

Kelly Patrice Gabriel

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EDUCATION

Ph.D.	Management (Expected Graduation May 2025) <i>University of Arizona, Eller College of Management</i>
M.S.	Psychology; Minor: Gender & Women's Studies (2019) GPA 4.0 <i>Villanova University</i>
B.A.	Business Administration; Major: Marketing; Concentration: Writing and Rhetoric, Honors (2015) GPA 3.82 <i>Villanova University</i>
Relevant Ph.D. Coursework	George Washington University: Advanced Statistical Modeling Analysis, Qualitative Research Methods, Research Methods and Design, Organizational Theory, Foundations of Management, Foundations of Strategic Management, Organizational Behavior, Statistical Modeling and Analysis, Business & Public Policy, Gender & Sexuality Studies, Teams, Social Cognition, Survey Research
Relevant Masters Coursework	Industrial/Organizational Psychology, Statistics and Experimental Design, Research Methods, Biopsychology, Critical Perspectives on Gender, Cognitive Psychology Developmental Psychopathology, Approaches to Psychotherapy

PEER-REVIEWED JOURNAL ARTICLES

1. Aguinis, H., & **Gabriel, K. P.** (2022). International business studies: Are we really so uniquely complex? *Journal of International Business Studies*, 53, p. 2023-2036.
<https://doi.org/10.1057/s41267-021-00462-x>
2. Aguinis, H., & **Gabriel, K. P.** (2022). If you are serious about impact, create a personal impact development plan. *Business & Society*, 51(4), p. 818-826.
<https://doi.org/10.1177/00076503211014482>
3. **Gabriel, K. P.**, & Aguinis, H. (2022). How to prevent and combat employee burnout and create healthier workplaces during crises and beyond. *Business Horizons*, 65(2), p. 183-192.
<https://doi.org/10.1016/j.bushor.2021.02.037>
 - a. Won *Business Horizon's* Best Paper of 2022
4. Aguinis, H., Villamor, I., & **Gabriel, K. P.** (2020). Understanding employee responses to COVID-19: A behavioral corporate social responsibility perspective. *Management Research: Journal of the Iberoamerican Academy of Management*, 18(4), p. 421-438.
<https://doi.org/10.1108/MRJIAM-06-2020-1053>
 - a. Won Outstanding Paper in the 2021 Emerald Literati Awards

BOOK CHAPTERS AND ENCYCLOPEDIA ENTRIES

5. Gabriel, A.S., Chawla, N., **Gabriel, K.P.** (2024). Navigating job search as a college student: What we know and where scholars, job seekers, and recruiters need to go. In J.E. Slaughter & D.G. Allen (Eds.), *Essentials of employee recruitment* (pp. 147-170). Taylor & Francis Group.
6. Sawyer, K.B., **Gabriel, K. P.**, Dutli, A., & Gabriel, A.S. (2023). Work-family conflict and gender. In *Elgar Encyclopedia of Gender and Management*.

MANUSCRIPTS UNDER REVIEW (* indicates equal authorship)

1. **Gabriel, K.P.**, Ezerins, M., Rosen, C., Gabriel, A.S., Patel, C., & Lim, J.H. Socioeconomic status and well-being: an intersectional and resource-based view of health inequalities at work. Phase: Under 2nd Revise and resubmit at *Journal of Management*.
2. Sawyer, K.B., Clair, J., Thoroughgood, C., **Gabriel, K. P.**, & Brown, J. Leader inclusivity through the lens of marginalized employees: Is inclusion in the eye of the beholder? Phase: Revise and resubmit at *Organization Science*.
3. Thoroughgood, C., Sawyer, K.B., Webster, J., Cruz, M., Perez, A., & **Gabriel, K.P.** (Un)humble heroes: Oppositional courage as source of trans and nonbinary employees' diminished image belief and the moderating role of cisgender employees' humility. Phase: Under review at *Journal of Applied Psychology*.
4. Sawyer, K.B., **Gabriel, K.P.**, & Clair, J. Positive organizational psychology. Invited contribution to Oxford Bibliographies in Psychology. Phase: Under review at *Oxford Bibliographies in Psychology*

MANUSCRIPTS IN PROGRESS (* indicates equal authorship) [Titles Redacted]

5. **Gabriel, K. P.*** & Sawyer, K.B.* Culture and employee engagement. Phase: Writing, preparing to be submitted. Target: *Administrative Science Quarterly*.
6. Podsakoff, N.P., Ganster, M.L., Perkins, B.G., & **Gabriel, K.P.** Validating experimental manipulations. Phase: Writing. Target: *Journal of Applied Psychology*.
7. Clair, J., Sawyer, K.B., & **Gabriel, K.P.** Cultural harms and museums. Phase: Data collection. Target: *Administrative Science Quarterly*.
8. **Gabriel, K. P.**, Sawyer, K.B, Summerville, K., & Ruggs, E. Minority leaders. Phase: Writing. Target: *Organization Science*.
9. Sawyer, K.B., Thoroughgood, C., Lin, Y., & **Gabriel, K.P.** Dance and climate justice. Phase: Data collection. Target: *Administrative Science Quarterly*.
10. Sawyer, K.B., **Gabriel, K.P.** Cumulative trauma and careers. Invited chapter contribution to *Mental Health Challenges and Work*. Phase: Writing.
11. **Gabriel, K.P.** Strengths-based approach to stigma. Phase: Data collection. Target: *Administrative Science Quarterly*.
12. Cobb, H., Rauvola, R., Watson, G.P., **Gabriel, K.P.**, & Van Fossen, J. Job crafting and workers with disabilities. Phase: Writing. Target: *Journal of Management*.

CONFERENCE PRESENTATIONS

1. Boucher, E. (Co-Chair), Salvas, A.L. (Co-Chair), Bishop, L., **Gabriel, K.**, Sasso, T., & Volpone, S. (2024, April). "Igniting" pride at work: Best practices for LGBTQIA+ inclusion [IGNITE]. SIOP Conference, Chicago, IL.
2. **Gabriel, K.P.** & Sawyer, K.B. (2024, January). Keeping your cool: How cultures of coolness enable and constrain growth. [Paper presentation] 2024 Berkeley Culture Connect Conference, Berkeley, CA.

3. Sawyer, K.B., Clair, J., Thoroughgood, C., **Gabriel, K.P.**, Brown, J. (2023, August). Examining the experiences of high-ranking leaders with minority identities. [Symposium presentation] Academy of Management Conference, Boston, MA.
4. **Gabriel, K.P.**, & Sawyer, K.B. (2023, April). Managing stigma while wielding power: Examining the experiences of high-ranking leaders with minority identities. [Symposium presentation] SIOP Conference, Boston, MA.
5. Sawyer, K.B., & **Gabriel, K.P.** (2022, November). Creating an anti-establishment organizational culture: Enablers and constraints of subversivity within capitalism. [Symposium presentation] National Women's Studies Association Annual Conference, Baltimore, MD.
6. Villamor, I., Aguinis, H., & **Gabriel, K.P.** (2021, August). Think star, think male? Implicit star performer theories. [Conference paper]. Academy of Management Conference.
7. **Gabriel, K.P.**, Clair, J., Ferdman, B., Mor Barak, M., Randel, A., & Sawyer, K. (2021, August). Approaches to inclusion in the workplace: A dialogue across theoretical strands. [Organizer of this panel symposium]. Academy of Management Conference.
8. Aguinis, H., Villamor, I., & **Gabriel, K.P.** (2021, April). Understanding employee responses to COVID-19: A behavioral corporate social responsibility perspective. Presented at GW Research Showcase. (George Washington University's "Sustainability Research Award")
9. **Gabriel, K.P.**, & Sawyer, K. (2021, March). Negotiating multiple identities: Identity management strategies of minority leaders. Presented at INSEAD's Women at Work Conference.
10. **Gabriel, K. P.** (2020, August). Managing stigma while wielding power: Examining the experiences of high-ranking leaders with minority identities. [Symposium Presentation]. Academy of Management Conference, Virtual conference.
11. **Gabriel, K. P.**, Kremer, H., Thoroughgood, C., & Sawyer, K. (2020, April). Concealable identity disclosure in the workplace: Work outcomes for transgender employees [Co-chair, Symposium presentation]. SIOP Conference, Virtual conference.
12. **Gabriel, K. P.**, Kremer, H., & Thoroughgood, C. (2019, August). The importance of relational authenticity and pride for transgender employees. [Co-chair, Symposium presentation]. Academy of Management Conference, Boston, MA.
13. **Gabriel, K. P.**, & Bennett, A. (2017, June). The combined impact of materialism and religiosity on life satisfaction. [Conference session]. American Marketing Association Conference, Washington, D.C.

TEACHING EXPERIENCE

- **Instructor:** Spring 2024, Strategic Human Resource Management at Eller College of Business, University of Arizona.
 - Outstanding Graduate Student Instructor Award
 - Nominated through the Student Choice Award nomination process for Eller College DEI Award.
- **Teaching Assistant:** Fall 2023, Strategic Human Resource Management at Eller College of Business, University of Arizona.
- **Course Preparation:** Prepared the online course for Prof. Herman Aguinis: MGT6290 Human Capital and Talent Acquisition (Masters, Fall 2021)
- **Teaching Assistant:** 2018, Research Methods in Psychology, Villanova University.

OTHER RESEARCH EXPERIENCE

- **Management and Organizations Department Graduate Assistant:** The University of Arizona, Eller College of Management (2022-Present)

- Working with advisors, Dr. Katina Sawyer and Dr. Nathan Podsakoff, on research projects
- **Management Department Graduate Assistant:** The George Washington University School of Business (2019-2022)
 - Worked with advisors Dr. Herman Aguinis and Dr. Katina Sawyer on research projects and conducted necessary administrative tasks
- **Graduate Research Assistant on Dr. Katina Sawyer's NSF Grant** (2017-2022)
 - Conducted grounded theory for a project on leader inclusivity: Analyzed interviews, created codebook, literature reviews, and helped write manuscript.
- **Psychology Department Graduate Assistant:** Villanova University (2018-2019)
 - Teacher's assistant for senior-level undergraduate Research Methods course to prepare students to conduct and evaluate psychological science research. Topics included research methodology, research design, data collection, and data interpretation.
 - Responsibilities included facilitating lab projects twice a week, grading, and holding office hours.
 - Assisted Dr. Mike Brown in his Comparative Cognition Lab by working on image recognition programs to detect moving fish in a project on image discrimination in Archer fish
 - Funded for full year by Villanova Department of Psychology
- **Industrial Organizational Psychology Lab:** Villanova University (2016-2019)
 - Assisted Dr. Katina Sawyer and Dr. Christian Thoroughgood with their research by: Analyzing data using SPSS, transcribing interviews, coding interviews, and contributing to literature reviews
- **Villanova University Undergraduate Research Fellow** (2013-2015)
 - Researched the relationships among religiosity, materialism, and life satisfaction; Presented the research at American Marketing Association Conference 2017; Published the work in *Advances in Consumer Research* with Dr. Aronté Marie Bennett in 2018.

RESEARCH GRANTS AND FUNDING

- **University of Arizona Graduate and Professional Student Council Travel Grant** (2024). Awarded \$1,000 to present research at the Academy of Management Conference 2024.
- **Eller College of Management Small Research Grant** (2024). Awarded \$1,800 to study the collective challenge of blindness stigma reduction under the faculty guidance of Dr. Nathan Podsakoff and Dr. Katina Sawyer.
- **University of Arizona, Eller College of Management Doctoral Fellowship** (2022-2025)
- **George Washington School of Business Doctoral Fellowship** (2019-2022)
- **Graduate Research Assistant: Dr. Katina Sawyer's National Science Foundation Grant** (2017-2021): Male Champions for Gender Inclusivity: Received full funding through Master's program and summer funding (2020, 2021).

HONORS, AWARDS, & SCHOLARSHIPS

- **Stephen Robbins Scholarship** (2024). Awarded a \$5,000 scholarship which is given to a PhD student each year in the Management Department. The award is based on annual performance reviews (with a specific focus on research-related performance) and voted on by the department faculty.
- **Outstanding Graduate Student Instructor Award** (2024). Awarded \$500 for teaching performance (MGMT 433, Strategic Human Resource Management). This award is given to a

PhD student each year in the Management Department, based on their student course evaluations and observation of their teaching.

- **Justice in Business Award** (2015). Awarded to the student who has demonstrated, in theory and practice, how the interaction of business and justice can enhance human dignity and the common good.
- **Psi Chi Psychology Honor Society** (2016-2018)
- **Beta Gamma Sigma Honor Society** (President of Villanova University chapter 2014-2015)
- **Villanova Undergraduate Research and Fellowships Best Research Poster Award** (2014)
- **Villanova Merit Scholarship** (2011-2015)

PROFESSIONAL MEMBERSHIP AND SERVICE

- Coordinated (with Allison Gabriel, Katina Sawyer, and Aqsa Dutli) Academy of Management Conference's 2023 Positive Organizational Scholarship breakfast event.
- Member, *Academy of Management* (Gender and Diversity in Organizations, Organizational Behavior, Managerial and Organizational Cognition, and Human Resource Management Divisions) (2018-present).
- Member, *Society for Industrial and Organizational Psychology* (2016-present).
- George Washington University Building Research Interdisciplinarity to Advance Gender Equity (GWU-BRIDGE): Student coordinator of interdisciplinary group of GWU researchers focused on advancing gender equity research. (2020-2022).

PROFESSIONAL AND RESEARCH DEVELOPMENT

- Summer 2021: Week-long seminar on ethnographic methods taught by Dr. Mike Pratt
- Spring 2021: Social Symbolic Work week-long seminar taught by Dr. Thomas B. Lawrence and Dr. Nelson Phillips

SKILLS AND TOOLS

- Qualitative data analysis programs (Dedoose, NVivo)
- Statistical and data analysis programs (SPSS, basic SAS, basic R)
- Blackboard Collaborate for virtual presentations
- Microsoft Office Suite.

OTHER WORK EXPERIENCE

- **The Vanguard Group:** *Investment Professional, Series 7 and 63 Licensed Broker/Dealer* (2015-2016).
- **Women's Center of Montgomery County:** *Community Education Specialist* (2014-2015).
- **RTM Vital Signs LLC:** *Marketing Consultant* (2014-2015).
- **Villanova University Writing Center:** *Writing tutor.* (2012-2015)

VOLUNTEER WORK

- **Saavi Services for the Blind:** Tucson, AZ (August 2022-Present)

- **Dawn's Place:** Philadelphia, PA (2016-2022)
- **Safe Zone Trainer:** Villanova, PA (2017-2019)
- **Literacy Council of Norristown:** Norristown, PA (2016-2019)
- **Women's Center of Montgomery County Domestic Violence Counselor:** Bryn Mawr, PA (2014-2016)