

Nitya Chawla, Ph.D.
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Department of Management
Mays Business School
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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 |

RESEARCH INTERESTS

- Work-Nonwork Interface
- Sex-Based Harassment and Issues tied to Gender in the Workplace
- Job Search Experiences
- Counterproductive Behaviors
- Advanced Statistics and Research Methodology

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 success. As another example, some of my other research examines the integration of the work and non-work domains and highlights how one domain can enrich (or impede) the other, underscoring the importance of organizations to value employees' post-work time.

REFEREED PUBLICATIONS (Note: * equal contribution; † Ph.D. student)

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. (*in press*). 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*.

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

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

MacGowan, R. L., Gabriel, A. S., da Motta Veiga, S. P., & **Chawla, N.** (*in press*). Does psychological detachment benefit job seekers? A two study weekly investigation. *Journal of Applied Psychology*.

Gloor, J. L., Cooper, C. D., Bowes-Sperry, L., & **Chawla, N.** (*in press*). Risqué business? Interpersonal anxiety and humor in the #MeToo era. *Journal of Applied Psychology*.

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.†, 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

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

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

WORK UNDER REVISION AND REVIEW (Note: Manuscript names redacted to protect blind peer-review; † Ph.D. student)

Chawla, N., & Gabriel, A. S. (Revising, 1st round). Sexism and job search. *Personnel Psychology*.

Gabriel, A. S., **Chawla, N.**, Rosen, C. C., Wong, E. M., Koopman, J., & Lee, Y. E. (Under 2nd review). Ambient sexism at work. *Journal of Applied Psychology*.

Ganster, M. L., Ezerins, M. E., Gabriel, A. S., **Chawla, N.**, & Rosen, C. C., MacGowan, R. L., & Slaughter, J. E. (Under 1st review). Profiles of coping during COVID-19. *Journal of Business and Psychology*.

Polin, B., **Chawla, N.**, Doyle, S. P., & Lewicki, R. J. (Revising, 1st round). Apology effectiveness and gender. *Journal of Applied Psychology*.

Prengrer, M. K. †, **Chawla, N.**, Leigh, A., & Rogers, K. M. (Revising, 2nd round). Black law enforcement officers. *Journal of Applied Psychology*.

Spoelma, T. M., **Chawla, N.**, Ellis, A. P. J. (Revising, 1st round). Unethical behavior in groups. *Ethics and Behavior*.

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

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

Chawla, N.*, McClean, S. T.* , Yoon, S.†, Kim, J. K., Koopman, J., Rosen, C. C., Trougakos, J. P., & McCarthy, J. M. (Writing). Gender and daily boundary permeations. Target: *Journal of Applied Psychology*.

Chawla, N., Gabriel, A. S., Prengler, M. K.†, Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. (Data collection). Postpartum allyship. Target: *Organizational Behavior and Human Decision Processes* (special issue).

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

Doyle, S. P., Kim, H. Y., **Chawla, N.**, & Gabriel, A. S. (Writing). Daily status threats. Target: *Academy of Management Journal*.

Kim, H. Y., Gabriel, A. S., Doyle, S. P., & **Chawla, N.** (Writing). Mortality salience experiences. 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*.

McClean, S. T., Koopman, J., & **Chawla, N.**, (Writing). Boundary permeability theory. Target: *Academy of Management Review*.

Tang P. M.†, **Chawla, N.**, Zhang, J., Little, L. M. (Writing). Robot anthropomorphism and diversity inclusion. Target: *Organizational Behavior and Human Decision Processes* (special issue).

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

Yoon, S.†, **Chawla, N.**, & Zipay, K. P. (2022, April). Navigating the work-life interface during the COVID-19 pandemic. Symposium to be presented at the 35th 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 to be presented at the 35th 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 34th 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 79th Annual Conference of the Academy of Management, Boston, MA.

Winner of the Managerial and Organizational Cognition Best Symposium Award

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

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

CONFERENCE PRESENTATIONS (Note: † Ph.D. student)

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 to be presented at the 35th 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 to be presented at the 35th 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). 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 to be presented at the 35th 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 81st 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 36th 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 36th 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 35th 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 79th 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 79th 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 79th Annual Conference of the Academy of Management, Boston, MA.

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

Evans, J. B., **Chawla, N.**, Gabriel, A. S., Koopman, J., Hochwarter, W. A., & Arnold, J. D. (2018, August). Exploring the structure of impression management strategies within social hierarchies. In J. B. Evans, **N. Chawla**, & A. S. Gabriel (Chairs), Expanding the social context surrounding impression management at work. Symposium presented at the 78th Annual Conference of the Academy of Management, Chicago, IL.

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

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

Podsakoff, N. P., Spoelma, T. 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.

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

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

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

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

RESEARCH FUNDING

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

“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

- *Managing People in Organizations*. Undergraduate, Spring 2022. Evaluation: TBD.
- *Research Methods in Human Resource Management (HR Analytics)*. Masters, Spring 2022. Evaluation: TBD
- *Research Methods in Human Resource Management (HR Analytics)*. Masters, Fall 2020. Evaluation: 3.3/5.0 and 4.3/5.0 (Cohort 1 and 2, respectively)
- *Managing Ethics in Organizations*. Online MBA (TA), Summer 2019.
- *Applied Topics in Bargaining and Negotiation*. Undergraduate, Fall 2018. Evaluation: 4.1/5.0
- *Leading Organization Change*. Executive Online MBA (TA), Summer 2018.
- *Managing Ethics in Organizations*. Online MBA (TA), Summer 2018.
- *Integrative Leadership*. Online MBA (TA), Spring 2017.
- *Organizational Behavior & Management*. Undergraduate (Guest lecture), Fall 2017.
- *Managing Ethics in Organizations*. Online MBA (TA), Summer 2016.
- *Integrative Leadership*. Online MBA (TA), Spring 2016.

STUDENT COMMITTEES

- Dissertation Committees
 - Seoin Yoon, Committee Member, In Progress
 - Pok Man Tang, Committee Member, In Progress
 - Felix George, Committee Member, In Progress
 - Melanie Prengler, Committee Member, 2022

DEPARTMENT SERVICE

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

SERVICE TO THE FIELD

Editorial Board

- *Journal of Applied Psychology*, 2022
- *Human Resource Management*, 2022

Ad Hoc Journal Reviewing

- *Academy of Management Journal*, 2022
- *Applied Psychology: An International Review*, 2019 – present
- *Human Resource Management Journal*, 2019 – present
- *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 – present
- *Organization Science*, 2022
- *Personnel Psychology*, 2021 – present
- *Personality and Social Psychology Bulletin*, 2020 – present

Academy of Management (AOM)

- Human Resources (HR) Division
 - SHRM Foundation Dissertation Grant Committee Member, 2021
 - Co-Chair of the Social Media Committee, 2020 – present
 - Conference Reviewer, 2019 – present
- Organizational Behavior (OB) Division
 - 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 –
 - Making Connections Committee, 2020 – present
 - Panelist, OB Division Professional Development Workshop: “Halfway there, but now what: Advice for pre-dissertation doctoral students,” 2020
 - Conference Reviewer, 2019 – present
- Research Methods Division
 - Student Representative, 2017 – 2019
 - Social Media Director, 2018 – present
- Gender and Diversity in Organizations (GDO) Division
 - Best Dissertation Award Committee Member, 2022
 - Panelist, GDO Doctoral Student Consortium: “Navigating the academic job market,” 2021, 2022

Asian Americans in Business Academia

- Committee Member, 2021 – present

Society for Industrial and Organizational Psychology (SIOP)

- SIOP Conference Reviewer, 2019 – present

- SIOP Small Grants Awards Committee, 2020
- Panelist in the Doctoral Student Consortium: “Surviving the dissertation,” 2022

Southern Management Association (SMA)

- SMA Conference Reviewer, 2020 – present
- 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

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

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