

LAURA M. LITTLE, Ph.D.

EDUCATION

Ph.D., August 2003 - May 2007
Oklahoma State University, William S. Spears School of Business
Major: Organizational Behavior

M.B.A., August 1999 – May 2001
University of Texas at Austin, McCombs School of Business

B.A., August 1992 – May 1996
Vanderbilt University
Major: Psychology

ACADEMIC AND ADMINISTRATIVE POSITIONS

Terry College of Business, University of Georgia

Administrative

- Synovus Director, Institute for Leadership Advancement, 2017-2023
- Director, Institute for Leadership Advancement, 2014-2017
 - Oversee privately-funded leadership program including curriculum, student, selection, fund-raising, and management of faculty and staff.
 - Increased endowment from \$500K to almost \$20M in 9 years
 - Program boasts 95-100% placement rates
 - In 2020, secured the largest single donation for academic program (\$10M from Chick-fil-A)
 - Students rate the program as highly beneficial to them (4.8 on a 5 point ratings scale)

Academic

- Chick-fil-A Distinguished Professor for Leadership Advancement, 2023-present
- Professor, 2022-present
- Associate Professor, 2015-2022
- Assistant Professor, 2008-2015

Oklahoma State University, Tulsa

- Visiting Assistant Professor, 2006-2008
 - [Stayed a fifth year at OSU and a second year as a Visiting Professor due to having my second child in two years in June of 2007, shortly after I graduated]
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REFEREED JOURNAL PUBLICATIONS

(†denotes graduate student coauthor; § authors contributed equally to this work)

Paustian-Underdahl, S., Little, L.M., Mandeville, A., Hinojosa, A., & †Keyes, A. Examining the role of maternity benefit comparisons and pregnancy discrimination in women's turnover decisions. (in press) *Personnel Psychology*.

Gabriel, A., Ladge, J., Little, L.M., Stillwell, E. & McGowan, R. (2023). Sensemaking through the storm: How postpartum depression shapes personal work–family narratives. *Journal of Applied Psychology*.108, 1903-1923.

- Selected as an editor's choice article.

Little, L.M., & Masterson, C. (2023). Mothers' reentry: A relative contribution perspective of dual-earner parents' roles, resources, and outcomes. *Academy of Management Journal*, 66, 1741-1776.

Gabriel, A.S., Allen, T.D.§, Devers, C.E.§, Eby, L.T.§, Gilson, L.L.§, Hebl, M.§, Kehoe, R.R.§, King, E.B.§, Ladge, J.J.§, Little, L.M.§, Ou, A.Y.§, Schleicher, D.J.§, Shockley, K.M.§, Klotz, A.C., & Rosen, C.C. (2023). A call to action: Taking the untenable out of women professors' pregnancy, postpartum, and caregiving demands. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 16, 187-210.

- Konig, A., Graf-Vlachy, L., Bundy, J., & Little, L.M. (2020). A blessing and a curse: How CEOs' trait empathy affects their management of organizational crises. *Academy of Management Review*, *45*, 130-153.
- Paustian-Underdahl, S., †Mandeville, A., Eaton, A., & Little, L.M. (2019). Pushed out or opting out? Integrating perspectives on gender differences in withdrawal attitudes during pregnancy, *Journal of Applied Psychology*, *104*, 985-1002.
- §Ladge, J. & §Little, L.M. (2019) When expectations become reality: Work-family image management and identity adaptation, *Academy of Management Review*, *44*, 126-149.
- Little, L.M., Hinojosa, A., Paustian-Underdahl, S. & †Zipay, K. (2018). Managing the Harmful Effects of Unsupportive Organizations During Pregnancy. *Journal of Applied Psychology*, *103*, 631-643.
- Nominated for the 2018 Kanter Award for Excellence in Work-Family Research
- Little, L.M., †Hinojosa, A., & †Lynch, J. (2017). Make them feel: How the disclosure of pregnancy affects supervisor exchange relationships. *Organization Science*, *28*, 618-635.
- Little, L.M., Gooty, J., & Williams, M. (2016). The role of leader emotion management in leader-member exchange and follower outcomes. *The Leadership Quarterly*, *27*, 85-97.
- Little, L.M., Major, V., †Hinojosa, A., & Nelson, D.L. (2015). Professional image maintenance: How women navigate pregnancy in the workplace. *Academy of Management Journal*, *58*, 8-37.
- Selected for *Academy of Management Journal* 2016 Best Paper Award.
 - Named a finalist for the 2015 Kanter Award for Excellence in Work-Family Research
- Frazier, M.L., Gooty, J., Little, L.M. & Nelson, D.L. (2014). Employee attachment: Implications for supervisor trustworthiness and trust. *Journal of Business and Psychology*, *30*, 373-386.
- Muller, A., Pfarrer, M. & Little, L.M. (2014) A theory of collective empathy in corporate philanthropy decisions. *Academy of Management Review*, *39*, 1-21.
- Little, L.M., Klumper, D., Nelson, D., & Ward, A.J. (2013). More than happy to help: Managing customer emotions in service encounters. *Personnel Psychology*, *66*, 261-286.
- Little, L.M., Klumper, D., Nelson, D.L., & Gooty, J. (2012). Development and validation of the interpersonal emotion management strategies scale. *Journal of Occupational and Organizational Psychology*, *85*, 407-420.
- Little, L.M., Nelson, D. L., †Quade, M., & Ward, A.J. (2011). Stressful demands or helpful guidance? The role of display rules in Indian call centers. *Journal of Vocational Behavior*, *79*, 724-733.
- Little, L.M., Nelson, D.L., Wallace, J.C., & Johnson, P. (2011). Integrating attachment styles, vigor and extra-role performance. *Journal of Organizational Behavior*, *32*, 464-484.
- Named a finalist for the *Journal of Organizational Behavior* 2012 Best Paper Award.
- Wallace, J.C., Little, L.M., †Hill, A., & †Ridge, J. (2010). CEO regulatory foci, environmental dynamism, and small firm performance. *Journal of Small Business Management*, *48*, 580-604.
- Bowler, W.M., Halbesleben, J.R.B., Stodnick, M., Seevers, M.T., & Little, L.M. (2009). The moderating effect of communication network centrality on motive to perform interpersonal citizenship. *Journal of Managerial Issues*, *13*, 95-104.
- Klumper, D., Little, L.M., & DeGroot, T. (2009). State or trait: Effects of state optimism on job-related outcomes. *Journal of Organizational Behavior*, *30*, 209-231.
- Simmons, B.L., Gooty, J., Nelson, D.L., & Little, L.M. (2009). Secure attachment style: Implications for hope, trust, burnout and performance. *Journal of Organizational Behavior*, *30*, 233-247.

Wallace, J. C., Little, L., & Shull, A. (2008). The moderating effects of task complexity on the relationship between regulatory foci and safety and production performance. *Journal of Occupational Health Psychology, 13*, 95-104.

Little, L.M., Simmons, B.L., & Nelson, D.L. (2007). Health among leaders: Positive and negative affect, engagement and burnout, forgiveness and revenge. *Journal of Management Studies, 44*, 243-260.

UNDER REVIEW AND WORKS IN PROGRESS

(†denotes graduate student coauthor at time of submission; § both authors contributed equally to this work)

Paustian-Underdahl, S., Bosak, J., & Little, L.M. [Implementation of family-friendly policies in Ireland]. STATUS: Under first review, *Personnel Psychology*

Little, L.M., Wilson, K. & Burgess, R. [Parenting stages and work-family balance] To be submitted to *Administrative Science Quarterly*. STATUS: preparing for submission

Huai, M., Mitchell, M.S., Little, L.M., Danyang, X., Chen, M., & Depeng, L. [work and non-work activities and image management]. To be submitted to *Journal of Applied Psychology*, STATUS: additional data collection

Ou, A., Teng, E., Li, F., & Little, L.M. [gender roles identity management and spillover] To be submitted to *Journal of Applied Psychology*, STATUS: data collection

Yuan, Z. & Little, L.M., [Work-family impression management]. To be submitted to *Academy of Management Journal*, STATUS: data collection

OTHER PUBLICATIONS

(†denotes graduate student coauthor at time of submission)

Quick, J. C., Cooper, C., †Gibbs, P. C., Little, L. M., & Nelson, D. (2010). Positive organizational behavior at work. In G. P. Hodgkinson & J. K. Ford (Eds.), *International review of industrial and organizational psychology*. (Vol. 25, pp. 253-292). Chichester, UK: Wiley-Blackwell.

Quick, J. C., Little, L. M., & Nelson, D. L. (2009). Positive emotions, attitudes, and health: Motivated, engaged, focused. In S. Cartwright and C. L. Cooper (Eds.), *The Oxford handbook of organizational well being*. New York: Oxford University Press Inc.

Nelson, D. L., Little, L. M., & Frazier, L. (2008). Employee well being: The heart of positive organizational behavior. In C. L. Cooper, R. Hughes, & A. Kinder (Eds.), *Employee well being Support: A workplace resource*. (pp. 51-60). Wiley & Sons, Inc.

Little, L. M., Gooty, J., & Nelson, D. L. (2007). Positive psychological capital: Has positivity clouded measurement rigor? In D. L. Nelson & C. L. Cooper (Eds.), *Positive organizational behavior: Accentuating the positive at work*. (pp. 191-209). London: SAGE Publications.

CONFERENCE PAPER PRESENTATIONS

(†denotes graduate student coauthor; § both authors contributed equally to this work)

2023: Little, L.M., Wilson, K. & Burgess, R. *Big kids, big problems: Understanding family-supervisor support of working mothers of teenagers* in Let's give them something to talk about: Conversations at the work-family interface. Presented at the Academy of Management conference, Boston, Massachusetts.

Gabriel, A., Ladge, J., Little, L., Stillwell, E., & McGowan, R. *Finding Strength in the Storm: Trauma, Sensemaking, and Identity Recrafting of Working Mothers with Postpartum Depression in Coping with Maternity-Related Challenges at the Intersection of Work*. Presented at the 2023 Society for Industrial and Organizational Psychology, Boston, Massachusetts.

- 2022: Gabriel, A., Ladge, J., Little, L., Stillwell, E., & McGowan, R. *Finding Strength in the Storm: Trauma, Sensemaking, and Identity Recrafting of Working Mothers with Postpartum Depression*, Presented at the 2022 Academy of Management Conference Meeting, Seattle, Washington
- Little, L., Zipay, K., & Poulton, E. Navigating the Work-Life Interface During the Pandemic. Presented at the 2022 Society for Industrial and Organizational Psychology, Seattle, Washington.
- Gabriel, A., Ladge, J., Little, L., Stillwell, E., & McGowan, R. *Finding Strength in the Storm: Trauma, Sensemaking, and Identity Recrafting of Working Mothers with Postpartum Depression*, Presented at 2022 Positive Organization Scholarship conference.
- 2021: Little, L.M., Zipay, K., & †Poulton, E., *Working and Parenting Through a Global Health Crisis: An Exploratory Investigation of Proactivity-Change Patterns of Working Parents During the COVID-19 Pandemic*. Accepted to the 2021 Academy of Management Conference. Chosen for a synchronous Zoom presentation.
- Paustian-Underdahl, S., Bosak, J., Little, L.M. & †Keyes, Andrew *When and Why does a new Telecommuting Arrangement Affect Employee Attitudes? Perceived Value is Key*. Presented at the 2021 Southern Management Association Conference.
- †Poulton, E., Little, L.M., & Zipay, K., *Building Normalcy at Home: Family-Routine Engagement and the Work-Family Interface during the COVID-19 Pandemic*. Presented at the 2021 Southern Management Association Conference.
- 2020: Paustian-Underdahl, S.C., Bosak, J., Little, L.M. *Flexible Work Arrangements and Effects on Employee Outcomes*. Accepted to the 2020 Academy of Management Conference, chosen for synchronous Zoom presentation.
- Pathki, C.S.R., Gooty, J., Williams, C., Kluemper, D., & Little, L.M. *The Role of a LMX Defining Memory and Relationship Emotions in Leader-Follower Relationships*. Accepted to the 2020 Academy of Management Conference.
- 2019: Little, L.M., Ladge, J. & †Sharma, S. *Work-family policy usage as a form of image management and the influence of allies*. Presented at the 2019 Academy of Management Conference, Boston, MA.
- Mandeville, A., Paustian-Underdahl, S.C., Little, L.M., & Hinojosa, A. *Comparison is the thief of joy...examining the critical role of maternity benefit comparison in perceptions of pregnancy discrimination*. Presented at the 2019 Society of Industrial and Organizational Psychology Conference, Washington, D.C.
- 2018: §Little, L.M., & § †Masterson, C. *Post-maternity leave work re-entry: A couples perspective*. Presented at the 2018 Women in Leadership Conference, Purdue University.
- Paustian-Underdahl, S., †Mandeville, A., Eaton, A., & Little, L.M. *Pushed out or opting out? Integrating perspectives on gender differences in withdrawal attitudes during pregnancy*. Presented at the 2018 Women in Leadership Conference, Purdue University.
- §Little, L.M., & § †Masterson, C. *Post-maternity leave work re-entry: A couples perspective*. Presented at the 2018 Academy of Management Conference, Chicago, IL.
- †Burgess, L.R., Little, L.M., & Wilson, K. *Beyond re-entry: Predictors of work stress in different stages of parenting*. Presented at the 2018 Academy of Management Conference, Chicago, IL.
- 2017: Little, L.M. *How to write a best paper at AMJ*. Presented at the How to Publish at AMJ workshop at the 2017 Academy of Management Conference, Atlanta, GA.

- [§]Ladge, J. & [§]Little, L.M. *When expectations become reality: Work-family image management and identity adaptation in organizational life*. Presented at the 2017 Academy of Management Conference, Atlanta, GA.
- Little, L.M., Shropshire, C. & [†]Burgess, R. *The double-edged nature of the imposter phenomenon in organizations*. Presented at the 2017 Academy of Management Conference, Atlanta, GA.
- 2015: Hinojosa, A., Little, L.M., & Paustian-Underdahl, S. *Always a good thing? The influence of organizational support and impression management during pregnancy*. Presented at the 2015 Academy of Management Conference, Vancouver, Canada.
- Paustian-Underdahl, S.C., Mandeville, A., Little, L.M., & Hinojosa, A. *Should I Stay or Should I go Now? Examining the role of perceived pregnancy discrimination in the turnover of working mothers following maternity leave*. Presented at the 2015 European Association of Work and Organizational Psychology conference, Oslo, Norway.
- 2014: Little, L.M., Gooty, J., & Williams, M. *The effects of leader emotion management strategies on leader member exchange, subordinate performance, and job satisfaction*. Presented at the 2014 Academy of Management Conference, Philadelphia, PA.
- Little, L.M. & Wheeler, A. *Workforce reentry and its effect on work and family*. Presented at the 2014 Academy of Management Conference, Philadelphia, PA.
- 2012: Major, V., [†]Hinojosa, A., Little, L., & Nelson, D.L., *Pregnant women's identity management at work*. Presented at the 2012 Academy of Management Conference, Boston, MA.
- 2011: Gooty, J., Little, L. M., Kluemper, D. & Yammarino, F. *The role of emotions and cognitions in the development of interpersonal trust*. Presented at the 2011 Academy of Management Conference, San Antonio, TX.
- 2010: [†]Eldredge, C., Little, L. M., & Gooty, J. *Leader emotion regulation strategies: Follower affective reactions and consequences*. Presented at the 2010 Society of Industrial and Organizational Psychology, Inc Conference, Atlanta, GA.
- Little, L. M., Kluemper, D., Ward, A. J., & Nelson, D. *Managing customer emotions*. Presented at the 2010 Academy of Management conference, Montreal, Canada.
- 2009: Little, L.M., Gooty, J., Nelson, D.L., & Frazier, L. *Attachment theory and trust: Implications for performance and citizenship behaviors*. Presented at the 2009 Southern Management Association Conference, Asheville, NC.
- Little, L.M., [†]Priya, K., Nelson, D.L. *Identity management in Indian call center representatives*. Presented at 2009 Academy of Management conference, Chicago, IL.
- Little, L.M., Kluemper, D. & Nelson, D.L. *Emotional regulation of others*. Presented at 2009 Academy of Management Conference, Chicago, IL.
- Frazier, L., Little, L.M., Gooty, J., Nelson, D.L., Johnson, P. & Bolton, J. *Birds of a feather work better: Does similarity in leader and follower attachment security predict performance outcomes?* Presented at 2009 Society of Industrial and Organizational Psychology, Inc. conference, New Orleans, LA
- [†]Hill, A., [†]Ridge, J., Wallace, J.C., & Little, L.M. *CEO regulatory fit: Regulatory foci, environmental dynamism and firm performance*. Presented at 2009 Society of Industrial and Organizational Psychology, Inc. Conference, New Orleans, LA
- 2008: Little, L.M., Nelson, D.L., Wallace, J.C., & Johnson, P. *Integrating attachment styles, vigor and extra-role performance*. Presented at the 2008 Academy of Management Conference, Anaheim, CA.

- Wallace, J.C., Johnson, P., Little, L.M., & Nelson, D.L. *Motivation to lead, leadership behaviors, regulatory foci, and performance: Identifying explanatory mechanisms in the leader-follower performance relationship*. Presented at the 2008 Society of Industrial and Organizational Psychology, Inc Conference, San Francisco, CA.
- Little, L.M., Simmons, B., Nelson, D.L., & Westerman, J. *Employee satisfaction with benefits: An unexplored path to performance*. Presented at the 2008 Society of Industrial and Organizational Psychology, Inc Conference, San Francisco, CA.
- 2007: Little, L.M., Gooty, J., & Nelson, D.L. *Attachment theory and interpersonal trust at work*. Presented at the 2007 Academy of Management Conference, Philadelphia, PA.
- Kluemper, D., & Little, L.M. *State or trait: Effects of state optimism on job-related outcomes*. Presented at the 2007 Academy of Management Conference, Philadelphia, PA.
- 2005: Little, L.M., Gooty, J. & Nelson, D.L. *Psychometric properties of the positive organizational behavior constructs*. Presented at the 2005 Southern Academy of Management Conference, Charleston, SC.
- Little, L.M. & DeGroot, T. *Affect and job design*. Presented at the 2005 Academy of Management Conference, Honolulu, HI.
- Little, L.M., Simmons, B.L., & Nelson, D.L. *Does burnout affect performance? An unanswered question*. Presented at the 2005 Western Academy of Management Conference, Las Vegas, NV.
- 2004: Little, L.M. & DeGroot, T. *Affect and job design: A return to an interactional approach*. Presented at the 2004 Southern Management Association Conference, San Antonio, TX.

PROFESSIONAL DEVELOPMENT WORKSHOPS

- 2023: Panelist, *Enduring through Gender Biases in Academia: Understanding Experiences, Challenges, and Solutions*, Professional Development Workshop at the Academy of Management, Boston, Massachusetts.
- Panelist, *Human Sustainability, Tying Together Related Streams of Research and Mapping a Path Forward*, Professional Development Workshop at the Academy of Management, Boston, Massachusetts.
- Panelist: *Academy of Management Journal* Networking Workshop for Women, 2023 Academy of Management, Boston, Massachusetts.
- Panelist: Publishing in AMJ, 2023 Academy of Management, Boston Massachusetts.
- Panelist, *Unpacking the Review Process*, *Academy of Management Journal* Workshop, Montreal, Canada
- Panelist, *SMA Virtual Summit Session*, Off-cycle virtual
- Panelist, *Academy of Management Journal* Workshop, HEC Montreal, Montreal, Canada.
- Panelist, *Academy of Management Journal* Workshop, Howard University, Washington, DC.
- 2022: Keynote: *Burnout and work-life balance*; Off-cycle and on-cycle professional development workshop put on by the OB division of the Academy of Management, June and August 2022
- Panelist: *Academy of Management Journal* Networking Workshop for Women, 2022 Academy of Management, Seattle Washington.
- Panelist: Publishing in AMJ, 2022 Academy of Management, Seattle Washington.
- Panelist: Early Career Faculty Consortium, Data Collection Strategies, 2022 Society for Industrial and Organizational Psychology, Seattle, Washington.

- 2020: Panelist: Casting a light on interpersonal dynamics in work-family scholarship, 2020 Work-family Research Network Conference, New York City, New York [canceled due to COVID-19].
- Panelist: Re-Envisioning Work-Family Publishing Practices (and Perspectives), 2020 Crimson Conference on Work and Family, Tuscaloosa, Alabama.
- Roundtable leader: Work-family and health outcomes. 2020 Crimson Conference on Work and Family, Tuscaloosa, Alabama.
- 2019: Panelist: Fostering Work-Life Inclusive Business Schools: Improving Organizational Science & Women's Equality, 2019 Academy of Management Conference, Boston, Massachusetts.
- 2018: *Benefits and Challenges of Studying Discrete Emotions*. Professional development workshop at the 2018 Academy of Management Conference, Chicago, Illinois.
- 2017: *Connecting the Three Ps of Parenthood Research: Publishing, Policy, & Practice*. Professional development workshop presented at the 2017 Academy of Management Conference, Atlanta, Georgia.
- Benefits and Challenges of Studying Discrete Emotions*. Professional development workshop presented at the 2017 Academy of Management Conference, Atlanta, Georgia.
- 2016: *Connecting the Three Ps of Parenthood Research: Publishing, Policy, & Practice*. Presented at the 2016 Work and Family Researchers Network conference, Washington, DC.

PLENARY PARTICIPATION

- 2023: Panelist: Careers Division Plenary: The Future of Work and Careers. Academy of Management Conference, Boston, Massachusetts.
- 2022: Panelist: Pre-conference plenary panel. Shifting diversity equity inclusion (DEI) paradigms for workplaces of the future: Research to practice. Purdue University

INVITED DISCUSSANT

- 2024: Adderley Positive Research Incubator, Ross School of Business, University of Michigan, February
- 2023: In Ou, A.Y, Hu, X., and Li, R. (Chairs), *Understanding the Grand Challenge of Gender Inequality in Pandemic and Post-pandemic Worlds*, Academy of Management Conference, Boston, Massachusetts.
- 2022: In Giurge, L.M. and Chan-Ahujia, S. (Chairs), *Beyond 9-5: Work-Life Boundary Management in the Future of Work*, Academy of Management, Seattle, Washington.

INVITED RESEARCH PRESENTATIONS

- University of Miami, March 2024
- University of Oklahoma, February 2024
- Northeastern University, September 2023
- Emory University, March 2023
- Ovia Health Podcast, March 2022
- NSF Work-Family Workshop, Purdue University, October 2018
- University of Illinois, Chicago, March 2018
- Washington University, Saint Louis, February 2017
- Kanter Lecture, Purdue University, March 2017

SCHOLARLY ACTIVITIES

Courses

Taught: Undergraduate:
Diversity in Organizations

Foundations of Business Leadership II
Human Resources
Management Performance Development
Organizational Behavior
Leadership and Personal Development
Principals of Management, Honors
Skills and Perspectives for Effective Leadership

Graduate:

MBA Skills and Perspectives for Effective Leadership
MBA Lessons in Leadership
Ph.D. Organizational Behavior Seminar

Executive

Education: Leveraging strengths for communication and conflict management
Developing emotional intelligence
Values-based decision making
Goal-setting
Team Effectiveness

Dissertation

Committees: Committee member for Emily Poulton, 2023 graduate
Committee member for Shubha Sharma, 2023 graduate
Committee member for Rachel Burgess, 2021 graduate
Committee member for Ashley Mandeville (U. of Alabama), 2017 graduate
Committee member for John Lynch, 2016 graduate
Committee member for Frankie Weinberg
Committee member for Kanu Priya
Committee member for Ryan Vogel
Dissertation project team member for DeeDee Kane

Other Student

Projects: Honors Internship with Serena Tseng, Summer 2019
Independent Study with Emmelline Hale, Spring 2017
CURO project with Katie Begando, Spring 2015
Independent Study with Kanu Priya, 2009
Directed Readings with Chris Eldredge, 2009
Honors Internship with Elizabeth Bentley, Summer 2009

HONORS, GRANTS AND AWARDS

- *Academy of Management Journal* Best Reviewer Award, 2022
- Recipient of the SIOP Foundation Small Grant, 2020
- *Academy of Management Journal* Best Paper Award, 2016
- Terry College Outstanding Teacher, 2014
- Recognition for Career Development of UGA Students, Student Nominated, 2011-2020
- Outstanding Reviewer Award, Journal of Organizational Behavior, 2011, 2012
- Terry-Sanford Summer Salary Grant, 2011, 2013 2014, 2015, 2016, 2017, 2018, 2019, 2020
- Outstanding Reviewer Award, OB Division, the Academy of Management, 2007, 2011, 2014
- Robert W. and Jean M. Schuetz Distinguished Graduate Fellowship, 2005, 2006
- Recipient of Outstanding Graduate Teaching Award (OSU), 2005
- Recognition for outstanding teaching evaluations by the Dean (OSU), 2004- 2007

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Society for Industrial and Organizational Psychology
- Southern Management Association

PROFESSIONAL ACTIVITIES AND SERVICE

Associate Editor

- *Academy of Management Journal*, 2022-2025

Special Issue Guest Editor

- *Organizational Behavior and Human Decision Processes: Allyship, Advocacy and Social Justice to Support Equality for Marginalized Groups in the Workplace*, Submission Deadline 2022.

Editorial Board Member

- *Academy of Management Journal* (paused in 2022 for AE position)
- *Journal of Applied Psychology*
- *Personnel Psychology*
- *Journal of Organizational Behavior*, 2008-2018
- *Journal of Occupational and Organizational Psychology*, 2012-2019

Ad Hoc Reviewer

- *Academy of Management Review*
- *Applied Psychology: An International Review*
- *Group and Organization Management*
- *Human Resource Management*
- *Journal of Applied Social Psychology*
- *Journal of Managerial Psychology*
- *Journal of Management Studies*
- *Journal of Occupational and Organizational Psychology*
- *Journal of Organizational Behavior*
- *Organizational Behavior and Human Decision Processes*
- *Organization Science*

Other Journal Service

- Member, Journal Editor Selection Committee for *Journal of Management*, 2022
- Member, 2022 Best Paper Committee, *Academy of Management Journal*, 2023
- Member, 2022 Impact Award Committee, *Academy of Management Journal*, 2023

Academy of Management (AOM)

- Making Connections, Welcome a new member program, 2023
- DEI Junior Faculty Mentor, 2023
- Elected Representative-at-Large, Organizational Behavior Division, 2017-2020
- Conference Reviewer, 2004-present
- Member of the 5-year Organizational Behavior Review committee, 2020
- Co-organizer: No Longer Junior Faculty... What's Next? 2020 Academy of Management Conference, Zoom.
- Presenter: Workplace Positivity: Creating, Taking in, and Maintaining the Good, 2020 Academy of Management Conference, Vancouver, [canceled due to COVID-19].
- Roundtable leader: Making Connections with OB Experts, 2019 Academy of Management Conference, Boston, MA.
- Presenter & roundtable facilitator, Professional development workshop: The productivity process: Research tips and strategies from prolific junior faculty, 2017
- Organizer, Junior Faculty Workshop, 2018
- Chair, Symposium on pregnant workers, 2015
- Chair, Paper Session on self awareness, 2014
- Best Paper Reviewer, Organizational Behavior Division, 2013
- Session facilitator, Paper Session on Identity, 2012
- Discussant, Paper Session on Feedback and Performance, 2009

Southern Management Association (SMA)

- Elected Board Member, 2012-2015

- Conference Reviewer, 2004-2019
- Best Paper Reviewer:
 - Pre-Doctoral Student Division, 2014
 - Human Resources Division, 2010
 - Overall Best Paper, 2010
- Doctoral Consortium Co-Chair
 - Overall, 2018
 - Late Stage, 2017
 - Early Stage, 2016
- Roundtable facilitator, Late stage doctoral student consortium, 2015
- Mentor, Paper Development Workshop, 2013, 2015
- Presenter, Work/life balance in the doctoral program. 2008-2010
- Chair and discussant over multiple years

Female Academic Advocacy Group

- Member of group of international scholars focused on helping female academics in Management and I/O Psychology - group lead for allyship working group, 2020-present

Other Service

- Served on the International Kanter Award Committee, 2017 - 2023
- Panelist, Early career panel, Society of Industrial and Organizational Psychology, Inc conference doctoral consortium, 2009

SERVICE TO THE DEPARTMENT, COLLEGE, UNIVERSITY AND COMMUNITY

Department (ILA and Management)

- Chair, ILA Research Scholar Award committee, 2021, 2023
- Chair, ILA/Chick-fil-A steering committee, 2021-present
- Member, Search committee for Management PhD students, 2008-present
- Member, Search committee for Operations lecturer, 2023
- Member, Search committee for OB Management faculty, 2021, 2022, 2023
- Member, Search committee for ILA director, (hired Stacy Campbell), 2023
- Member, Management journal selection committee, 2022-2023
- Member, Planning committee for Leadership Dawgs, 2022, 2023
- Chair, Search committee for ILA events manager (promoted/hired Allison Porter), 2021
- Member, Search committee for ILA public relations specialist (hired Lauren Miller), 2021
- Member, Search committee for ILA student services specialist (hired Samantha Murphy), 2021
- Chair, Search committee for ILA lecturer (hired Kachi Ekwerike), 2021
- Chair, Assurance of learning for ILA, 2015-2023
- Member, Selection committee for ILA students, 2014-present
- Member, Retreat planning committee and attendee at Scholar weekend retreat, 2014-present
- Member, Development committee to sign-on and retain corporate sponsors, 2014-2023
- Member, Communication committee to engage alumni and ILA friends, 2014-2023
- Member, Committee to choose Diversity and Inclusion Lecture Series speakers, 2017-2023
- Member, Committee to choose Terry Leadership Speaker Series speakers, 2014-2023
- Member, Development committee to plan and implement CFA \$10M ask including stewardship day, 2019-2020.
- Member, Development committee to plan and implement Leonard Scholars Forever (\$3M) fundraising campaign, 2018-2020
- Member, Management performance evaluation committee, 2020
- Member, Search committee to management faculty (hired Joanna Lin), 2019
- Chair, Search committee for ILA lecturer (hired Don Addison), 2018
- Co-chaired search committee for ILA public relations specialist (hired Hayley Major), 2017
- Member, Planning committee to plan and implement S. Truett Cathy Leadership day (suite groundbreaking), 2017

- Member, Development committee to raise \$1M for suite naming, 2016
- Chair, Search committee for ILA lecturer (hired Jodi Barnes), 2015
- Member, Management Department Search Committee (hired Jason A. Colquitt), 2010
- Member, Management Department Search Committee (hired Jessica B. Rodell), 2009

College

- Chair, Bringing Leadership to Terry
- Member, Diversity Inclusion Advisory Board, 2022-
- Panelist, Women in Finance, 2022
- Panelist, Women in Business, professor panel, 2022
- Member, Terry College tenure-track reappointment and promotion committee, 2022
- Member, Program review committee for music business, 2021-2022
- Member, Terry staff awards committee member, Spring and Fall 2021
- Chair, Search committee for Terry's Instructional Innovation Fellow (TIIF), 2021
- Panel Moderator, Graduate Women Business Network Summit, 2020
- Member, Program review committee member, Terry College graduate programs (PhD, MA), 2019-2020
- Member, Terry College lecturer reappointment and promotion committee, 2019-2020
- Member, Search committee to hire senior accountants (hired Teresa Edwards), 2019
- Member, Search committee to hire senior accountants (hired Chad Adams), 2017
- Keynote speaker, Professional MBA Employer Appreciation Breakfast, 2014
- Co-developer and co-chair, Terry Research Pool – initiated, developed and coordinated an undergraduate student pool system for use by Terry faculty, 2009-2013
- Member, Admissions appeals committee, 2010-2011
- Taught Leadership Session in UGA's Accounting Residency Program, 2010, 2011
- Faculty advisor, Women MBA International UGA Student Group, 2012-2015

University

- Speaker, Honors College Lunchbox Lecture, 2024
- Member, Educational Affairs Committee, 2023-2026
- Member, University Council, 2021-2024
- Member, Paper award committee for CURO symposium, 2023
- Speaker, UGA First Look, 2020
- Speaker, UGA First Look, 2019
- Member, Unit review committee for the Fanning Institute, 2018-2019
- Keynote speaker, UGA Freshman Forum chapter event, 2018
- Keynote speaker, UGA Chapter event at Home Depot, 2018
- Keynote speaker, UGA Board of Trustees lunch, 2017
- Grant Reviewer, UGA's Junior Faculty Seed Grant in STEM program, 2017
- Attendee, UGA alumni event in Washington, DC, 2017
- Attendee, UGA Chick-fil-A tailgate in New York City, 2016
- Keynote speaker, UGA Chapter event at Chick-fil-A, 2015
- Mentor, Faculty Student Mentoring Program, Office of Institutional Diversity, University of Georgia, 2013-2016

CORPORATE EXPERIENCE

2001 - 2003: Consultant, BearingPoint, Inc. Dallas, Texas.

2000 - 2001: Program Manager, Nokia, Austin, Texas and Singapore.

1998 - 1999: Senior Team Lead, Sunset Direct, Austin, Texas.

1996 - 1998: Radio Membership, National Association of Broadcasters, Washington, DC.

MEDIA/MEDIA MENTIONS OF RESEARCH

- **BBC**, November 2023
<https://www.bbc.com/worklife/article/20231113-can-mum-centric-talent-platforms-solve-work-family-balance>
- **Ovia Health Podcast**, March 2022
<https://info.oviahealth.com/podcast-rtw-ppd>
- **New York Times**, March 2022
<https://www.nytimes.com/2022/03/05/business/pregnancy-remote-work.html>
- **American Sociological Association blog**, August 2021, Reentry Paper
- **AoM Insights**, July 2021
<https://journals.aom.org/doi/full/10.5465/amj.2019.1344.summary?journalCode=ami>
- **Interview with WUGA**, October 2019
<https://www.wuga.org/post/athens-news-matters-struggles-pregnant-women-workplace#stream/0>
- **AoM Insights, August 2019: The Struggle to Balance Work, Family, and Self-Image**
<https://journals.aom.org/doi/10.5465/amr.2016.0438.summary>
- **AoM Insights, 2019: How Empathy Helps (or Hurts) When CEOs Manage Crises**
<https://journals.aom.org/doi/epub/10.5465/amr.2017.0387.summary>
- **Bloomberg**, April 2019
<https://www.bna.com/hr-buzz-madisonbound-n57982097742/?fbclid=IwAR3HG1z4Xkx4CttB9Ai2YUYd4JDwBpKH5iwJ8q87zED8GIxmCWIFE8DafsQ>
- **US News and World Report**, April 2019
<https://www.usnews.com/news/health-news/articles/2019-04-23/can-pregnancy-put-a-damper-on-your-career>
- **Yahoo Lifestyle**, April 2019
<https://in.style.yahoo.com/pregnant-women-feel-pushed-jobs-064609883.html>
- **WebMD**, April 2019
<https://www.webmd.com/baby/news/20190423/employers-may-stymie-advancement-of-pregnant-women>
- **LSE Business Review**, September 2018
<http://blogs.lse.ac.uk/businessreview/2018/09/12/working-while-pregnant-how-women-cope-with-unsupportive-organisations/>
- **Idw-Informationdienst Wissenschaft**, April 2018
<https://idw-online.de/de/news707315>
- **The Huffington Post**, August 2016
http://www.huffingtonpost.com/caroline-beaton/clash-with-your-boss-rese_b_11742142.html
- **LSE Business Review**, August 2016
<http://blogs.lse.ac.uk/businessreview/2016/08/01/leaders-pay-a-price-when-they-mismanage-employees-negative-feelings/>
- **Forbes**, August 2016
<http://www.forbes.com/sites/carolinebeaton/2016/08/07/clash-with-your-boss-blame-your-parents/#7a1bf50628f5>
- **Quartz**, May 2015
<http://qz.com/396731/moms-shouldnt-have-to-work-overtime-to-prove-theyre-still-useful-when-pregnant/>
- **Bloomberg Business**, April 2015
<http://www.bloomberg.com/news/articles/2015-04-21/how-to-talk-about-your-pregnancy-at-work>
- **The Washington Post**, April 2015
<http://www.washingtonpost.com/news/wonkblog/wp/2015/04/21/why-women-are-afraid-to-tell-employers-theyre-pregnant/>

- **HRM America**, April 2015
<http://www.hrnamerica.com/hr-news/female-employees-fear-pregnancy-prejudice-22211.aspx>
- **Human Resources Executive**, April 2015
<http://www.hreonline.com/HRE/view/story.jhtml?id=534358654>
- Guest on Wharton Business Radio Work/Life Integration Project on SiriusXM on March 10, 2015; transcript - <http://worklife.wharton.upenn.edu/2015/04/best-strategy-navigating-work-youre-pregnant-laura-little/>
- Participated in Athens Area Health & Wellness Roundtable aired January 26, 2013 on WGAU-AM.