

Jennifer J. Kish-Gephart, PhD

Associate Professor of Organization Studies
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University of Massachusetts – Amherst
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ACADEMIC EMPLOYMENT

University of Massachusetts, Amherst, MA

Associate Professor of Organization Studies (with tenure) 2021 – present

University of Arkansas, Fayetteville, AR

Associate Professor of Management (with tenure) 2016 – 2021
Assistant Professor of Management 2010 – 2016

The Pennsylvania State University, University Park, PA.

Research Assistant, 2005-2010 2005 – 2010
Instructor, 2006-2010

EDUCATION

Doctor of Philosophy (Ph.D.), Business Administration

Smeal College of Business, The Pennsylvania State University, University Park, PA

Master of Business Administration (MBA)

LeBow College of Business, Drexel University, Philadelphia, PA

Bachelor of Science (BS)

LeBow College of Business, Drexel University, Philadelphia, PA

PUBLICATIONS

Tilton, J., Lucas, K., **Kish-Gephart, J.J.**, & Kent, J. *In press*. Enduring, Strategizing, and Rising Above: Workplace Dignity Threats and Responses Across Job Levels. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-024-05672-5>

Kingsley, M., **Kish-Gephart, J.J.**, & Moergen, K. *In press*. In the Shadows of the #MeToo Movement: An examination of social class. In O’Leary-Kelly, A. & Rawski, S. (Eds.) “Spotlights & Shadows: What the #MeToo Movement Highlights and Hides about Sexual Harassment”. *Authors contributed equally

- Campbell, J. T., & **Kish-Gephart, J. J.** 2024. Where the past meets the present: Upward mobility, environmental stimuli, and CEOs' investment in corporate social responsibility. *Human Relations*, 77(5), 650-679. <https://doi.org/10.1177/00187267231151512> *First two authors contributed equally
- Treviño, L. K., den Nieuwenboer, N. A., & **Kish-Gephart, J.** 2024. A positive behavioural ethics perspective on organisational integrity. In *Research Handbook on Organisational Integrity* (pp. 129-161). Edward Elgar Publishing, Kaptein, M. (Ed.). <https://doi.org/10.4337/9781803927930.00016>
- Den Nieuwenboer, N., **Kish-Gephart, J.J.**, Treviño, L., Peng, A., & Reychav, I. 2023. The Dark Side of Status at Work: Perceived Status Importance, Envy, and Interpersonal Deviance. *Business Ethics Quarterly*, 33(2), 261-295. <https://doi.org/10.1017/beq.2022.2>
- Kish-Gephart, J. J.**, Moergen, K. J. N., Tilton, J. D., & Gray, B. 2023. Social Class and Work: A Review and Organizing Framework. *Journal of Management*, 49(1), 509–565. <https://doi.org/10.1177/01492063221076822> *First two authors contributed equally
- Moergen, K. J. N., & **Kish-Gephart, J. J.** 2023. Bringing “Class” into the Classroom: Addressing Social Class Privilege Through Management Education. *Journal of Management Education*, 47(1), 11–39. <https://doi.org/10.1177/10525629221126129>
- Lee, M., **Kish-Gephart, J.J.**, Mizruchi, M., Palmer, D., and Useem, M. 2021. Social Class in Organizations: Entrance, Promotion, and Organizational and Societal Consequences of the Corporate Elite. *Journal of Management Inquiry*.
- Kish-Gephart, J.J.**, Treviño, L.K., Chen, A. & Tilton, J. 2019. Behavioral Business Ethics: The journey from foundations to future. In J. Weber & D. Wasieleski (Eds.), *Business and Society 360*, Volume 3 on Business Ethics.
- Gray, B., Johnson, T., **Kish-Gephart, J.J.**, & Tilton, J. 2018. Identity work by first-generation college students to counteract class-based microaggressions. *Organization Studies* (Special Issue on *Inequality, Institutions, and Organizations*), 39(9), 1227-1250.
- Purdy, J., **Kish-Gephart, J.J.**, Labianca, G. & Ansari, S. 2018. Connections and Collaborations – Celebrating the Contributions of Barbara Gray. *Negotiation and Conflict Management Research*, 11(1), 88-107.
- Kish-Gephart, J.J.** 2017. Social Class & Risk Preferences and Behavior. *Current Opinion in Psychology*, 18, 89-92.
- Kish-Gephart, J.J.*** & Campbell, J.T.* 2015. You don't forget your roots: The influence of CEO social class background on strategic risk taking. *Academy of Management Journal*, 58(6), 1614-1636. *Authors contributed equally to this manuscript.
Press coverage: *Academy of Management Press Release*, *Business News Daily*, EHS

Today, I/O at Work, ScienceDaily, *University of Arkansas Newswire*

Kish-Gephart, J.J., Detert, J., Treviño, L.K., Baker, V., & Martin, S. 2014. Situational Moral Disengagement: Can the effects of self-interest be mitigated? *Journal of Business Ethics*, 125(2), 267-285.

Martin, S., **Kish-Gephart, J.J.**, & Detert, J.R. 2014. Blind Forces: Ethical infrastructure and moral disengagement in organizations. *Organizational Psychology Review*, 4(4), 295-325.

Treviño, L.K., & Den Nieuwenboer, N.* & **Kish-Gephart, J.J.*** 2014. (Un)Ethical Behavior in Organizations. *Annual Review of Psychology* (2014 ISI Impact Factor: 21.810), 65, 635-660. *Authors contributed equally to this manuscript.

Gray, B.* & **Kish-Gephart, J.J.*** 2013. Encountering Social Class Differences at Work: How “Class Work” Perpetuates Inequality. *Academy of Management Review*, 38(4), 670-699.

*Authors contributed equally to this manuscript.

†Finalist for the 2013 *Academy of Management Review* Best Paper of the Year award

Kish-Gephart, J.J. & Soignet, D.B. 2013. Fear and Silence in the Workplace. In R. Burke & C.L. Cooper (Eds.) *Voice: Overcoming Fear, Fostering Courage, and Unleashing Candor in Organizations*. Edward Elgar Publishing.

Kish-Gephart, J.J., Harrison, D. A., & Treviño, L. K. 2010. Bad Apples, Bad Cases, and Bad Barrels: Meta-Analytic Evidence about Sources of Unethical Decisions at Work. *Journal of Applied Psychology*, 95(1), 1-31.

Kish-Gephart, J.J., Detert, J., Treviño, L.K., & Edmondson, A. 2009. Silenced by Fear: The Nature, Sources, and Consequences of Fear at Work. *Research in Organizational Behavior*, 29, 163-194.

Press coverage: Rotman Management Magazine

REFEREED PROCEEDINGS

Tilton, J., **Kish-Gephart, J.J.**, & Lucas, K. 2019. Unequal Dignity: An Examination of Social Class Differences in Preserving and Protecting Workplace Dignity. *Academy of Management Best Paper Proceedings*, Boston, MA.

Rawski, S., **Kish-Gephart, J.J.**, Anand, V., Reychav, I., & Gaurav, P. 2014. An interactionist approach to punishment administration: Understanding the influence of moral identity and moral intensity. *Academy of Management Best Paper Proceedings*, Philadelphia, PA.

Franklin, D., Anand, V., **Kish-Gephart, J.J.** & Reychav, I. 2013. Information Seeking Preferences of Individuals in Ethical Decision Making. *Academy of Management Best*

Paper Proceedings, Orlando, FL.

Gephart, J.K., Harrison, D. A., & Treviño, L. K. 2007. The who, when, and where of (un)ethical choices: A meta-analysis. *Academy of Management Best Paper Proceedings*, Philadelphia, PA.

ACADEMIC CONFERENCE PRESENTATIONS

Moergen, K., **Kish-Gephart, J.J.**, & Soundararajan, V. (Co-Organizers) 2024. Co-organized a subtheme, Societal Hierarchy: How creative ideas and approaches disrupt social class and caste. Accepted for 2025 EGOs Conference in Athens, Greece.

Kish-Gephart, J.J. (Presenter & Panelist) 2024. Social Class & Entrepreneurship PDW organized by Leif Brandle, Kristie Moergen, and Eric Zhao. Presented at the annual meeting of the *Academy of Management* in Chicago, IL.

Kish-Gephart, J.J. (Discussant) 2024. Emerging Insights on Social Class at Micro and Macro Levels. Paper symposium organized by Steven Kardel. Presented at the annual meeting of the *Academy of Management* in Chicago, IL.

Kish-Gephart, J.J. (Presenter/Panelist) 2023. Fourth Annual Pecha Kucha Springboard and Networking PDW organized by Niki den Nieuwenboer, Marie Mitchell, and Linda Trevino. Presented at the annual meeting of the *Academy of Management* in Boston, MA.

Kish-Gephart, J.J. (Panelist) 2023. Bridging Micro and Macro Research on Social Class PDW organized by Michelle Lee (Queen's), Andrea Dittmann (Emory), Jean Oh (Columbia), and Shawn Quan (University of Washington). Presented at the annual meeting of the *Academy of Management* in Boston, MA.

Kish-Gephart, J.J. (Discussant) 2023. Social Class and Work symposium organized by Kristie Moergen and Shawn Quan at the annual meeting of the *Academy of Management* in Boston, MA.

Kish-Gephart, J.J., Moergen, K., & Tilton, J. (Presenters) 2023. Unpacking the lived experiences of college graduates transitioning into the workplace. Presented at the "Social Class and Work" symposium at the annual meeting of the *Academy of Management* in Boston, MA.

Kish-Gephart, J.J. (Discussant) 2023. Cognition in the Rough Workshop (organized by the MCO division). Table Discussant at the 2023 *Academy of Management Conference* in Boston, MA.

Kish-Gephart, J.J. (Table Discussion Leader) 2023. Sexual Harassment Research Following #MeToo: Opportunities in the Shadows and Spotlights. Caucus organized by Anne O'Leary-Kelly and Shannon Rawski at the annual meeting of the 2023 *Academy of Management Conference* in Boston, MA.

- Kish-Gephart, J.J.** & Moergen, K.M. (Co-Organizers) 2022. Bringing “Class” into the Management Classroom. PDW at the Academy of Management Conference in Seattle, WA.
- Kish-Gephart, J.J.** (Panelist) 2022. OB Spotlight Symposium. Organized by Sean Martin and Stephane Cote in coordination with the OB Division at the Academy of Management Conference in Seattle, WA
- Kish-Gephart, J.J.** 2021. Taking a Historical Turn in Behavioral Ethics. Second Annual Pecha Kucha Springboard and Networking PDW organized by Niki den Nieuwenboer, Marie Mitchell, and Linda Trevino. Roundtable Leader at the annual meeting of the *Academy of Management* (virtual).
- Kish-Gephart, J.J.** 2021. Cognition in the Rough Workshop (organized by the MCO division). Table Discussant at the 2021 *Academy of Management Conference* (virtual).
- Kish-Gephart, J.J.** 2021. OB Division Doctoral Consortium. Roundtable Leader at the annual meeting of the *Academy of Management* (virtual).
- Moergen, K., **Kish-Gephart, J.J.**, & Tilton, J. 2021. Punishment’s pain and pleasure: The narrative function of emotions during managerial identity work. Presented at the annual *European Group of Organization Studies (EGOS)* Conference (virtual), Sub-theme 13: Emotions, Power, and Contestation.
- Kish-Gephart, J.J.** (Panelist) 2020. Social class in organizations: Entrance, promotion, and organizational and societal consequences of the managerial elite. Panel Symposium organized by Michelle Lee. Presented at the annual meeting of the *Academy of Management* (virtual).
- Kish-Gephart, J.J.** (Presenter) 2020. Taking a Historical Turn in Behavioral Ethics. Second Annual Pecha Kucha Springboard and Networking PDW organized by Niki den Nieuwenboer, Marie Mitchell, and Linda Trevino. Accepted for presentation at the annual meeting of the *Academy of Management* in Vancouver, BC, Canada.
- Kish-Gephart, J.J.** & O’Leary-Kelly, A. (Co-organizers) 2020. Best Practices and Lessons Learned: Exploring Ethics & Integrity Initiatives in Business Schools. PDW accepted at the annual meeting of the *Academy of Management* in Vancouver, BC, Canada.
- Moergen, K., Tilton, J. & **Kish-Gephart, J.J.** 2020. Manager’s Punishment Decisions and Experiences in the Workplace. Accepted for presentation at the 2020 *Academy of Management Conference* in Vancouver, BC, Canada.
- Kish-Gephart, J.J.** 2020. Cognition in the Rough Workshop (organized by the MCO division). Table Discussant at the 2020 *Academy of Management Conference* in Vancouver, BC, Canada.

- Kish-Gephart, J.J.**, Moergen, K., & Tilton, J. 2020. The “grand metamorphosis” myth: Unpacking the lived experiences of college graduates transitioning into the workplace. Presented at the annual *European Group of Organization Studies (EGOS)* Conference in Hamburg, Germany, Sub-theme 28: Inequality, Institutions, and Organizations.
- Tilton, J., **Kish-Gephart, J.J.**, & Lucas, K. 2019. Unequal Dignity: An Examination of Social Class Differences in Preserving and Protecting Workplace Dignity. Presented at the 2019 *Academy of Management Conference* in Boston, MA.
- Kish-Gephart, J.J.** 2019. Cognition in the Rough Workshop (organized by the MCO division). Table Discussant at the 2019 *Academy of Management Conference* in Boston, MA.
- Corwin, E. & **Kish-Gephart, J.J.** 2019. Upward mobility and identity work. Presented at the 2019 *Equality, Diversity & Inclusion (EDI) Conference* in Rotterdam, Netherlands.
- Kish-Gephart, J.J.** 2018. Developing Organizational Research on Financial Precarity, Inequality, and Socio-economic Status PDW (organized by Carrie Leana, Jirs Meuris, and Evan Gilbertson). Table Leader/Discussant at the 2018 *Academy of Management Conference* in Chicago, IL.
- Kish-Gephart, J.J.** 2018. Cognition in the Rough Workshop (organized by the MCO division). Table Leader/Discussant at the 2018 *Academy of Management Conference* in Chicago, IL.
- Jain, T. & **Kish-Gephart, J.J.** 2018. A Conceptualization of Resistance as moving towards Social Class Disruption. Presented at the 2018 *Organization Studies Conference* (Theme: Responding to Displacement, Disruption, and Division: Organizing for Social and Institutional Change).
- Tilton, J., **Kish-Gephart, J.J.**, & Lucas, K. 2017. Dignity decipherment: Understanding the sources and consequences of dignity threats. Presented at the 2017 *European Group and Organization Studies (EGOS)* Conference in Copenhagen, Denmark (Subtheme: Inequality, Institutions, & Organizations).
- Tilton, J., **Kish-Gephart, J.J.**, & Lucas, K. 2017. Shouldering the burden: Understanding the sources and consequences of dignity threats for members of the lower social classes. Presented at the 2017 *Academy of Management* conference in Atlanta, GA.
- Gray, B., **Kish-Gephart, J.J.**, & Tilton, J. (Co-Organizers listed alphabetically) 2017. Social Class Inequality: Research perspectives and networking. PDW accepted and hosted at the 2017 *Academy of Management* conference in Atlanta, GA.
- Kish-Gephart, J.J.** (Facilitator) 2017. Behavioral Ethics Research: A second annual Pecha Kucha springboard and networking session. PDW organized by Niki den Nieuwenboer,

Marie Mitchell, and Linda Trevino for the annual meeting of the *Academy of Management* in Atlanta, GA.

Kish-Gephart, J.J., Rawski, S., Campbell, J., & Gray, B. 2016. Experiencing and managing personal wealth: Understanding extreme wealth and ‘class work’ among CEOs. Presented at the Annual meeting of the *Academy of Management* in Anaheim, CA.

Kish-Gephart, J.J. (Chair) & Johnson, T. 2016. Peeling back the layers: Social class and inequality at work. Accepted for the Annual meeting of the *Academy of Management* in Anaheim, CA.

Kish-Gephart, J.J., Rawski, S., Campbell, J., & Gray, B. 2016. Pathways to the C-Suite: Understanding the impact of social class origins on CEOs’ values and exercise of power. Presented at the 2016 *European Group and Organization Studies (EGOS)* Conference in Naples, Italy (Subtheme: The Dark and Bright Sides of Power, Institutions, and Organizing).

Gray, B., Johnson, T., **Kish-Gephart, J.J.** & Tilton, J. 2016. Conflicts in College: Lower class and minority undergraduates’ experiences with micro-aggressions, collapsed identities and systemic disadvantages. Presented at the 2016 *International Association of Conflict Management (IACM)* Conference in New York.

Kish-Gephart, J.J. (Chair) & Gray, B. 2015. Understanding the implications of social class at work. Annual meeting of the *Academy of Management* in Vancouver, Canada. Selected as a “Showcase Symposium” by the Gender and Diversity in Organizations (GDO) Division.

Campbell, J. & **Kish-Gephart, J.J.** 2015. Paying it forward: Examining the role of CEO social class origins in CSR. Presented at the Annual meeting of the *Academy of Management* in Vancouver, Canada. *Authors contributed equally.

Gray, B., Johnson, T. & **Kish-Gephart, J.J.** 2015. Class, race, and intersectional barriers to identity development in socially-mobile college students in the US. Presented at the Annual meeting of the *Academy of Management* in Vancouver, Canada.

Anand, V., Tilton, J. & **Kish-Gephart, J.J.** 2015. Identification and Whistleblowing: Predicting employee action after suspicion of unethical activity. Presented at the Annual meeting of the *Academy of Management* in Vancouver, Canada.

Kish-Gephart, J.J., Rawski, S., Campbell, J., & Gray, B. 2015. The American Dream in the corporate suite: Understanding CEO social class and extreme upward mobility. Paper presented at 2015 *European Group and Organization Studies (EGOS)* Conference in Greece (Subtheme: Inequality and Institutions).

Gray, B., Johnson, T. & **Kish-Gephart, J.J.** 2015. The double whammy of class and race: Intersectional hurdles to social mobility among US college students. Paper presented at 2015 *European Group and Organization Studies (EGOS)* Conference in Greece.

- Kish-Gephart, J.J.** (Chair/Organizer) 2014. The manifestations of social class in organizational life. Annual meeting of the *Academy of Management* in Philadelphia, PA. Selected as a “Showcase Symposium” by the Gender and Diversity in Organizations (GDO) Division.
- Kish-Gephart, J.J.**, den Nieuwenboer, N., & Treviño, L.K. 2014. For the benefit of the collective: Ostracism, social class, and unethical pro-organizational behavior. Presented at the annual meeting of the *Academy of Management* in Philadelphia, PA.
- Rawski, S., **Kish-Gephart, J.J.**, Anand, V. & Reychav, I. 2014. An interactionist model of punishment severity: The effects of moral intensity and moral identity. Presented at the annual meeting of the *Academy of Management* in Philadelphia, PA. Selected for the best paper proceedings of the 2014 *Academy of Management* conference (SIM division).
- Gray, B. & **Kish-Gephart, J.J.** (Discussant/Presenter) 2014. Questions of inequality: Gender, race, class...Intersectionality and beyond. PDW organized by Marta Calas & Linda Smircich for the annual meeting of the *Academy of Management* in Philadelphia, PA.
- Den Nieuwenboer, N., **Kish-Gephart, J.J.**, Treviño, L.K. 2014. The dark side of status striving: Perceived status salience, envy, and misconduct. Presented at the 2014 *Behavioral Ethics Conference* at the University of Central Florida in Orlando, FL.
- Kish-Gephart, J.J.**, Treviño, L.K., & den Nieuwenboer, N. 2013. Perceived Status Salience and Unethical Behavior: The Mediating Role of Envy. Presented at the annual meeting of the *Academy of Management* in Orlando, FL.
- Den Nieuwenboer, N., **Kish-Gephart, J.J.**, & Treviño, L.K. (Organizers) 2013. New Perspectives on Social Status in Organizations. Symposium at the annual meeting of the *Academy of Management* in Orlando, FL.
- Kish-Gephart, J.J.**, Campbell, J.T., Rawski, S., & Gray, B. 2013. The American Dream in the Corporate Suite: CEO Social Class and Upward Mobility. Presented at the annual meeting of the *Academy of Management* in Orlando, FL.
- Kish-Gephart, J.J.** & Gray, B. (Organizers) 2013. Workplace Inequality: Examining the Impacts of Social Class on Organizational Life. Symposium at the annual meeting of the *Academy of Management* in Orlando, FL.
- Franklin, D., Anand, V., **Kish-Gephart, J.J.** & Reychav, I. 2013. Information Seeking Preferences of Individuals in Ethical Decision Making. Presented at the annual meeting of the *Academy of Management* in Orlando, FL. This paper received a *Best Paper Award* in the SIM division.
- Gray, B. & **Kish-Gephart, J.J.** 2012. Unpacking the Forms of Institutional Work that Reinforce Inequality in Organizations. Paper presented at the symposium, “The Manifestations of

Social Class in Organizations,” at the annual meeting of the *Academy of Management*, Boston, MA.

Gray, B., **Kish-Gephart, J.J.**, & Pilver, L. 2010. “Class Work”: Understanding the micro-processes that reinforce and challenge inequality in organizations. Paper presented at the *Vancouver Conference on Institutions and Work*, June 17-19.

Pilver, L., **Kish-Gephart, J.J.**, & Gray, B. (Organizers) 2009. The Last Taboo: Exposing Social Class in the Workplace. Professional Development Workshop (PDW) at the annual meeting of the *Academy of Management*, Chicago, IL.

Treviño, L. K. & **Kish-Gephart, J.J.** (Organizers) 2008. Pushing the Boundaries: New Questions and Answers in Behavioral Ethics Research. Symposium at the annual meeting of the *Academy of Management*, Anaheim, CA.

Detert, J., Treviño, L. K., Sweitzer, V., & **Kish-Gephart, J.J.** 2008. Moral Disengagement and Ethical Decision Making. Paper presented at the annual meeting of the *Academy of Management*, Anaheim, CA.

Kish-Gephart, J.J., Harrison, D. A., & Treviño, L. K. 2007. The who, when, and where of (un)ethical choices: A meta-analysis. Paper presented at the annual meeting of the *Academy of Management*, Philadelphia, PA.

Hambrick, D. & **Kish-Gephart, J.J.** (Organizers) 2007. What makes CEOs tick? New Insights about Executive Motives and Motivations. Symposium at the annual meeting of the *Academy of Management*, Philadelphia, PA.

OTHER PROFESSIONAL PRESENTATIONS

UMass Social Psychology, Invited Brown Bag Speaker, Spring 2025

University of Kansas, Social Class and Work, Distinguished Speaker, Spring 2024

Teaching Business Ethics, Invited Guest Presenter, Bentley University, June 2024

Society for Human Resource Managers of Western New England, Business Ethics, April 2023

Society for Human Resource Managers of Western New England, Business Ethics, Jan 2022

Boston University, Questrom School of Business, 2016

Arkansas Executive Forum, Social Class in the C-Suite, 2015

Walton College Board of Diversity and Inclusion, Social Class in the C-Suite, 2014

Ethics Resource Center Fellows Meeting, 2008

Zicklin Center for Business Ethics Research, *Wharton School at Univ. of Pennsylvania*, 2008

OTHER PROFESSIONAL CONFERENCES

Bentley University’s Teaching Business Ethics Conference, Virtual, 2021

Partners in Behavioral Ethics Conference, Austin, TX, 2019

Equality, Diversity & Inclusion (*EDI*) Conference, Rotterdam, Netherlands, 2019

Tobin Project Conference: Consequences of Inequality, Cambridge, MA, 2019
How Class Works Conference, Stonybrook University, 2016
Organization Studies Conference, Samos, Greece, 2018
European Group and Organization Studies (EGOS) Conference, 2015, 2016, 2017
Behavioral Ethics Conference, *University of Central Florida*, 2014, 2016
Ethical Dimensions in Business Conference, *University of Notre Dame*, 2008
Penn State Emotions Research Network Conference, 2006

AWARDS AND HONORS

ADVANCE Faculty Fellow, UMass, 2023-2024; 2024-2025
Faculty Excellence in Service Award, Walton College of Business, 2019
University of Arkansas Provost's Research Grant (with Kristie Moergen, PhD student), 2019
Diversity & Inclusiveness Summer Research Grant (with Kristie Moergen, PhD student), 2019
Diversity & Inclusiveness Summer Research Grant (with Emily Corwin, PhD student), 2018
Diversity & Inclusiveness Summer Research Grant (with Jacqueline Tilton, PhD student), 2017
Finalist for the 2013 *Academy of Management Review* Best Paper of the Year award, 2014
Faculty Excellence in Research Award, Walton College of Business, 2014
Best Paper Proceedings at the *Academy of Management* - SIM division, 2014
Best Paper Proceedings at the *Academy of Management* - SIM division, 2013
Diversity & Inclusiveness Summer Research Grant, 2012-2013
Global Business Research Grant, 2012-2013
Smeal College of Business (Penn State) Small Research Grant, 2012-2013
Best Reviewer Award, *Academy of Management* - SIM division, 2011
Sutton Funds Research Grant, 2011
Edward & Susan Wilson Graduate Scholarship Award, 2009-2010
Grace G. Albrecht Women in Management Graduate Scholarship, 2008-2009
Invited Lecturer at Smeal's Business Opportunities Summer Session (for disadvantaged and diverse high school students), 2008, 2009
University of Notre Dame's Ethical Dimensions in Business Conference Scholarship, 2008
Research Grant Award ("Social Class in Organizations" with L. Pilver and B. Gray), 2008
Legacy Scholar Grant from Pennsylvania State University's Arthur W. Page Center, 2007
Best Paper Proceedings at the *Academy of Management* - SIM division, 2007

TEACHING EXPERIENCE

University of Massachusetts (2021 to present)

MGMT 330 Organizational Behavior (undergraduate)
MGMT 892D Diversity & (Dis)Advantage (PhD)
MGMT 892E Behavioral Business Ethics (PhD)

University of Arkansas (2010 – 2020)

MGMT 4243 Ethics and Corporate Social Responsibility (senior undergraduate)

MBAD 5241 Ethical Decision Making (MBA)
MGMT 6113 Seminar in Organizational Behavior (PhD)

Pennsylvania State University (2005 – 2010)

Organizational Behavior & Design; Business Ethics & Society