



Gender and Diversity in Organizations

A Division of the Academy of Management

2020 Student Job Market Edition

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Welcome to the 2020 edition of the Gender and Diversity in Organizations (GDO) Student Job Market Edition!

Once again, we are getting ready for the annual **AOM Conference** that will be held virtually for the first time due to the recent COVID-19 events. Despite these new challenges, many doctoral students are reaching the final stages of their program, and we are about to start the job market season. Based on the success of the past four years, we would once again like to support this search process for our GDO student members by introducing you to students who will be on the job market this year. We have included (in alphabetical order) a brief bio that gives you a glimpse into the research and accomplishments of **54 job market candidates**. We have also included their contact information so that you can reach out to any of the candidates to learn more about them.

We would also like to take this opportunity to highlight and invite our GDO members to the following events:

1. **GDO Plenary: Diversity and Inclusion in the COVID-19 Era** on **Monday, August 10, from 12:00 to 1:15pm EDT (UTC-4)**. Session #22296
2. **GDO Celebration of Excellence** on **Monday, August 10, from 7:00 to 8:30pm EDT (UTC-4)**. Session #22298

We hope this helps our job market candidates as they navigate this process as well as brings our community closer together by providing an inclusive experience. To the students on the job market: On behalf of the GDO community, congratulations on your achievements, and we all wish you the very best in your job search!

Alison Sheridan
GDO Division Chair

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2020 GDO STUDENTS ON THE JOB MARKET



Jamila Alaktif

Jamila Alaktif is a Visiting Scholar at Stanford University. As a Doctor in Management Science, she explores the mechanisms of diversity standards and their impact on various teams, including gender equality, ethnic minorities, and disabled employees using qualitative and quantitative methods. Her peer-reviewed article on the "Regulation of Gender Equality" is published in The International Journal of Human Resource Management. Her research record includes peer-reviewed solo and collaborative book chapters, a book, institutional reports, and articles for practitioners. Her working papers as a lead author were accepted in the AOM, and WAM. At the AOM 2020, Dr. Alaktif will be presenting her paper on "Diversity Soft Laws" and co-chairing the "Fetzer Scholar Transformation" PDW. She received the Distinguished Scholarship award in 2019 from the France-Stanford Center for Interdisciplinary Studies. She teaches ethics in the workplace and provides anti-discrimination training to senior managers. Jamila was a former financial advisor.

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Estelle Archibold

Estelle Archibold investigates applications of embodiment theory to phenomena in the workplace including gendered negotiations, conflict, confidence, and power. Estelle has applied qualitative methods (specifically, hermeneutic phenomenology and ethnography) and quantitative methods (experimental design and agent-based modeling) to her study of these phenomena. In addition to her studies at Case Western Reserve University, she has had the opportunity to garner research training as a Visiting Scholar at The Fuqua School of Business, Duke University, as well as a Senior Fellow at the Center for Restorative Justice, Suffolk University. Estelle is particularly interested in the study of embodied emotion in negotiations and conflict in groups and organizations with a specific focus on negotiating differences among social identity factors (such as age, gender, ethnicity and class).

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Lara Bertola

Lara Bertola is a Ph. D. candidate in Organizational Behavior and Lecturer at Paris ESCP Business school. Her research examines the intersection of gender, diversity, and leadership in organisation. Her current work examines the effects of networks on career outcomes. In her dissertation, she conducts a multi-method study of how networking is beneficial to professionals career with a focus on gender issues. Within this area, she investigates how perceptions influence actors' behaviour, including their capacity to nurture interactions among dissimilar group members (across gender), mostly after cases of explicit and implicit prejudice. Her research employs both quantitative and qualitative methods. Prior to starting her Ph.D., Lara held various position Human Resources Roles. Lara has taught courses on Organisation & Management and Research Methods.

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Dorian Boncoeur

Dorian Boncoeur is a Ph.D. candidate (OB) at the University of Texas at Dallas. His research focuses on three ways through which organizations can foster human sustainability for employees: promoting healthy sleep, reducing incivility, and creating inclusive diversity climates. His work has been published at Personnel Psychology, the Journal of Business Ethics, and the Journal of Business Research, and is currently under review at the Journal of Applied Psychology. Prior to joining the University of Texas at Dallas, he worked as a research associate at the University of the German Federal Armed Forces. He received a Masters in Intercultural Humanities from Jacobs University Bremen, a Masters in Sociology at the University of Bordeaux, and a Bachelors degree in French studies from University of Mauritius.

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**Roman Briker**

Roman Briker is a postdoctoral researcher in the Department of Organization and Human Resource Management at Justus-Liebig-University Giessen (Germany), where he also received his Ph.D.. Prior to his postdoctoral position, he was a visiting researcher at Texas Christian University. His research examines how temporality and time (pressure) shape interpersonal processes at work, the interplay between informal and formal organizational and social hierarchies, and team processes as they relate to multilevel outcomes. Roman's work has been published in *Personnel Psychology*, *Journal of Organizational Behavior*, and *Academy of Management Best Paper Proceedings*, amongst others. His work received several research awards and was supported by third-party funding. He employs a wide array of methodological techniques (e.g., surveys, experiments, archival data) and analytical methods (e.g., polynomial regression, multilevel modeling, actor-partner interdependence modeling) and is engaged in open-science practices (meta-analyses, replications). He teaches courses in organizational behavior, leadership, and management as well as psychological methods.

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**Elizabeth L. Campbell**

Elizabeth L. Campbell is a Ph.D. Candidate in Organizational Behavior and Theory at Tepper School of Business, Carnegie Mellon University. Motivated to understand why gender differences in career advancement persist today, Campbell examines how growing awareness of gender discrimination impacts how people evaluate men and women and the provision of sponsorship. Her research highlights how organizations are inadvertently reproducing inequality in hiring and promotion practices, providing the opportunity to develop interventions. She combines lab- and field-based research methods in her work to identify the underlying psychological mechanisms and understand how these mechanisms aggregate to produce macro-level outcomes in careers, organizations, and labor markets. Campbell's work has been published in *Academy of Management's Best Paper Proceedings* and recognized with several awards at CMU, including the Galliot Presidential Fellowship, Gerald Salancik Dissertation Award, and the Paul Goodman Dissertation Award. See Campbell's website for details on her research program and teaching experience.

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Amy Castle-Rogers

Amy Castle-Rogers is a Doctoral Candidate in Organizational Leadership at Hood College in Frederick, Maryland. After a 25-year career in leadership and management roles and training for the National Academy for Professional Development (NAPD), Amy realized her passion for training and leading others in their journey to professional excellence. Amy graduated from the HELM Senior Leadership Program in 2015 where she developed and started her business, Rogers Consulting LLC, to contractually train in leadership, team-building, and communication skill development. Amy found in leadership training classes that women were experiencing many barriers to acquiring leadership roles and she decided to research how best to educate women on strategies to overcome those barriers, which is the topic of her dissertation and she will apply social capital theory to identify effective strategies through a lens of intersectionality. Amy holds training certifications in RightPath Resources, FEMA's Executive Leadership Skills Series, and is an adjunct professor at Hood College and Frederick Community College.

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Seunghoo Chung

Seunghoo Chung is a Ph.D. Candidate of Management and Human Resources at Fisher College of Business, The Ohio State University. His research examines how to structure group and team settings to facilitate successful outcomes, with a primary interest in the factors that promote collaboration. He is particularly interested in how to best structure teams to create higher quality negotiated agreements. In his dissertation research, he shows how group composition can impact team members' ability to successfully create value (i.e., more win-win agreements) in inter-team negotiations. He employs multi-method techniques in his research projects, including lab experiments, field studies, archival data analysis, and meta-analysis. Seunghoo's work has been published in *Personality and Social Psychology Bulletin* and featured in outlets such as BBC News, Harvard Business Review, and The New York Times.

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Vanessa Conzon

Vanessa Conzon is a PhD candidate in MIT Sloan School of Management's Work and Organization Studies program. Her research focuses on how employees and managers balance organizational goals with employees' expectations of autonomy. Vanessa studies this by examining flexible work schedules, flat and team-based organizational structures, high-skill contractors, and related topics. Her job market paper, for instance, focuses on when and why managers support flexible work policies for workers, and the gendered implications of these policies. Vanessa primarily employs ethnographic methods. She has performed four ethnographies of scientific and technical professionals: STEM research consultants, IT workers at a financial services firm, drug development researchers, and STEM university professors. Vanessa has been recognized for her academic excellence with MIT's Zannetos Memorial Scholarship. She has experience with both in-person and remote teaching.

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Matthew Cummins

Matthew Cummins is a PhD Candidate in Organizational Behavior at Stanford GSB. His research explores the nonverbal side of organizations. 'Nonverbal' information is perceived and processed without relying on language or symbols to comprehend it. Every day, designers and managers make decisions that affect the nonverbal work environment, such as: the choice of communication medium, the physical layout of shared workplaces, and norms for nonverbal communication. How we process these can have far-reaching consequences, especially for inclusion, hiring, and retention. For example, in his job market paper, he showed that the spatial layout around an individual worker's assigned workstation can affect their perception of the organization they work in, which he theorize is due to variation in the set of social interactions that they are able to observe.

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**Liat Eldor**

Liat Eldor is a Post-Doctoral and Senior Fellow Researcher at the Center of HR at Wharton School, University of Pennsylvania. Her research work combines OB and HR contemporary topics such as employee engagement in the gig economy, the effect of leading by doing on firm productivity, new arrangements of work, emotions in the workplace, and the effects of firm-level, collective OB/HR phenomena on business results. She employs a wide array of methodological-qualitative and quantitative- methods (e.g., interviews, multi-level hierarchical and FX models) in both in panel, longitudinal surveys and experimental field studies in leading retail chains and global high-tech companies (e.g., TATA). Her work has been published in top-tier journals such as Academy of Management Journal, Journal of Management Studies, Harvard Business Review, and Journal of Organizational Behavior and has several ongoing papers under revision and submission processes in Academy of Management Review, Journal of Applied Psychology, and Administrative Science Quarterly. Prior to entering academia, Liat held various human resources leading roles in the high-tech industry.

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**Paul Finn**

Paul Finn is an Early Career Academic Fellow at the University of Melbourne. Having completed his PhD in 2019, his current research explores diversity and power in creative spaces, for example think tanks, accelerator programmes and art/science public engagement spaces. As such, his work explores the intersection of creativity and power in terms of who -- and what -- gets to be included in such creative spaces, and the benefits of being associated as creative. Paul also explores the influence of power relations on nascent and emergent entrepreneurship. Paul coordinates and delivers courses in Strategic Management, Change Management and Organisational Behaviour with the Department of Management and Marketing at the University of Melbourne.

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**Alexander Fleischmann**

Alexander Fleischmann is currently finishing his PhD project on alternative forms of organizing and their relation to diversity at WU Vienna University of Economics and Business. His most current project is a Special Issue in Organization on “Organizing Solidarity in Difference”. He studied International Business Administration at the University of Vienna and Hanken School of Economics (Finland) as well as Gender Studies at the University of Vienna. After appointments in Equal Opportunities at the Academy of Fine Arts Vienna, he has worked at WU Vienna from October 2015 to February 2020. Alexander presented his work, among others, at EGOS, CMS, Gender Work and Organization and co-edited a book on art, theory and activism. His contributions appeared in *Gender in Management: An International Journal*, *Journal of Management and Organization*, *ephemera – Theory and Politics in Organization* and are under review for *Work, Employment and Society* as well as *Organization*.

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**Andrea Freund**

Andrea Freund is a PhD Candidate in Organizational Behavior at Stanford Graduate School of Business. She is interested in exploring self-presentation, bias, and backlash in modern organizations. In her dissertation, she examines how organizational efforts to encourage employee wellbeing result in both overt and subtle discrimination toward workers who put this advice into practice. Her other work investigates the consequences of the increased emphasis on passion for work for job candidates, the impact of team-contracting interventions aimed at managing the more adaptive and transitory nature of teams, and people’s perceptions of the ethicality of today’s “mega-corporations.” Throughout her research, she explores strategies that individuals and organizations can use to reframe their behavior and improve their outcomes. She also pursues a secondary stream of research focused on the increasing sociopolitical divide in the U.S. and abroad. Leveraging Big Data and machine learning methods, she explores the validity of lay beliefs about the differences in gendered self-presentation between liberals and conservatives, offering insight into the distinctions that unite and divide us.

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Danielle Gardner

Danielle (Danni) Gardner is a Ph.D. Candidate in Organizational Psychology at Michigan State University. Her research broadly encompasses diversity and discrimination within organizations, with a lens toward organizational justice and fairness concerns. Danni's work has been published in peer-reviewed journals including Journal of Applied Psychology, Industrial and Organizational Psychology, and Equality, Diversity and Inclusion, and is routinely presented at SIOP and AOM conferences. Her multi-study dissertation puts forth identity management as a factor constraining LGB employees' work and non-work boundary management, which seeks to integrate and advance diversity and work-life literatures. Danni received her B.A. from Rice University (graduating Summa Cum Laude), her M.A. from Michigan State University, and is expected to graduate with her Ph.D. in May 2021.

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Manuel Gonzalez

Manuel Gonzalez is a PhD candidate in industrial-organizational psychology at the Graduate Center, City University of New York, and will work as a postdoctoral fellow in the Baruch College psychology department starting in Fall 2020. His research interests primarily pertain to (a) the influences of emotions (felt or expressed) on individuals, relationships, and the organization, (b) fairness in the workplace, with a recent focus on how employees perceive artificial intelligence (AI) and machine learning (ML), and (c) the intersection of these two areas. Across his research, he often push back against various assumptions regarding what is "good" or "bad." For example, he has found that (a) people can react to envy constructively, despite envy being an unpleasant emotion, (b) distractions can sometimes improve task performance, and (c) social support can sometimes negatively predict job satisfaction. He thus advocate for a balanced, value-judgment free consideration of various phenomena at work.

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**Rachael Dailey Goodwin**

Rachael Dailey Goodwin is a PhD Candidate in Management at the University of Utah and a research fellow with the Women and Public Policy Program at the Harvard Kennedy School. Prior to pursuing a PhD, Rachael was a visiting adjunct professor in the Romney Institute of Public Management at Brigham Young University. She investigates gender issues related to expected power, managerial social cognition (i.e., construal), and women's desire to lead. She is interested in increasing women's personal sense of power in majority-male leadership groups, and in understanding gendered perceptions of leader communications. She also explores unethical behaviors (e.g., sexual harassment) that create obstacles for women. Her other research examines whistleblowing, and attitudes towards perpetrators and victims. Rachael's work utilizes diverse methodologies including survey-based field research, experiments, experience sampling, text analysis, and archival data analysis. Her research is published in the *Psychology of Women's Quarterly*, and the *Journal of Experimental Social Psychology*.

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**Lydia Hagtvedt**

Lydia Hagtvedt researches the future of work (development and application of digital technologies, such as AI), creativity, and curiosity using quantitative and qualitative methods. Her dissertation is an inductive study of how individuals developing AI navigate the potential harms posed by their work (dissertation committee: Spencer Harrison [Co-Chair], Michael Pratt [Co-Chair], and Teresa Amabile). She has published a quantitative exploration of the relationship between specific curiosity and creativity (Hagtvedt, Dossinger, Harrison, & Huang, 2019, OBHDP), and has two papers with revisions at *Administrative Science Quarterly* in addition to other work in progress. She received her Ph.D. from the Management & Organization Department of the Boston College Carroll School of Management in December of 2019.

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**Amanda J. Hancock**

Amanda J. Hancock is a Ph.D. Candidate in Human Resources and Organizational Behaviour in the Management Program at Memorial University of Newfoundland, Canada where she is supervised by Dr. Kara Arnold. Her Social Sciences and Humanities Research Council of Canada-funded (SSHRC is Canada's National research funding agency) dissertation research focuses on employee perceptions of leader effectiveness when a leaders' concealable stigmatized identity is disclosed in the workplace. She has published in top tier management journals such as the Journal of Vocational Behavior and has co-authored several book chapters. Before commencing her doctoral studies, Amanda acquired a combined ten years of industry/management experience in human resources working in both private and public sectors. Her research interests include leadership and vulnerability, occupational health and wellness, and employee well-being in organizations. She is set to defend her dissertation research in 2020 and is seeking a tenure-track assistant professorship at an excellent business school where English is the language of instruction.

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**Joyce He**

Joyce He is a Ph.D. candidate in Organizational Behavior and Human Resource Management at the University of Toronto's Rotman School of Management. Her research focuses on understanding mechanisms for the continued persistence of gender inequality in labor markets, and what organizations can do to disrupt them. In her dissertation work, she departs from approaches that aim to "fix the women" or "fix the sexists" and focuses instead on structural changes rooted in organizational design to reduce inequality. Her findings so far demonstrate that changing promotion schemes from an opt-in choice frame (requiring self-nomination) to an opt-out choice frame (applicants are automatically considered) attenuates the gender gap in application rates by increasing women's participation, suggesting the effectiveness of "opt-out" promotions in closing the gender promotion gap in organizations. Joyce's research has been published in Nature Human Behavior, Academy of Management Journal, and Journal of Vocational Behavior, and her work has been featured in Scientific American and Harvard Business Review.

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**Lauren C. Hindman**

Lauren C. Hindman is a Ph.D. candidate at the Isenberg School of Management at UMass Amherst, where she is a Research Enhancement and Leadership Fellow. Her research examines the experiences of women and other marginalized groups in organizations, with the aim of reducing underrepresentation and discrimination. Her dissertation research, an ethnographic study of the gendered structures and social processes of two sport organizations, has received funding support from the North American Society for Sport Management (NASSM) and the UMass Amherst Graduate School. She has published several studies in journals including *Journal of Sport Management* and *Journal of Change Management*. She has five years of teaching experience in management and marketing at the undergraduate and graduate levels. In addition to her academic background, she has more than a decade of industry experience, most recently as the senior director of marketing for a professional sports team.

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**Audrey Holm**

Audrey Holm is a PhD Candidate in Management and Organizations at Boston University's Questrom School of Business. Her research focuses on shifting occupational dynamics, evolving relationships at work, inclusion and new labor market challenges. In her dissertation, Audrey examines the practices of "bridge workers" – individuals who provide jobseekers with services such as training and job-placement assistance – to reflect on processes that disrupt or maintain labor market inequality. She uses an ethnographic approach to examine bridge work specialized in helping formerly incarcerated jobseekers. Audrey's work also includes collaborations on the changing nature of expertise and on the role of categorization in qualitative analysis (forthcoming in *Academy of Management Review*). Audrey has taught Organizational Behavior offline and online, holds an M.B.A. from ESSEC Business School and previously worked as a consultant and business development manager. She is the recipient of Questrom's 2020 Award for Outstanding Research by a Doctoral Student.

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**Summer Jackson**

Summer Jackson is a Ph.D. Candidate at the MIT Sloan School of Management, where she has been recognized as both an MIT Presidential Fellow and Graduate Woman of Excellence. She is an organizational ethnographer and her dissertation research is on diversity and inclusion in the technology sector. In three papers from this study, she examines the policies and practices associated with building a diverse, inclusive, and equitable workforce. More generally, her research explores organizational inequality, social hierarchies, and related topics in the sociology of work and occupations. At AOM 2020, she is organizing and presenting research in a symposium, “Building Diverse, Equitable, and Inclusive Workplaces: What works? What doesn’t? And why?” Summer is also a passionate teacher with experience leading diverse and inclusive classrooms; she has taught courses on organizational behavior and is interested in teaching courses in OB, organizational processes, D&I, and leadership and teams.

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**Sophie Jané**

Sophie Jané (she/her) is a Ph.D. Candidate in Organizational Behavior at the Weatherhead School of Management, Case Western Reserve University. Her research focuses on diversity and inclusion, risk in organizations, and the philosophy of science. Her dissertation explores the role of social risk perceptions in organizational decision-making. Drawing on multi-year field observations and interview data, she explores the identification of individuals in groups as risky, and the effects of risk identification on individual and group-level outcomes. Sophie’s research has been published in Academy of Management Learning and Education (AMLE), Organizational Dynamics and The Psychologist-Manager Journal. She received an NSF Graduate Research Fellowship for her research on risk perception and candidate selection in STEM fields, and the 2018 AMLE Best Paper Award for her paper on the legitimacy of gender in management scholarship. She taught an upper-level undergraduate class, “Women and Men as Colleagues in Organizations” which received excellent ratings.

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Catrina Palmer Johnson

Catrina Palmer Johnson is a doctoral candidate in the Management and Global Business department at Rutgers Business School – Newark and New Brunswick. She is majoring in Organizational Behavior and pursuing a minor in Social Psychology. Her research focuses on how gender and racial disparity affect mentorship relationships in the academy, as well as how criminal history affects job-searchers' ability to acquire meaningful work. Her work has been published in *Equality, Diversity & Inclusion: An International Journal* and *Personnel Review*. Johnson has taught introductory management and guest lectured two diversity courses: women leading in business and managing diversity. Prior to entering academia, she served as an academic advisor at a midwestern university and a research associate at a consulting firm.

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Samantha L. Jordan

Samantha L. Jordan is a Ph.D. candidate in Organizational Behavior and Human Resource Management in the College of Business at Florida State University. Samantha's research focuses on the "dark side" of organizations, predominantly in the areas of interpersonal mistreatment and gender-related issues, social biases and unfairness, and self-serving behaviors at work. Her research has been published in academic outlets including the *Journal of Applied Psychology*, *Journal of Management*, and *Human Resource Management Review*. Samantha's research has won the 2019 Best Conceptual Paper at Group & Organization Management, as well as the Best Paper for the Careers Division at the Academy of Management's 80th Annual National Meeting. Additionally, Samantha was nominated for the Graduate Student Research & Creativity Award in the Spring of 2020. She has taught undergraduate courses in both Organizational Behavior and Human Resource Management and was nominated for a doctoral teaching award in the Spring of 2019.

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**Sijun Kim**

Sijun Kim is a doctoral candidate at the University of Arizona. His research interests are primarily about voice and status with a focus on antecedents and consequences of voice and psychological experiences of status. He has collected field data, designed and conducted experimental studies, and utilized archival data in support of his research. Currently, he has multiple manuscripts with requested revisions at the Academy of Management Journal and the Journal of Applied Psychology. In his dissertation, he seeks to examine how and why relative status affects voice decisions about peer's misconduct. He has already collected field data and plan to conduct a set of experimental studies to test the entirety of his model. He taught a course in which he successfully responded to the coronavirus outbreak by migrating to online instruction in the middle of the semester and received the award for outstanding graduate student teaching from his department.

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**Karren Knowlton**

Karren Knowlton is a Ph.D. candidate in Management at The Wharton School, University of Pennsylvania. Her primary research stream explores pathways to diminishing intergroup inequality in the workplace. Within this stream, her dissertation examines why and how individuals might act as agents toward greater equality, investigating what leads minorities to become trailblazers, rather than tokens. Ms. Knowlton has also studied how majority group members can become effective allies, the ripple effects of minority role models, and what motivates in-group members to help out-groups. In her second stream of research, she seeks to further knowledge of how collaboration and organizing can solve complex problems by investigating the multi-level, micro-dynamic processes of teams and groups. She utilizes a variety of methodologies, primarily field surveys and experiments and also employs archival analysis and qualitative interviews when appropriate. Ms. Knowlton holds an MBA and a B.S. in mechanical engineering from Washington University in St. Louis and previously worked as an engineer for Nike, Inc.

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Yasir Kundi

Yasir Kundi is pursuing PhD at IAE- Aix Marseille Graduate School of Management, France under HEC-Campus France Scholarship. Yasir's research interest revolves around employees' career, job crafting behavior, and work-related attitudes and behaviors.

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Lucas A. Lauriano

Lucas A. Lauriano is a PhD candidate in Management at King's Business School, (KCL). His research covers sustainability and diversity aspects, including talent management and stigmatized employees. Regarding talent management, he is interested in the dark side of executive trainee programmes, a popular HR strategy in Brazilian organizations, that allure young and ambitious professionals to work in often sluggish and bureaucratic environments. I analyze how organizations manage to re-construct hypocrisy over time. Regarding diversity, I study the impact of the internet on stigma management at the workplace, analyzing how male homosexual employees struggle to integrate/segment their professional and stigmatized identities given specific features of social network sites that lead to unintended consequences. He published at Corporate Governance and Industrial and Labor Relations Review. His work is also in various stages of review at the AMJ, Organization Studies and Journal of Business Ethics.

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Claire Le Breton

Claire Le Breton is a PhD candidate in Management at emlyon business school (France), and member of the Organization, Critical and Ethnographic perspectives (OCE) research center. Her thesis draws on an enacted ethnography of food-delivery work in Lyon, France, to examine how workers experience new forms of organizations. In this context, she mainly focus on the role of workers' bodies – as fleshy, gendered, racialized, situated beings. She will complete her thesis by summer 2021. She is looking for a position (assistant prof.) from September 2021.

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Gabrielle Lopiano

Gabrielle Lopiano is a PhD candidate in Organizations and Management at Emory University. Her research examines how social hierarchy influences the ways people experience and overcome adversity, and the implications for their work outcomes. In her dissertation, Gabrielle explores how stigmatized individuals learn from their experiences of coping with stigmatization to develop assets that add value to their organizations; these ideas are supported empirically with unique field samples of union members and LGBTQ MBA students. Her work has been published in Personnel Assessment and Decisions (special issue on Reducing Discrimination in the Workplace) and is at various stages of review/revision at Academy of Management Review, Management Science, and Organizational Behavior and Human Decision Processes. In addition to several academic conferences, Gabrielle has been invited to present her research to the National Center for Civil and Human Rights, the Center for Budget and Policy Priorities, and to Executive Education programs.

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Victor Marsh

Vic Marsh is interested in the curiously high effectiveness of specialized diversity offices in achieving managerial diversity in corporations. A former bureaucrat himself, Vic traces how people innovate through bureaucracy and how people innovate despite bureaucracy. His dissertation builds theory from six case studies in Silicon Valley, where fast-growing firms were choosing and creating new diversity initiatives amidst race-related social crises. Vic traces how firms overcome a strong institutional pressure working against innovation: the motivation to copy peer practices in order to appear legitimate.

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Kaylene McClanahan

Kaylene McClanahan is a doctoral candidate at the Kellogg School of Management at Northwestern University. She will begin a position as a postdoctoral researcher at the UCLA Anderson School of Management this fall. Kaylene's research is focused on hierarchy at the interpersonal and intergroup levels. At the interpersonal level, Kaylene explores how and why dominant leaders obtain positions of power despite being selfish and unlikable. At the intergroup level, Kaylene explores the role of group-based hierarchy and egalitarian ideology in diversity efforts. She is also working on interventions to support and encourage members of underrepresented groups in entrepreneurship. Kaylene uses a variety of methods in her work including experiments, longitudinal studies, hormone analysis, and big data techniques. Her work has been published in outlets such as Proceedings of the National Academy of Sciences, Leadership Quarterly, and Group Processes and Intergroup Relations. Kaylene teaches Negotiations in Kellogg's MBA program.

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Kate McCombs

Kate McCombs recently completed her Doctor of Management in Organizational Behavior at the Florida Atlantic University in Boca Raton, Florida. She will begin a visiting position at Tennessee Technological University beginning August 2020. Her dissertation was on Leader Identity and consisted of a qualitative and quantitative piece. Her primary research interests include leadership in the political arena, leadership behaviors, self-leadership, and the influence of identity in relation to leader and leadership development. Her research has been published in Leadership and Personality and Individual Differences. She is passionate about the educational experience and learning and hopes that she can instill this passion for learning into the students in her classes. She primarily teaches Organizational Behavior and Management and International Management and has also taught courses on Leadership and Human Resource Management.

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Devalina Nag

Devalina Nag is a Ph.D. candidate in Management with a focus in Organizational Behavior and Human Resources at the University of Memphis. Her research focuses on the manifestation and implications of contemporary social disadvantage, specifically for women and racial minorities, as it emerges in organizational contexts. Devalina's research aims to pose fair and equitable solutions to mitigate these challenges and truly leverage the benefits of diverse workplaces. Her dissertation which is being funded by a research seed grant from the Center of Workplace Diversity and Inclusion through the University of Memphis demonstrates how targets and bystanders of sexual harassment vigilantly look for cues, such as females in leadership roles and the number of women that they have on their team before reporting an incident. Devalina earned an M.B.A. from the University of Houston-Downtown in 2017 and has independently taught courses in Compensation and Performance Appraisal and Organization and Management.

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**Linda Nguyen**

Linda Nguyen is an NSF Fellow and PhD Candidate in UCLA Anderson's Management and Organizations program. Her research interests lie in the domains of diversity and discrimination, investigating underlying reasons for racial and gender disparities in representation within organizations and the ways in which social inequality persist. Currently, her work focuses on three primary research streams: 1) how diversity blind spots— a phenomenon in which people fail to acknowledge social groups that are absent from organizations—can have negative effects on support for diversity initiatives, 2) how perceptions of Asian Americans as the “model minority” help perpetuate racial inequality, and 3) how accent discrimination may affect perceived likeability, competence, and overall employability. In her dissertation, she creates a theoretical framework in how information is categorized and incorporated (or overlooked) to make diversity perceptions. Linda is passionate about mentoring and taking concrete steps to promote diversity and inclusion in academia.

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**Jensine Paoletti**

Jensine Paoletti is a PhD student at Rice University. Prior to starting her doctoral program, Jensine attended Washington State University and worked at NASA, which inspired her research interests in workplace relationships (broadly defined to include teamwork, leadership, mentorship, etc.). Specifically, she is interested in emergence and maintenance of workplace relationships and how these relationships cross the work-nonwork boundary. Through the relational lens, Jensine Paoletti studies the emergent states, such as psychological safety, and relational processes, such as social support, that result in employee, dyadic, team, and organizational effectiveness. For example, her dissertation incorporates a needs-based view on emotional support spillover between work and home. She conducts research with a variety of techniques, including, including meta-analysis, theoretically-focused reviews, and social relations analyses and thematic analysis. Her research has been published in *Organizational Behavior and Human Decision Processes*, *Work, Aging, and Retirement*, and *International Journal of Engineering Education*.

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**Chandra Shekhar Pathki**

Chandra Pathki is a doctoral candidate in OB/HRM at University of Illinois at Chicago. His research focuses on leadership, workplace interactions and individual differences. In the area of leadership, he is interested in understanding follower's attitudinal and emotional reactions to leader's behaviors. In the area of workplace interactions, he examines the impact of organizational expectations or norms on employee's emotions and behaviors. Finally, in the area of individual differences, he is interested in examining the benefits of assessing work specific personality (vs. non-contextualized personality) on work outcomes. He attempts to integrate these three areas in his dissertation by investigating the effects of follower's attribution of abusive supervisor's motives on their voice behaviors. His research employs field, experimental, longitudinal, and critical incident study designs. He is currently working on three revisions and resubmissions at top tier journals such as Journal of Management and Journal of Organizational Behavior in addition to other works in progress. One of his papers is published in the Academy of Management best paper proceedings.

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**Michele A. Richardson**

Michele A. Richardson is a Human Resources professional with more than 20 years of experience in talent, leadership, and organization development across a variety of industries, including technology (Internet and software), government, and higher education. She currently serves as a Senior Organizational Development Consultant at Yale University where she is responsible for advising executives to lead culture transformation efforts, designing results-driven interventions to improve organizational effectiveness, and implementing talent development strategies across the University's span of nearly 10,000 union and non-union staff. In addition to her full-time work at Yale, Michele is completing her final year of doctoral studies in Human Development at Fielding Graduate University where she is investigating the role that multiple, layered social identities have on experiences of leadership and diversity at work. Her dissertation research explores the identity negotiation processes of multiracial women of color in senior leadership positions.

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Daniel Samosh

Daniel Samosh is a Postdoctoral Research Fellow at the Centre for Industrial Relations and Human Resources at the University of Toronto. He received his PhD in Management with a specialization in Organizational Behaviour from Queen's University in 2019. His research focuses on the leadership and inclusion of individuals with stigmatized social identities, with a particular emphasis on the work experiences of persons with disabilities. Dr. Samosh is a multi-methods researcher, with expertise in methods such as qualitative interviews, laboratory experiments, surveys, and archival data analysis. His research on the career advancement and leadership of persons with disabilities has been published in the journal *Business & Society* and he is a co-guest editor of a forthcoming special issue on workplace inclusion in the journal *Equality, Diversity, and Inclusion: An International Journal*.

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David Sanson

David Sanson is a doctoral student in social sciences at ENS Lyon, and research assistant for the "Organization, Critical and Ethnographic perspectives" Research Center (emlyon Business School). Drawing on a longitudinal ethnography, he develops a critical approach to management and finance by analyzing professional relations dynamics (cooperation, negotiations, conflicts) and workers' resistances in organizations. He particularly focuses on social class dynamics and struggles in contemporary workplaces. He will complete his thesis by summer 2021. He is looking for a job (assistant professor) from September 2021.

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Lumumba Seegars

Lumumba Seegars is a PhD candidate in Organizational Behavior at Harvard Business School. He uses qualitative and quantitative methods in order to understand how the interaction between individuals and organizational environments shapes the way people engage in and experience organizational efforts aimed at challenging inequality. His work centers on race, gender, and class inequality, and he also explores the intersections between them. His dissertation examines how women and racial minorities collectively organize around their identities at work and attempt to make their workplaces more inclusive. He has work experience in education, the performing arts, political campaigns, and ministry. Lumumba completed his undergraduate studies in Social Studies at Harvard College.

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Xiaochuan Song

Xiaochuan Song is an Assistant Professor of Business at Misericordia University. He received his Ph.D. and M.A. in Management from the University of Alabama. Before stepping into the academia, he worked as healthcare practice administration, my job includes physician and CRNP credentialing/re-credentialing, medical billing, and HIPAA compliance/training. He teaches Management of Human Capital, International Business, and Human Resource Management. His research interest focuses on Organizational Justice, Employee Well-being, Entrepreneurship, and Crowdsourcing.

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**Keimei Sugiyama**

Keimei Sugiyama is a post-doctoral research associate at the D'Amore-McKim School of Business at Northeastern University. Prior to joining D'Amore-McKim, she completed her Ph.D. in Organizational Behavior at the Weatherhead School of Management at Case Western Reserve University. Her research interests lie at the intersection of diversity and inclusion, careers, identity and work-life issues. Her research has been published in outlets such as the Academy of Management Review, the Journal of Organizational Behavior, the Journal of Vocational Behavior, the Journal of Management Education, and Business Horizons. She has won several awards for her research, including the Arnon Reichers Best Student Paper Award in the Careers Division of the Academy of Management and the Outstanding Dissertation Research Proposal Award from the Weatherhead School. Her teaching interests include Organizational Behavior, Diversity and Inclusion, Human Resource Management, and Qualitative Methods.

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**Ayushi Tandon**

Ayushi Tandon is a PhD candidate in the Information Systems area at Indian Institute of Management Ahmedabad, India. She is exploring variability in use of Electronic Medical Records (EMR) within OB/GYN speciality outpatient consultation. She is using concepts and methods derived from Human Centred Design (HCD, HCI) and medical anthropology for her dissertation work. Her work highlights cultural mechanisms creating variations in use of health information technology; specifically arising within gendered and patriarchal societies like India. Apart from this, she is also working on project involving A/B testing and multivariate testing. In this work, she is trying to understand user engagement in mobile based platforms having diffused status markers (including gender of opponent) as variables. Ayushi has served as associate editor for the CHI'20 (Late Breaking Work) and is Ahmedabad, India regional chapter leader at Women in AI Ethics (WAIE) 2020. Currently, she is working as a pro-bono researcher for 'Alliance for Telemedicine Registry and Evaluation', besides finalising her dissertation.

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**Issaka Lawerh Tetteh**

Issaka Lawerh Tetteh is a PhD. candidate in Management & Organisation at Ankara Yildirim Beyazit University, Turkey. Issaka earned a Master of Science degree in International Management from the University of the West of England, United Kingdom in 2009. Prior to starting his PhD, Issaka held several managerial roles in the corporate sector. His research explores topics in the broad areas of Strategy, Organisational Behaviour, Diversity & Inclusion, Labour Relations, HRM, Cross-cultural Management, Responsible Management, and Workplace Spirituality. His works have been published in the Nankai Business Review International and the International Journal of Hospitality Management. His co-authored work won the best paper award at the Global Conference on Business, Hospitality and Tourism Research (GLOSEARCH 2018). His dissertation examines diversity management in the African context. Issaka is the recipient of the 2019 Fetzer/MSR Scholarship and 2015 Türkiye Scholarship. He has lived and/or worked in Turkey, UK, Liberia, Ghana, and Sudan. He is expecting to graduate in September 2020 and currently seeking an academic or corporate position.

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**Lauren Walker**

Laura Walker is a PhD candidate (ABD) of OB/HR in the G. Brint Ryan College of Business at the University of North Texas. Her research focuses on justice/fairness, motivation, and turnover/retention. Laura's work has been published in Management Teaching Review, Journal of Park and Recreation Administration, and Recreational Sports Journal. She has taught a variety of management courses, including Organizational Behavior; Compensation and Benefits; Business Ethics and Social Responsibility; Workplace Health and Safety; Management and Executive Development in Recreation, Sport and Leisure Services; and Administration and Programming in Corporate and Recreational Sports Settings. In addition, Laura has presented her research at the Academy of Management Annual Meeting (Boston, MA), the Southwest Academy of Management (Houston, TX), the National Recreation and Park Association Annual Conference (Anaheim, CA), and the Indiana University - Purdue University Indianapolis (IUPUI) Assessment Institute (Indianapolis, IN).

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**Bradley Winton**

Bradley Winton is currently a doctoral candidate at the University of Dallas, scheduled to defend my dissertation on July 24, 2020. He is tremendously excited to start a new position in Fall 2021, where he can contribute to a focus on moving business practice forward, continue his research on interpersonal characteristics and leadership, and serve both a campus and a community. His primary research focus currently examines emotional abilities and the part they play in the leader-follower exchange. However, his other active studies venture into areas of entrepreneurship, organizational development, and human resources. He has been fortunate enough to hone both of his research and teaching skills throughout his graduate training, with opportunities to teach undergraduate and graduate students in both on-ground and on-line settings. He looks forward to the opportunity to utilize these skills and his practical experience to find success in his future position.

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**I-Heng (Ray) Wu**

I-Heng (Ray) Wu is a PhD Candidate in Management in the Henry Tippie College of Business at University of Iowa. His research interests primarily lie in the dark side of organizational behavior, with an ultimate goal of helping researchers and managers alike create a better workplace. In this particular area, he studies disposition (e.g., dark triads), emotion (e.g., envy), employee behavior (e.g., counterproductive work behaviors, ostracism), and leadership (e.g., abusive supervision). Ray's dissertation examines how employees cope with workplace envy at home. He is the recipient of the Kenneth Key Fund, PHIL Student Success Grant, and First Place Paper Award at University of Iowa. He has given research talks at National Taiwan University, National Chengchi University, National Sun Yat-sen University, and National Chung Hsing University, all in Taiwan. Ray's research has been featured in Journal of Organizational Behavior, International Journal of Conflict Management, and International Journal of Cross Cultural Management.

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**Vivian Xiao**

Vivian Xiao is a Ph.D. candidate in Organizational Behavior at Stanford's Graduate School of Business. Her work explores how race and gender interact to impact a wide range of social and organizational outcomes. Current work includes how race impacts evaluations of woman leaders, when and how opportunities for voicing are linked to greater feelings of inclusion among women and racial minority workers, and how the content of gender role expectations varies within different racial groups. Vivian's dissertation focuses on how the racial group memberships of evaluators and targets jointly affect evaluations of women's gendered behavior. She finds that women of all races receive more backlash for violating gender norms from racial in-group members than racial out-group members, and explores the implications of this work in the context of accusations of sexual assault, political behavior, and leader evaluation.

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**Heather Yang**

Heather Yang is a PhD candidate in the Work and Organization Studies group at MIT's Sloan School of Management, where she has been recognized as an MIT Presidential Fellow. Her research investigates how social information (like status, gender, and stereotype congruence) embedded in novel technology (like artificial intelligence) can influence their impact on organizational diversity and decision-making. Her dissertation research investigates this through two main lines of questioning: First, by examining the individual level differences that separate out the algorithmically averse from the appreciative; and second, how the implicit application of social information to algorithmic agents impacts their use. Heather has published in top journals such as Management Science and Organizational Behavior and Human Decision Processes. At this year's AOM annual meeting, Heather will be chairing her Showcase (selected as top 10% of all Academy submissions) symposium live: "Resisting Artificial Intelligence: When Do Decision-Makers Avoid or Use Algorithmic Input?"

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**Jessica Yustantio**

Jessica Yustantio is a PhD candidate at UNSW Sydney, due to graduate in July 2020. She received her honours degree in HRM and Business Law in 2013 and was funded through the Sir John Prescott Honours Scholarship. Before commencing her PhD in OB and Leadership, Jessica worked at Fairfax Media, publishers of Sydney's newspapers The Sydney Morning Herald and Australian Financial Review. Jessica's research interests are the effect of race, emotions and political skills on leadership promotability. Jessica enjoys teaching and has taught postgraduate and undergraduate courses in leadership, management, and international business. Jessica was UNSW Business School's Higher Degree Research student representative in 2018-2019 where she developed a mentoring program for incoming faculty research students. She has collaborated to obtain grants including the UNSW linkage research seed fund and the UNSW HDR projects grants. Jessica hopes to work within an institution that embraces diversity of thinking and creativity.

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**Jack Zhang**

Jack Zhang is a Ph.D. candidate of organizational behavior at the Olin Business School of Washington University in St. Louis. His research interests involve socially impactful topics (creativity evaluation, meaningful work, gender) at various levels (individuals, dyads, groups). In his dissertation funded by the Bauer Leadership Center, he conducts a mixed-methods study (grounded theory and field survey) to understand how employees of different work orientations (job, career, calling) react differently to furlough under the impact of COVID-19. His work is in various stages of review at Personnel Psychology, Management Science, Administrative Science Quarterly, and Academy Management Journal. His paper presentation was selected for inclusion in the Best Paper Proceedings. One symposium he co-organized about evaluation of creative ideas was selected in the final list of Best Submission with Practical Implications for Organizations; a second symposium about multiparty negotiations was selected as a Showcase Symposium. He has independently taught a semester-long undergraduate course on negotiation.

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