

**Nitya Chawla, Ph.D.**  
Assistant Professor  
Department of Work and Organizations  
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## EDUCATION

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- Ph.D.** Management 2020  
Eller College of Management, University of Arizona  
**Minor:** Research Methods and Statistics  
**Dissertation:** *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)  
*\*Winner of the 2019 Academy of Management HR Division/SHRM Foundation Dissertation Grant Award*  
*\*Winner of the 2020 SIOP Hebl Grant for Reducing Gender Inequities in the Workplace*  
*\*Winner of the 2021 SIOP S. Rains Wallace Dissertation 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)

## ACADEMIC APPOINTMENTS

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- University of Minnesota, Carlson School of Management**  
Assistant Professor, Department of Work and Organizations 2023 – present
- Texas A&M University, Mays School of Business**  
Assistant Professor of Management 2020 – 2023

## RESEARCH INTERESTS

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- Diversity and Inclusion in the Workplace
- Employee Well-Being
- Work-Nonwork Interface
- Job Search Experiences
- Advanced Statistics and Research Methodology

## SOCIETAL IMPACT

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Through my scholarship and instruction, I aim to expand understanding, and seek to improve, the well-being and experiences of employees and job seekers. For instance, one stream of my research focuses specifically on the experiences of women over the course of their careers (i.e., both prior to entering the labor force and after) with the goal of ultimately pushing organizations to enact changes that facilitate women's successes. Some of my other research examines the integration of the work and nonwork domains and highlights how one domain can enrich (or impede) the other, underscoring the importance of organizations to value employees' experiences holistically and help them thrive in both these spheres of life.

## REFEREED PUBLICATIONS (Note: \* equal contribution; † current or past Ph.D. student)

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Ganster, M. L., Ezerins, M. E., Gabriel, A. S., **Chawla, N.**, & Rosen, C. C., MacGowan, R. L., & Slaughter, J. E. (*in press*). Understanding coping at work during socio-environmental jolts: A person-centered investigation. *Journal of Business and Psychology*.

Gabriel, A. S., **Chawla, N.**, Rosen, C. C., Wong, E. M., Koopman, J., & Lee, Y. E. (*in press*). Who speaks up when harassment is in the air? A within-person investigation of ambient harassment and voice behavior at work. *Journal of Applied Psychology*.

Polin, B., Doyle, S. P., Kim, S., Lewicki, R. J., & **Chawla, N.** (*in press*). Sorry to ask but... How is apology effectiveness dependent on apology content and gender? *Journal of Applied Psychology*.

**Chawla, N.**, & Gabriel, A. S. (*in press*). From crude jokes to diminutive terms: Experiences of hostile and benevolent sexism during job search. *Personnel Psychology*.

Larson, J., Perkins, B., **Chawla, N.**, & Ellis, A. P. J. (2023). Nurse compassion and transformational leadership. *Health Care Management Review*, 48, 274-281.

**Chawla, N.**, Rogers, K. M., & Schinoff, B. (2023). Making the invisible visible: Re-envisioning a culture of support for mothers in academia. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16, 267-272.

Prengler, M. K.†, **Chawla, N.**, Leigh, A., & Rogers, K. M. (2023). Challenging racism as a Black police officer: An emergent theory of employee anti-racism. *Journal of Applied Psychology*, 108, 249-272.

*Winner of the 2023 Responsible Research in Management Award, Academy of Management*

Gabriel, A. S.\* , Butts, M. M.\* , **Chawla, N.\*** , da Motta Veiga, S. P.\* , Turban, D. B., & Green, J. D. (2022). Feeling positive, negative, or both? Examining the self-regulatory benefits of emotional ambivalence. *Organization Science*, 33, 2477-2495.

- MacGowan, R. L., Gabriel, A. S., da Motta Veiga, S. P., & **Chawla, N.** (2022). Does psychological detachment benefit job seekers? A two study weekly investigation. *Journal of Applied Psychology, 107*, 2319-2333.
- Gloor, J. L., Cooper, C. D., Bowes-Sperry, L., & **Chawla, N.** (2022). Risqué business? Interpersonal anxiety and humor in the #MeToo era. *Journal of Applied Psychology, 107*, 932-950.
- Chawla, N.**, Gabriel, A. S., Rosen, C. C., Evans, J. B., Koopman, J., Hochwarter, W. A., Palmer, J. C., & Jordan, S. L. (2021). A person-centered view of impression management, inauthenticity, and employee behavior. *Personnel Psychology, 74*, 657-691.
- Spoelma, T. M., **Chawla, N.**, & Ellis, A. P. J. (2021). If you can't join 'em, report 'em: A model of ostracism and whistleblowing in teams. *Journal of Business Ethics, 173*, 345-363.
- Shockley, K. M., Gabriel, A. S., Robertson, D., Rosen, C. C., **Chawla, N.**, Ganster, M. L., & Ezerins, M. E. (2021). The fatiguing effects of camera use in virtual meetings: A within-person field experiment. *Journal of Applied Psychology, 106*, 1137-1155.
- Lanaj, K., Gabriel, A. S., & **Chawla, N.** (2021). The self-sacrificial nature of leader identity: Understanding the costs and benefits at work and home. *Journal of Applied Psychology, 106*, 345-363.
- Yoon, S.<sup>†</sup>, McClean, S. T., **Chawla, N.**, Kim, J. K., Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2021). Working through an 'infodemic': The impact of COVID-19 news consumption on employee uncertainty and work behaviors. *Journal of Applied Psychology, 106*, 501-517.
- Chawla, N.**, Gabriel, A. S., O'Leary-Kelly, A., & Rosen, C. C. (2020). From #MeToo to #TimesUp: Identifying next steps in sexual harassment research in the organizational sciences. *Journal of Management, 47*, 551-566.
- Trougakos, J. P.\* , **Chawla, N.\*** , & McCarthy, J. M.\* (2020). Working in a pandemic: Exploring the impact of COVID-19 health anxiety on work, family, and health outcomes. *Journal of Applied Psychology, 105*, 1234-1245.
- Chawla, N.**, MacGowan, R. L., Gabriel, A. S., & Podsakoff, N. P. (2020). Unplugging or staying connected? Examining the nature, antecedents, and consequences of profiles of daily recovery experiences. *Journal of Applied Psychology, 105*, 19-39.
- Chawla, N.**, Gabriel, A. S., da Motta Veiga, S. P., & Slaughter, J. E. (2019). Does feedback matter for job search self-regulation? It depends on feedback quality. *Personnel Psychology, 72*, 513-541.
- 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*

**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; \* equal contribution; † current or past Ph.D. student)

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**Chawla, N.**, Gabriel, A. S., Prengler, M. K.<sup>†</sup>, Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. C. (Revising, 2<sup>nd</sup> round). Postpartum allyship. *Organizational Behavior and Human Decision Processes* (special issue on workplace allyship).

**Chawla, N.**<sup>\*</sup>, McClean, S. T.<sup>\*</sup>, Yoon, S.<sup>†</sup>, Kim, J. K., Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (Under 1<sup>st</sup> review). Gender and work-from-home arrangements. *Journal of Applied Psychology*.

**Chawla, N.**, Spoelma, T. M., Kwon, S. H.<sup>†</sup>, Gabriel, A. S., Ellis, A. P. J., & Wu, W. (Under 1<sup>st</sup> review). Cognitive ability and teams. *Journal of Applied Psychology*.

McClean, S. T., Koopman, J., & **Chawla, N.** (Under 2<sup>nd</sup> review). Boundary permeability theory. *Academy of Management Review*.

## **BOOK CHAPTERS**

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**Chawla, N.**, Lennard, A., Bartels, A., Nguyen, C., & Garcia, A. (invited, in progress). A gendered perspective to emotion regulation in the workplace. In J. Diefendorff, K. Niven, R. Erickson, N-W. Chi (Eds.), *Handbook of Emotion Regulation at Work*.

Gabriel, A. S., **Chawla, N.**, & Gabriel, K. (*in press*). 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: Industrial and Organizational Perspectives*. New York, NY: Routledge.

Gabriel, A. S., Arena Jr., D. F., Calderwood, C., Campbell, J. T., **Chawla, N.**, Corwin, E. S., Ezerins, M. E., Jones, K. P., Klotz, A. C., Larson, J. D., Leigh, A., MacGowan, R. L., Moran, C. M., Nag, D., Rogers, K. M., Rosen, C. C., Sawyer, K. B., Shockley, K. M., Simon, L. S., & Zipay, K. P. (2023). Building thriving workforces from the top down: A call and research agenda for human resource management to proactively support employee well-being. *Research in Personnel and Human Resource Management*, 40, 205-272.

*Note: Authors Arena Jr. through Zipay contributed equally and are listed in alphabetical order.*

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.

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**MANUSCRIPTS IN PREPARATION** (Note: \* equal contribution; † current or past Ph.D. student)

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**Chawla, N.**, Gabriel, A. S., Lanaj, K., & Kwon, S. H.<sup>†</sup> (Writing). Gender and work-family conflict. Target: *Journal of Applied Psychology*.

Heng, Y. T., **Chawla, N.**, Ong, W. J., Oliver, A. G., & Patel, C. (Writing). Menopause and generative work behaviors. Target: *Academy of Management Journal*.

Klotz, A. C., Thompson, P., Kim, J. K., & **Chawla, N.** (Writing). Supplication and gender. Target: *Journal of Applied Psychology*.

MacGowan, R. L., Gabriel, A. S., **Chawla, N.**, & da Motta Veiga, S. (Writing). Emotion-focused interventions during job search. Target: *Academy of Management Journal*.

MacGowan, R. L., Ganster, M. L., **Chawla, N.**, Gabriel, A. S., & Slaughter, J. E. (Writing). Impression management during job search. Target: *Journal of Applied Psychology*.

Yoon, S., McClean, S. T., Koopman, J., **Chawla, N.**, & Bradley, B. (Writing). Leader forgiveness and authenticity. Target: *Journal of Applied Psychology*.

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**SELECTED WORKS IN PROGRESS** († current or past Ph.D. student)

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**Chawla, N.**, Heng, Y. T., Schinoff, B., Jones, K. P., & Oliver, A. G. (Data collection). Miscarriage experiences.

**Chawla, N.**, Kwon, S. H.<sup>†</sup>, Dutli, A., & Gabriel, A. S. (Data collection). Daily parenting experiences and work implications.

Dutli, A., Gabriel, A. S., **Chawla, N.**, & Sawyer, K. (Data collection). Disclosing menstruation experiences at work.

Ezerins, M. E., Rosen, C. C., Gabriel, A. S., **Chawla, N.**, & Yoon, S.<sup>†</sup> (Data collection). Incivility in virtual work settings.

Yoon, S.<sup>†</sup>, **Chawla, N.**, Heng, Y. T., Kim, J. K., Tang, P., & Ng, C. T. S. (Data collection). Sharing grief at work.

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**ADDITIONAL PUBLICATIONS**

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**Chawla, N.** (2023, September 21). Principles of “industrial efficiency” from an academic mother. *The Industrial-Organizational Psychologist*, online only.

Prengler, M. K., **Chawla, N.**, Leigh, A., Rogers, K. M. (2023, September 8). How Black police officers combat systemic racism at work. *Harvard Business Review*, online only.

Prengler, M. K., Rogers, K. M., **Chawla, N.**, Leigh, A. (2023, February 10). How to be an ally to colleagues after violence against their community. *Harvard Business Review*, online only.

**Chawla, N.** (2022, December 27). (Baby) Bumps on the tenure track. *The Industrial-Organizational Psychologist*, online only.

**Chawla, N.** (2022, November 28). Taking a relational approach to the job search. *WorkTies*, online only.

Maupin, C. L., & **Chawla, N.** (2022, September 22). On navigating the Dobbs ruling as a female academic. *The Industrial-Organizational Psychologist*, online only.

Thomason, B., **Chawla, N.**, Gabriel, A. S., Greenberg, D., Lampert, C. M., Moergen, K., Sumpter, D., & Umphress, E. (2022, September 26). How organizations can take a lead in protecting reproductive rights. *MIT Sloan Management Review*, online and in-print.

Rogers, K. M., Schinoff, B. S., & **Chawla, N.** (2022, August 17). Four ways to help your coworkers feel respected. *Greater Good Magazine*, online only.

Yoon, S., McClean, S. T., **Chawla, N.**, Kim, J. K., Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2021). Too much information about COVID-19 may be hurting more than helping us. *LSE Business Review*, online only.

#### **CHAired CONFERENCE SESSIONS** (Note: † current or past Ph.D. student)

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MacGowan, R. L., Ganster, M. L., **Chawla, N.** (2022, August). Understanding job search processes for a better job search experience. Symposium presented at the 82<sup>nd</sup> Annual Conference of the Academy of Management, Seattle, WA.

Yoon, S.†, **Chawla, N.**, & Zipay, K. P. (2022, April). Navigating the work-life interface during the COVID-19 pandemic. Symposium presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Yoon, S.†, Koopman, J., & **Chawla, N.** (2022, April). When forgiving helps: Advancing research on forgiveness in the workplace. Symposium presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Barli, S., Dutli, A., & **Chawla, N.** (2021, April). Employee emotions during COVID-19 and their impact on performance and well-being. Symposium presented at the 34<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, New Orleans, LA (Virtual).

**Chawla, N.**, & Gabriel, A. S. (2019, August). More than a feeling? Understudied emotions in organizational scholarship. Symposium presented at the 79<sup>th</sup> 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 78<sup>th</sup> 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 77<sup>th</sup> Annual Conference of the Academy of Management, Atlanta, GA.

#### **CONFERENCE PRESENTATIONS** (Note: † current or past Ph.D. student)

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Dutli, A., Gabriel, A. S., **Chawla, N.**, & Sawyer, K. B. (2024, April). Understanding menstruation motives and disclosures in the workplace: A mixed methods investigation. In D. Zeytun & A. A. Grandey (Chairs), Working women's menstrual and menopausal experiences and behaviors. Paper to be presented at the 37<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Chawla, N.**, Heng, Y. T., Schinoff, B., Jones, K. P., Oliver, A. G. (2024, April). Understanding working women's miscarriage experiences. In A. M. Waiwood & T. D. Allen (Chairs), Affective and psychological processes in the maternity-work intersection. Paper to be presented at the 37<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Kim, H. Y., **Chawla, N.**, Doyle, S. P., & Shea, C. T. (2023, August). Helping the hand that bites you: How group cohesion can attenuate the anti-outgroup effects of mortality salience. In Lee, Y. E. & Lin, K. J. (Chairs), Rethinking organizational citizenship behavior: Debunking long-held beliefs & revealing new findings. Paper presented at the 83<sup>rd</sup> Annual Conference of the Academy of Management, Boston, MA.

Ganster, M. L., Gabriel, A. S., Rosen, C. C., Jordan, S. L., **Chawla, N.**, Hochwarter, W. A., MacGowan, R. L., & Koopman, J. (2023, April). A person-centered investigation of challenge and hindrance stress at work. In Ganster, M. L. & Gabriel, A. S. (Chairs), New directions in challenge-hindrance stress research. Paper presented at the 36<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.

MacGowan, R. L., Ganster, M. L., **Chawla, N.**, & Slaughter, J. E. (2022, August). The influence of challenge and hindrance appraisals on search behavior and impression management during job search. In M. L. Ganster, R. L. MacGowan, & **N. Chawla** (Chairs), Understanding job search processes for a better job search experience. Paper presented at the 82<sup>nd</sup> Annual Conference of the Academy of Management, Seattle, WA.

**Chawla, N.**, Gabriel, A. S., Prengler, M. K.<sup>†</sup>, Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. (2022, June). Understanding the role of allyship in women's postpartum return to work. Paper presented at the Positive Organizational Scholarship conference, Ann Arbor, MI.

**Chawla, N.\***, McClean, S. T.\* , Yoon, S.†, Koopman, J., Kim, J. K., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2022, April). Blurring the boundaries: Understanding the gender-dependent impact of daily home-work boundary permeations. In **N. Chawla**, S. Yoon, & K. P. Zipay (Chairs), Navigating the work-life interface during the COVID-19 pandemic. Paper presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Ganster, M. L., Ezerins, M. E., Gabriel, A. S., Campbell, J. T., **Chawla, N.**, & Rosen, C. C., MacGowan, R. L., & Slaughter, J. E. (2022, April). Understanding configurations of coping in relation to well-being and performance. Poster presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

*Winner of the John C. Flanagan Award for the Best Student Presentation*

Yoon, S.†, Koopman, J., **Chawla, N.**, McClean, S. T., Bradley, B. (2022, April). Examining the (in)congruence effect of felt and expressed forgiveness on work outcomes through authenticity. In S. Yoon, J. Koopman, & **N. Chawla** (Chairs), When forgiving helps: Advancing research on forgiveness in the workplace. Paper presented at the 35<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

Prengler, M. K.†, **Chawla, N.**, Leigh, A., & Rogers, K. M. (2021, November). Combating systemic racism from the inside: Understanding Black law enforcement officers' anti-racism efforts at work. Paper presented at the Annual Meeting of the Southern Management Association, New Orleans, LA.

Yoon, S.†, **Chawla, N.**, Kim, J. K., Heng, Y. T. (2021, August). Misery loves company? An examination of sharing grief at work. In E. E. Stillwell & J. Hinz (Chairs), Emerging research directions exploring grief in organizations. Symposium presented at the 81<sup>st</sup> Annual Conference of the Academy of Management, Philadelphia, PA (Virtual).

Beal, D. J., **Chawla, N.**, McCarthy, J. M., & Trougakos, J. P. (2021, April). Trajectories of fear and hope in the midst of a global pandemic. In S. Barli, A. Dutli, & **N. Chawla** (Chairs), Employee emotions during COVID-19 and their impact on performance and well-being. Symposium presented at the 36<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, New Orleans, LA (Virtual).

Yoon, S.†, McClean, S. T., **Chawla, N.**, Kim, J. K., Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (2021, April). Working through an 'infodemic': The impact of COVID-19 news consumption on employee uncertainty and work behaviors. In S. Barli, A. Dutli, & **N. Chawla** (Chairs), Employee emotions during COVID-19 and their impact on performance and well-being. Symposium presented at the 36<sup>th</sup> Annual Conference of the Society of Industrial and Organizational Psychology, New Orleans, LA (Virtual).

**Chawla, N.**, Gabriel, A. S., Lanaj, K. (2020, April). Guilty as charged: Spillover effects of employees' post-work maladaptive interactions. In C. Fritz & M. R. Taylor (Chairs), Day-level work-nonwork relationships. Symposium presented at the 35<sup>th</sup> Annual

Conference of the Society of Industrial and Organizational Psychology, Austin, TX (Virtual).

**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 79<sup>th</sup> Annual Conference of the Academy of Management, Boston, MA.

*Winner of the Managerial and Organizational Cognition Best Symposium Award*

**Chawla, N.**, Spoelma, T. M., 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 79<sup>th</sup> Annual Conference of the Academy of Management, Boston, MA.

Spoelma, T. M., **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 79<sup>th</sup> 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 34<sup>th</sup> 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 78<sup>th</sup> 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 78<sup>th</sup> 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 77<sup>th</sup> Annual Conference of the Academy of Management, Atlanta, GA.

Podsakoff, N. P., Spoelma, T. M., & **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 77<sup>th</sup> 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 77<sup>th</sup> 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 75<sup>th</sup> 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**

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2021	\$12,731 – SIOP Anti-Racism Grants Project: “A Qualitative Investigation of Black Law Enforcement Officers: Mitigating Racism and Transforming Police Organizations”
2020	\$5000 – Employee Work/Home Issues Project: “The Impact of Employees’ COVID-19 News Consumption”
2020	\$3500 – SIOP Hebl Grant for Reducing Gender Inequities in the Workplace Project: “From Crude Jokes to Diminutive Terms: Exploring Experiences of Hostile and Benevolent Sexism during Job Search”
2019	\$5000 – Academy of Management HR Division/SHRM Foundation Dissertation Grant Project: “From Crude Jokes to Diminutive Terms: Exploring Experiences of Hostile and Benevolent Sexism during Job Search”
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”

## **INVITED TALKS**

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“Navigating the Labyrinth: Understanding the Barriers Faced by Working Women” (2022)

- Work and Organizations Group, University of Minnesota

“Gender Biases Abound: The Impact of Implicit and Explicit Gender Stereotypes on Women’s Workplace Experiences” (2022)

- Department of Management, University of Washington

“Best Practices and Recommendations for EMA and Experience Sampling Research Design and Methods” (2021)

- Dedman College of Humanities and Sciences, Southern Management University

“From Crude Jokes to Diminutive Terms: Exploring Experiences of Sexism during Job Search” (2019, 2021)

- Department of Industrial/Organizational Psychology, Rice University

- Department of Industrial/Organizational Psychology, Texas A&M University
- Department of Management, University of Oregon
- Organizational Behavior Unit, Georgia Institute of Technology
- Department of Management, University of Arkansas
- Department of Management, Texas A&M University
- Department of Management, University of Georgia

## **TEACHING EXPERIENCE**

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### **University of Minnesota**

- *Race, Power, and Justice in Business*. Undergraduate, Fall 2023.

### **Texas A&M University**

- *Leading People in Organizations*. MBA, Spring 2023.
- *Behavior in Organizations*. Masters, Fall 2022.
- *Managing People in Organizations*. Undergraduate, Spring 2022.
- *Research Methods in Human Resource Management (HR Analytics)*. Masters, Spring 2022.
- *Research Methods in Human Resource Management (HR Analytics)*. Masters, Fall 2020.

### **University of Arizona**

- *Managing Ethics in Organizations*. Online MBA (TA), Summer 2019.
- *Applied Topics in Bargaining and Negotiation*. Undergraduate, Fall 2018.
- *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.

## **STUDENT COMMITTEES**

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### **Texas A&M University**

- Dissertation Committees
  - Yanai Otero La Porte, Committee Member, *In Progress*
  - Seoin Yoon, Committee Member, 2023
  - Felix George, Committee Member, 2022
  - Pok Man Tang, Committee Member, 2022
  - Melanie Prengler, Committee Member, 2022

## **DEPARTMENT SERVICE**

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### **University of Minnesota**

- Speaker Series Co-Chair, 2023 – present

### **Texas A&M University**

- Doctoral Program Committee, 2022 – 2023

- Tenure-Track Search Committee, 2021 – 2022
- Masters in Human Resource Management (MS-HRM) Program Committee, 2020 – 2023

## **SERVICE TO THE FIELD**

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### **Editorial Board**

- *Journal of Applied Psychology*, 2022 – present
- *Human Resource Management*, 2022 – present
- *Organizational Behavior and Human Decision Processes*, 2023 – present
- *Personnel Psychology*, 2023 – present

### **Ad Hoc Journal Reviewing**

- *Academy of Management Journal*, 2022 – present
- *Academy of Management Review*, 2024 – present
- *Applied Psychology: An International Review*, 2019 – present
- *Human Resource Management Journal*, 2019 – present
- *Journal of Applied Psychology*, 2020 – 2022
- *Journal of Business Ethics*, 2021 – present
- *Journal of Management*, 2020 – present
- *Journal of Occupational and Organizational Psychology*, 2020 – present
- *Journal of Organizational Behavior*, 2021 – present
- *Organizational Behavior and Human Decision Processes*, 2020 – 2023
- *Organization Science*, 2022 – present
- *Personnel Psychology*, 2021 – 2023
- *Personality and Social Psychology Bulletin*, 2020 – 2023

### **Academy of Management (AOM)**

- Diversity, Equity, and Inclusion in Organizations (DEI) Division
  - Best Dissertation Award Committee Member, 2022
  - Panelist, GDO Doctoral Student Consortium: “Navigating the academic job market,” 2021, 2022
- Human Resources (HR) Division
  - SHRM Foundation Dissertation Grant Co-Chair, 2023
  - SHRM Foundation Dissertation Grant Committee Member, 2021
  - Co-Chair of the Social Media Committee, 2020 – 2022
  - Conference Reviewer, 2019 – 2023
- Organizational Behavior (OB) Division
  - Making Connections Committee, 2021 – present
    - Co-Organizer, OB Division Professional Development Workshop: “I’m speaking: Understanding gender experiences in academia,” 2021 – present
    - Co-Organizer, OB Division Professional Development Workshop: “The productivity process: Research tips and strategies from prolific junior faculty,” 2021 – present
    - Co-Organizer, OB Division (Off-Cycle) Professional Development Workshop: “Work-life balance and burnout,” 2022 – 2023

- Panelist, OB Division Professional Development Workshop: “Halfway there, but now what: Advice for pre-dissertation doctoral students,” 2020
- Conference Reviewer, 2019 – 2023
- Research Methods Division
  - Student Representative, 2017 – 2019
  - Social Media Director, 2018 – 2021

**Asian Americans in Business Academia**

- Committee Member, 2021 – 2023

**Society for Industrial and Organizational Psychology (SIOP)**

- SIOP Conference Reviewer, 2019 – 2022
- SIOP Small Grants Awards Committee, 2020
- Panelist in the Doctoral Student Consortium: “Surviving the dissertation,” 2022
- S. Rains Wallace Dissertation Award Committee Member, 2022
- Co-Organizer, Community of Interest: “Navigating the Post-Dobbs world in the U.S.: What supporting role can SIOP play?”, 2022

**Southern Management Association (SMA)**

- Co-Organizer, Professional Development Institute: “Women in management: Challenges and strategies for enduring and thriving in academia,” 2023
- SMA Conference Reviewer, 2020 – 2022
- Panelist in the workshop: “So, you want to conduct an experience-sampling study: An in-depth discussion of processes, critical issues, and decision points,” 2020

**AWARDS AND HONORS**

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2023	Award for Responsible Research in Management (Prengher, Chawla, Leigh, & Rogers, 2023)
2022	Poets & Quants Top 50 Undergraduate Business School Professors
2022	<i>Organizational Behavior and Human Decision Processes</i> Best Reviewer Award
2022	Shelley and Joe Tortorice ’70 Faculty Fellowship
2021	SIOP S. Rains Wallace Dissertation Award
2020	SIOP Hebl Grant for Reducing Gender Inequities in the Workplace
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)

## **PROFESSIONAL AFFILIATIONS**

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