

## KRISTIE M. ROGERS

Department of Management and Human Resources  
College of Business Administration, Marquette University  
kristie.rogers@marquette.edu; 414.288.5669

### ACADEMIC POSITIONS

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#### **Marquette University, College of Business Administration**

Professor	2025-present
Associate Professor	2021-2025
Assistant Professor	2016-2021

#### **University of Kansas, School of Business**

Assistant Professor	2013-2016
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#### **Arizona State University, W. P. Carey School of Business**

Visiting Assistant Professor	2012-2013
Doctoral Student and Research Associate	2007-2012

### EDUCATION

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#### **PhD Arizona State University**

Management – Organizational Behavior

#### **MBA University of New Mexico**

Organizational Behavior and Human Resource Management

#### **BA University of New Mexico**

Journalism; Minor: Management

### PUBLISHED ARTICLES

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Rogers, K., Schinoff, B., Petriglieri, J., Pillemer, J. 2025. The best ways to connect with colleagues outside of work. *Harvard Business Review*

Schinoff, B.S., Pillemer, J., Rogers, K.M., & Petriglieri, J. In press. Blurring work-nonwork boundaries in coworker relationships: How a nonwork setting becomes a relational holding environment. *Organization Science*

\*Sharma, P. N., & \*Rogers, K.M., Ashforth, B.E. 2024. Emboldened in the rap “game”: How severely stigmatized video models navigate disrespect and vulnerability to workplace mistreatment. *Journal of Applied Psychology*

\*First two authors contributed equally

Chawla, N., Gabriel, A.S., Prengler, M., Rogers, K.M., Rogers, B., Tedder-King, A., & Rosen, C.C. 2024. Allyship in the fifth trimester: A multi-method investigation of women’s postpartum return to work. *Organizational Behavior and Human Decision Processes*

Hom, P.W., Rogers, K.M., Allen, D.G., Zhang, M., Lee, C., & Zhao, H.H. 2024. Feel the pressure? Normative pressures as a unifying mechanism for relational antecedents of employee turnover. *Human Resource Management*

Chawla, N., Gabriel, A.S., Prengler, M., Rogers, K.M., Rogers, B.A., Tedder-King, A., & Rosen, C.C. 2024. Be an ally to new mothers returning to work. *Harvard Business Review*.  
<https://hbr.org/tip/2024/08/be-an-ally-to-new-mothers-returning-to-work>

*Media mentions: Phys.org News and Articles on Science and Technology, CBS 58 Morning News*  
\*Harrison, S. & \*Rogers, K.M. 2024. Building culture from the middle out. *MIT Sloan Management Review*, Vol. 65(3): 60-64.

*\*Both authors contributed equally, authorship order is alphabetical*

Hoobler, J.M., Masterson, C.R., & Rogers, K.M. 2024. Self-ambivalence: Naming a contemporary work-family problem that has no name. *Journal of Organizational Behavior*, 45: 252-265.

Sharma, P. N., Toubiana, M., Lashley, K., Massa, F., Rogers, K. M., & Ruebottom, T. 2024. Honing the craft of qualitative data collection in extreme contexts. *Journal of Management Inquiry*, 33: 99-114.

Ashforth, B.E., Schinoff, B.S., Rogers, K.M., & Lange, D. 2024. Dr. Jekyll and Mr. Hyde: Identity foils in organizational life. *Organization Science*, 35: 232-258.

Prengler, M., Rogers, K.M. Chawla, N., & Leigh, A. 2023. How Black police officers combat systemic racism at work. *Harvard Business Review*. <https://hbr.org/2023/09/how-black-police-officers-combat-systemic-racism-at-work>

Prengler, 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>

\*Chawla, N., \*Rogers, K.M., & Schinoff, B. 2023. Making the invisible visible: Re-crafting the discourse surrounding women caregivers in academia. *Industrial and Organizational Psychology*, 16: 267-272.

*\*First two authors contributed equally, authorship order is alphabetical*

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.  
*Winner of Responsible Research in Management Award, 2023.*

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 Jr., 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.

*\*Authors Arena Jr. through Zipay are listed in alphabetical order, denoting equal contributions*

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.  
*Chosen for the winter 2024 Harvard Business Review special issue: A collection of articles from HBR's*

*archives on the secrets of great culture.*

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*: 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.

## WORKING PAPERS

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Winchester, C., Hsu, E., Campbell, E., & Rogers, K.M. That's Enough? An Inductive Study of Strategic Underperformance at Work. Target: *Journal of Applied Psychology*

Keeler, K., Gabriel, A.S., Rogers, K.M., Methot, J. Collective synchrony: Surgeons' use of music in the operating room. Target: *Academy of Management Journal*

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*

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

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*

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

## AWARDS AND HONORS

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**Miles Research Fellow**, College of Business award for highest research productivity, Marquette University, 2025-2027.

**John P. Raynor, S.J. Faculty Award for Teaching Excellence**, University-wide teaching award, Marquette University, 2024.

**Marquette University Game Day Academic Coach**, Marquette University women's basketball, 2024.

**Responsible Research in Management Award Winner**, Responsible Research in Business and Management, award presented at the Academy of Management Meeting to recognize and celebrate research that benefits society by producing credible and useful findings, 2023.

**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 Administration teaching award, Marquette University, 2022.

**Marquette University Faculty All Star**, Marquette University men's basketball, 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, keynote speaker at 2019 conference.

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

**Dykes-Budig Teaching Professorship in Business**, University of Kansas teaching award, 2015.  
**MOC Division Best Paper Award**, 2013. "Seeing past the orange: A qualitative examination of respect in a prison context." *Academy of Management Meetings*

**William H. Newman Award Finalist**, 2013. Best paper based on a dissertation. *Academy of Management Meetings*

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

## **INVITED PRESENTATIONS**

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Research seminar speaker on publishing theory, University of Minnesota. April 2025.

Research conference presentation, *INSEAD Identity Research Gathering*, INSEAD, March 2024.

Research seminar series speaker, University of Kansas. February 2024.

Guest presenter in "The productivity process: Research tips and strategies from prolific junior faculty." Professional development workshop at *Academy of Management Meetings* 2023.

Guest speaker on pros and cons of qualitative dissertations, Professor Brianna Caza's "Research Methods" doctoral seminar (virtual), University of North Carolina-Greensboro, October 2021.

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. 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" *Positive Organizational Scholarship Conference*, University of Michigan, June 2019.

Grand Rounds Research Presentation: Professionalism Week, "The respect blind spot: Differentiating between two types, and how to strike the right balance." Medical College of Wisconsin, October 2018.

Research conference presentation, *INSEAD Identity Research Meeting*, INSEAD, March 2018.

Research conference presentation, *Micro Meets Macro Conference: Identity and Identification* at Arizona State University, February 2018.

Research conference presentation, *New Directions in Leadership Research Conference*, INSEAD, June 2017.

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

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

## **REFEREED CONFERENCE PRESENTATIONS**

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Winchester, C., Hsu, E., Campbell, E., & Rogers, K.M. 2024. An Inductive Study of Strategic Underperformance at Work. To be presented at *Academy of Management Meetings*.

Harrison, S., Rogers, K.M., & Varma, P. 2023. Retaining connection to an elite organization through time-bending idealization. Paper presented in symposium at *Academy of Management Meetings*.

Winchester, C., Hsu, E., Campbell, E., & Rogers, K.M. 2024. That's Enough? An Inductive Study of Strategic Underperformance at Work. Presented at *Academy of Management Meetings*.

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., Pillemer, 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 showcase 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*.

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*.

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*.

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

*\*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*.

Rodell, J., Rogers, K.M., Sabey, T.B. 2019. Prosocial for all the right reasons: The cascading nature of perceived sincerity in corporate volunteering programs." Paper presented at the *Positive Organizational Scholarship Conference*.

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*.

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

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*.

Schloemer, H., Rogers, K.M., & Poppo, L. 2017. "Embracing the Competition-cooperation Angst: Individual Ambivalence as a Driver of Strategic Alliance Performance." Paper presentation at the *Strategic Management Society Special Conference*.

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

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

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

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*.

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

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

"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*.

"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*.

"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*.

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

Rogers, K.M. "Seeing past the orange: A qualitative examination of respect in a prison context." 2013. Paper presented at *Academy of Management Meetings*, published in *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*.

"Positive relationships at work: Expanding the empirical foundations of an emerging research domain." 2013. Co-organizer of symposium at *Academy of Management Meetings*.

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

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*.

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*.

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*.

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*.

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

Shropshire, C., & Rogers, K.M. 2009. "Identity conflict, ambivalence and director disengagement."



Presented in symposium at *Academy of Management Meetings*.

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*.

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*.

Hom, P.W., Rogers, K.M., & Allen, D.G. 2009. "Social networks and social influence in the workplace." Paper presented at *Southern Management Association Meetings*, and published in *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*.

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*.

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

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Invited discussant, "The future of (identity) work: New frontiers in occupational identity research." 2024. Showcase symposium at *Academy of Management Meetings*.

Invited panelist, "Enduring through gender biases in academia: Understanding experiences, challenges, and solutions." 2024. Professional development workshop to be offered at *Academy of Management Meetings*.

Invited facilitator, "From the minivan to an empty nest: Navigating parenthood in academia." 2024. Professional development workshop to be offered at *Academy of Management Meetings*.

Invited panelist, "New to OB? Navigating the OB Division and AOM." 2024. Professional development workshop to be offered at *Academy of Management Meetings*.

Invited facilitator, "AMR: Writing theoretical papers - A workshop with the editors." Professional development workshop at *Academy of Management Meetings*. 2023, 2024.

Invited panelist and facilitator, "Conversations with The Editors: AMR" session at *Academy of Management Meetings*. 2023, 2024.

Invited facilitator, "Healthier lives before tenure: The role of agency in the junior faculty stage." 2023. Symposium at *Academy of Management Meetings*.

Invited facilitator, "Studying the unusual in organizations." 2023. Symposium at *Academy of Management Meetings*.

Invited panelist, "Halfway there, now what?" 2022. Professional development workshop for doctoral students at *Academy of Management Meetings*.

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 discussant, “Bringing those on the outside in: The role of the organization in reintegrating marginalized persons.” 2020. Symposium at *Academy of Management Meetings*.

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.” 2020. *Academy of Management Meetings*.

Invited discussant, “Exploration on identity transmission from organizations to individuals.” 2012. Symposium at *Academy of Management Meetings*.

## **TEACHING EXPERIENCE**

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### **Marquette University**

College of Business Administration: Undergraduate, MBA, Master in Management, Master 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**

**Elevate** “Negotiation and Influence” professional development for ascending women leaders. Spring 2025, Fall 2025.

**FUEL Milwaukee** “Negotiation Strategy and Influence” professional development for Milwaukee professionals. 2025.

**Televerde Foundation** “Influence and Persuasion” professional development for incarcerated women preparing for release, 2023.

**IEWC** “Influencing Others in Negotiation” professional development for high performers, 2023.

**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 and Strategy” 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.  
Prengrer, M., Rogers, K.M. Chawla, N., & Leigh, A.

**Miles Fund Research Grant**, Marquette University College of Business Administration, 2020, 2021, 2022, 2023, 2024.

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

**Faculty Development Grant**, Marquette University, 2018, 2022, 2023, 2024

**College of Business Mini Grant**, Marquette University, 2016, 2017, 2022, 2023, 2024.

**National Scholar Award**, Philanthropic Education Organization, 2011.

**GPSA Research Grants**, Arizona State University, 2010, 2011.

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

## **PROFESSIONAL AND UNIVERSITY SERVICE**

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### **Associate Editor:**

*Academy of Management Review*, July 2023-present

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

*Academy of Management Journal*, July 2019-2023

*Journal of Management*, July 2017-2023

*Journal of Applied Psychology*, 2022-2023

### **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:**

Committee member: *Academy of Management Review* Best Paper Award, 2023, 2025

Track Chair: Positive Identity at Work. *Positive Organizational Scholarship Conference*, 2022

Committee member: OB Division Making Connections Committee. 2013-2017

Organizer: Making Connections Committee PDW “Publishing at the research-practice interface” at *Academy of Management Meetings*, 2017

Organizer: Making Connections Committee PDW “OB division research networking forum” at *Academy of Management Meetings*, 2014, 2015, 2016

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

Reviewer: Academy of Management MOC Division and OB Division

**Graduate Student Mentorship:**

Dissertation Committee, external member, University of Minnesota, Christopher Winchester, 2025

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

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

Dissertation Committee, member, University of Kansas, Hilary Schloemer, 2016

Dissertation Committee, member, University of Kansas, Ping Li, 2016

**Department and College-level Service at Marquette University:**

Director of Graduate Studies, Master in Management, 2025-present

Executive Council Faculty Representative, 2023-present

Graduate Committee member, 2025-present

Search Committee chair, Assistant Professor, 2024, 2025

Search Committee chair, Assistant Professor of practice, 2024

Search Committee chair, Assistant Professor of practice, 2023

Undergraduate Curriculum Committee member, 2022-2023

Teaching Committee member, 2019-2023

Business Leaders Forum Committee member, 2018-2019

Master's in Management Program Committee member, 2018

Search Committee member, Assistant Professor, 2019

**University-level Service at Marquette University:**

University Committee on Diversity and Equity, 2020-present

Academic Integrity Council Investigative officer, 2017-2019