

Rachael D. Goodwin

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Academic positions

Syracuse University, Whitman School of Management Assistant Professor of Management	2021 - Present
Harvard University, Women and Public Policy Program Research Fellow	2020 - 2022
Brigham Young University, Marriott School of Management Adjunct Professor	2011 - 2016

Education

University of Utah, Eccles School of Business , Salt Lake City, UT Doctor of Philosophy, Business Management Advisors: Kristina Diekmann, Jesse Graham	2016 - 2021
Brigham Young University, Marriott School of Management , Provo, UT Master of Public Administration	2009 - 2010
Brigham Young University , Provo, UT Sociology (B.S), International Development Business Minor	2006 - 2009

Research Interests

I investigate workplace issues related to power, perfectionism, cognition, morality, and gender. My research also explores attitudes towards perpetrators and victims, whistleblowing, and unethical behaviors (e.g., sexual harassment) that create obstacles for women at work. To explore these questions, I use qualitative interviews, experiments, and archival data.

Teaching Interests (*full courses taught, #seminar or workshop taught, +TA experience)

Organizational Behavior*, Negotiations*#+, Groups and Teams+, Board Governance/Leadership*, Women in Management#, Managerial Ethics, Research Methods#

Peer Reviewed Publications

Goodwin, R.D., Gardner, J., & Garrett, L. Cued to be perfect: Perfectionism and organizational dehumanization, a qualitative study of professional ballet. *Academy of Management Journal*, <https://doi.org/10.5465/amj.2023.0187>

Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. He is expected to see the forest, she is expected to see the trees: evidence for a construal-level based gender stereotype. *Journal of Personality and Social Psychology*, <https://doi.org/10.1037/pspa0000453>

Anderson, A., **Goodwin, R.D.**, & Wakslak., C. Who handles the tough talk? Gender, power and difficult conversations. *Social and Personality Psychology Compass*, <https://doi.org/10.1111/spc3.12991>

Dodson, S. J., **Goodwin, R. D.**, Graham, J., & Diekmann, K. A. (2023). Moral foundations, himpathy, and punishment following organizational sexual misconduct allegations. *Organization Science*, 34(5), 1938-1964. <https://doi.org/10.1287/orsc.2022.1652>

Goodwin, R.D., Graham, J., & Diekmann, K.A., (2020). “Good intentions aren’t good enough: Moral courage in opposing sexual harassment” *Journal of Experimental Social Psychology*, 86(1) 103894. <https://doi.org/10.1016/j.jesp.2019.103894>

Goodwin, R.D., Dodson, S., Chen, J.M., & Diekmann, K.A. (2020). “Gender, Sense of Power, and Desire to Lead: Why Women Don’t “Lean In” to Apply to Leadership Groups That Are Majority-Male.” *Psychology of Women Quarterly*, 44(2) 1-20. <https://doi.org/10.1177/0361684320939065>

Carlson, J., **Goodwin, R.D.**, & Wadsworth, L. (2014). Values and attitudes. In B. Agle, D. Hart, J. Thompson, H. Hendricks (Eds.), *Research Companion to Ethical Behavior in Organizations, Constructs and Measures* (pp. 119-160). Edward Elgar Publishing.

Manuscripts Under Review

Goodwin, R.D., Dodson, S., Dehghani, M., Graham, J., & Diekmann, K.A. “How alleged harassers’ public apologies elicit third-party support for #MeToo victims at work”
Personnel Psychology, Revise & Resubmit, 2nd Round

Alder, M., & **Goodwin, R.D.** Rethinking dispute resolution: Integrating conflict coaching and mediation
Negotiation and Conflict Management Research, Revise & Resubmit (special issue)

Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. Leader gender and construal elicitation: When is she seen as more visionary than he?
Strategic Management Journal

Manuscripts in Preparation

* Co-first authors, +Applying feedback from submission to another journal

*Dodson, S., ***Goodwin, R.D.**, Graham, J., & Diekmann, K.A. “How apologies shift public perceptions of power from the accused to the victim”
Target: *Journal of Business Ethics*

+**Goodwin, R.D.**, Dodson, S., & Diekmann, K.A. “Ambiguous judgment: Leaders’ ambiguous accounts following allegations of misconduct elicit negative moral judgment and organizational boycotts.”
Target: *Organizational Science*

+Carnevale, J., Huang, L., Yu, L., **Goodwin, R.D.**, Wang, L., Maojiao, M., “Know your place! How subordinate informal influence and supervisor gender interact to affect supervisor downward envy and work behavior”
Target: *Organizational Behavior and Human Decision Processes*

Research in Progress

Dodson, S., Goodwin, R.D., Chawla, N., Managing family at work: Maladaptive perfectionism and the motherhood mental load.
Status: *Data analysis*

Newman, A., Jones, L., **Goodwin, R.D.** Stay, Sell, Scale: Identity Work and Strategic Choice after Entrepreneurial Emancipation

Status: *Writing and preparing for submission*

Dodson, S., Coll, K., **Goodwin, R.D.**, Hoffman, W., & Graham, J. An experience-sampling investigation of attributions and outcomes of workplace discrimination.

Goodwin, R.D., Dodson, S., Rees, M., & Diekmann, K.A. Power, status, construal, and compassion.
Status: *Data collection*

Wang, X., **Goodwin, R.D.**, Perfectionistic Striving without Concern under Performance Pressure:
A Construal Flexibility Approach
Status: *Study design*

Rapp, D., **Goodwin, R.D.** A qualitative investigation of gender discrimination in farming.
Status: *Data analysis*

Perry, J., Alder, M., Goodwin, R.D., Vincent, L. Title TBD: mixed methods investigation of a union and management dispute in New York City.
Status: *Awaiting IRB approval*

Goodwin, R.D., Dungan, J., Graham, J., & Diekmann, K.A. Loyalty, psychological closeness, and perceptions of whistleblower credibility.
Status: *On hold*

Goodwin, R.D. Women's likelihood to apply for majority male leadership: The role of construal, construal fit, and regulatory construal fit.
Status: *On hold*

Invited Talks

Syracuse University, Department of Psychology (April, 2024)
University of Utah, David Eccles School of Management (virtual, May, 2023).
Syracuse University, Whitman School of Management (in person, March, 2022).
Harvard University, Women and Public Policy Program (virtual, February, 2022).
Bucknell University, Freeman Department of Management (virtual, January, 2021).
Université Catholique de Lille, IÉSEG School of Management (virtual, January, 2021).
Brigham Young University, Romney Institute of Public Management and Ethics (virtual, March, 2021).
Harvard University, Women and Public Policy Program (virtual, March, 2021).
Southern Methodist University, Department of Management (virtual, March, 2021).
Middle Tennessee State University, Department of Management (virtual, March, 2021).
Syracuse University, Whitman School of Management (virtual, April, 2021).
Brigham Young University, Department of Management (virtual, November, 2020).
Harvard University, Women and Public Policy Program (virtual, November, 2020).
University of Utah, Department of Management (virtual, November, 2020).
Lawrence University, Department of Psychology (virtual, December, 2020).

Conference Presentations

*Discussant, +Symposium leader/chair or co-leader/chair

Dodson, S., **Goodwin, R.D.** Managing family at work: The perfect storm: Work and the invisible family load. Ross School of Business, Positive Organizational Scholars Conference, Michigan, May, 2025

Goodwin, R.D., Dodson, S., Dehghani, M., Graham, J., & Diekmann, K.A. Power shifting: How alleged harassers' public apologies shift power from harasser to victim at work. Haskayne School of Business, Diversity, Equity, and Inclusion Conference, Calgary, Canada, October, 2024.

+**Goodwin, R.D.**, Dodson, S., Dehghani, M., Graham, J., & Diekmann, K.A. How alleged harassers' public apologies elicit third-party support for #MeToo victims at work. In R. Goodwin & S. Dodson (Co-Chairs), Third-party responses to workplace mistreatment. Academy of Management Conference, Chicago, IL, August, 2024.

Goodwin, R.D., Dodson, S., Dehghani, M., Graham, J., & Diekmann, K.A. How alleged harassers' public apologies elicit third-party support for #MeToo victims at work. In S. Dodson (Chair), Third-party responses to workplace mistreatment conflicts. International Association of Conflict Management, Singapore, June, 2024.

*Goodwin, R.D., (Discussant), "Solutions to Gender Biases/Stereotypes in Healthcare and at Work." One of 72/600 selected to be a single presenter. The Society for Personality and Social Psychology, San Diego, CA. February, 2024.

Reed, K., Zoli, C., **Goodwin, R.D.**, Perry, J., Albring, S., Reddic, W., Aral, K.. "Skills development and intervention technique workshop in mitigating implicit bias on work teams and organizational policies: Bystander intervention skills-based session," Diversity, Equity, Inclusion, and Accessibility Symposium, Syracuse University, Syracuse, NY. October, 2023.

Dodson, S.J., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. He sees the forest, she sees the trees: A construal-level stereotype. In Y. Yin (Chair), Methodological advances in studying construal level in organizations. Academy of Management Conference, Boston, MA, August, 2023.

Goodwin, R.D., Garrett, L.E., Gardner, J., Block, A. Embracing the human side of work: the process of shifting from maladaptive to adaptive perfectionism. International Association for Conflict Management, Thessaloniki, Greece, July, 2023.

Dodson, S., **Goodwin, R.D.**, Diekmann, K.A. Crisis management following allegations of leader sexual misconduct: Avoiding account ambiguity to lessen public moral outrage. International Association for Conflict Management, Thessaloniki, Greece, July, 2023.

Goodwin, R.D., Dodson, S., Diekmann, K.A. Sexual misconduct apologies transfer power from the victimizer to the victimized. International Association for Conflict Management, Thessaloniki, Greece, July, 2023.

Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. Leader gender, expectancy violations, and abstraction: A potential advantage for women leaders. Cal State East Bay Women in Leadership Conference, Mar, 2023.

+**Goodwin, R.D.** Women's likelihood to apply for majority male leadership: The role of construal and construal fit, in "Women and Leadership" symposium, co-chaired with Joel Carnevale. Academy of Management, Seattle, WA. Aug, 2022.

Gardner, J., **Goodwin, R.D.**, Garrett, L.E., Perfectly Human or Humanly Perfect? Dehumanization as a Consequence of Extreme Perfectionism. Academy of Management, Seattle, WA. Aug, 2022.

Goodwin, R.D., Dodson, S., Dehghani, M., Graham, J., & Diekmann, K.A. Victim-Damning Denials and Pro-Victim Apologies: How Sexual Harasser Responses Influence Public Perceptions of #MeToo Victims. Cornell Administrative Science Quarterly Writing Workshop, New York, NY, May, 2022.

Goodwin, R.D., Anderson, A., & Wakslak., C. Supervisor power, psychological safety, and approaching difficult conversations. International Association for Conflict Management (virtual), July, 2021.

Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. He is expected to see the forest, she is expected to see the trees: evidence for a construal-level based gender stereotype. Academy of Management (virtual), Aug, 2021. Nomination for The Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition.

Dodson, S., Coll, K., **Goodwin, R.D.**, Hoffman, W., & Graham, J. An experience-sampling investigation of attributions and outcomes of workplace discrimination. Academy of Management (virtual), Aug, 2021.

Gardner, J., **Goodwin, R.D.**, Garrett, L.E. Dehumanization as a Consequence of Extreme Perfectionism: A Qualitative Study of Professional Ballet. Academy of Management (virtual), Aug, 2021.

Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. He is expected to see the forest, she is expected to see the trees: evidence for a construal-level based gender stereotype. Distance in Organizations (virtual), May, 2021.

Goodwin, R.D., Dodson, S., Chambers, M., Davani, A.M., Dehghani, M., Graham, J., & Diekmann, K.A. Victim-Damning Denials and Pro-Victim Apologies: How Sexual Harasser Responses Influence Public Perceptions of #MeToo Victims. Academy of Management (virtual), August, 2020. Organizational Behavior Division Best Symposium Award, 2020.

Dodson, S., **Goodwin, R.D.**, Chambers, M., Graham, J., & Diekmann, K.A. He's Hired, She's Not: Moral Foundations, Himpathy, and Attitudes following Sexual Misconduct Claims. Academy of Management (virtual), August, 2020.

Goodwin, R.D., Dodson, S., Rees, M., & Diekmann, K.A. Power, status, construal, and compassion. International Association for Conflict Management (virtual), July, 2020.

Dodson, S., Coll, K., **Goodwin, R.D.**, Hoffman, W., & Graham, J. An experience-sampling investigation of attributions and outcomes of workplace discrimination. International Association for Conflict Management (virtual), July, 2020.

Goodwin, R.D., Dungan, J., Graham, J., & Diekmann, K.A. "Loyalty, psychological closeness, and perceptions of whistleblower credibility." International Association for Conflict Management (virtual), July, 2020.

Goodwin, R.D. Women's likelihood to apply for majority male leadership: The role of construal, construal fit, and regulatory construal fit. Distances in Organizations Workshop (virtual), May, 2020.

Dodson, S., **Goodwin, R.D.**, Chambers, M., Graham, J., & Diekmann, K.A. Moral foundations, himpathy, and attitudes toward alleged male sexual assault perpetrators and their accusing female victims. Poster presented at the Society for Personality and Social Psychology, New Orleans, LA, February, 2020.

Goodwin, R.D., Chen, J.M., & Janardhanan, N.S. Gender identity salience, perceived power, and women's desire to lead. Poster presented at the Society for Personality and Social Psychology, New Orleans, LA, February, 2020.

Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. Leader gender and construal elicitation: Is he seen as more visionary than she? Academy of Management, Boston, MA, August, 2019.

Goodwin, R.D., Dodson, S., Chen, J.M., & Diekmann, K.A. Gender, perceived power and desire to lead: Why women don't lean in to leadership. Academy of Management, Boston, MA, August, 2019.

Goodwin, R.D. Isms in Academia: Using construal level theory to foster an inclusive culture for leaders inside and outside the classroom. Academy of Management (PDW), Boston, MA., August, 2019.

Chambers, M., Davani, A.M., **Goodwin, R.D.**, Dodson, S., Yeh, L., Dehghani, M., Graham, J., & Diekmann, K.A. The power of silence: Using sentiment text analysis to examine twitter responses to sexual harassment accounts. International Association for Conflict Management, Dublin, Ireland, July, 2019.

Dodson, S., **Goodwin, R.D.**, Chambers, M., Graham, J., & Diekmann, K.A. She said, he said –But who is responsible? A real-world replication linking moral foundations and attitudes towards alleged sexual assault victims and perpetrators. International Association for Conflict Management, Dublin, Ireland, July, 2019.

Goodwin, R.D., Graham, J., & Diekmann, K.A. Good intentions aren't good enough: Moral courage to oppose sexual harassment. International Association for Conflict Management, Dublin, Ireland, July, 2019.

Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. Leader gender and construal elicitation: Is he seen as more visionary than she? Distances in Organizations Workshop, New York, NY, May 2019.

Goodwin, R.D., Dodson, S., Chen, J.M., Diekmann, K.A. "Why women don't lean in to leadership in male-dominated domains," Poster presented at the International Convention of Psychological Science, Paris, France, Mar 2019.

Goodwin, R.D., Dodson, S., Chen, J.M., & Diekmann, K.A. Gender, perceived power and desire to lead: Why women don't lean in to leadership. Society for Personality and Social Psychology, Portland, OR, January, 2019.

Goodwin, R.D. Are NGOs Promoting Dependency Rather Than Sustainability? Annual Western Regional Honors Council, Spokane, WA, April, 2009.

Goodwin, R.D., Non-Governmental Organizations and Governmental Conflict. Bureau of Economic and Federal Government (BOFED), Addis Ababa, Ethiopia, October, 2007.

Professional Service Activities

National Science Center, Poland

Foreign reviewer (grant submission rncn535180), 2025

Fullbright Program

Syracuse University reviewer, 2024

Maxwell School of Citizenship, Dissertation Examining Committee

Zeyuan Xiong, PhD student under Dr. Kristy Buzard, 2024

Lender Center for Social Justice (ongoing)

Syracuse University cluster member, 2021-2024

Syracuse University Lender Center research affiliate, 2023-Present

Syracuse Office of Undergraduate Research & Creative Engagement
SOURCE grant reviewer, 2023-2024

Whitman School of Management (ongoing)

Whitman Teaching Committee member, 2024-present

Entrepreneurship Department committee providing feedback for external employee job offer, 2025

Management Department review of OB textbooks and teaching materials, 2024

Management Department review committee providing feedback for internal employee contract renewal, 2024

Management Department interview committee for evaluating potential doctoral students, 2023, 2024, 2025

Management Department Doctoral Student Exam feedback, PhD Anand Bengal, 2024Mee

Student Mentorship

Primary adviser for management doctoral student, 2025-Present

Mei Maojiao

Mentoring SU Undergraduate Teaching Assistants, 2022-Present

Most recent letters of recommendation written for Connor McHugh (2024)

Selected to participate in Hugo Mentors program, 2021 & 2025

Mentoring seniors (10 hrs. ea.)

Mentoring SU Undergraduate Research Assistants, 2023-24

Syracuse Office of Undergraduate Research & Creative Engagement

Informally mentoring pre-PhD/external doctoral students, 2018-Present

Research mentorship & letters of rec (2024, 25): Ali Block, summa cum laude Columbia U, doctoral applicant

Research mentorship & letters of rec (2024): Maddie Alder (2024-Present), now a PhD student at U of Utah

Academy of Management “Welcome a Member” program, mentoring first-year attending students (2024-Present)

Academy of Management EDI Mentor-Mentee Dialogue, 2025

Reviewing Manuscripts (ongoing)

*Reviewed as doctoral student for an adviser +Declined additional opportunities to focus on higher impact journals

Administrative Science Quarterly (3)

Organizational Behavior and Human Decision Processes (8)

Business and Society+ (2)

Journal of Management Studies (1)

Journal of Personality and Social Psychology* (1)

Psychology of Women Quarterly+ (3)

PLOS ONE (4)

Academia Mental Health and Wellbeing+ (2)

Sex Roles+ (3)

Social Psychological and Personality Science+ (2)

The Sociological Quarterly* (1)

Personality and Individual Differences+ (1)

Social and Personality Psychology Compass+ (2)

International Association of Conflict Management (reviewing conference submissions)

Equity, Diversity, and Inclusion in Organizations (reviewing conference submissions)

Women in Business Leadership (reviewing conference submissions)

Academy of Management (reviewing conference submissions)

Media Coverage

“Unpacking moral foundations for conflict management”

Business School Engagement Collaborative Webinar, December 18, 2025

<https://www.businesscollaborative.org/webinars>

"What ballerinas can teach leaders about perfectionism and psychological safety" *Charter Works*, (global audience, 5.9k visitors/mo) Michelle Peng, Nov 3, 2025 <https://www.charterworks.com/what-ballerinas-can-teach-leaders-about-perfectionism-and-psychological-safety/>

"Who handles the tough talk? Supervisor sense of power and confronting difficult work issues" *Business Talk with Deepak Bhatt, Episode 266*, (global audience) October 16, 2025 <https://www.youtube.com/watch?v=yb4QFEFuJsU>

"Social cues shape maladaptive and adaptive perfectionism" *Syracuse University News*, Olivia Hall, October 15, 2025 <https://whitman.syracuse.edu/about/newsroom/whitman-news/news-detail/2025/10/16/social-cues-shape-maladaptive-and-adaptive-perfectionism-in-professional-ballet>

"Feedback triggers different types of perfectionism" *Academy of Management Insights*, (global audience) Sept 22, 2025 <https://journals.aom.org/doi/full/10.5465/amj.2023.0187.summary>

"How social cues in ballet can affect perfectionism" *Pointe Magazine*, (global audience) Aug 19, 2025 <https://pointemagazine.com/social-cues-ballet-perfectionism/#gsc.tab=0>

"What ballet dancers teach us about perfectionism at work" *Melbourne Business School News*, July 9, 2025 <https://mbs.edu/news/What-ballet-dancers-teach-us-about-perfectionism-at-work>

"From Pirouettes to pressure: Ballet's perfectionism problem exposed" *Phys.org*, (global audience) June 17, 2025 <https://phys.org/news/2025-06-pirouettes-pressure-ballet-perfectionism-problem.html>

Reposted: "From Pirouettes to pressure: Ballet's perfectionism problem exposed" *Bing News*, June 17, 2025 www.msn.com/en-us/personal-development/emotional-intelligence-and-self-awareness/from-pirouettes-to-pressure-ballet-s-perfectionism-problem-exposed/ar-AA1GTZHV?ocid=BingNewsSerp

"We need to rethink how we recommend women on LinkedIn, Study Says" *Forbes*, (global audience) Kim Elsesser, June 11, 2025 <https://www.forbes.com/sites/kimelsesser/2025/06/11/we-need-to-rethink-how-we-recommend-women-on-linkedin-according-to-study/>

"Why people support perpetrators during sexual misconduct allegations" *Forbes*, (global audience) Susan Madsen, February 15, 2025 <https://www.forbes.com/councils/forbescoachescouncil/2025/02/25/why-people-support-perpetrators-during-sexual-misconduct-allegations/>

"Himpathy: the psychology of why some people side with perpetrators of sexual misconduct" *The Conversation* (Canada), September 24, 2024 <https://theconversation.com/himpathy-the-psychology-of-why-some-people-side-with-perpetrators-of-sexual-misconduct-podcast-239860>

"How 'himpathy' helps shield perpetrators of sexual misconduct from repercussions" *The Conversation* (Canada), March 20, 2024 <https://theconversation.com/how-himpathy-helps-shield-perpetrators-of-sexual-misconduct-from-repercussions-224594>

"The morality of himpathy for sexual harassers" *The Academic Minute* on *WAMC Northeast Public Radio* (NPR), (United States), July 29, 2023 [https://sumailsyrm.sharepoint.com/personal/rdgoodwi_syr_edu/Documents/Documents/Syracuse/Tenure/~\\$odwin%20CV%2011.15.22.docx](https://sumailsyrm.sharepoint.com/personal/rdgoodwi_syr_edu/Documents/Documents/Syracuse/Tenure/~$odwin%20CV%2011.15.22.docx)

"Managers' moral values could give sympathy to perpetrators" *PSNews* (Australia), Apr 17, 2023 <https://psnews.com.au/managers-moral-values-could-give-sympathy-to-perpetrators/103639/>

"Moral Biases and #MeToo: How certain moral values can elicit sympathy toward him and anger toward her" *Whitman School of Management Spring Newsletter*, Spring 2023

"Moral foundations, himpathy, and punishment following organizational sexual misconduct allegations" *Harvard WAPPP Newsletter*, April 2023

“Social Differences, Social Justice Cluster hosts inaugural research symposium”

Syracuse University News, April 13, 2023

“Good intentions aren’t good enough: Moral courage in opposing sexual harassment”

Harvard University, *Gender Action Portal*, May, 2021

<https://gap.hks.harvard.edu/good-intentions-arent-good-enough-moral-courage-opposing-sexual-harassment>

“Gender, sense of power, and desire to lead: Why women don’t “Lean in” to apply to leadership groups that are majority-male,” Harvard University, *Gender Action Portal*, June, 2021

<https://gap.hks.harvard.edu/gender-sense-power-and-desire-lead-why-women-dont-lean-apply-leadership-groups-are-majoritymale>

“Good intentions aren’t good enough to oppose sexual harassment”

Top of Mind on *BYUradio*, June 29, 2020

“When it comes to reporting sexual harassment, what people say is often not what they do”

PsyPost, (global audience) June 19, 2020 https://www.psypost.org/when-it-comes-to-reporting-sexual-harassment-what-people-say-is-often-not-what-they-do/#google_vignette

“Good intentions to oppose sexual harassment aren’t good enough”

Society for Personality and Social Psychology Blogpost, (global audience) Oct 23, 2020

<https://spsp.org/news-center/character-context-blog/good-intentions-oppose-sexual-harassment-arent-good-enough>

Teaching Experience

Instructor, Whitman School of Management, Syracuse University

MGT 248-010 Core Leadership & Human Behavior in Organizations	2026
MGT 248-011 Core Leadership & Human Behavior in Organizations	2026

Instructor, Whitman School of Management, Syracuse University

MGT Organizational Behavior Doctoral Seminar	2026
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Guest Lecturer, The Swedish School of Sport and Health Sciences

Dance Psychology Network Course	2025
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Instructor, Whitman School of Management, Syracuse University

MGT 248-010 Core Leadership & Human Behavior in Organizations	2025
MGT 248-011 Core Leadership & Human Behavior in Organizations	2025

Guest Lecturer, Office of University Council Retreat, Syracuse University

Applying Conflict & Change Management Research to Workplace Challenges	2024
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Instructor, Whitman School of Management, Syracuse University

MGT 248-010 Core Leadership & Human Behavior in Organizations	2024
MGT 248-011 Core Leadership & Human Behavior in Organizations	2024

Guest Lecturer, David Eccles School of Business, University of Utah

Org Behavior Doctoral Seminar, Time Management for Doctoral Students	2023
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Instructor, Whitman School of Management, Syracuse University

MGT 248-005 Core Leadership & Human Behavior in Organizations	2023
MGT 248-002 Core Leadership & Human Behavior in Organizations	2023
MGT 248-005 Core Leadership & Human Behavior in Organizations	2022
MGT 248-002 Core Leadership & Human Behavior in Organizations	2022

Instructor, David Eccles School of Business, University of Utah

BUS 2815 Business Scholars Program, Organizational Leadership, <i>No Ratings</i>	2020
MGT 3681 Human Behavior in Organizations, Eccles Global, London, <i>Rating: 5.8/6</i>	2019

Executive Education, The Art of Negotiations (full day seminar), *Rating: 5.6/6*

2019

Guest Lecturer, David Eccles School of Business, University of Utah

Executive Education Diversity & Inclusion Training, "A United Vision for Leadership"

2019

Women in Business, "Women Wanted: Overcoming Women's Leadership Obstacles"

2018

Teaching Assistant, David Eccles School of Business, University of Utah

MGT 6050 – Team Foundations (Professional MBA)

2017-19

- Professor Kristina Diekmann (2017)

- Professor Jesse Graham (2018, 2019)

MGT 6500 – Managerial Negotiation (Professional MBA)

2016-19

- Professor Kristina Diekmann (2016, 2019)

- Assistant Professor Elizabeth Tenney (2017)

Instructor, Marriott School of Management, Brigham Young University

P MGT MPA 690R-002: Negotiations & Conflict Management, *Rating: 4.7/5*

2012-2016

- Co-Instructor: Dr. Marc-Charles Ingerson, 2012-2013

P MGT 657R: Non-profit Board Leadership Curriculum (MBAs & MPAs)

2011-2016

Teaching Assistant, Marriott School of Management, Brigham Young University

P MGT MBA 690-001: Power, Persuasion & Negotiations (Full-time MBA)

2010-2011

- Assistant Professor, Dr. Katie Liljenquist

Professional Experience/Training

Leadership Consulting

2010-2016

Leadership Training for Non-Profit Boards

- Annual board/leadership trainings for several Boards:
 - United Way
 - Make a Wish Foundation
 - Family Support & Treatment Center
 - Habitat for Humanity
 - Community Action Services Food Bank

- Boys & Girls Club
- Kids on the Move
- Canary Gardens
- Springville Museum of Art
- Ouelessebougou Alliance

The Mediation Group, LLC

2011-2014

Professional Mediator & Conflict Management Consultant

- Southern California Mediation Association
- Utah Council on Conflict Resolution
- Mediation training and research with Bradshaw Mediation
- Arbitrator: BYU Center for Conflict Resolution

J. Reuben Clark Law School Externship, Alternative Dispute Resolution

2010

Justice & District Courts, Provo, Orem, West Jordan, UT

- State of Utah Court Roster mediation certification & ADR training
- Stipend student member of Utah Center for Conflict Resolution

Engage Now Foundation Ethiopia, Internship

2009

Managing non-profit water and education projects, Debre Zeit, Ethiopia

Academic Awards & Grants

- University of Melbourne, ARC, Microaffirmations at Work Project for \$10,000, 2025
- Social Sciences and Humanities Research Council Grant for \$15,806, 2023
- Deans Citation Research Award, Whitman School of Management, 2023 & 2025
- Syracuse University, SOURCE Grant for Undergraduate Research, 2023

- Doctoral Teaching Excellence Award, University of Utah Management Department, 2020
- Society for Personality and Social Psychology Family Care Grant, 2020
- Women in Leadership David Eccles School of Business Research Grant for \$16,500, 2018
- University of Utah Graduate School Graduate Student Travel Assistance Award, 2017
- Marriott School of Management Scholarship, 2009-10 & 2010-11
- Nominated & elected VP of Phi Kappa Phi (PKP); One of ten (of 300+) honors chapters named “Chapter of *Excellence*” by the National PKP Board, 2009 & 2010
- National Truman Scholar Candidate, 2009
- Robert K. Thomas Honors Scholarship, Economic Self-Reliance Center Scholarship, and Departmental Scholarships, 2006-09
- President's Student Service Scholarship recipient for over 500 hours of service, 2007

Professional Affiliations

Academy of Management (AOM): 2016-Present

International Association for Conflict Management (IACM): 2017-Present

Society for Personality and Social Psychology (SPSP): 2018-2024

Positive Organizational Scholarship (POS): 2024-Present

Distance in Organizations (DIO): 2016-2021

Phi Kappa Phi Honors Association (PKP): 2003-Present

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