Nitya Chawla

University of Arizona
Eller College of Management
Department of Management and Organizations
405 McClelland Hall
Tucson, AZ 85721-0108
Phone: 520.621.3583
Email: nityac@email.arizona.edu

EDUCATION

Ph.D. (expected) — Management & Organizations — 2020
Eller College of Management, University of Arizona
Minor: Research Methods and Statistics
Dissertation title: *From Crude Jokes to Diminutive Terms: Experiences of Hostile and Benevolent Sexism During Job Search*
(Chair: Allison S. Gabriel; Committee Members: Aleksander P. J. Ellis, Jerel E. Slaughter, and Marcus M. Butts)
Stage: Proposed March 27, 2019; data collection planned for Fall 2019
**Winner of the 2019 Academy of Management HR Division/SHRM Foundation Dissertation Grant Award*

B.Sc. — Psychology (with Honors) — 2014
National University of Singapore
Honors thesis title: *Taking the Leap: Cross-Cultural Differences in Employee Risk-Taking Behaviors*
(Chair: C. Ashley Fulmer)

RESEARCH INTERESTS

- Job Search Experiences
- Work-Nonwork Interface
- Counterproductive Behaviors
- Advanced Statistics and Research Methodology

REFEREED PUBLICATIONS

Chawla, N., Gabriel, A. S., da Motta Veiga, S. P., & Slaughter, J. E. (*in press*). Does feedback matter for job search self-regulation? It depends on feedback quality. *Personnel Psychology*.

Chawla, N., MacGowan, R. L., Gabriel, A. S., & Podsakoff, N. P. (*in press*). Unplugging or staying connected? Examining the nature, antecedents, and consequences of profiles of daily recovery experiences. *Journal of Applied Psychology*.

Chawla, N., Wong, E. M., & Gabriel, A. S. (2019). Expanding the discourse surrounding sexual harassment: The case for considering experienced and observed hostile sexism, benevolent sexism, and gendered incivility. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *12*, 79-83.

Podsakoff, N. P., Spoelma, T. M., **Chawla, N.**, & Gabriel, A. S. (2019). What predicts within-person variance in applied psychology constructs? An empirical examination. *Journal of Applied Psychology*, *104*, 727-754.

Lead Article

da Motta Veiga, S. P., Turban, D. P., Gabriel, A. S. & **Chawla, N**. (2018). From the unfolding process to self-regulation in job search: Integrating between- and within-person approaches. *Research in Personnel and Human Resource Management*, *36*, 241-272.

Chawla, N., Gabriel, A. S., Dahling, J. J., & Patel, K. (2016). Feedback dynamics are critical to improving performance management systems. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 9,* 620-626.

WORK UNDER REVISION AND REVIEW (Note: Manuscript names redacted to protect blind peer-review.)

Chawla, N., Gabriel, A. S., Evans, J. B., Rosen, C. C., Koopman, J., Hochwarter, W. A., Palmer, J. C., & Jordan, S. L. (Under review, 1st round). Impression management. *Personnel Psychology.*

Gabriel, A. S., da Motta Veiga, S. P., **Chawla, N.**, Butts, M. M., Turban, D. B., & Green, J. D. (Revising, 1st round). Affect and job search. *Organization Science*.

Lanaj, K., Gabriel, A. S., & **Chawla, N**. (Revising, 1st round). Daily leader behaviors. *Journal of Applied Psychology*.

Spoelma, T. M., **Chawla, N.**, & Ellis, A. P. J. (Under review, 1st round). Whistleblowing in teams. *Personnel Psychology*.

Spoelma, T. M., **Chawla, N.**, Ellis, A. P. J., & Gabriel, A. S. (Under review, 1st round). Victimization in teams. *Journal of Management*.

WORK IN PROGRESS

Chawla, N., Ellis, A. P. J., & Reimann, M. (Data collection). Sexism reparation. Target: *Academy of Management Journal*.

Chawla, N., Gabriel, A. S., & Lanaj, K. (Writing). Gender and work-family conflict. Target: *Journal of Applied Psychology*.

Chawla, N., Spoelma, T. M., Gabriel, A. S., & Ellis, A. P. J. (Writing). Cognitive ability and teams. Target: *Journal of Applied Psychology*.

Podsakoff, N. P., **Chawla, N.**, Gabriel, A. S., Spoelma, T. M., & Motro, D. (Writing). Common method biases in intra-individual research. Target: *Journal of Applied Psychology*.

Slaughter, J. E., & **Chawla, N.** (Data collection). The impact of need for consistency on moral licensing and cleansing. Target: *Journal of Applied Psychology*.

Spoelma, T. M., **Chawla, N.**, & Ellis, A. P. J. (Writing). Unethical behavior in groups. Target: *Journal of Management*.

CHAIRED CONFERENCE SESSIONS

Chawla, N., & Gabriel, A. S. (2019, August). More than a feeling? Understudied emotions in organizational scholarship. Symposium presented at the 79th Annual Conference of the Academy of Management, Boston, MA.

Winner of the Managerial and Organizational Cognition Best Symposium Award

Evans, J. B., **Chawla, N.**, & Gabriel, A. S. (2018, August). Expanding the social context surrounding impression management at work. Symposium presented at the 78th Annual Conference of the Academy of Management, Chicago, IL.

Chawla, N., & Gabriel, A. S. (2017, August). What contributes to job search self-regulation? Understanding individual and contextual factors. Symposium presented at the 77th Annual Conference of the Academy of Management, Atlanta, GA.

CONFERENCE PRESENTATIONS

Chawla, N. (2019, August). Guilty as charged: Spillover effects of employees' post-work maladaptive interactions. In **N. Chawla** & A. S. Gabriel (Chairs), More than a feeling? Understudied emotions in organizational scholarship. Symposium presented at the 79th Annual Conference of the Academy of Management, Boston, MA.

Winner of the Managerial and Organizational Cognition Best Symposium Award

Chawla, N., Spoelma, T. S., Gabriel, A. S., & Ellis, A. P. J. (2019, August). Cognitive ability and victimization: Examining the role of gender and perceived hostility. In C. Harold & B. Hu (Chairs), Examining the instigation and receipt of antisocial work behaviors. Symposium presented at the 79th Annual Conference of the Academy of Management, Boston, MA.

Spoelma, T. S., **Chawla, N.**, Ellis, A. P. J., & Park, J. (2019, August). A social exchange-based model of ostracism and whistle-blowing in teams. In F. Qui & K. M. Mai (Chairs), Moral heroism: What makes employees stand up to report or stop unethical conduct? Symposium presented at the 79th Annual Conference of the Academy of Management, Boston, MA.

Chawla, N., MacGowan, R. L., Gabriel, A. S., & Podsakoff, N. P. (2019, April). Unplugging or staying connected? Exploring profiles of daily recovery experiences. In B. P. Acton & C. Calderwood (Chairs), Change is good: Challenging assumptions through within-person research. Symposium presented at the 34th Annual Conference of the Society of Industrial and Organizational Psychology, Washington, DC.

Evans, J. B., **Chawla, N.**, Gabriel, A. S., Koopman, J., Hochwarter, W. A., & Arnold, J. D. (2018, August). Exploring the structure of impression management strategies within social hierarchies. In J. B. Evans, **N. Chawla**, & A. S. Gabriel (Chairs), Expanding the social context surrounding impression management at work. Symposium

presented at the 78th Annual Conference of the Academy of Management, Chicago, IL.

Chawla, N., MacGowan, R. L., & Podsakoff, N. P. (2018, August). Unplugging in the evenings: Examining profiles of daily recovery experiences. In J. P. Barbour & C. G. Collins (Chairs), Business as usual? New insights on the individual and organizational dynamics of employee well-being. Symposium presented at the 78th Annual Conference of the Academy of Management, Chicago, IL.

Chawla, N., Gabriel, A. S., da Motta Veiga, S. P., & Slaughter, J. E. (2017, August). When no news is not good news: The importance of feedback during the job search. In **N. Chawla** & A. S. Gabriel (Chairs), What contributes to job search self-regulation? Understanding individual and contextual factors. Symposium presented at the 77th Annual Conference of the Academy of Management, Atlanta, GA.

Podsakoff, N. P., Spoelma, T. S., & **Chawla, N.** (2017, August). Intra-individual OCB: Within-person variance trends and prediction. In J. Koopman & A. S. Gabriel (Chairs), Time and resource processes associated with organizational citizenship behaviors. Symposium presented at the 77th Annual Conference of the Academy of Management, Atlanta, GA.

Spoelma, T. S., & **Chawla, N.** (2017, August). Crimes that bind: Examining the positive effects of unethical behavior in groups. Paper presented at the 77th Annual Conference of the Academy of Management, Atlanta, GA.

Selected for the Best Paper Proceedings of the 2017 Academy of Management Meeting

Fulmer, C. A., Tsai, M. H., & **Chawla, N.** (2015, August). Making or breaking team creativity: Trust in teams and member relational orientation. Paper presented at the 75th Annual Conference of the Academy of Management, Vancouver, BC.

Chawla, N., Fulmer, C. A., & Chua, K. (2014, July). *Toward a cultural framework of teams.* Paper presented at the Annual International Association for Conflict Management Conference, Leiden, Netherlands.

RESEARCH FUNDING

2019 – 2020 $816 – Eller College of Management Small Grant
Project: "Reparative Processes Following Sexist Offenses"

2019 – 2020 $1,000 – University of Arizona Graduate and Professional Student Council
Project: "From Crude Jokes to Diminutive Terms: Exploring Experiences of Hostile and Benevolent Sexism during Job Search"

2018 – 2019 $2,500 – Eller College of Management Center for Leadership Ethics Grant
Project: "Reparative Processes Following Sexist Offenses"

2018 – 2019 $4,000 – M&O Small Grants for Teaching and Research
Project: "Reparative Processes Following Sexist Offenses"

2018 – 2019 $4,000 – Eller College of Management Center for Leadership Ethics Grant
Project: "Predictors of Victimization in Teams"

2017 – 2018 $5,280 – M&O Small Grants for Teaching and Research
Project: "Profiles of Impression Management Tactics"

2017 – 2018 $450 – M&O Small Grants for Teaching and Research
Project: "Social Exclusion and Whistleblowing in Teams"

2017 – 2018 $4,000 – Eller College of Management Center for Leadership Ethics Grant
Project: "Antecedents and Predictors of Daily Leader Behaviors"

2016 – 2017 $2,000 – Eller College of Management Small Grant
Project: "Antecedents and Predictors of Daily Leader Behaviors"

2016 – 2017 $2,725 – M&O Small Grants for Teaching and Research
Project: "Antecedents and Predictors of Daily Leader Behaviors"

2016 – 2017 $1,525 – M&O Small Grants for Teaching and Research
Project: "Selfishly Selfless: The Impact of Legitimate and Illegitimate Status Threats on Pro-Group Unethical Behavior"

2016 – 2017 $2,000 – Eller College of Management Small Grant
Project: "Selfishly Selfless: The Impact of Legitimate and Illegitimate Status Threats on Pro-Group Unethical Behavior"

2016 – 2017 $4,000 – Eller College of Management Center for Leadership Ethics Grant
Project: "Examining Within-Person Relationships between Employee Affect and Deviant Behavior: Causal Effects, the "Half-life" of Lagged Relationships, and Moral Licensing"

2015 – 2016 $2,000 – Eller College of Management Small Grant
Project: "Common Method Biases in Intra-Individual Designs: Procedural and Statistical Controls for Same Source, Item Characteristics, and Temporal Separation Effects"

TEACHING EXPERIENCE

- *Managing Ethics in Organizations*. Online MBA (TA), Summer 2019.
- *Applied Topics in Bargaining and Negotiation*. Undergraduate, Fall 2018. Evaluation: 4.1/5.0
- *Leading Organization Change*. Executive Online MBA (TA), Summer 2018.
- *Managing Ethics in Organizations*. Online MBA (TA), Summer 2018.
- *Integrative Leadership*. Online MBA (TA), Spring 2017.
- *Organizational Behavior & Management*. Undergraduate (Guest lecture), Fall 2017.
- *Managing Ethics in Organizations*. Online MBA (TA), Summer 2016.
- *Integrative Leadership*. Online MBA (TA), Spring 2016.

OTHER RESEARCH EXPERIENCE

2013 – 2015 Lab Manager, Industrial-Organizational Psychology Lab, National University of Singapore

PROFESSIONAL AFFILIATIONS

Academy of Management
Society of Industrial and Organizational Psychology
American Psychological Association

EXTERNAL SERVICE TO THE FIELD

Academy of Management

- Research Methods Division
  - Student Representative, 2017 – 2019
  - Social Media Director, 2018 – present
- HR Division Conference Reviewer, 2019 – present
- OB Division Conference Reviewer, 2019 – present

Ad Hoc Journal Reviewing

- *Applied Psychology: An International Review*, 2019 – present
- *Human Resource Management Journal*, 2019 – present

AWARDS AND HONORS

2019	AOM Managerial and Organizational Cognition Division Best Symposium Award (Chawla & Gabriel)
2019	AOM HR Division/SHRM Foundation Dissertation Grant Award
2019	Stephen Robbins Management & Organizations Doctoral Student Fellowship (annual award for two top-performing doctoral students)
2019	Department of Management and Organizations Outstanding Teaching by a Graduate Student Award
2018	University of Arizona Graduate and Professional Student Council Research Travel Award
2018	Stephen Robbins Management & Organizations Doctoral Student Fellowship (annual award for two top-performing doctoral students)
2017	Stephen Robbins Management & Organizations Doctoral Student Fellowship (annual award for two top-performing doctoral students)
2016	Stephen Robbins Management & Organizations Doctoral Student Fellowship (annual award for two top-performing doctoral students)

REFERENCES

Allison S. Gabriel, Ph.D.
Associate Professor and Robbins Fellow
Department of Management & Organizations
Eller College of Management
The University of Arizona
1130 E. Helen St., Tucson, Arizona 85721
Email: asgabriel@email.arizona.edu
Phone: 520.621.1390

Aleksander P. J. Ellis, Ph.D.
Stephen P. Robbins Chair in Organizational Behavior
Department Head
Department of Management & Organizations
Eller College of Management
The University of Arizona
1130 E. Helen St., Tucson, Arizona 85721
Email: aleks@email.arizona.edu
Phone: 520.621.7461

Marcus M. Butts, Ph.D.
Marilyn and Leo F. Corrigan Associate Professor
Department Head
Department of Management & Organizations
Edwin L. Cox School of Business
Southern Methodist University
P.O. Box 750333, Dallas, Texas 75275
Email: mbutts@mail.smu.edu
Phone: 214.768.3181