

Dr. Cara Scheuer
Assistant Professor of Management

Academic Degrees Earned

- Doctor of Philosophy in Business Administration (Management), Saint Mary's University (Sobey PhD program), Nova Scotia, Canada, 2017
- Master of Sport Business Management, University of Central Florida, Orlando, FL, 2010
- Master of Business Administration, University of Central Florida, Orlando, FL, 2009
- Bachelor of Arts (Sociology), Duke University, Durham, NC, 2007

Selected Academic Experience

- Assistant Professor of Management, Coastal Carolina University (August 2016-present), Conway, South Carolina.
- Manager, Student Development and Retention, Coastal Carolina University (November, 2012 – August, 2016), Conway, South Carolina.
- Wall College of Business Experiential Learning Coordinator (2013-2015).
- Student Services Program Coordinator II/Academic Advisor, Coastal Carolina University (January, 2010 - November, 2011), Conway, South Carolina.

Selected Non-Academic Experience

- Leadership/General Management Consultant, 2015-Present
- Productions Coordinator, Fox Sports Network (Orlando, FL), 2007-2008.

Teaching Interests

- Organizational Behavior, Leadership, Teams, General Management, Business Skills, Entrepreneurship, Global Business, Business Ethics

Research Interests

- Leadership, Workplace Diversity (with a focus on age and gender), Teams, Organizational Behavior, Power, Discourse, Social Networks

Selected Publications

- Scheuer, C. L., & Loughlin, C. (2018). The moderating effects of status and trust on the performance of age-diverse work groups. *Evidence-based HRM: a Global Forum for Empirical Scholarship*. 7(1), 56-74. <https://doi.org/10.1108/EBHRM-01-2018-0008>
- Scheuer, C. L., & Loughlin, C. (2018). Could the aging workforce reduce the agency penalty for female leaders? Re-examining the think manager–think male stereotype. *Journal of Management & Organization*. 1-23. <https://doi.org/10.1017/jmo.2018.41>
- Scheuer, C., & Mills, A. J. (2017). Reifying age-related employment problems through the constructions of the 'problematic' older and younger worker. In I. Alto, A.J. Mills, & J. Mills (Ed.), *Ageing, organizations and management: Constructive discourses and critical perspectives*. London, UK: Palgrave Macmillan.
- Scheuer, C., Helms Mills, J., & Keels, K. (2017). Canadian Broadcasting Corporation and the Ghomeshi sex scandal: Was it a case of 'ignorance is bliss'? In F. Sauerbronn, P.F. Diochon, A.J. Mills, & E. Raufflet (Ed.), *Dark side case: Critical cases on the downside of business (3rd Ed)*. Saltire, UK: Greenleaf Publishing.
- Clark, M.N., Fine, M. B., & Scheuer, C. (2017). Relationship quality in higher education marketing: The role of social media engagement. *Journal of Marketing for Higher Education*, 2.
- Fine, M. B., Clark, M. N., & Scheuer, C. (2016). Value-Added University Services: The Importance of On-Campus Recreational Facilities. *Services Marketing Quarterly*, 37 (1), 24-35.
- Scheuer, C., & Mills, A. J. (2016). Discursivity and media constructions of the intern: Implications for pedagogy and practice. *Academy of Management Learning and Education*, 15 (3), 456-470.

Selected Service Engagements

- COOL Faculty Course Mentor for the Wall College of Business (2020-Present)
- Board Member – Females Aiding Through Mentorship (2017-Present)
- Beta Gamma Sigma Chapter Advisor/Treasurer (2012-2016) and Faculty Advisor (2017-Present)- Chapter awarded honorable mention, bronze, and gold awards (2 times), which ranked CCU as the top chapter out of 524 collegiate chapters worldwide.

- Study Abroad Program Lead for Business Culture in Italy (2017) and Business Studies in Europe (2018) and Mentee for Business Studies in Europe (2013)
- Developed and implemented the “Leading High Performance FYE Teams” Service Project (2016 & 2017) which involved 100+ upper-level management students enrolled in MGMT 309 leading teams of 4-6 UNIV 110B students (600+ students) in the completion of service projects in support of Fostering Hope, a non-profit organization providing goods and services to foster children, \$11,177 raised across all teams, Fall 2016, \$34,260 raised across all teams, Fall 2017.
- Spearheaded the creation of an on-campus food pantry (CINO Food Pantry)- serving CCU students, faculty, and staff (2012), managed food pantry operations (2012-2014), facilitated the transition in the leadership of the pantry to CCU Volunteer Services (2015).

Selected Professional Memberships (Past and Present)

- Academy of Management
- European Academy of Management
- Beta Gamma Sigma
- Alpha Kappa Delta-International Sociology Honor Society

Selected Certifications and Grants

- COOL Course Enhancement Grant for MBA 615: Leadership (2019)
- Social Science and Humanity Research Council of Canada Insight Grant (2018)- \$154,862.00 CAD awarded
- David Sobey Centre for Innovation in Retailing and Services Research Grant (2016). \$10,000 CAD awarded.
- CeTeal Distance Learning Institute (2014)