2010). *Questioning the research: Gender roles measurement and leadership* (vol. 17, pp. 92-94). Bowling Green, KY: Proceedings of the Seventeenth Annual International Conference on Advances in Management.

Conference Paper Presentations

- Hatfield, R.D., Spiller, M.S. & **Coder, L.** (2022). Understanding Faculty Engagement and Productivity and the Impacts of Covid-19. Presented at the Institute for Global Business Research annual conference, New Orleans, LA.
- Coder, L.** Givens, M. (2020). The effect of skill congruence and RIASEC congruence on job satisfaction in a survey of supply chain professionals. Presented at the annual conference of the Small Business Institute, New Orleans, LA
- Coder, L.** and Cox, S.R. (2019). Supply chain talent in small and medium enterprises: An exploration of relevant skills and their impact on performance. Presented at the annual conference of the Small Business Institute. Orlando, FL.
- Peake, W.O., Barber, D., McMillan, A., Bolton, D. and **Coder, L.** (2019). Do management accounting and control systems stifle innovation in small firms led by owner-managers with high individual entrepreneurial orientation? A mediation approach. Presented at the annual conference of the Small Business Institute. Received the award for Best Paper.
- Peake, W.O. and **Coder, L.** (2018). Data quality across mail, Qualtrics panels, and MTurk samples of small business owners: Getting what you pay for? Presented at the annual conference of the Small Business Institute. Corpus Christi, TX. Received the award for Best Paper.
- Bolton, D.L., Peake, W.O., and **Coder, L.**, (2018) Exploring individual entrepreneurial orientation (IEO) and small business performance. Presented at the annual conference of the Small Business Institute. Corpus Christi, TX.

- Bolton, D.L., Peake, W.O., and **Coder, L.** (2017). Exploring individual entrepreneurial Orientation (IEO) and small business management practices. Presented at the 24th Annual International Conference on Advances in Management, Bowling Green, KY.
- McDowell, W., Peake, W.O., and **Coder, L.**, Harris, M. (2017). Building small firm performance through intellectual capital develop: Exploring innovation as the “black box”. Presented at Global Innovation and Knowledge Academy (GIKA) for GIKA, Lisbon, Portugal. Received the award for Best Paper.
- Peake, W.O. and **Coder, L.** (2017). Are survey research firms for empirical data collection worth the cost? A comparison of small business data collected via mail survey methods and a survey research firm. Presented at the annual conference of the Small Business Institute. San Diego, CA.
- Coder, L.**, Peake, W. O., Hensberger, J., and Spiller, M. S. (2016). Are We Oversimplifying High Performance Work Systems in the Small Firm Context? An Empirical Exploration. Presented at USASBE Conference, 2016 for USASBE, San Diego, CA.
- Peake, W.O., **Coder, L.**, and Yates. M. (2016) Do Family Businesses See CSR as a ‘Win’ More than Nonfamily Businesses? An Exploration of Self-Regulation in Promoting Small Business CSR. Presented at SBI Annual Conference. New Orleans, LA.
- Coleman, P. D., Blankenship, R., Peake, W. O., and **Coder, L.** (2015). *Small Business Analytics – Is it being used in Small Town America?* Presented at Academic for Center for Scholastic Inquiry, Charleston, South Carolina.
- Coder, L.**, Peake, W., and Spiller, M.S. (2015). Do high performance work systems pay for small firms? An intellectual capital building approach. Presented at the United States Association for Small Business and Entrepreneurship, Tampa, FL.
- Coder, L.** (2012). *Time for a Change? A human resource education program in flux.* Presented at Allied Academies International Conference for Allied Academies, Inc., New Orleans, LA.
- Coder, L.**, Spiller, M.S., and Bolton, D.L (2011). *Think manager, think non-specific gender term.* Presented at the Eighteenth Annual International Conference on Advances in Management. Cancun, Mexico.
- Spiller, M.S., **Coder, L.**, and Bolton, D.L. (2010) *Questioning the research: Gender roles, measurement, and leadership.* Presented at the Seventeenth Annual International Conference on Advances in Management. Atlanta, GA.
- Coder, L.**, Ash, R. A. (2005, April (2nd Quarter/Spring)). *Proximal vs distal aspects of job satisfaction.* Presented at Society of Industrial and Organizational Psychology for Society of Industrial and Organizational Psychology, Los Angeles, CA.

Conference Workshop Panels

- Human resource update for small businesses and entrepreneurs (2023). Workshop panelist at the Small Business Institute Annual Conference. Denver, CO.
- Human resource update for small businesses and entrepreneurs (2022). Workshop panelist at the Small Business Institute Annual Conference. Charleston, SC.
- Human resource update for small businesses and entrepreneurs (2021). Workshop panelist at the Small Business Institute Annual Conference. Virtual.
- Human resource update for small businesses and entrepreneurs (2020). Workshop panelist at the Small Business Institute Annual Conference. New Orleans, LA.

Human resource update for small businesses and entrepreneurs (2019). Workshop panelist at the Small Business Institute Annual Conference. Orlando, FL.

Human resource issues in small business (2018). Workshop panelist at the Small Business Institute Annual Conference. Corpus Christi, TX.

Human resource issues in small businesses (2017). Workshop panelist at the Small Business Institute Annual Conference. San Diego, CA.

Human resource issues in small businesses (2016). Workshop panelist at the Small Business Institute Annual Conference. New Orleans, LA.

Contracts/Grants/Sponsored Research – Internal Grants

Effect of skill congruence on employee job satisfaction in supply chain professionals working in small businesses. (2019, FUSE and RIG grants with Michael Givens (Gatton Academy student))

Mturk Data Collection (2017). GFCB Quick Turnaround Grant (QTAG).

Altruism, corporate social responsibility, intellectual capital and high performance work systems in small businesses. (2016) GFCB AIM High Research Grant.

Strategic Human Resource Management in Small and Family Businesses Follow Up Surveys (2016). GFCB Quick Turnaround Grant (QTAG).

Strategic Human Resource Management in Small and Family Businesses (2015, RCAP and GFCB Summer Grant).

Child and Forced Labor in Supply Chains Discussion Group (2014, ICSR)

Human Resource and Management Practices in Small Businesses (2012, GFCB)

TEACHING

Courses Taught

MGT 210 – Organization and Management – An introductory management class for all College of Business students covering organizational theory and organizational behavior.

MGT 305 – Critical Thinking in Management – An undergraduate course that covers aspects of critical thinking, decision making, and business ethics.

MGT 311 – Human Resource Management – An undergraduate course that introduces HRM and its importance to all managers.

MGT 313 – Decision Modeling – An undergraduate course that teaches the students how to use Excel to solve complex business problems.

MGT 383 – Human Resource Information Systems and HR Analytics – This course gives students the knowledge they need to develop basic HR analytics used by organizations as well as proactive analysis techniques needed to improve the HR activities in organizations. Students are also exposed to SAP's Success Factors, a widely used HRIS system.

MGT 399 – Career Readiness in Management – This course provides activities and mock interviews to help students prepare for a career in the management field.

MGT 411 – Effective Staffing Practices – A course for HR students that follows the staffing process from beginning to end.

MGT 414 – Compensation Administration – A course for HR students that focuses on development and administration of pay plans and benefits.

MGT 495 – Strategic Human Resource Management – A course for HR students that looks at various strategies used to help organizations maximize human capital.

BA 560 – Human Resource Management (Graduate/MBA) – An MBA course that introduces HRM and focuses on the strategic use of human capital.

BA 592 – Strategic Staffing – An MBA course that focuses on the staffing process and how that helps an organization achieve its goals.

Program Development and Maintenance

B.S. in Management – Human Resource Management concentration.

- Redesigned HR curriculum in 2009 to standardize courses taken by HR students.
- Aligned with Society of Human Resource Management (SHRM). Initial award went into effect 1/2009. Renewals received in 2012, 2015, and 2018 (effective until 2023).

Student Thesis Committees

Honor's Thesis Committee, Jessica Canada, 2016

Master's Thesis Committee, Yeni Febriyani, 2016

Student Research Projects

Coder, L. and Givens, M. Effect of skill congruence and interest congruence on employee job satisfaction in supply chain professionals working in small businesses. Presented at the 2020 conference of the Small Business Institute.

Honors course augmentations for 14 students

Professional Development

2016 – Blended Learning Workshop, DELO, Bowling Green, KY

2013 – Innovation in Teaching Human Resource Management, SHRM, Chicago, IL

FACULTY DEVELOPMENT

Programs

Assurance of Learning I, AACSB, Tampa, FL, June 2019

Assurance of Learning II, AACSB, Tampa FL, June 2019

Women in Education Leadership, Harvard University, October 2018

Faculty Leadership Year #4, Western Kentucky University, 2017 – 2018

Professional Societies

Small Business Institute (2015 – Present)

Society for Human Resource Management (2007 – Present)

Academy of Management (2002 – 2016)

United States Association for Small Business and Entrepreneurship (2013 –2016)

Conference Attendance

2023 – Small Business Institute Annual Conference, Denver, CO

2022 – Small Business Institute Annual Conference, Charleston, SC

2021 – Small Business Institute Annual Conference, Virtual

2020 – Small Business Institute Annual Conference, New Orleans, LA

2019 – Small Business Institute Annual Conference. Orlando, FL.

2018 – Small Business Institute Annual Conference. Corpus Christi, TX.
2017 – International Conference on Advances in Management. Bowling Green, KY.
2017 – Small Business Institute Annual Conference. San Diego, CA.
2016 - United States Association for Small Business and Entrepreneurship Annual Conference. San Diego, CA.
2016 – Small Business Institute Annual Conference, New Orleans, LA
2015 – United States Association for Small Business and Entrepreneurship Annual Conference. Tampa, FL
2012 - Allied Academies Conference. New Orleans, LA.
2011 – 18th Annual International Conference on Advances in Management Cancun, Mexico
2010 – 17th International Conference on Advances in Management. Atlanta, GA.
2009 – United States Association for Small Business and Entrepreneurship Annual Conference. Anaheim, CA.
2008 - Academy of Management Annual Conference. Anaheim, CA.
2006 - Academy of Management Annual Conference. Atlanta, GA.
2005 - Academy of Management Annual Conference. Honolulu, HI.
2005 – Society for Industrial and Organizational Psychology. Los Angeles, CA

SERVICE ACTIVITIES

Gordon Ford College of Business Activities

Assurance of Learning Committee, Chair (July 2019 – present)
Learning Goals Task Force, Chair (January 2022 – May 2023)
Continuous Improvement Team (September 2022 – present)
Core Curriculum Update Committee, Member (2021-2022)
Faculty Appraisal Review Committee (September 2018 – 2021)
Strategic Planning Council –Chair (July 2018 – August 2020)
Strategic Planning Council – Student Success action team leader (September 2017 – August 2020)
Curriculum Committee (August 2012 – 2016, October 2019 – August 2020)
CAPE – GFCB review committee – (December 2018 – February 2019)
Core Curriculum Review – Co-Chair (April 2016 – 2018)
Assurance of Learning Committee (May 2011 – 2014)
Associate Dean Search Committee (August 2011 – November 2011)

University Activities

Assurance of Student Learning Committee (November 2019 – present)
Faculty Continuance, Promotion and Tenure Appeals and Grievance Committee (2016 – 2020)
Faculty-Undergraduate Student Engagement (FUSE) Grant Reviewer (2016, 2017, 2019, 2021, 2022)
Resource Allocation, Management, and Planning (RAMP) Auxiliary and Support Unit Subcommittee (AY 2018-2019)

University Senate (2011-2013, 2021-22 alternate)
Leadership Faculty Fellows (January 2008 – January 2011)

Department Activities

HR Program Coordinator (2008 – Present)
Student Org Advisor (Professional Org) - Society of Human Resource Management (August 2008 – May 2022)
New Faculty Mentor – Dr. Aquesha Daniels (2016 – 2017)

Committee Chair

Search Committee, Visiting Assistant Professor for Human Resource Management and Business Communication (Spring 2023)
Search Committee – Scholarly Academic position in Supply Chain Management/Operations Management (August 2016 – March 2017).
HR Curriculum Evaluation and Revision (September 2013 – Present)
Search Committee – Search committee for the HR Executive-in-Residence position. (August 2010 - April 2011)
Search Committee - Executive in Residence - Extended Campuses (February 2009 - July 2009)
HR Curriculum Revision (September 2008 - May 2009)

Committee Member

Search Committee – HR/OB Faculty Position (October 2020 – February 2021)
Search Committee – General Management (September 2019 – December 2019)
Search Committee – Operations, Sustainability, and Logistics Faculty Member (September 2014 – December 2015)
Search Committee - Endowed Chair in Entrepreneurship (September 2012 – February 2014)
Search Committee - Executive-In-Residence (March 2008 - July 2008)

Student Recruiting Events

Majors and Minors Fair (2008 – 2019)
Head for the Hill (2012 – 2019)
Master Plan (2015 – 2018)

Professional Service

President, Small Business Institute (2022 - 2023)
President Elect, Small Business Institute (2021-2022)
Vice President, Programs, Small Business Institute. (2020-2021)
Vice President, Programs Elect, Small Business Institute. (2018 - 2019)
Section Editor, Small Business Institute Journal (2021 – present)
Ad Hoc Reviewer – Small Business Institute Journal (2021 - present)
Ad Hoc Reviewer – Journal of Small Business Strategy (2016 – present)
Reviewer – SBI Conference (2016 – present)

Reviewer – USASBE Conference (2015)

Ad Hoc Reviewer – Academy of Management Learning and Education (2011 – present)

HR Track Organizer - International Association for Advances in Management (2011)

Reviewer, Conference Papers for the annual Academy of Management Conference (2008)

Session Discussant – Annual Academy of Management Conference (2008)