

## KRISTIE M. ROGERS

Marquette University, College of Business  
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### ACADEMIC AND PROFESSIONAL EXPERIENCE

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<b>Associate Professor</b> Marquette University, College of Business Administration	2021-present
<b>Assistant Professor</b> Marquette University, College of Business Administration	2016-present
<b>Assistant Professor</b> University of Kansas, School of Business	2013-2016
<b>Visiting Assistant Professor</b> Arizona State University, W. P. Carey School of Business	2012-2013
<b>Doctoral Student, Research Associate, Visiting Assistant Professor</b> Arizona State University, W. P. Carey School of Business	2007-2012
<b>MBA Graduate Assistant, Research Associate</b> University of New Mexico, Anderson School of Management	2006- 2007
<b>Stage Manager and Production Assistant</b> ESPN and ABC Sports, remote sports broadcasts	2003-2005

### EDUCATION

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<b>PhD</b> Management – Organizational Behavior W.P. Carey School of Business, Arizona State University <u>Dissertation</u> Seeing Past the Orange: A Qualitative Examination of Respect in a Prison Context <i>2013 Academy of Management MOC Division Best Paper Award, Newman Award Finalist, Best Paper Proceedings</i>	
<b>MBA</b> Organizational Behavior and Human Resource Management University of New Mexico	
<b>BA</b> Journalism; Minor in Management University of New Mexico	

### PUBLISHED ARTICLES

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Sharma, P. N., Toubiana, M., Lashley, K., Massa, F., Rogers, K. M., & Ruebottom, T. In Press. Honing the craft of qualitative data collection in extreme contexts. *Journal of Management Inquiry*

Pregler, M., Rogers, K.M. Chawla, N., & Leigh, A. 2023. How to be an ally to colleagues after violence against their community. *Harvard Business Review*. <https://hbr.org/2023/02/how-to-be-an-ally-to-colleagues-after-violence-against-their-community>

Ashforth, B.E., Schinoff, B.S., Rogers, K.M., & Lange, D. In Press. Dr. Jekyll and Mr. Hyde: Identity foils in organizational life. *Organization Science*.

Chawla, N., Rogers, K.M., & Schinoff, B. In press. Making the Invisible Visible: Re-crafting the Discourse Surrounding Women Caregivers in Academia. *Industrial and Organizational Psychology*.

Prengler, M., Chawla, N., Leigh, A., & Rogers, K.M. 2023. Challenging racism as a Black police officer: An emergent theory of employee anti-racism. *Journal of Applied Psychology*, 108: 249-272.

Rogers, K.R. & Schinoff, B.S. 2022. Disrespected employees are quitting, so what can managers do differently? *MIT Sloan Management Review*. <https://sloanreview.mit.edu/article/disrespected-employees-are-quitting-what-can-managers-do-differently/>

Gabriel, A.S., Arena, D.F., Calderwood, C., Campbell, J.T., Chawla, N., Corwin, E.S., Ezerins, M.E., Jones, K.P., Klotz, A.C., Larson, J.D., Leigh, A., MacGowan, R.L., Moran, C.M., Nag, D., Rogers, K.M., Rosen, C.C., Sawyer, K.B., Simon, L.S., & Zipay, K.P. 2022. Building thriving workforces from the top down: A call and research agenda for organizations to proactively support employee well-being. Buckley, M.R., Wheeler, A.R., Baur, J.E., and Halbesleben, J.R.B. (Eds.) *Research in Personnel and Human Resources Management*, vol. 40: 205-272. Bingley, UK: Emerald Publishing.

Wangrow, D.B., Rogers, K.M., Saenz, D., & Hom, P.W. 2022. Retaining college students experiencing shocks: The power of embeddedness and normative pressures. *Journal of Higher Education*, 93: 80-109.

Rodell, J., Sabey, T.B., & Rogers, K.M. 2020. "Tapping" into good will: Enhancing corporate reputation through customer volunteering. *Academy of Management Journal*, 63:1714-1738.  
*Media mention: Network for Business Sustainability*

Rogers, K.M. 2018. Do your employees feel respected? *Harvard Business Review*, 96(4): 63-70.

Reina, C.S., Rogers, K.M., Peterson, S.J., Byron, K., & Hom, P.W. 2018. Quitting the boss? The role of manager influence tactics and employee emotional engagement in voluntary turnover. *Journal of Leadership and Organizational Studies*, 25: 5-18.

Rogers, K.M., Corley, K.G., & Ashforth, B.E. 2017. Seeing more than orange: Organizational respect and positive identity transformation in a prison context. *Administrative Science Quarterly*, 62: 219-269.  
*Winner of Center for Positive Organizational Scholarship (University of Michigan) 2019 Award for Outstanding Published Article in Positive Organizational Scholarship*  
*Media mentions: Business Insider, WorkLife podcast, Harvard Business Review podcast, Voice of Influence podcast, Women who Work with Men podcast, Heart of Human Capital podcast, INSEAD Knowledge, Gulf news, Organizational Musings, Savannah Now, Government Executive*

Rogers, K.M., & Ashforth, B.E. 2017. Respect in organizations: Feeling valued as "we" and "me." *Journal of Management*, 43: 1578-1608.

Ashforth, B.E., Schinoff, B.S., & Rogers, K.M. 2016. "I identify with her," "I identify with him": Unpacking the dynamics of personal identification in organizations. *Academy of Management Review*, 41: 28-60.

Ashforth, B.E., Rogers, K.M., Pratt, M.G., & Pradies, C. 2014. Ambivalence in organizations. *Organization Science*, 25: 1453-1478.

Ashforth, B.E., Rogers, K.M., & Corley, K.G. 2011. Identity in organizations: Exploring cross-level dynamics. *Organization Science*, 22: 1144-1156.

DelCampo, R.G., Rogers, K.M., & Hinrichs, A.T. 2011. The interface of work-family conflict and racioethnicity: An analysis of Hispanic business professionals. *Employee Responsibilities and Rights Journal*, 23: 55-71.

DelCampo, R.G., Rogers, K.M., & Jacobson, K.L. 2010. Psychological contract breach, perceived discrimination, and ethnic identification in Hispanic business professionals. *Journal of Managerial Issues*: 22: 220-238.

DelCampo, R.G., Rogers, K.M., & Van Buren, H.J. 2010. A mockumentary as a mock-experience: Using “The Office” to solidify understanding of organizational behavior topics. *Journal of Organizational Behavior Education*, 3: 25-40.

DelCampo, R.G., Blancero, D.M., & Boudwin (maiden name), K.M. 2008. Hispanic professionals after September 11<sup>th</sup>: A move toward “American” identification. *Cross-Cultural Management*, 15: 20-29.

Boudwin (maiden name), K.M. 2007. An executive summary: A shift in Hispanic identity post-9/11. *Business Journal of Hispanic Research*, 1: 94-96.

## **CHAPTERS IN EDITED BOOKS**

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Schloemer, H., Rogers, K.M., & Poppo, L. 2022. Embracing the competition-cooperation angst: Individual ambivalence as a driver of strategic alliance performance. In T. K. Das (Ed.), *Managing Interpartner Cooperation in Strategic Alliances* (pp. 33-61). Charlotte, NC: Information Age Publishing.

Poppo, L., Schloemer, H., Rogers, K.M. 2019. Social psychological foundations of alliance cooperation: The role of identity and identification in shared alliance interest. In Contractor, F.J. & J.J. Reuer (Eds.), *Frontiers of Strategic Alliance Research*: 152-168. Cambridge, UK: Cambridge University Press.

Schinoff, B.S., Rogers, K.M., & Corley, K.G. 2016. How do we communicate who we are? Examining how organizational identity is conveyed to members. In Pratt, M.G., M. Schultz, B.E. Ashforth, & D. Ravasi (Eds.), *The Oxford Handbook of Organizational Identity*: 219-238. New York: Oxford University Press.

Rogers, K.M., Toubiana, M., & Decelles, K.A. 2015. Drawing fine lines behind bars: Pushing the boundaries of interviewer objectivity. In K.D. Elsbach & R.M. Kramer (Eds.), *Handbook of qualitative organizational research: Innovative pathways and methods*: 66-76. New York: Routledge.

Ashforth, B.E., & Rogers, K.M. 2012. Is the employee-organization relationship misspecified? The centrality of tribes in experiencing the organization. In J.A.-M. Coyle-Shapiro, L.M. Shore, & L.E. Tetrick (Eds.), *The employee-organization relationship: Applications for the 21<sup>st</sup> century*: 23-53. Philadelphia: Taylor & Francis.

Ashforth, B.E., & Rogers, K.M. 2010. Initiation rites. In J.M. Levine & M.A. Hogg (Eds.), *Encyclopaedia of group processes and intergroup relations*, vol. 1: 448-451. Thousand Oaks, CA: Sage.

Ashforth, B.E., & Rogers, K.M. 2010. Role transitions. In J.M. Levine & M.A. Hogg (Eds.), *Encyclopaedia of group processes and intergroup relations*, vol. 2: 713-717. Thousand Oaks, CA: Sage.

## **MANUSCRIPTS UNDER REVIEW**

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Hoobler, J., Masterson, C., & Rogers, K.M. Work-family ambivalence as episodic identity work: Naming the contemporary problem that has no name. Proposal accepted, under third review at *Journal of*

## *Organizational Behavior*

Sharma, P. N., & Rogers, K.M., Ashforth, B.E. A qualitative study of workplace mistreatment among hip hop video models. Revising for third review at *Journal of Applied Psychology*

Schinoff, B., Pillimer, J., Rogers, K.M., Petriglieri, J. Connecting across domains: How high-quality connections between coworkers are facilitated by a non-work platform. Revising for second review at *Organization Science*

Chawla, N., Gabriel, A. S., Prengler, M. K., Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. Understanding the role of allyship in women's postpartum return to work. Revising for second review at *Organizational Behavior and Human Decision Processes*

Hom, P.W., Rogers, K.M., Allen, D.G., & Zhang, M., Lee, C. It takes a village: A social capital extension of job embeddedness theory. Under first review at *Human Resource Management*

## **WORKING PAPERS**

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Shropshire, C., Rogers, K.M., Peterson, S.J. Paddling beneath the surface: Toward a behavioral theory of women's influence on board dynamics. Target: *Organization Science*. Stage: *Finalizing manuscript*.

Rogers, K.M., Shropshire, C., Peterson, S.J. Optimal distinctiveness for women on corporate boards. Target: *Academy of Management Journal*. Stage: *Drafting manuscript*.

Rodell, J., & Rogers, K.M., Sabey, T.B., & Prengler, M. Customer perceptions of organizational volunteering initiatives: A qualitative investigation of sincerity perceptions. Target: *Administrative Science Quarterly*. Stage: *Data Analysis*.

Lange, D., Rogers, K.M., Schinoff, B.S., & Ashforth, B.E. Foiled again: Reputation and identity development of the referent other. Target: *Academy of Management Review*. Stage: *Drafting manuscript*.

Harrison, S. Rogers, K.M., & Varma, P. Choosing to leave an elite organization: A qualitative investigation of unraveling fit. Target: *Academy of Management Journal*. Stage: *Data Analysis*.

## **INVITED PRESENTATIONS**

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Research seminar series speaker, University of Wisconsin-Madison (virtual). October 2020.

Guest speaker on the research process for Mays School of Business management department doctoral program (virtual), Texas A&M University, May 2020.

Research seminar series speaker, University of Minnesota, Minneapolis, MN. October 2019.

Guest speaker on qualitative research methods, Professor Wayne Baker's "Field Research" doctoral seminar (virtual), University of Michigan, October 2019.

Keynote presentation, "Seeing more than orange: Organizational respect and positive identity transformation in a prison context" University of Michigan *Positive Organizational Scholarship Conference*, Ann Arbor, MI. June 2019.

Professionalism week grand rounds research presentation, "The respect blind spot: Differentiating between two types, and how to strike the right balance." Medical College of Wisconsin, Milwaukee, WI. October 2018.

Research conference presentation, “We are not you: Implications for the target of disidentification” *INSEAD Identity Research Meeting*, international conference, Fontainebleau, France. March 2018.

Research conference presentation, poster session, “When others disidentify with us: The experience and response of an identity foil.” Arizona State University Micro Meets Macro Conference: Identity and Identification. Tempe, AZ. February 2018.

Research conference presentation, “View from the boardroom: A qualitative study of the female director experience.” *INSEAD New Directions in Leadership Research Conference*, international conference, Fontainebleau, France. June 2017.

Presenter, “The productivity process: Research tips and strategies from prolific junior faculty.” Professional development workshop at *Academy of Management Meetings*, Atlanta, GA. August 2017.

Presenter, “Respect at Work.” University of Pennsylvania Masters of Applied Positive Psychology Alumni webinar (virtual). September 2016.

## **AWARDS AND HONORS**

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**Top 50 Undergraduate Business Professors**, Poets & Quants, chosen from over 500 nominated professors based on teaching excellence and research accomplishments, 2022.

**Brennan Family Master Teacher Award**, College of Business, Marquette University, 2022.

**Marquette University Faculty All Star**, Marquette University, 2022.

**Center for Positive Organizational Scholarship (University of Michigan) 2019 Award for Outstanding Published Article**, Best paper published from 2016-2018 in the field of positive organizational scholarship.

**Doctoral Mentor Recognition Award**, University of Kansas, 2016.

**Dykes-Budig Teaching Professorship in Business**, University of Kansas, 2015.

**MOC Division Best Paper Award**, 2013. “Seeing past the orange: A qualitative examination of respect in a prison context.” *Academy of Management Meetings*, Lake Buena Vista (Orlando), FL.

**William H. Newman Award Finalist**, 2013. Best paper based on a dissertation. *Academy of Management Meetings*, Lake Buena Vista (Orlando), FL.

## **SELECT MEDIA CONTRIBUTIONS AND PODCAST INTERVIEWS**

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*The New York Times*: “Forget Free Coffee. What Matters Is if Workers Feel Returning Is Worth It”

*The Wall Street Journal*: “These Workers Were the Bosses' Favorites. Now They Feel Jilted”

*UC-Berkeley's Greater Good Science Center*: “Four Ways to Help Your Coworkers Feel Respected”

*SHRM (Society for Human Resources Management)*: “Respect: How Managers Can Deliver What Workers Want”

Podcast Appearances: *Wall Street Journal's As We Work*, *Harvard Business Review's Ideacast*, *Voice of Influence*, *Heart of Human Capital*

## **REFEREED CONFERENCE PRESENTATIONS**

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Chawla, N., Gabriel, A. S., Prengler, M. K., Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. 2022. Understanding the role of allyship in women's postpartum return to work. Paper presented in symposium at *Academy of Management Meetings*.

Schinoff, B., Pillimer, J., Rogers, K.M., Petriglieri, J. 2022. Connecting across domains: How high-quality connections between coworkers are facilitated by a non-work platform. Paper presented in symposium at *Academy of Management Meetings*.

Rogers, K.M. 2022. Conducting rich interviews with stigmatized participants. Presenter and panelist in symposium at *Academy of Management Meetings*.

Chawla, N., Gabriel, A. S., Prengler, M. K., Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. 2022. Navigating the Fifth Trimester: Understanding the Role of Allyship in Women's Postpartum Return to Work. Presented at the *Positive Organizational Scholarship Research Conference* at University of Michigan, Ann Arbor, MI.

Chawla, N., Gabriel, A. S., Prengler, M. K., Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. 2022. Understanding the role of allyship in women's postpartum return to work. Presented at the *Dismantling Bias Conference Series* at Purdue University, West Lafayette, IN.

den Nieuwenboer, N.A., Tirol-Carmody, K., Rogers, K.M., Trevino, L.K. 2022. The dyslexic struggle for dignity in the workplace. Presented at the *Dismantling Bias Conference Series* at Purdue University, West Lafayette, IN.

Prengler, M. K., Chawla, N. Leigh, A., & Rogers, K. M. Combating systemic racism from the inside: Understanding Black law enforcement officers' anti-racism efforts at work. Presented at the 2021 *Southern Management Association Conference*, New Orleans, LA.

\*Selected as a finalist for the 2021 Best Organizational Behavior Doctoral Paper Award at the Southern Management Association Conference

den Nieuwenboer, N.A., Tirol-Carmody, K., Rogers, K.M., Trevino, L.K. 2021. Presented in "The struggle of employment: Stigmatized individuals experiences of moving into and being in work" symposium at *Academy of Management Meetings*.

Prengler, M., Chawla, N., Leigh, A., Rogers, K.M. 2020. "At war with myself: Examining identity conflict among black law enforcement officers." Paper presentation in Organizational Behavior Division Plenary on Racial Inequality and System Racism in Organizations. *Academy of Management Meetings*.

"Bringing those on the outside in: The role of the organization in reintegrating marginalized persons." 2020. Discussant in symposium accepted at *Academy of Management Meetings*.

Rogers, K.M., Shropshire, C., Peterson, S.J. 2018. Paper presentation in "A view from the boardroom: Stigma, identity, and the experience of female directors." Symposium at *Academy of Management Meetings*, Chicago, IL.

Sharma, P., Rogers, K.M, Younge, A. 2018. Paper presentation in "Positive perspectives on mistreatment, revenge and competition." Symposium at *Academy of Management Meetings*, Chicago, IL.

Rodell, J., Sabey, T.B., & Rogers, K.M. 2018. "Tapping into good will: The contagion effects of involving customers in corporate volunteering." Paper presented at *Academy of Management Meetings*,

Chicago, IL.

Schloemer, H., Rogers, K.M., & Poppo, L. 2017. "Embracing the Competition-cooperation Angst: Individual Ambivalence as a Driver of Strategic Alliance Performance." Paper presentation (presented and attended by my co-authors) at the *Strategic Management Society Special Conference*, Costa Rica.

"What were you thinking? Developing cognitive sensibilities for inductive coding." 2017. Presenter and panelist in Symposium at *Academy of Management Meetings*, Atlanta, GA.

"Inside/out: How authors and editors collaborate on theoretical contribution." 2017. Presenter and panelist in symposium at the *Academy of Management Meetings*, Atlanta, GA.

"The double-edged nature of narcissism and imposter syndrome in organizations." 2017. Presenter in symposium at *Academy of Management Meetings*, Atlanta, GA.

Poppo, L., Rogers, K.M., Schloemer, H. 2016. "A theoretical model for managing alliances: Social psychological foundations of a multi-level model." Paper presentation at *Academy of Management Meetings*, Anaheim, CA.

"Conducting unconventional management research: Models and best practices." 2016. Presenter and panelist in symposium at *Academy of Management Meetings*, Anaheim, CA.

Lange, D., Schinoff, B.S., Rogers, K.M., Ashforth, B.E. 2015. "Foiled again: Reputation and identity development of the referent other." Presented (by co-author) at *Oxford Centre for Corporate Reputation*. Oxford, UK.

"Collective identity from the bottom-up: Considering how individuals impact organizational identity." 2015. Co-organizer of and presenter in symposium at the *Academy of Management Meetings*, Vancouver.

"Unpacking the black box of relationships at work: Using a social mechanisms lens to explore 'how.'" 2015. Presenter and panelist in symposium at the *Academy of Management Meetings*, Vancouver.

"What do we need to succeed? Navigating an academic career as PhD moms." 2015. Presenter and facilitator in professional development workshop at *Academy of Management Meetings*, Vancouver.

"Relationships, relational identification, personal identification: Similar yet distinct constructs?" 2014. Co-organizer of and presenter in symposium at *Academy of Management Meetings*, Philadelphia.

Rogers, K.M. "Seeing past the orange: A qualitative examination of respect in a prison context." 2013. Paper presented at *Academy of Management Meetings*, Lake Buena Vista (Orlando), FL. *Academy of Management Proceedings*, <https://doi.org/10.5465/ambpp.2013.176>

"The value of qualitative dissertations: A panel symposium." 2013. Presenter and panelist in symposium at the *Academy of Management Meetings*, Lake Buena Vista (Orlando), FL.

"Exploration on identity transmission from organizations to individuals." 2012. Discussant in symposium at *Academy of Management Meetings*, Boston.

"Positive relationships at work: Expanding the empirical foundations of an emerging research domain." 2013. Co-organizer of symposium at *Academy of Management Meetings*, Lake Buena Vista (Orlando), FL.

Rogers, K.M., & Ashforth, B.E. 2012. "Respect in organizations." Paper presented at *Academy of*

*Management Meetings*, Boston.

Hom, P.W., Rogers, K.M., & Saenz, D. 2011. "Extending and enriching job embeddedness theory: Predicting college persistence." Paper presented at *Academy of Management Meetings*, San Antonio, TX.

Peterson, S.J., Rogers, K.M., Hom, P.W., & Byron, K. 2011. "Leaving your manager: The effect of manager influence tactics on employee emotional engagement and voluntary turnover." Paper presented at *Academy of Management Meetings*, San Antonio, TX.

Ashforth, B.E., Rogers, K.M., & Corley, K.G. 2010. "Micro and macro identities in organizations: The case for simultaneous convergence and divergence." Paper presented in symposium at *Academy of Management Meetings*, Montreal.

Hom, P.W., Rogers, K.M., Allen, D.G., & Zhang, M. 2010. "An extended model of embeddedness: Applying network theory to enrich job embeddedness theory." Paper presented at *Academy of Management Meetings*, Montreal.

Ashforth, B.E., & Rogers, K.M. 2010. "Ambivalence in organizations." Paper presented at *Academy of Management Meetings*, Montreal.

Shropshire, C., & Rogers, K.M. 2009. "Identity conflict, ambivalence and director disengagement." Presented in symposium at *Academy of Management Meetings*, Chicago.

Boudwin (maiden name), K.M., & Hom, P.W. 2008. "A human resources double whammy or myth: Are minority women really leaving?" Paper presented at *Academy of Management Meetings*, Anaheim, CA.

DelCampo, R.G., Mathis, C.J., & Boudwin (maiden name), K.M. 2008. "Work-family balance and social support: An analysis of impacts on employee loyalty." Paper presented at *Academy of Management Meetings*, Anaheim, CA.

Hom, P.W., Rogers, K.M., & Allen, D.G. 2009. "Social networks and social influence in the workplace." Paper presented (presented and attended by my co-author) at *Southern Management Association Meetings*, Asheville, NC. *Proceedings of the Southern Management Association Meetings*

DelCampo, R.G., & Boudwin (maiden name), K.M. 2007. "The interface of work-family conflict and racioethnicity: An analysis of Hispanic business professionals." Paper presented at *Academy of Management Meetings*, Philadelphia.

DelCampo, R.G., Blancero, D.M., & Boudwin (maiden name), K.M. 2006. "Hispanic professionals after September 11<sup>th</sup>: A move toward 'American' identification." Paper presented at *International Association of Business & Economics*, Las Vegas, NV.

## **INVITED FACILITATOR AND PANELIST ROLES AT CONFERENCES**

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Invited panelist, "Halfway There, Now What?" professional development workshop for doctoral students at *Academy of Management Meetings*. 2022.

Invited facilitator, "Reviewing in the rough" professional development workshop at *Academy of Management Meetings*. 2018, 2019, 2020, 2021, 2022.

Invited facilitator, "Navigating qualitative dissertations" professional development workshop at *Academy of Management Meetings*. 2014, 2015, 2018, 2019, 2020, 2021, 2022.



Invited panelist and facilitator, “Diamonds in the rough: Doctoral and junior faculty consortium” professional development workshop at *Academy of Management Meetings*. 2019, 2020.

Invited facilitator, “MOC connecting: Sharing expertise on MOC hot topics.” at *Academy of Management Meetings*. 2020.

## **TEACHING EXPERIENCE**

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### **Marquette University**

College of Business Administration: Undergraduate, MBA, Master’s in Management, Master’s in Supply Chain Management

**Negotiation**

**Behavior and Organizations**

### **University of Kansas**

School of Business: Undergraduate and Doctoral

**Creativity, Innovation, and Organizational Change**

**Organizational Behavior**

**Honors Organizational Behavior**

### **Arizona State University**

W. P. Carey School of Business: Undergraduate, MBA and Master’s in Management

**Business Negotiation**

**Organizational Behavior**

### **Executive Education, Corporate and Nonprofit Engagement**

**Hispanic Professionals of Greater Milwaukee** “Influencing Others” professional development workshop, 2022

**Exelon Corp.** “Influencing Others in Negotiation” professional development workshop, 2020

**Manpower Group** “Negotiation Planning, Strategy and Style” professional development workshop, 2019

**Medical College of Wisconsin** “Understanding Motivation at Work” and “Generosity and Resourcefulness in the Workplace” professional development workshops, 2018

**Direct Supply** “Negotiations Workshop and Bracket Challenge” for procurement team, 2018

**Boys and Girls Club** Executive Team, “Becoming a Leader” professional development workshop, 2015

## **SCHOLARLY GRANTS**

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**SIOP Anti-Racism Grant**, Society for Industrial and Organizational Psychology, 2021.

**Miles Fund Research Grant**, Marquette University College of Business Administration, 2020, 2021, 2022, 2023.

**Strategic Excellence Research Grant**, Marquette University College of Business Administration, 2018.

**Faculty Development Grant**, Marquette University, 2018.

**College of Business Mini Grant**, Marquette University, 2016, 2017, 2022, 2023.

**National Scholar Award**, P.E.O. (Philanthropic Education Organization), 2011.

**GPSA Travel Grant**, Arizona State University, 2011.

**GPSA Graduate Research Support**, Arizona State University, 2010.

**GPSA Jump Start Grant**, Arizona State University, 2010.

**SHRM Foundation Grant**, Society for Human Resource Management (SHRM), 2008.  
Hom, P.W., Rogers, K.M., & Allen, D.G.

## **PROFESSIONAL AND UNIVERSITY SERVICE**

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### **Incoming Associate Editor:**

*Academy of Management Review*, Beginning July 2023

### **Editorial Review Board Member:**

*Academy of Management Journal*, July 2019-present

*Journal of Management*, July 2017-present

*Journal of Applied Psychology*, 2022-present

### **Ad-hoc Reviewer:**

*Academy of Management Review*

*Administrative Science Quarterly*

*Group and Organization Management*

*Human Relations*

*Journal of Organizational Behavior*

*Management Science*

*Organization Management Journal*

*Organizational Behavior and Human Decision Processes*

*Organizational Psychology Review*

*Organization Science*

*Strategic Organization*

### **Service to Professional Associations and Conferences:**

**Conference Track Chair, Positive Identity at Work.** University of Michigan Positive Organizational Scholarship Conference, Ann Arbor, MI. June 2022.

**Committee member, OB Division Making Connections.** 2013-2017.

**Organizer**, “Publishing at the research-practice interface: Editors and scholars share tips for real world impact.” PDW at *Academy of Management Meetings*, Atlanta, GA. August 2017.

**Organizer**, “OB division research networking forum” professional development workshop at *Academy of Management Meetings*, 2014, 2015, 2016.

**Committee member**, MOC Division Best Paper Award. 2014, 2015, 2016, 2018

**Reviewer**, MOC Division.

**Reviewer**, OB Division.

### **Graduate Student Mentorship:**

**Third-year Paper Committee**, external member, University of Minnesota, Christopher Winchester, 2022

**Dissertation Committee**, external member, Texas A&M University, Melanie Prengler, 2021-2022

**Dissertation Committee**, member, University of Kansas, Hilary Schloemer, 2015-2016

**Dissertation Committee**, member, University of Kansas, Ping Li, 2015-2016

**Comprehensive Exam Committee member**, KU, 2014-2015

### **Department and College-level Service:**

**Undergraduate Committee member**, College of Business Administration, MU, 2022-present

**Teaching Committee member**, College of Business Administration, MU, 2019-present

**Business Leaders Forum Committee member**, College of Business Administration MU, 2018-2019

**Master’s in Management Program Committee member**, MU, 2018

**Search Committee member**, MU, HR Assistant Professor, 2019

**Search Committee member**, KU, OB/HR Professor, Fall 2015

**Search Committee member**, KU, IT Support Technician, Spring 2015

**Search Committee member**, KU, Organizational Behavior/Ethics Assistant Professor, Fall 2013

**University-level Service:**

**University Committee on Diversity and Equity**, MU, Spring 2020-present

**Academic Integrity Council Member**, MU, Investigative officer, 2017-2019