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EDUCATION

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| Ph.D. | Management Eller College of Management, University of Arizona Minor: Research Methods and Statistics Dissertation: <i>From Crude Jokes to Diminutive Terms: Experiences of Hostile and Benevolent Sexism During Job Search</i> (Chair: Allison S. Gabriel; Committee Members: Aleksander P. J. Ellis, Jerel E. Slaughter, and Marcus M. Butts) <i>*Winner of the 2019 Academy of Management HR Division/SHRM Foundation Dissertation Grant Award</i> <i>*Winner of the 2020 SIOP Hebl Grant for Reducing Gender Inequities in the Workplace</i> <i>*Winner of the 2021 SIOP S. Rains Wallace Dissertation Award</i> | 2020 |
| B.Sc. | Psychology (with Honors) National University of Singapore Honors thesis title: <i>Taking the Leap: Cross-Cultural Differences in Employee Risk-Taking Behaviors</i> (Chair: C. Ashley Fulmer) | 2014 |

ACADEMIC APPOINTMENTS

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| University College London, UCL School of Management Associate Professor, Organisations and Innovations | 2026 – present |
| University of Minnesota, Carlson School of Management Assistant Professor, Department of Work and Organizations | 2023 – 2026 |
| Texas A&M University, Mays School of Business Assistant Professor of Management | 2020 – 2023 |

RESEARCH INTERESTS

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

SOCIETAL IMPACT

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)

1. **Chawla, N.**, Spoelma, T. M., Kwon, S. H.[†], Gabriel, A. S., Ellis, A. P. J., & Wu, W. (*in press*). Understanding the intersection of gender and cognitive ability on interpersonal outcomes: A multi-study investigation. *Journal of Applied Psychology*.
2. McClean, S. T., Koopman, J., & **Chawla, N.** (*in press*). Dynamic boundary permeability theory: An episodic, threshold-based model of role transitions. *Academy of Management Review*.
3. **Chawla, N.**, Gabriel, A. S., Prengler, M. K.[†], Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. C. (2024). Allyship in the fifth trimester: A multi-method investigation of women's postpartum return to work. *Organizational Behavior and Human Decision Processes*, 182, 104330.
4. Ganster, M. L., Ezerins, M. E., Gabriel, A. S., **Chawla, N.**, & Rosen, C. C., MacGowan, R. L., & Slaughter, J. E. (2024). Understanding coping at work during socio-environmental jolts: A person-centered investigation. *Journal of Business and Psychology*, 39, 619-641.
5. **Chawla, N.**, & Gabriel, A. S. (2024). From crude jokes to diminutive terms: Experiences of hostile and benevolent sexism during job search. *Personnel Psychology*, 77, 747-787.
6. Polin, B., Doyle, S. P., Kim, S., Lewicki, R. J., & **Chawla, N.** (2024). Sorry to ask but... How is apology effectiveness dependent on apology content and gender? *Journal of Applied Psychology*, 109, 339-361.
7. Gabriel, A. S., **Chawla, N.**, Rosen, C. C., Wong, E. M., Koopman, J., & Lee, Y. E. (2024). 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*, 109, 39-60.
8. Larson, J., Perkins, B., **Chawla, N.**, & Ellis, A. P. J. (2023). Nurse compassion and transformational leadership. *Health Care Management Review*, 48, 274-281.
9. **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.

10. 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

11. 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.
12. 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.
13. 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.
14. **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.
15. 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.
16. 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.
17. 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.
18. Yoon, S.[†], 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.
19. **Chawla, N.**, Gabriel, A. S., O'Leary-Kelly, A., & Rosen, C. C. (2021). From #MeToo to #TimesUp: Identifying next steps in sexual harassment research in the organizational sciences. *Journal of Management, 47*, 551-566.
20. 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.

21. **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.
22. **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.
23. **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.
24. 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

25. **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.

BOOK CHAPTERS

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

1. Gabriel, A. S., **Chawla, N.**, Piscione, A. † (*in progress for 2026*). Women's health and work: A review and research agenda for service occupations. In S. Gordon & C. King (Eds.), *A Research Agenda for Employee Well-Being in Service Industries*.
2. Rogers, K. M., **Chawla, N.**, & Gabriel, A. S. (*in press*). Filling the policy void: A call for organizational leaders to proactively support the journeys of working mothers. In E. B. King, Q. M. Roberson, & M. Hebl (Eds.), *Research on Social Issues in Management: Perspectives on Gender and Work*.
3. **Chawla, N.**, Lennard, A. *, Bartels, A. L. *, Nguyen, C., & Garcia, A. (2025). 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* (pp. 268-286). Edward Elgar Publishing.
4. Gabriel, A. S., **Chawla, N.**, & Gabriel, K. (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: Industrial and Organizational Perspectives* (pp. 147-171). Routledge.
5. 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.

6. 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.

ADDITIONAL PUBLICATIONS

1. **Chawla, N.** (2025, April 16). From despair to resolve: Harnessing the power of academic scholars as agents of change. *The Industrial-Organizational Psychologist*, online only.
2. **Chawla, N.** (2025, March 5). Supporting working mothers' reentry to work. *Center for Working Well Research Blog*, online only.
3. **Chawla, N.**, Gabriel, A. S., Prengler, M. K., Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. C. (2024, July 25). 4 ways to meaningfully support new mothers returning to work. *Harvard Business Review*, online only.
4. **Chawla, N.** (2023, September 21). Principles of "industrial efficiency" from an academic mother. *The Industrial-Organizational Psychologist*, online only.
5. 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.
6. 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.
7. **Chawla, N.** (2022, December 27). (Baby) Bumps on the tenure track. *The Industrial-Organizational Psychologist*, online only.
8. **Chawla, N.** (2022, November 28). Taking a relational approach to the job search. *WorkTies*, online only.
9. Maupin, C. L., & **Chawla, N.** (2022, September 22). On navigating the Dobbs ruling as a female academic. *The Industrial-Organizational Psychologist*, online only.
10. 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.
11. Rogers, K. M., Schinoff, B. S., & **Chawla, N.** (2022, August 17). Four ways to help your coworkers feel respected. *Greater Good Magazine*, online only.
12. 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.

AWARDS AND HONORS

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| 2025 | <i>Academy of Management Human Resources Division</i> Early Career Award |
| 2024 | <i>Journal of Applied Psychology</i> Best Reviewer Award (for Editorial Board Members) |
| 2023 | <i>Responsible Research in Business & Management</i> Research Award (Prenghler, Chawla, Leigh, & Rogers, 2023) |
| 2022 | <i>Poets & Quants</i> 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 | <i>Society for Industrial and Organizational Psychology</i> S. Rains Wallace Dissertation Award |
| 2020 | <i>Society for Industrial and Organizational Psychology</i> Hebl Grant for Reducing Gender Inequities in the Workplace |
| 2019 | <i>Academy of Management Managerial and Organizational Cognition Division</i> , Best Symposium Award (Chawla & Gabriel) |
| 2019 | <i>Academy of Management Human Resources Division</i> 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) |

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

1. Piscione, A.†, **Chawla, N.**, & Campbell, E. M. (2026, August). Career-based implications of nonwork identities and experiences. Symposium presented at the 86th Annual Conference of the Academy of Management, Philadelphia, PA.
2. MacGowan, R. L., Ganster, M. L., **Chawla, N.** (2022, August). Understanding job search processes for a better job search experience. Symposium presented at the 82nd Annual Conference of the Academy of Management, Seattle, WA.
3. Yoon, S.†, **Chawla, N.**, & Zipay, K. P. (2022, April). Navigating the work-life interface during the COVID-19 pandemic. Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
4. Yoon, S.†, Koopman, J., & **Chawla, N.** (2022, April). When forgiving helps: Advancing research on forgiveness in the workplace. Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
5. 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 34th Annual Conference of the Society of Industrial and Organizational Psychology, New Orleans, LA (Virtual).
6. **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

7. 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.
8. **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 (Note: † current or past Ph.D. student)

1. Dutli, A., Gabriel, A.S., **Chawla, N.**, & Sawyer, K.B. (2026, August). Examining the disclosures of menstruating women at work: A mixed methods investigation. Poster to be presented at the 86th Annual Conference of the Academy of Management, Philadelphia, PA.
2. Hendrick, S., Gabriel, A. S., **Chawla, N.**, Dineen, B. R., & Stevenson-Street, J. (2026, August). Just asking? Examining affective and behavioral consequences of working well asks during job search. In S. Hendrick & A. S. Gabriel (Chairs), New directions in

exploring how employees craft work to promote well-being. Paper to be presented at the 86th Annual Conference of the Academy of Management, Philadelphia, PA.

3. Piscione, A.[†], **Chawla, N.**, & Campbell, E. M. (2026, August). Twice as nice: Career trajectories of dual-career couples. In A. Piscione[†], **N. Chawla**, & E. M. Campbell (Chairs), Career-based implications of nonwork identities and experiences. Paper to be presented at the 86th Annual Conference of the Academy of Management, Philadelphia, PA.
4. Tchapravov, V.[†], **Chawla, N.**, Campbell, E. M., Arena Jr., D. F., & Rogers, K. (2026, August). Switching it up: An investigation into the codeswitching experiences of bisexual employees. In A. Fleri (Chair), Theoretical and empirical advances on image management. Paper to be presented at the 86th Annual Conference of the Academy of Management, Philadelphia, PA.
5. Arena Jr., D. F., **Chawla, N.**, & Sabat, I. (2026, April). Invisible families, legitimate experiences: Family identity legitimacy among same-sex employed parents. In H. Myeong, Z. Heydarifard, & E. B. King (Chairs), The many faces of working parenthood: Intersectional realities and identity management. Paper presented at the 41st Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
6. Ezerins, M. E., Rosen, C. C., Gabriel, A. S., Yoon, S.[†], & **Chawla, N.** (2025, July). That's rude! Understanding incivility in remote work and its effects. In J. Nye, B. Lambert, B. Caza, E. Trinh, & S. Ashford (Chairs), Mental health & well-being in the contemporary world of work. Paper presented at the 85th Annual Conference of the Academy of Management, Copenhagen, DK.
7. Klotz, A. C., Thompson, P. S., **Chawla, N.**, & Kim, J. K. (2025, July). Humble or needy? How leaders view supplication depends on follower gender. In P. Misha (Chair), Harmful leader behaviors: The subtle but pervasive ways in which leaders cause harm. Paper presented at the 85th Annual Conference of the Academy of Management, Copenhagen, DK.
8. Kwon, S. H.[†] & **Chawla, N.** (2025, July). Putting myself in your shoes: How supervisor work-family conflict experiences shape perspective taking and family supportive supervisory behaviors. In A. L. Garcia & C. L. Nguyen (Chairs), The labor of love: Exploring work-family dynamics and romantic partnerships impact on work. Paper presented at the 85th Annual Conference of the Academy of Management, Copenhagen, DK.
9. Dutli, A., Gabriel, A. S., **Chawla, N.**, & Sawyer, K. (2025, May). Examining the motives and disclosure strategies of menstruating women at work: A mixed methods investigation. Paper presented at the Positive Organizational Scholarship conference, Ann Arbor, MI.
10. Heng, Y. T., **Chawla, N.**, Ong, W. J., Oliver, A. G., & Patel, C. (2025, May). Embracing silver linings: Menopausal bodily changes and women's generative behaviors at work. Paper presented at the Positive Organizational Scholarship conference, Ann Arbor, MI.

11. Zipay, K. P., Zhou, J., Shurman, M. W., & **Chawla, N.** (2025, May). Proactive pushbacks: Examining the social reactions to microrebels at work. Paper presented at the Positive Organizational Scholarship conference, Ann Arbor, MI.
12. **Chawla, N.** (2025, April). Discussant. In A. Bueno & N. A. Smith (Chairs), From actors to beneficiaries: A multiple perspectives look at allyship. Symposium presented at the 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
13. **Chawla, N.** (2025, April). Discussant. In S. H. Kim & Y. Liang (Chairs), Workplace sexual harassment and bystanders: Insights into perceptions and behaviors. Symposium presented at the 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
14. **Chawla, N.**, Heng, Y. T., Schinoff, B., Jones, K. P., Oliver, A. G. (2024, August). Understanding working women's miscarriage experiences. In J. Woodall (Chair), A conversation worth having: The spillover effects of reproductive health hardships in the workplace. Paper presented at the 84th Annual Conference of the Academy of Management, Chicago, IL.
15. 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 presented at the 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
16. **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 presented at the 39th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
17. 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 83rd Annual Conference of the Academy of Management, Boston, MA.
18. 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 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
19. **Chawla, N.**, Gabriel, A. S., Prengler, M. K.[†], Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. (2022, August). In E.M. Stillwell and R. L. MacGowan (Chairs), Untold stories of women at work. Symposium presented at the 82nd Annual Conference of the Academy of Management, Seattle, WA.

20. 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 82nd Annual Conference of the Academy of Management, Seattle, WA.
21. **Chawla, N.**, Gabriel, A. S., Prengler, M. K.[†], 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.
22. **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 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
23. 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 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.

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

24. 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 37th Annual Conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
25. 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.
26. 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 81st Annual Conference of the Academy of Management, Philadelphia, PA (Virtual).
27. 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 36th Annual Conference of the Society of Industrial and Organizational Psychology, New Orleans, LA (Virtual).
28. 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 36th Annual Conference of the Society of Industrial and Organizational Psychology, New Orleans, LA (Virtual).

29. **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 35th Annual Conference of the Society of Industrial and Organizational Psychology, Austin, TX (Virtual).
30. **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

31. **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 79th Annual Conference of the Academy of Management, Boston, MA.
32. 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 79th Annual Conference of the Academy of Management, Boston, MA.
33. **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.
34. 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.
35. **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.

36. **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.
37. 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 77th Annual Conference of the Academy of Management, Atlanta, GA.
38. 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*
39. 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.
40. **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.

INVITED TALKS

- “Navigating the Labyrinth: Understanding the Barriers Faced by Working Women” (2025)
- IO Psychology PhD Seminar Series, Baruch College
- “Empowering Postpartum Mothers: The Role of Allyship in Workplace Reentry”
- Women’s Leadership Conference, University of Minnesota
- “Work and Gender Dynamics” (2024)
- Women at Work Conference, University of Minnesota Law School
- “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 Methodist 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

University of Minnesota

- *Race, Power, and Justice in Business*. Undergraduate, Fall 2025 (3 sections; ~ 320 students).
- *Race, Power, and Justice in Business*. Undergraduate, Fall 2024 (3 sections; ~ 300 students).
- *Race, Power, and Justice in Business*. Undergraduate, Fall 2023 (4 sections; ~280 students).

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

University of Minnesota

- Dissertation Committee
 - Christopher Winchester, 2025
- Oral Preliminary Exam Committee
 - Vivien Lee, 2025
- Third Year Paper Committee
 - Seo Hyun Kwon, 2024

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

SERVICE TO THE FIELD

Editorial Boards

- *Journal of Applied Psychology*, 2022 – present
- *Journal of Management*, 2024 – present
- *Organizational Behavior and Human Decision Processes*, 2023 – present
- *Personnel Psychology*, 2023 – present
- *Human Resource Management*, 2022 – 2025

Guest Editor

- *Journal of Organizational Behavior*
Special issue: Centering Women's Reproductive Health and Work, 2025 – present
- *Journal of Organizational Behavior*
Special issue: Advancing Our Understanding of Grief in Organizations, 2025 – present

Ad Hoc Journal Reviewing

- *Academy of Management Journal*, 2022 – present
- *Academy of Management Review*, 2024 – present
- *Applied Psychology: An International Review*, 2019 – 2024
- *Human Resource Management Journal*, 2019 – present
- *Journal of Applied Psychology*, 2020 – 2022
- *Journal of Business Ethics*, 2021 – present
- *Journal of Management*, 2020 – 2024
- *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

- Mentor, Junior Faculty Consortium, 2023, 2024
- Best Dissertation Award Committee Member, 2022
- Panelist, Doctoral Student Consortium: “*Navigating the academic job market*,” 2021, 2022

Human Resources (HR) Division

- HR Division Early Career Achievement Award Chair, 2026
- HR Division Dissertation Grant Co-Chair, 2025
- HR Division Dissertation Grant Chair, 2024
- 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

- Member, OB Division Executive Committee, 2025 – present
 - Co-Chair, Making Connections Committee (appointed), 2025 – present
- Making Connections Committee, 2021 – present
- Organizer, Micro-Community: “*New Directions in Gender Research*,” 2024 – present
- Co-Organizer, Professional Development Workshops:
 - “*Enduring through gender biases in academia: Understanding experiences, challenges, and solutions*,” 2021 – 2024
 - “*The productivity process: Research tips and strategies from prolific junior faculty*,” 2021 – present
 - “*Work-life balance and burnout*,” 2022 – 2023
- Panelist for Professional Development Workshops:
 - “*Halfway there, but now what: Advice for pre-dissertation doctoral students*,” 2020, 2025
 - “*Preparing for the Job Market*,” 2023 – 2025
- Conference Reviewer, 2019 – 2023

Research Methods Division

- Student Representative, 2017 – 2019
- Social Media Director, 2018 – 2021

Responsible Research in Business & Management

- Dare to Care Dissertation Scholarship Committee Member, 2025 – 2026

Asian Americans in Business Academia

- Faculty Mentor, 2025
- Panelist, “*Balancing Research, Teaching, and Parenthood*,” 2024
- Committee Member, 2021 – 2023

Society for Industrial and Organizational Psychology (SIOP)

- Panelist in the Ask Me Anything: “*Overturning Roe and I-O: Navigating the post-Dobbs workplace*,” 2024
- Panelist in the Panel Discussion: “*Reimagining parental leave in academic institutions: A path forward*,” 2024
- Panelist in the Doctoral Student Consortium: “*Surviving the dissertation*,” 2022
- S. Rains Wallace Dissertation Award Committee Member, 2022, 2024
- Co-Organizer, Community of Interest: “*Navigating the Post-Dobbs world in the U.S.: What supporting role can SIOP play?*,” 2022
- SIOP Conference Reviewer, 2019 – 2022

- SIOP Small Grants Awards Committee, 2020

Southern Management Association (SMA)

- Co-Organizer, Professional Development Institute: “*Women in management: Advice for female scholars and their allies,*” 2024
- 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

UNIVERSITY AND DEPARTMENT SERVICE

University of Minnesota

- Live into It Conference Planning Committee, 2024
- Center of Inclusive Excellence Search Committee—Director, 2024
- Undergraduate Faculty Advisory Committee, 2024 – 2026
- BA3001 Core Course Coordinator, 2025 – 2026
- Speaker Series Co-Chair, 2023 – 2025

Texas A&M University

- Department of Management Doctoral Program Committee, 2022 – 2023
- Department of Management Search Committee, 2021 – 2022
- Masters in Human Resource Management (MS-HRM) Program Committee, 2020 – 2023

RESEARCH FUNDING

| | |
|-------------|---|
| 2025 – 2026 | \$16,037 – University of Minnesota Grant-in-Aid Project: “Flipping the Switch: Navigating the Back-and-Forth of Codeswitching for LGBTQIA+ Employees in the Workplace” |
| 2024 | \$9,972 – Carlson School of Management Dean’s Small Grant Project: “Riding the Highs and Lows: Understanding the Work-Related Implications of Daily Parenting Uplifts and Hassles” |
| 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”

PROFESSIONAL AFFILIATIONS

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