

**A.K. WARD**

Associate Professor of Management  
 Pamplin College of Business, Virginia Tech  
 2102 Pamplin Hall, 880 West Campus Drive  
 Blacksburg, VA 24061  
 akward@vt.edu  
 1-423-243-4573

EDUCATION

Ph.D., Business Administration: *August, 2013*

Concentration: Organizational Behavior/Human Resources, Cognate: International Business  
 Moore School of Business, University of South Carolina, Columbia, SC

Dissertation: *Voicing across cultures: The role of communication style and relationships in employee voice and subsequent influence.*

Defended: July 9, 2013

Committee: Elizabeth Ravlin (Co-Chair), Brian Klaas (Co-Chair), Rob Ployhart, Nancy Buchan

M.S., Industrial/Organizational Psychology: *May, 2008*

University of Tennessee at Chattanooga, Chattanooga, TN

B.A., Psychology/Music: *May, 2003*

Sewanee: The University of the South, Sewanee, TN

ACADEMIC POSITIONS

Department of Management, Pamplin College of Business, Virginia Tech

Associate Professor of Management: *2020-Present*

Assistant Professor of Management: *2013-2020*

Associate Director - Business Diversity Center: *2013-2016*

Moore School of Business, University of South Carolina

Instructor: *2010-2012*

PUBLICATIONS*Refereed Journal Articles*

Ward, A.K., Ravlin, E.C. & Park, J. (Forthcoming). How genuine is your diversity climate? A new typology highlighting the emergence of specious diversity climates. *Journal of Organizational Behavior*.

\*Ward, A.K., \*Beal, D.J., Zyphur, M.J., Zhang, H., & Bobko, P. (2022). Diversity climate, trust, and turnover intentions: A multilevel dynamic system. *Journal of Applied Psychology*, 107(4): 628-649.

\*Authors contributed equally

- Klimchak, M., MacKenzie, W.I., & Ward, A.K. (2020). Building trust and commitment through transparency and HR competence: A signaling perspective. *Personnel Review*, 49(9): 1897-1917.
- Klimchak, M., Ward, A.K., Matthews, M., Robbins, K., & Zhang, H. (2019). When does what other people think matter? The influence of age on the motivators of organizational identification. *Journal of Business and Psychology*, 34(6): 879-891.
- Buchan, N.R., Jeong, S.Y., & Ward, A.K. (2017). Local reasons to give globally: Identity extension and global cooperation. *Scientific Reports*, 7(1): 1-8.
- Ward, A.K., & Ravlin, E.C. (2017). Building influence as an outsider: A theoretical approach to cross-cultural impression management. *Human Resource Management Review*, 27: 491-506.
- Ward, A.K., Ravlin, E.C., Klaas, B.S., Ployhart, R., & Buchan, N.R. (2016). When *do* indirect communicators speak up? Exploring communication orientation and employee voice. *Journal of Applied Psychology*, 101(10): 1498-1511.
- Klaas, B.S., & Ward, A.K. (2015). Formal, justice-oriented voice in the nonunion firm: Who speaks up and when? *Industrial Relations*, 54(2): 321-356.
- Ravlin, E.C., Ward, A.K., & Thomas, D.C. (2014). Exchanging social information across cultural boundaries. *Journal of Management*, 40(5): 1437-1465.
- Morrell, D.L., Ravlin, E.C., Ramsey, J.R., & Ward, A.K. (2013). Past experience, cultural intelligence, and satisfaction with international business studies. *Journal of Teaching in International Business*, 24(1): 31-43.
- Klaas, B.S., Semadeni, M., Klimchak, M., & Ward, A.K. (2012). High performance work system implementation in small and medium enterprises: A knowledge-creation perspective. *Human Resource Management*, 51(4): 487-510.
- Klaas, B.S., Olson-Buchanan, J., & Ward, A.K. (2012). The determinants of alternative forms of workplace voice: An integrative perspective. *Journal of Management*, 38(1): 314-345.
- Ployhart, R.E., & Ward, A.K. (2011). The “quick start guide” to conducting and publishing longitudinal research. *Journal of Business & Psychology*, 26(4): 413-422.

*Book/Encyclopedia Chapters*

Ravlin, E.C., & Ward, A.K. (2015). Social cognition. In M.Vodosek & D. Den Hartog (Eds.), *International Management: Encyclopedia of Management* (3<sup>rd</sup> ed., vol. 6), Wiley.

Ravlin, E.C., & Ward, A.K. (2015). Trust. In M.Vodosek & D. Den Hartog (Eds.), *International Management: Encyclopedia of Management* (3<sup>rd</sup> ed., vol. 6), Wiley.

Ployhart, R. E., & Ward, A. K. (2013). Situational judgment measures. In K. F. Geisinger, B. Bracken, J. Carlson, J. Hansen, N. Kuncel, S. Reise, and M. Rodriguez (Eds.), *APA Handbook of Testing and Assessment in Psychology*. Washington, DC: American Psychological Association.

## RESEARCH GRANTS

Center for International Business & Education Research (CIBER) Grant (with Dr. Elizabeth Ravlin): *Fall, 2011*  
University of South Carolina - \$2,500

Riegel & Emory Human Resources Center Research Grant (with Dr. Nancy Buchan): *Fall, 2010*  
University of South Carolina - \$3,000

Darla Moore School of Business Research Grant (with Dr. Audrey Korsgaard): *Fall, 2009*  
University of South Carolina - \$1,000

Provost Student Research Award: *April, 2007*  
University of Tennessee at Chattanooga - \$1,000

## EDITORIAL SERVICE

### **Academic Journals**

#### *Associate Editor*

Equality, Diversity, & Inclusion (12/1/2020-present)

#### *Board Member*

Human Resource Management (1/1/2019 - present)

Human Resource Management Review (1/1/2018 - present)

#### *Ad Hoc Reviewer*

Academy of Management Journal (2022)

Community, Work, & Family (2020)

Human Resource Management (2019-present)

Human Resource Management Review (2016-present)

International Journal of Cross-Cultural Management (2015)

Journal of Business Ethics (2016-2021)

Journal of Business Research (2013)

Journal of Social Psychology (2020)

Journal of Teaching in International Business (2014)

Management International Review (2014)

Organization Science (2020)  
 Personality & Individual Differences (2021)  
 Personnel Psychology (2012)  
 Personnel Review (2019)  
 Scientific Reports (2020)  
 Social Behavior & Personality (2020)

### **Academic Conferences**

#### *Ad Hoc Reviewer*

Academy of International Business annual conference (2010, 2012, 2013, 2015)  
 Academy of Management annual conference (2010-2022)  
 Equality, Diversity, & Inclusion conference (2017)  
 Southern Management Association annual conference (2011, 2012, 2014, 2017)

### CONFERENCE PAPERS AND SYMPOSIA

Ward, A.K., & Reinwald, M. Political ideology at work: Implications of political dissimilarity to managers and peers. Symposium accepted to be held at the annual meeting of the Academy of Management, Boston, MA, in August, 2023.

Ward, A.K., Wu, I.H., Buchan, N.R., Jeong, S.S., Hoosen Carrim, N.M., Gutiérrez Martínez, I.O., Hu, C., & Johan, S. Nested local, national, and global identities in the context of existential threat. Paper accepted for presentation at the annual meeting of the Academy of Management, Boston, Ma, in August, 2023.  
*Included in the "Best Paper Proceedings" for the International Management Division.*

Ward, A.K., Wu, I.H., Buchan, N.R., Jeong, S.S., Hoosen Carrim, N.M., Gutiérrez Martínez, I.O., Hu, C., & Johan, S. Nested local, national, and global identities in the context of existential threat. Paper accepted for presentation at the annual meeting of the Academy of International Business, in Warsaw, Poland, July, 2023.

Ward, A.K., Park, J., & Ravlin, E.C. When is a diversity climate specious? A theory of diversity climate development. Paper presented at the (virtual) annual meeting of the Academy of Management, in August, 2021.

Ravlin, E.C., Clark, S., Ward, A.K., & Thomas, D.C. Status threat through an identity lens: Cultural influences on motivational and behavioral responses. Paper presented at the annual meeting of the Academy of Management, virtual, August, 2020.

Snead, R., & Ward, A.K. Refugee integration in the American workforce. Paper accepted for presentation at the annual meeting of the National Council on Undergraduate Research, Bozeman, MT, in March, 2020.

- Ravlin, E.C., Ward, A.K., & Clark, S. Influence of leader identity on psychological diversity climate perceptions. Paper presented at the annual meeting of the Society for Industrial/Organizational Psychology, Austin, TX, in April, 2020.
- Ward, A.K., Ravlin, E.C., & Park, J. When is a pro-diversity climate actually pro-diversity? A theory of (potentially specious) etiology. Paper presented at the annual meeting of the Southern Management Association, Norfolk, VA, in October, 2019.
- Ward, A.K., Beal, D., Zyphur, M., & Zhang, H. Diversity climate and trust in context: A multi-level general cross-lagged model. Paper presented at the annual meeting of the Academy of Management, Boston, MA, in August, 2019.
- Ward, A.K., Shore, L., & Nishii, L. Where do we go from here? An expert panel discussion on the future of research on climates for diversity and inclusion. Symposium held at the annual meeting of the Academy of Management, Boston, MA, in August, 2019.
- Ward, A.K., Mills, M., & Norder, K. How supportive is support? Facilitating employment maintenance in parents of children with special needs. Paper presented at the semi-annual meeting of the International Community, Work, & Family, Valletta, Malta, in May, 2019.
- Klimchak, M., MacKenzie, W.I., & Ward, A.K. Transparency and HR competence as signals to build trust and commitment. Paper presented at the annual meeting of the Southern Management Association, St. Petersburg Beach, FL, in October, 2017.
- Ward, A.K., Ravlin, E.C., & Park, J. The role of unit composition and leader inclusion mentality in diversity climate development. Paper presented at the annual Equality, Diversity, and Inclusion conference, London, UK, in June, 2017.
- Ward, A.K., & Lehecka, N. The role of manager training in diversity climate development. Presented as part of a Showcase Symposium at the annual meeting of the Academy of Management, Anaheim, CA, in August, 2016.
- Ravlin, E., Thomas, D., Flynn, P.J., & Ward, A.K. Status inconsistency and cross-cultural relationships at work. Paper presented as part of a symposium at the annual meeting of the Academy of Management, Vancouver, BC, in August, 2015.
- Wales, W., Pattie, M., & Ward, A.K. Assessing a measurement of entrepreneurial orientation at the individual-level of analysis. Paper presented at the annual meeting of the Southern Management Association, Savannah, GA, in November, 2014.

- Ward, A.K., Ravlin, E.C., Klaas, B.S., Ployhart, R., & Buchan, N.R. If I speak, will you listen? The effect of culture on the influence of voice. Paper presented at the annual meeting of the Southern Management Association, Savannah, GA, in November, 2014.
- Liu, Q., Klein, K., & Ward, A.K. HIM and employee psychological strain. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA, in August, 2014.  
*Included in the "Best Paper Proceedings" for the Human Resources Division.*
- Morrell, D.L., Ravlin, E.C., Ramsey, J.R., & Ward, A.K. Past experience, cultural intelligence, and satisfaction with international business studies. Paper presented at the annual meeting of the Academy of Management, Orlando, FL, in August, 2013.
- Klimchak, M., Sherman, J.D., MacKenzie, W.I., & Ward, A.K. Effects of communication media, trust, accuracy, and completeness on organizational commitment. Paper presented at the annual meeting of the Academy of Management, Orlando, FL, in August, 2013.
- Ward, A.K., Ravlin, E.C., Klaas, B.S., & Buchan, N.R. Voicing across cultures: The role of communication style and relationship in employee voice. Paper presented at the annual meeting of the Academy of International Business, Istanbul, Turkey, in July, 2013.
- Klimchak, M., & Ward, A.K. When does what other people think matter? How the motivators of organizational identification change over one's career. Paper presented at the annual meeting of the Southern Management Association, Ft. Lauderdale, FL, in November, 2012.
- Ward, A.K., Buchan, N.R., & Jeong, S.Y. Two routes to cooperation: Unraveling the effect of social identity in social dilemmas. Paper presented at the annual meeting of the Academy of Management, Boston, MA, in August, 2012.
- Ward, A.K., Ravlin, E.C., Klaas, B.S., & Buchan, N.R. Cross-cultural voice: Effects of manager/subordinate communication styles. Paper presented at the annual meeting of the Academy of International Business, Washington, DC, in July, 2012.
- Ward, A.K., & Ravlin, E.C. 2011. Influence in a foreign environment: The effects of cultural distance on perceptions of status. Paper presented at the annual meeting of the Southern Management Association, Savannah, GA, in November, 2011.
- Klaas, B.S., & Ward, A.K. 2011. Voicing against workplace injustice: Utility and immunity as antecedents to grievance-filing. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX, in August, 2011.

- Klaas, B.S., Klimchak, M., & Ward, A.K. 2010. High performance work systems and turnover: HR practices in small and medium enterprises. Paper presented at the annual meeting of the Academy of Management, Montreal, CA, in August, 2010.
- Ravlin, E.C., & Ward, A.K. 2010. Leader emergence in multicultural teams: The role of cultural intelligence. Paper presented as part of a symposium at the annual meeting of the Academy of Management, Montreal, CA, in August, 2010.
- Ward, A.K. 2010. Cultural intelligence, self-monitoring, and cultural distance as predictors of expatriate adjustment. Competitive paper presented at the annual meeting of the Academy of International Business, Rio De Janeiro, Brazil, in June, 2010.
- Ward, A.K., & Ravlin, E.C. 2010. Building status as an outsider: A model of cross-cultural impression management. Interactive paper presented at the annual meeting of the Academy of International Business, Rio de Janeiro, Brazil, in June, 2010.
- Ward, A.K. 2009. Fitting the foreign mold: An integration of cultural intelligence and impression management theory. Paper presented at the annual meeting of Southern Management Association Conference, Asheville, NC, in November, 2009.
- Ward, A.K. 2009. Personality and cultural dimensions as predictors of early expatriate assignment termination. Paper presented at the annual meeting of Academy of Management Conference, Chicago, IL, in August, 2009.

### ACADEMIC CONFERENCE ROLES

#### *Stand-Alone Workshop Organizer*

Diversity Climate Scholars Group. June, 2023 – Konstanz, Germany

#### *Stream (Track Program) Chair*

Erasing Borders Through Climates for Diversity and Inclusion. Annual meeting of the Equality, Diversity, and Inclusion Conference  
Stream Chair: 2017 – London, UK

#### *Professional Development Workshop Organizer*

Global Connections: GDO's Global Ambassadors Broadening the AOM Experience for Emerging International Members – Professional Development Workshop at the annual meeting of the Academy of Management Conference  
Organizer: 2020 – virtual  
Organizer: 2021 – virtual  
Organizer: 2022 – Seattle, WA  
Organizer: 2023 – Boston, MA

Managing Field Research: Strategies for Partnering with Organizations to Gain Access to Data – Professional Development Workshop at the annual meeting of the Academy of Management Conference  
Organizer: 2015 – Vancouver, BC

New Doctoral Student Consortium at the annual meeting of the Academy of Management Conference  
Chair: 2012 - Boston, MA  
Program Committee Chair: 2011 – San Antonio, TX  
Program Committee Member: 2010 – Montreal, Canada

### *Session Chair*

Women at the Top. Annual meeting of the Academy of Management Conference, Boston, MA, in August, 2019.

Diversity Climate & Diversity Management. Annual meeting of the Academy of Management Conference, Chicago, IL, in August, 2018.

Intersections Across Cultural, Gender, Racial, and Occupational Identities. Annual meeting of the Academy of Management Conference, Anaheim, CA, in August, 2016.

The “I” in the “we:” Antecedents and consequences of conflict in teams. Annual meeting of the Academy of Management Conference, Orlando, FL, in August, 2013.

Predictive models of counterproductive work behavior and social loafing. Annual meeting of the Southern Management Association Conference, Savannah, GA, in November, 2011.

### *Discussant*

Negative affectivity distance, moral identity symbolization, and work-family conflict. Annual meeting of the Southern Management Association Conference, Savannah, GA, in November, 2011.

Regulatory focus and beliefs: Emerging topics in OB. Annual meeting of the Southern Management Association Conference, Asheville, NC, in November, 2009.

### *Facilitator*

Building better DEI practices in business schools. Professional Development Workshop at the Academy of Management Conference, Seattle, in August, 2022.

Nevertheless she persisted: Succeeding as a woman academic. Professional Development Workshop at the Academy of Management Conference.



Facilitator: 2021 – Virtual  
 Facilitator: 2023 – Boston, MA

### INSTRUCTIONAL INNOVATION AND DEVELOPMENT

Redesigned *MGT 3444: Multicultural Diversity in Organizations* as a Virginia Tech Pathways course and completed the Pathways approval process:

Approved as a Pathways course: *November, 2017*

Taught revised course: *Spring, 2018, 2019*

Redesigned *MGT 3444: Multicultural Diversity in Organizations*:

Major course revision approved: *Fall, 2014*

Taught revised course: *Spring, 2016, 2017*

Recipient of a \$1500 Inclusive Pedagogy Initiatives Grant (with Dr. Anju Seth): *Fall, 2013*

### DOCTORAL ADVISING

<u>Name</u>	<u>Department</u>	<u>Grad Year</u>	<u>Comprehensive</u>		<u>Dissertation</u>	
			<u>Chair</u>	<u>Member</u>	<u>Chair</u>	<u>Member</u>
Klein, Calais	MGT	dropped	No	Yes	N/A	N/A
Liu, Qin	MGT	dropped	No	Yes	N/A	N/A
Snead, Kathleen	PSYC	2015	No	No	No	Yes
Woods-Wells, Tinesha	ALCE	2016	No	No	No	Yes
Sturdivant, Manasia	PSYC	2020	No	Yes	No	Yes
Grant, Mahbleeta	MGT	2023	No	No	Yes	Yes
Quentin Baldwin	MGT	2024	No	Yes	Yes	Yes
Kelsi Cornett	PSYC	2025	No	Yes	No	Yes
Shu-Tsen Kuo	MGT	2024	No	Yes	No	Yes
Yasmine Elfeki	PSYC	2024	No	Yes	No	Yes

### TEACHING EXPERIENCE

Course Instructor, Virginia Tech

#### **MGT 3304 – Management Theory & Leadership Practice:**

- 11 sections
- I have taught this course in 2 formats:
  - Small-class (40 students) hybrid format (half on-line, half in-class)
  - Large-class (120 to 160 students) in-person lecture format

#### **MGT 3324 - Organizational Behavior:**

- 11 sections
- Small-class (30 to 50 students) lecture formats

Last Updated: 1/6/2023

- Both in-person (8) and virtual (2)

**MGT 3444 - Multicultural Diversity in Organizations:**

- 8 sections
- Small-class (up to 60 students) lecture format
- Both in-person (7) and virtual (1)
- Spring, 2014 (pre-revision): The course focused on domestic diversity.
- Spring, 2016-2020 (post-revision): I combined master's level students from Telecom School of Management (Paris, France) with Virginia Tech undergraduates, and the course was focused on a mix of domestic diversity and cross-cultural management.
- Spring, 2021 & 2022: The course continued to focus on a mix domestic diversity and cross-cultural management but included only Virginia Tech undergraduate students

Course Instructor, University of South Carolina

**MGMT 371 - Principles of Management:**

- Two sections
- Small-class (30 to 50 students) in-person lecture format

**MGMT 376 - Organizational Behavior:**

- Two sections
- Small-class (30 to 50 students) in-person lecture format

**MGMT 374 - Management of Human Resources:**

- One section
- Small-class (30 to 50 students) in-person lecture format

Graduate Teaching Assistant, University of South Carolina

**MGMT 722 – Labor Relations**

- One section
- Small-class (50 students) in-person lecture format

SERVICE

*University: Virginia Tech*

Faculty Representative, University Council: *2021-present*

Pamplin College Representative, University Faculty Cabinet: *2020-present*

Pamplin College Representative, University College Faculty Association Presidents: *2020-present*

Member, InclusiveVT Research Team: *2016-2017*

Member, Strategic Growth Area Stakeholder Committee - Equity and Social Disparity in the Human Condition: *2016-2018*

Invited Speaker (“Gender & Voice”), Lifelong Learning Institute: *February 13, 2017*

Last Updated: 1/6/2023

*Pamplin College of Business*

Member, Dean Search Committee: *2021-present*  
 Founder/President, Pamplin Faculty Association: *2021-present*  
 Member, Pamplin Multicultural Diversity Committee: *2014 – 2020*

*Department*

Member, Undergraduate Curriculum Committee: *2022-present*  
 Co-Founder/Co-Chair, Diversity, Equity, & Inclusion Task Force: *2020-present*  
 Management Department Representative, University Faculty Senate: *2020-present*  
 Coordinator, Organizational Behavior Course: *2017-present*  
 Member, Full Professor Search Committee: *2021*  
 Member, Organizational Behavior Search Committee: *2016-2017*  
 Associate Director, Business Diversity Center: *2013 – 2016*  
 Member, Research Seminar Series: *2014-present*  
 Member, Assessment Committee: *2014 – 2016*  
 Student Leadership Field Study Mentor: *Spring, 2017; Fall, 2017*  
 Independent Study Mentor: *Spring, 2018*

*Virginia Tech: Other*

Member, Marketing/Communications Search Committee: *2019 - 2020*  
 Member, Hospitality Tourism Management Search Committee: *2017-2018*  
 Invited Speaker, Psychology brown bag:  
     *March, 2017*  
     *December, 2022*

*Professional*

Invited Speaker, Roanoke/Blacksburg Gamechanger event, *September, 2022*  
 Invited Speaker, Virginia Women's Municipal Leadership Institute, *August, 2022*  
 Invited Speaker, Seminars to Advance Cumulative Knowledge, *February, 2022*  
 Diversity, Equity, & Inclusion Advisor, Roanoke-Blacksburg Technology Council Board:  
     *2020-present*  
 Elected Representative-at-Large, Gender & Diversity in Organizations Division of the  
     Academy of Management: *2019-2022*  
 Member, Academy of Management's Diversity & Inclusion Theme Committee:  
     *2013-2016*

MEMBERSHIP IN ACADEMIC ORGANIZATIONS

Academy of International Business

Academy of Management

    Human Resources Division

    International Management Division

Last Updated: 1/6/2023

Management Education & Development Division  
Organizational Behavior Division

Beta Gamma Sigma (Business Honors Society)

Delta Sigma Pi (Co-ed Business Fraternity)

Southern Management Association

MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS

Society for Human Resources Management

POSITIONS HELD IN PROFESSIONAL ORGANIZATIONS

President, UTC Chapter, Society for Human Resources Management: 2007-2008

PROFESSIONAL EMPLOYMENT/CONSULTING EXPERIENCE/BOARD SERVICE

Invited Speaker, Ozmo Women's Group, *February, 2023*

Invited Speaker, Roanoke/Blacksburg Gamechanger event, *September, 2022*

Invited Speaker, Virginia Women's Municipal Leadership Institute, *August, 2022*

Invited Speaker: "Climate for Inclusion: Diversity is Just the Beginning"  
NRV Society for Human Resource Management: virtual, *September 16, 2021*

Invited Interview: Diversity in the RBTC  
Virginia Technology Today: Roanoke, VA, *June 8, 2021*

Diversity, Equity, & Inclusion Advisor, Roanoke-Blacksburg Technology Council Board: *2020-present*

Invited Speaker: "The Power of Diversity"  
Farm Credit Administration: McLean, VA, *February 12, 2014*

Board Member, Community Involvement Chair  
Columbia Opportunity Resource: Columbia, SC, *2009-2011*

Associate Organizational Development Consultant  
Tennessee Valley Public Power Association, *Spring, 2008*  
The University of Tennessee at Chattanooga, *Spring, 2007*

Training Intern  
Sheshan Golf Estates: Shanghai, China, *May – August, 2007*

Last Updated: 1/6/2023

## Human Resources Assistant

CBIZ Medical Management Professionals, Inc: Chattanooga, TN, *April, 2006 – January, 2007*

## Sales Representative

MBS Management/Momentum Telecom: Birmingham, AL, *April, 2005 – April, 2006*

## Therapeutic Wilderness Counselor

Glenwood Mental Health, Inc.: Birmingham, AL, *June, 2003 – April, 2005*

HONORS, AWARDS, AND RECOGNITIONS

2022	Management Department Teaching Excellence Award (Management Department)
2021	Excellence in Reviewing Award (Human Resource Management Review)
2018	Diversity Excellence Award (Pamplin College)
2018	Holtzman Faculty Research Award (Management Department)
2017	Holtzman Faculty Research Award (Management Department)
2017	Faculty Research Excellence Award (Management Department)
2015	Holtzman Faculty Research Award (Management Department)
2015	Nominated: Undergraduate Advising Award (Virginia Tech)
2013	Outstanding Reviewer Award (Organizational Behavior Division, Academy of Management)
2008-2011	Graduate School Fellowship (University of South Carolina; only two were awarded per year across all doctoral students at the Darla Moore School of Business)
2008	Outstanding Graduate Student: Industrial/Organizational Psychology (University of Tennessee at Chattanooga)
2006-2008	Psychology Department Full Graduate Assistantship (University of Tennessee at Chattanooga; only one full assistantship was awarded per program cohort)