

KRISTIE M. ROGERS

Marquette University, College of Business
P.O. Box 1881
Milwaukee, WI 53201-1881
Phone: 414.288.5669
kristie.rogers@marquette.edu

EDUCATION

PhD Management – Organizational Behavior May 2012
Arizona State University

Dissertation

Seeing Past the Orange: A Qualitative Examination of Respect in a Prison Context
2013 Newman Award Finalist
2013 Recipient of MOC Division Best Paper Award
2013 AOM Best Paper Proceedings

MBA Organizational Behavior and Human Resource Management May 2007
University of New Mexico

BA Journalism; Minor in Management May 2006
University of New Mexico

ACADEMIC AND PROFESSIONAL EXPERIENCE

Assistant Professor 2016-present
Marquette University, College of Business

Assistant Professor 2013-2016
University of Kansas, School of Business

Doctoral Student, Research Associate, Visiting Assistant Professor 2007-2013
Arizona State University, W. P. Carey School of Business

MBA Graduate Assistant and Research Associate 2006- 2007
University of New Mexico, Anderson School of Management

Production Assistant and Stage Manager 2003-2005
ESPN and ABC Sports, remote sports broadcasts

JOURNAL ARTICLES

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

Reina, C., Rogers, K.M., Peterson, S.J., Hom, P.W., & Byron, K. 2018. Quitting the Boss? The Role of Manager Influence Tactics and Employee Emotional Engagement in Voluntary Turnover. Accepted at *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.
Media mentions: INSEAD Knowledge, Gulf news, Organizational Musings

Rogers, K.M., & Ashforth, B.E. Respect in organizations: Feeling valued as “we” and “me.” 2017. *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. 2010. 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. Integrating racioethnicity and psychological contract fairness: Hispanic perceptions and process. *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, K.M. 2008. Hispanic professionals after September 11th: A move toward “American” identification. *Cross-Cultural Management*, 15: 20-29.

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

BOOK CHAPTERS

Poppo, L., Schloemer, H., Rogers, K.M. In Press. Social psychological foundations of alliance cooperation: The role of identity and identification in shared alliance interest. Chapter in *Handbook on strategic alliances*, 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 21st century*: 23-53. Philadelphia: Taylor & Francis.

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

DelCampo, R.G., *Boudwin, K.M., & Hines, S.L. 2008. *That's what she said: A guide to using "The Office" to demonstrate management parables, organizational behavior and human resource management topics in the management classroom*. Dubuque, IA: Kendall/Hunt.

MANUSCRIPTS IN REVIEW PROCESS

Rodell, J., Sabey, T.B., & Rogers, K.M. [Mixed-method exploration of meaning and volunteering contagion] *Revising for second review: Academy of Management Journal*.

Hom, P.W., Rogers, K.M., Allen, D.G., Zhang, M., Lee, C., & Zhao, H. [Social capital and job embeddedness] Under review: *Organization Behavior and Human Decision Processes*

WORKING PAPERS

Rogers, K.M., Shropshire, C., Peterson, S.J. A view from the boardroom: Stigma, identity, and the experience of female directors. *Target: Administrative Science Quarterly*. Stage: Finalizing manuscript.

Hom, P.W., Rogers, K.M., & Saenz, D. Extending and enriching job embeddedness theory: Predicting college persistence. *Target: Academy of Management Learning and Education*. Stage: Finalizing manuscript.

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

Sharma, P., Rogers, K.M. Protecting the unprotected: A qualitative study of hip hop video models. *Target: Administrative Science Quarterly*. Stage: Data collection.

Hoobler, J., Masterson, C., & Rogers, K.M. Work-family ambivalence as episodic identity work: Naming the new "problem that has no name" *Target: Academy of Management Review*. Stage: Drafting manuscript.

Poppo, L., Rogers, K.M., & Schloemer, H. A theoretical model for managing cooperation and competition in strategic alliances: Social psychological foundations. *Target: Journal of Management*. Stage: Finalizing manuscript.

Rogers, K.M., Ashforth, B.E., Schinoff, B.S., & Corley, K.G. Identity transmission in organizations. *Target: Academy of Management Journal*. Stage: Data analysis.

Hom, P.W., Roberson, L., Rogers, K.M., Charles, A., & van Driel, M. The missing person in turnover research: Minority women's turnover rates and reasons. *Target: Personnel Psychology*. Stage: Finalizing manuscript.

Rodell, J., & Rogers, K.M., Sabey, T.B. Customer perceptions of organizational volunteering initiatives: A qualitative investigation of sincerity perceptions. *Target: Academy of Management Journal*. Stage: Data Analysis.

Den Nieuwenboer, N. A., Rogers, K., Treviño, L. K., & Johnson, T. Coming out as a dyslexic: An identity perspective on revealing stigmatized identities at work. *Target: Academy of Management Journal*. Stage: *Data collection*.

Rogers, K.M., Peterson, S.J., Ashforth, B.E., & Buckman, B.R. When employees feel valued: The influence of respect on job engagement. *Target: Academy of Management Journal*. Stage: *Data analysis*.

CONFERENCE PRESENTATIONS

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

Presenter in "Exploring the 'black box' of gender diversity on boards: The value of women's expertise." Symposium at upcoming *Academy of Management Meetings*, Chicago, IL. August 2018

Co-author of paper in "Positive perspectives on mistreatment, revenge and competition." Symposium at upcoming *Academy of Management Meetings*, Chicago, IL. August 2018

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.

Presenter in "The double-edged nature of narcissism and imposter syndrome in organizations." 2017. Symposium presented 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. *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 the *Oxford Centre for Corporate Reputation*.

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

Co-organizer of, and co-author of paper in, "Relationships, relational identification, personal identification: Similar yet distinct constructs?" 2014. Symposium at the *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 the *Academy of Management Meetings*, Lake Buena Vista (Orlando), FL.
2013 Newman Award Finalist
2013 Recipient of MOC Division Best Paper Award
2013 Best Paper Proceedings

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

Rogers, K.M., & Ashforth, B.E. 2012. Respect in organizations. Paper presented at the *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 the *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 the *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. In “Bridging the micro and macro levels in the study of identity.” Symposium at the *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 the *Academy of Management Meetings*, Montreal.

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

Ashforth, B.E., Rogers, K.M., & Corley, K.G. 2009. Identity in organizations: Exploring cross-level dynamics. Paper presented at the *New Directions in Organization Science* conference, Carnegie Mellon University, Pittsburgh.

Shropshire, C., & Rogers, K.M. 2009. Identity conflict, ambivalence and director disengagement. In “Managing identity conflicts: Managing identities.” Symposium at the *Academy of Management Meetings*, Chicago.

Hom, P.W., Rogers, K.M., & Allen, D.G. 2009. Social networks and social influence in the workplace. *Proceedings of the Southern Management Association Meetings*, Asheville, NC.

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

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

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

DelCampo, R.G., Blancero, D.M., & *Boudwin, K.M. 2006. Hispanic professionals after September 11th: A move toward “American” identification. *Proceedings of the International Association of Business & Economics*, Las Vegas.

INVITED PRESENTER, FACILITATOR, AND DISCUSSANT ROLES

Facilitator and panel participant, “Diamonds in the rough” MOC Division early career PDW at upcoming Academy of Management Meetings, Chicago, IL. August 2018

Facilitator, “Reviewing in the rough” PDW at upcoming Academy of Management Meetings, Chicago, IL. August 2018

Facilitator, “Navigating qualitative dissertations” PDW at upcoming Academy of Management Meetings, Chicago, IL. August 2018

Interviewed as featured author, *Harvard Business Review Ideacast* Podcast: “The two types of respect leaders must show” July 2018.

Interviewed as featured author, *Why Leap Alliance: Women who Work with Men* Podcast, July 2018.

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

Presenter, “When others disidentify with us: The experience and response of an identity foil.” Invited poster presented at Micro Meets Macro Conference: Identity and Identification. (2018, February). Arizona State University, Tempe, AZ

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

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

Presenter and facilitator, “What were you thinking? Developing cognitive sensibilities for inductive coding.” Symposium at *Academy of Management Meetings*, Atlanta, GA. August 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.

Panel participant in “Inside/out: How authors and editors collaborate on theoretical contribution.” Upcoming symposium at *Academy of Management Meetings*, Atlanta, GA. August 2017.

“Respect at Work” invited presentation to University of Pennsylvania Masters of Applied Positive Psychology Alumni. September, 2016.

Presenter and panel participant in “Conducting unconventional management research: Models and best practices.” 2016. Symposium at the *Academy of Management Meetings*, Anaheim, CA.

Facilitator, “Navigating Qualitative Dissertations: Advice from the Experts.” PDW at *Academy of Management Meetings*, Vancouver. August, 2015.

Panel participant in “Unpacking the black box of relationships at work: Using a social mechanisms lens to explore ‘how.’” Symposium at the *Academy of Management Meetings*, Vancouver. August, 2015.

Presenter and facilitator, “What do we need to succeed? Navigating an academic career as PhD moms.” PDW at *Academy of Management Meetings*, Vancouver, August, 2015.

Facilitator, “Navigating Qualitative Dissertations: Advice from the Experts.” PDW at *Academy of*

Management Meetings, Philadelphia. August, 2014.

Panel participant in “The value of qualitative dissertations: A panel symposium.” *The Academy of Management Meetings*, Lake Buena Vista (Orlando), FL. August, 2013.

Discussant in “Exploration on identity transmission from organizations to individuals.” *Symposium at the Academy of Management Meetings*, Boston. August, 2012.

TEACHING EXPERIENCE

Marquette University

College of Business Administration, Undergraduate Program, Masters Program

Negotiations

Behavior and Organizations

University of Kansas

School of Business, Doctoral Program, Undergraduate Program

Creativity, Innovation, and Organizational Change

Organizational Behavior

Honors Organizational Behavior

Arizona State University

W. P. Carey School of Business, Undergraduate, MBA and Masters Program

Business Negotiations

Organizational Behavior

Teaching Publications

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., *Boudwin, K.M., & Hines, S.L. 2008. *That’s what she said: A guide to using “The Office” to demonstrate management parables, organizational behavior and human resource management topics in the management classroom*. Dubuque, IA: Kendall/Hunt.

GRANTS AND AWARDS

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

Marquette University Faculty Development Award (travel to international conference), 2018.

Marquette University College of Business Mini Grant, 2016, 2017.

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

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.

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

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

Arizona State University GPSA Travel Grant, 2011.

Arizona State University GPSA Jump Start Grant and Graduate Research Support, 2010.

Society for Human Resource Management Foundation Grant, 2008.

Hom, P.W., Rogers, K.M., & Allen, D.G.

PROFESSIONAL AND UNIVERSITY SERVICE

Editorial Board Member:

Journal of Management, July 2017-present

Reviewer:

Administrative Science Quarterly, 2015, 2016, 2017

Management Science, 2015, 2016

Academy of Management Journal, 2014, 2015, 2017, 2018

Academy of Management Review, 2014, 2015, 2017, 2018

Journal of Management, 2015, 2016, 2017, 2018

Strategic Organization, 2018

Organizational Psychology Review, 2015

Journal of Organizational Behavior, 2014

Management and Organizations Journal, 2014, 2016, 2017

Group and Organization Management, 2013, 2014

Service to AOM:

OB Division Making Connections Committee Member

2013-2017

Co-organizer of annual OB Division PDW

2014-2016

OB Division Reviewer

2008, 2009, 2011, 2012

MOC Division Best Paper Award Reviewer

2014, 2015, 2016, 2018

MOC Division Reviewer

2013, 2014, 2015

College-level Service:

Business leaders forum committee member, MU, 2018

Search Committee Member, OB/HR Professor, KU, Fall 2015

Search Committee Member, IT Support Technician, KU, Spring 2015

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

Dissertation Committee Member, KU, Ping Li and Hilary Schloemer, 2015, 2016

Comprehensive Exam Committee Member, KU, Hilary Schloemer, Fall 2014, JT Chen, Fall 2015

University-level Service:

Academic Integrity Council Member, MU, Investigative officer, Fall 2017-present