Gender and Diversity in Organizations (GDO)

AOM GDO Division Newsletter

2019 Student Job Market Edition

Newsletter Editor
Ny Mia Tran

Welcome to the 2019 edition of the Gender and Diversity in Organizations (GDO) Student Job Market Edition!

Once again, we are getting ready for the annual AOM Conference taking place in **Boston, MA** this year. This means that for many doctoral students who are reaching the final stages of their program, we are about to start the job market season. Based on the success of the past three 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 **22 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. In addition, we're providing our candidates with name tag flags that say "I'm on the job market!" to help you identify our candidates.

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

1. **GDO Pre-Conference Social Hour** on **Friday, August 9 from 6:00pm to 8:00pm** at Boston Park Plaza in Georgian.
2. **GDO Welcome Breakfast** on **Monday, August 12, from 8:00am to 9:00am** at Boston Park Plaza in Boylston.

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!

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2019 GDO STUDENTS ON THE JOB MARKET

David (Dave) Arena

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David (Dave) Arena is a Ph.D. candidate (ABD) in Management at the University of Memphis working with Kristen Jones. His research focuses on how stigmatized employees manage their identity at work, modern forms of mistreatment that pervade organizations, and the workplace experiences of traditionally under or mis-represented populations such as bisexual employees. His dissertation research challenges tenets of minority stress theory to argue how gender and sexual orientation interact to influence the predictiveness of perceived discrimination on engaging in specific identity management strategies for LGB employees. His work has been published in journals such as the Journal of Vocational Behavior, and Industrial and Organizational Psychology. It is also in various stages of review at Personnel Psychology and the Journal of Business and Psychology. Dave received a research seed grant from the Center for Workplace Diversity and Inclusion through the University of Memphis and expects to graduate in May 2020.

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Simona Brickers

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Simona L. Brickers recently completed her Doctor of Management in Organizational Leadership at the University of Phoenix in Phoenix, Arizona. Her dissertation was on Nonprofit Board's Receptivity to Diversity and Diversity Management: A Quantitative Analysis. Before embarking on her doctorate, Simona managed a $38M operating budget for the federal government for 20-years. Equipped to examine how business leaders build organizational structures, policies, and processes, and how these, in turn, shape social relations and create institutions that affect employees, performance, and productivity within the organization. Here extensive leadership experience focuses on developing a critical understanding of the cultural, political, economic, and other institutional structures that perpetuate systems that establish high-impact performance outcomes. Her approach seeks to understand how individuals, broader social networks, and institutional values inform the experiences of the workforce, organizational structures and sustain the company's day-to-day operations both short and long-term business plans and the impact on society.

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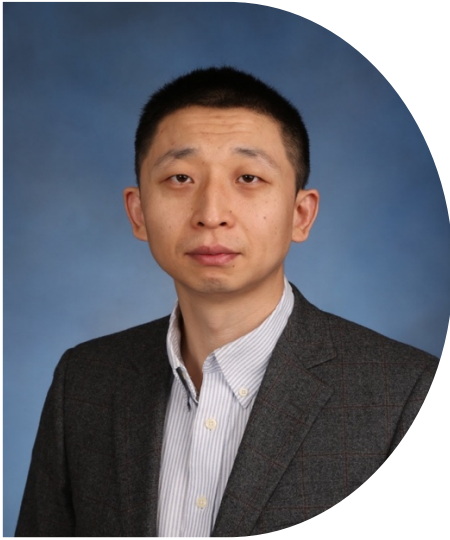
Ke Cao

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Ke Cao is a Ph.D. Candidate in Strategic Management and Organization at the University of Alberta, Canada. He conducts research on corporate sustainability, with a focus on sustainability certifications. His research engages with various important matters such as forest, gender, and the future of business. To date, his research has focused on two settings: (1) Certified B Corporations, and (2) global palm oil industry. Ke's work has been published in the *Academy of Management Discoveries*, *Journal of Business Venturing,* and *Advances in Entrepreneurship, Firm Emergence and Growth*. Prior to his academic career, Ke worked with The Forest Trust, the American Friends Service Committee, the Heinrich Böll Foundation, and the Global Environmental Institute in a number of managerial and consultancy roles. He has lived and worked in Cambodia, Canada, China, Laos, and the United States. Ke earned a Master of Environmental Management degree from Yale School of Forestry & Environmental Studies in 2009.

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Susan Clark Muntean

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Susan Clark Muntean, Ph.D. teaches organizational behavior and theory, entrepreneurship and women, gender and sexuality studies at UNC Asheville, where she received the Distinguished Scholarship award in 2018. Her work with Dr. Ozkazanc-Pan and co-author Karren Watkins received the United States Association for Small Business and Entrepreneurship ("USASBE") Best Paper in Ethics and Entrepreneurship in 2017. Dr. Clark Muntean has also served as co-director with Dr. Ozkazanc-Pan on the Kauffman Foundation Grant ($47k), Seeking New Insights and Potential Sources of New Entrepreneurial Growth: Women 2015-2017. Her work with Eris Dardha was nominated for the Best Paper in Family Business at the Diana International Conference in 2016. She also received the Best Paper on Women's Entrepreneurship Award at the International Council for Small Business in 2011.

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Mateo Cruz is a Ph.D. candidate in Social-Organizational Psychology at Columbia University and a Lecturer in Organizational Behavior at Bentley University. His primary research examines the variance in how women in STEM contend with systemic stereotype threat. This work will be featured in a forthcoming issue of the Journal of Vocational Behavior. His second line of research examines stereotypes and perceptions of leaders. Three current projects investigate: (1) Gay and lesbian managerial stereotypes; (2) intersectional glass cliff effects; and (3) stereotypes of male allies. Mateo is committed to using his research to advance social change. He serves as a faculty advisor at Bentley's Center for Women and Business and recently coauthored a commentary on sexual harassment training published in Industrial and Organizational Psychology: Perspectives on Science and Practice. This fall, he will deliver an invited research talk at Harvard Business School on the role of male allies in STEM.

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Felix Danbold is a postdoctoral research scholar and visiting assistant professor at NYU Stern School of Business. He received his Ph.D. from UCLA in 2018. His research explores why, despite efforts to frame diversity as something to celebrate, many still see it as something to fear. By illuminating novel psychological explanations for opposition to diversity, he develops interventions that encourage those who would normally push back against diversity to embrace it instead. He employs a wide array of methodological skills (e.g., experiments, surveys, qualitative field studies, novel analytical strategies) in both the lab and the field (e.g., among professional firefighters, STEM employees). His work has been awarded the GDO Division's Dorothy Harlow Best Paper Award, published in journals such as the Journal of Personality and Social Psychology, Organization Science, and the Journal of Experimental Social Psychology, and received press in New York Magazine, the APS Observer, and Harvard Business Review.

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Kimberly Dillaby is a Post Graduate Researcher at Newcastle University (London, England) currently in her third year PhD in Business Management and Organizational Studies. She is originally from Boston, Massachusetts earning a Postgraduate Masters Degree in Education from Simmons College. Her PhD research interest focuses on skilled migrant women's agency in negotiating a work-life balance. This study can add value in improving quality of life for skilled migrant women by providing negotiation strategies that support daily challenges and ensures improved integration of socio-cultural experiences in the work-home and personal life interface. By means of a qualitative and intersectional investigation with 30 diverse skilled migrant women based in London this research provides critical value in an individual, structural and institutional level. Her research reveals significant challenges skilled migrant women face, agency of negotiating their environments and practical outcomes. Developing research that highlights topics of gender and diversity in organization motivates Kimberly to continue exploring skilled migrant women's work and life trajectories consistent with their immigration narrative and emergence.

Kimberly Dillaby

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Andrea Dittmann is a PhD Candidate in Management & Organizations at the Kellogg School of Management at Northwestern University. Andrea's research examines culture and inequality in professional organizations. Specifically, she studies the sources of social class inequality, as well as behavioral interventions that help ensure disadvantaged groups thrive in these organizations. She employs multi-method techniques in her research including field studies, lab experiments, surveys, archival data analysis, text analysis, and interviews. Her research has received the Wheeler Institute Award for Business and Development at the Trans-Atlantic Doctoral Conference at London Business School, and has been published in journals including Proceedings of the National Academy of Sciences, Current Directions in Psychological Science, and Current Opinion in Psychology. Her research has also been featured in news outlets including the Harvard Business Review, Politico, and the Christian Science Monitor.

Andrea Dittmann

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Sean Fath

Sean Fath is a PhD Candidate in the Management and Organizations group at Duke University's Fuqua School of Business. Broadly, Sean studies topics related to inequality and hierarchy in organizations and society. In his job market paper, Sean examines people's preference for "blinding" their own judgment—purposefully restricting the information used in an evaluation to reduce susceptibility to bias (e.g., blind review in academia)—and tests strategies to encourage the adoption of blinding. In a different research stream, Sean explores the ways that people process and understand hierarchy in organizations. For instance, Sean uncovers lay beliefs that people hold about organizational hierarchy and the ways an application of these beliefs can lead to positive or negative evaluations of organizations and their members. Sean's research has been published in Organizational Behavior and Human Decision Processes, the Journal of Experimental Social Psychology, Anxiety, Stress and Coping, and the Proceedings of the Academy of Management.

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Seerat Fatima

Seerat Fatima is working as an assistant professor in the Institute of Management Sciences, BZ University, Pakistan, where she has been since 2008. From 2008 to 2017 she served as lecturer. From 2017 till now she served as assistant professor. She received an MBA from BZ University in 2006, and an M.S. from the same university. She received her Ph.D. in HR from Capital University of Science & Technology, Islamabad Pakistan recently in June 2019. She is an enthusiastic researcher and dynamic learner. Her research interests span both HR and OB. Her doctoral work has been on scale conceptualization, operationalization, development, and validation of a group level cultural sub type, mainly through the application of MPLUS in conducting multi-level analysis. She won BEST PAPER AWARD by presenting paper on 7th Asian Management Research and Case Conference (AMRC) 2018, organized by Lahore University of Management Sciences (LUMS) in collaboration with Indian Institute of Management Bangalore (IIMB), Graduate School of Business, University Sains Malaysia (USM), University of Dhaka and University of Wollongong Dubai (UOWD) and chaired by Dr. Shaista Khilji.

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Oriane Georgeac

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Oriane Georgeac is a Ph.D. candidate in Organizational Behavior at London Business School. Her research investigates the effects of organizations' cases for diversity on underrepresented groups and managers. Prior to starting her Ph.D., Ms. Georgeac worked at KPMG and L'Oréal. These experiences informed her decision to examine the psychological processes at play in organizational contexts, first at the University of Aix-Marseille and then at the University of Amsterdam. Oriane takes a mixed-methods approach, using online, lab, and field surveys and experiments, as well as social networks analysis and machine learning. Oriane's work has been published in Journal of Experimental Psychology: General, Social Psychological and Personality Science, Social and Personality Psychology Compass, and The Harvard Business Review. At this year's AOM Conference, Oriane will be co-chairing a symposium: "Reevaluating the Business Case for Diversity: Consequences for Advocates, Women, Leaders, & Scholars." Ms. Georgeac holds an MSc in Management from HEC Paris, and an MSc in Cognitive Science from University Paris Descartes.

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Elise Jones

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Elise Jones is a PhD candidate in the Carroll School of Management at Boston College. Her research focuses on how people construct work identities in the presence of tensions that emanate from social norms. She is also interested in how interpersonal relationships shape the way people navigate tensions to construct their work identities. Her dissertation explores how working mothers who were raised in a faith community in which they were socialized to prioritize full-time caregiving over paid work came to build professional careers, and the role life partners played in this process. Elise's work has been published in Academy of Management Review and Research in Organizational Change and Development. She has taught Organizational Behavior and is the recipient of the Donald J. White Teaching Excellence Award. Prior to entering academia, Elise held various product management, business strategy, and human resources roles in the high-tech industry.

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Bertola Lara 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.

Bertola Lara

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Vienne W. Lau is a PhD candidate in Organizational Behavior at Claremont Graduate University, where she received her MA degree. Her passion for research is driven by her aspiration to create an inclusive and engaging environment for all workers. To achieve this goal, she has mainly focused on gender and diversity as well as creativity and flow in her research. With her dissertation, she aims to identify a simple intervention that can increase men's vested interest in gender issues, and in turn, enhance their participation and support for gender equality initiatives. Some of Vienne's work is published in Leadership, Journal of Personality Assessment, and Sex Roles. Additionally, Vienne served as a lecturer teaching Research Methods at the undergraduate level and as a teaching associate for Organizational Theory and Organizational Development at the graduate level. Vienne holds a BA degree from the University of Kansas. She is seeking a tenure track position and is expected to graduate in May 2020.

Vienne Lau

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Hun Whee Lee is a PhD candidate in Organizational Behavior and Human Resource Management at Michigan State University. His research examines emerging issues in contemporary management principles including empowerment, proactivity, and workforce diversity. In his dissertation, he conducts a multi-method study (i.e., field survey and experiments) of how structural empowerment can lead to unintended consequences of entitled managers. His work on downside of proactivity is published in Journal of Applied Psychology. He also has publications on workforce diversity in Organizational Behavior and Human Decision Processes and Human Resource Management. In particular, he is interested in how gender diversity can help create a positive work environment. His research been featured in outlets like Harvard Business Review, The Wall Street Journal, and The New York Times. He plans to continue to uncover promises and perils of empowerment, proactivity, and workforce diversity.

Hun Whee Lee

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Angelica Leigh is a PhD student in Organizational Behavior at the University of North Carolina Chapel Hill. Her research takes a dynamic approach to studying diversity and in doing so, she explores the often overlooked experiences and identities that may alter the effects of diversity in organizations. Specifically, her work examines the spillover effects of "mega-threats" – large scale diversity related societal events – on organizations. In her dissertation, she extends theorizing about mega-threats by developing a theoretical framework that explicates the psychological and behavioral consequences of these events for individuals at work. Angelica's research has been published in the Academy of Management Review, and she is the recipient of the M. Wayne DeLozier UNC PhD Student Fellowship Award, the Society of Personality and Social Psychology's Outstanding Student Researcher Award, and an Outstanding Reviewer Award from the GDO AOM division. Angelica is the current president of the KPMG PhD Project Management Doctoral Student Association.

Angelica Leigh

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Anyi Ma is a doctoral candidate in Fuqua School of Business at Duke University. Her research concerns the topic of agency. She investigates the multi-faceted ways in which agentic employees are perceived, and her dissertation explores the consequences of these perceptions for gender and leadership. She also examines how employees' experiences of agency (i.e., having choice and control) have wide-ranging – and often counter-intuitive – consequences for their attitudes towards work policies and their negotiation performance. In her dissertation, she developed a new six-factor Means-Influence-Ability (MIA) model of agency and found that conceptualizing agency in a more nuanced way can lead to a different understanding of past research. For example, challenging the prevailing wisdom that female leaders are penalized for demonstrating agency, she found that female leaders were rewarded for displaying hardworking, competent, self-assured, and independent agency. Her research has been published in Organizational Behavior and Human Decision Processes, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, and The Leadership Quarterly.

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Arjun Mitra is a PhD candidate in Business Administration at University of Illinois at Chicago. His research is motivated by an interest in attraction, selection, and attrition of minorities in corporate boards and top management teams; individual and organizational responses to employees with stigmas; and intersection of technology and management science. He has two award winning publications, an Emerald Publication book chapter, which won the "Outstanding Author Contribution in the 2017 Emerald Literati Network Awards for Excellence", and a Best Paper in the AOM Proceedings. Further, one of Arjun's first-authored empirical research articles will shortly be under second round review at Organization Science. In his dissertation, he is using survey data from multiple universities and corporate networks, to examine the relationship dynamics between stigmatized employees and their allies. With interests bridging micro and macro organizational research, Arjun uses advanced research methods (e.g., SEM, HLM, Difference-in-difference, Heckman 2-stage) for his research.

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Max Reinwald is a doctoral candidate in the Graduate School of Decision Sciences and an associated fellow at the Zukunftskolleg (Institute for Advanced Study) at University of Konstanz, Germany. His research interests include diversity, within-team dynamics, and leadership. His dissertation focuses on how effects of relational demography change over time and how individuals vary in their perceptions of their organization's diversity practices. His work is published or forthcoming in the Academy of Management Journal, the Journal of Organizational Behavior, the Best Paper Proceedings of the Academy of Management, among others. For his work he has won the 2018 Best Student Paper Conference Award from the GDO division of the Academy of Management. Max has taught courses on HRM and teamwork.

Max Reinwald

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Clarissa Steele is a PhD candidate in the department of management in the Trulaske College of Business at the University of Missouri. Her research interests focus on gender and leadership from both a macro (gender diversity among firm leadership) and micro (bias in organizational decision-making) perspective. Her dissertation examines how supervisors use the ideal worker stereotype – a person who prioritizes their work, works long hours, and is willing to travel and move for work— to assess employees for important career decisions such as promotions, developmental opportunities, and work assignments. Specifically, her research uses the Implicit Association Test to investigate the relationship between the ideal worker and gender role stereotypes to examine why few women reach the highest levels in their organizations. Clarissa holds an M.A. in Spanish from Bowling Green State University and an M.S. in Survey Research and Methodology from the University of Nebraska-Lincoln.

Clarissa Steele

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Amelia Stillwell is a PhD Candidate in Organizational Behavior at Stanford Graduate School of Business. Her research examines the intersection of race, gender, and sexuality in organizations. Her current work focuses on role expectations and backlash across a variety of domains, including intergroup dynamics, sexual harassment, leadership, and negotiation. Amelia's dissertation theorizes how gender roles spillover to affect racial roles— and finds that White women face unique social penalties for interracial boundary crossing. At Academy of Management 2019, she is organizing and presenting research in a symposium titled "Sex and Power in the Workplace: Understanding Barriers to Gender Inclusion in the #MeToo Era", selected for inclusion in the All-Academy Theme. Amelia is also a passionate teacher with experience leading diverse and inclusive classrooms; she has taught courses in organizational behavior and research methods to undergraduates at Lucas College of Business, San Jose State University.

Amelia Stillwell

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Christina Walker is a PhD Candidate, researching Inclusive Leadership in Multinational, NGO Teams. As the Associate Director of Leadership Programs at Wheaton College Graduate School, she created the MA in Global Leadership, teaches leadership courses, and serves as the academic advisor and leadership coach for 150+ students living in 33 states and 19 countries. Prior to working in higher education, Christina led and taught in corporate and nonprofit settings, as well as started two businesses. As a Bank Manager, she rallied a disheartened team, leading them to a 3rd place ranking within three months of taking the job. Her teaching areas are Leadership and Management with particular focus on OD, innovation and change management, multicultural teams, leadership development, and adult education. Her current research interests are diversity and inclusion, managing personal and organizational transition, and leading multicultural teams.

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Duanyi Yang

Duanyi Yang is a PhD candidate at MIT Sloan School of Management in the Institute for Work and Employment Research. Her research investigates how organizational human resource management policies operate within different institutional contexts and in the face of globalization, migration, and demographic shifts. She is particularly interested in the ways that organizational policies and practices affect the organizational behavior and welfare of traditionally disadvantaged groups, including women, migrants, and low-wage workers. Her research spans labor relations, human resources management, and sociological questions and currently covers three distinctive national regimes – the United States, China, and Germany. Her job market paper uses linked employer-employee data from Germany to investigate how employers' policies regarding flexible working time affect turnover, especially women with young children and low-wage workers. Her research has been published in the ILR Review, Regulation and Governance, and the Annual Review of Organizational Psychology and Organizational Behavior.

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