

TIFFANY TRZEBIATOWSKI

Colorado State University

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ACADEMIC APPOINTMENTS

Assistant Professor of Management, Colorado State University	2019-Present
Assistant Professor of Management, University of Massachusetts-Amherst	2016-2019

EDUCATION

PhD , Wisconsin School of Business, University of Wisconsin-Madison Management (Organizational Behavior & Human Resources)	May 2016
MA , Carlson School of Management, University of Minnesota Human Resources and Industrial Relations	May 2011
BBA , Wisconsin School of Business, University of Wisconsin – Madison Management and Human Resources and Economics, Leadership Certificate	May 2008

RESEARCH INTERESTS

Gender and gender diversity in organizations, women on boards, diversity initiative effectiveness, discrimination, diversity on teams

RESEARCH

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- Trzebiatowski, T.** (in press). A key to recovery for working mothers? Psychological detachment and the roles of relaxation, mastery, and control on boundary violations. *Equality, Diversity, & Inclusion: An International Journal*.
- Conroy, S., **Trzebiatowski, T.**, & Liou, R. (in press). [Intimate partner violence disclosure in the workplace: Examining frequency, workplace occurrences and pay level](#). *Journal of Workplace Behavioral Health*.
- Trzebiatowski, T.**, McCluney, C., & Hernandez, M. (January 23, 2023). [How women on boards navigate the “warmth-competence” line](#). *Harvard Business Review*.
- Trzebiatowski, T.**, McCluney, C., & Hernandez, M. (2022). [Managing the double bind: Women directors’ participation tactics in the gendered boardroom](#). *Organization Science*, 34(2): 801-827.
- Trzebiatowski, T.**, Wanberg, C. & Dossinger, K. (2020). [Unemployed needn’t apply: Unemployment status, legislation, and interview requests](#). *Journal of Management*, 46: 1380-1407.
- Trzebiatowski, T.** & Triana, M. (2020) [Family responsibility discrimination, power distance, and emotional exhaustion: When and why are there gender differences in work-life conflict?](#) *Journal of Business Ethics*, 162: 15-29.
- *Triana, M., ***Trzebiatowski, T.**, & Byun, S. (2018). Individual Outcomes of Discrimination in Workplaces. *Oxford Handbooks Online*. Ed. *shared first co-authorship

- Triana, M., **Trzebiatowski, T.**, & Byun, S. (2016) [Lowering the threshold for feeling mistreated: Perceived overqualification moderates the effects of perceived age discrimination on job withdrawal and somatic symptoms.](#) *Human Resource Management*, 56: 979-994.
- *Triana, M., *Miller, T., **Trzebiatowski, T.** (2014) [The double-edged nature of board gender diversity: Diversity, firm performance, and the power of women directors as predictors of strategic change.](#) *Organization Science*, 25(2): 609-632.

REVISIONS

- Trzebiatowski, T.**, Kim, Y., Zhang, Z., Jiang, K., & Eckardt, R. Diversity practices and turnover. [4th round revise-and-resubmit at *Academy of Management Journal*]
- Trzebiatowski, T.** & Henle, C. Professional isolation among remote workers. [under 3rd round review at *Journal of Business and Psychology*]
- Sheppard*, L. & **Trzebiatowski*, T.** Gender and feedback seeking. [1st round revise-and-resubmit at *Journal of Business and Psychology*] *shared first co-authorship

UNDER REVIEW

- Trzebiatowski, T.**, Zorn, M., Triana, M., and Richard, O. Discrimination lawsuits and CEO outcomes. [under review at *Strategic Management Journal*]
- Trzebiatowski, T.**, Conroy, S., & Becker, W. Profiles of dual organizational identification. [under review at *Organization Science*]
- Volpone*, S. and **Trzebiatowski*, T.** Meaning of diversity review paper. [under review at *Journal of Applied Psychology*] *shared first co-authorship
- Davletshin, M., **Trzebiatowski, T.**, Zadeh, A., & Golicic, S. Buyer-supplier networks and board gender diversity. [under review at *Journal of Purchasing and Supply Management*]
- Akinsanmi, O. I., **Trzebiatowski, T.**, & Volpone, S. Diversity and the physical work environment proposal. [proposal under review at *Journal of Management*]
- Trzebiatowski*, T.** and Volpone*, S. Diversity theory paper. [under review at *Journal of Management*] *shared first co-authorship

SELECT WORK IN PROGRESS

- Schabram, K. **Trzebiatowski, T.**, Kleshinski, C., Tosti-Kharas, J., Wrzesniewski, A. Team work orientation diversity and team outcomes. [experimental and field data, collecting third study, target journal *Academy of Management Journal*]
- Trzebiatowski, T.**, Piyanontalee, R., & Trevor, C. Talent dispersion and team performance. [writing manuscript, target journal *Journal of Management*]
- Trzebiatowski, T.** & Cardador, T. Gender and career advancement in law. [field data, qualitative, data analysis, target journal *Administrative Science Quarterly*]
- Trzebiatowski, T.** & Shore, L. Gender and ostracism. [student data, data collection]

- Nikolaev, B., **Trzebiatowski, T.**, Henle, C., Bennett, D., & Boudreaux, C. Robot exposure and entrepreneurial intentions. [archival and experimental data, data collection, target journal *Journal of Business Venturing*]
- Kuban, S., **Trzebiatowski, T.**, Younger, S., Turillo, C., Fuller, N. R., & Franklin, D. Journaling intervention and BIPOC entrepreneurial intentions. [field experiment, data design, target journal *Journal of Business Venturing*]
- Henle, C., **Trzebiatowski, T.**, & Li, T. Job applicants with criminal records. [data collection, target journal *Journal of Management Scientific Reports*]

PRESENTATIONS

PEER-REVIEWED PRESENTATIONS AND WORKSHOPS

- Volpone, S. D., & **Trzebiatowski, T.** (2023). The meaning of diversity: A review of diversity conceptualizations by level of analysis. In L. Johnson, & A. Bueno (Co-Chairs). *On the elements of diversity: Definitions and new considerations*. Paper presented in a symposium at the *Annual Meeting of the Academy of Management*, Boston, MA.
- Trzebiatowski, T.**, Conroy, S., & Becker, W. (2022). Identity-implicating experiences: When employees' social identities awaken and influence their work. Even after its gone: A latent profile analysis of organizational identification change strategies. Paper presented in a symposium at the *Annual Meeting of the Academy of Management*, Seattle, WA.
- Schabram, K. **Trzebiatowski, T.**, Kleshinski, C., Tosti-Kharas, J., Wrzesniewski, A. (2022). Meaningful work across levels of analysis. Considering the “We” in “Me”aningfulness: The impact of called members on team conflict. Paper presented in a symposium at the *Annual Meeting of the Academy of Management*, Seattle, WA.
- Davletshin, M., **Trzebiatowski, T.**, Sheikh-Zadeh, A., & Golicic, S. L. (2021). The ties that pay: The impact of buyer-supplier network closure and gender diversity of boards of directors on sustained revenue growth. Paper at the *Council of Supply Chain Management Professionals Academic Research Symposium*, Atlanta, GA. **Recipient of the E. Grosvenor Plowman Award for Best Conference Research Paper.*
- Paluch, R. & **Trzebiatowski, T.** (2021). #BlackLivesMatter in the Workplace: How to address issues of race in our teaching. Professional development workshop co-organizer organized for the *Annual Meeting of the Academy of Management*, virtual.
- Volpone, S. & **Trzebiatowski, T.** (2021). An individual-level theory of diversity. Paper at the *Equality, Diversity, & Inclusion Conference*, virtual.
- Paluch, R. & **Trzebiatowski, T.** (2020). Tips and tricks in teaching diversity and inclusion. Professional development workshop co-organizer organized for the *Annual Meeting of the Academy of Management*, virtual.
- Trzebiatowski, T.**, Piyanontalee, R., & Trevor, C. (2020). Talent dispersion: Core/periphery distinctions, team performance, and individual talent development. Paper at the *Annual Meeting of the Academy of Management*, virtual.
- Sheppard, L. & **Trzebiatowski, T.** (2019). Protecting whom? The impact of gender and benevolent sexism on receiving negative feedback. Paper presented at the *Annual Meeting of the*

Academy of Management, Boston, MA.

- Trzebiatowski, T.**, Hernandez, M. & McCluney, C. (2018). Women on boards: A qualitative study. Paper presented in a symposium at the *Annual Meeting of the Academy of Management*, Chicago, IL.
- Follmer, L., Kim, G., & **Trzebiatowski, T.** (2018). Coping diversity in teams. Paper presented in a symposium at the *Annual Meeting of the Academy of Management*, Chicago, IL.
- Lyle, M., **Trzebiatowski, T.**, & Menier, A. (2018). Star stereotypes and workgroup performance. Paper presented in a symposium at the *Annual Meeting of the Academy of Management*, Chicago, IL.
- Kim, Y.* & **Trzebiatowski, T.*** (2018). Gender and employee mobility. Paper presented at the *Journal of Management Studies Special Conference* on Diversity Perspective on Management: Towards more complex conceptualizations of diversity in management studies, Babson College, Wellesley, MA. *Equal authorship.
- Leitzinger, J. & **Trzebiatowski, T.** (2018). Collective identity threats. Paper presented at the *Sustainability, Ethics and Entrepreneurship Research Conference*, Washington DC and the *European Group for Organizational Studies*, Tallinn, Estonia.
- Trzebiatowski, T.**, & Trevor, C. (2016). Talent dispersion and team performance. Paper presented at the *Annual Meeting of the Academy of Management*, Anaheim, CA.
- Trzebiatowski, T.**, Wanberg, C., & Dossinger, K. (2015). Unemployment and Reemployment: Job search, outcomes, and intervention efforts. Co-organized a showcase symposium presented at the *Annual Meeting of the Academy of Management*, Vancouver, BC.
- Trzebiatowski, T.**, Triana, M. (2015). What about gender and power?: Family-unsupportive supervision, exhaustion, and work-life conflict. Paper presented at the *Annual Meeting of the Academy of Management*, Vancouver, BC.
- Trzebiatowski, T.**, Triana, M. (2013). More money, more conflict: Family responsibility discrimination, rewards, and work-life conflict. Paper presented at the *Annual Meeting of the Academy of Management*, Orlando, FL.
- Triana, M., Miller, T., **Trzebiatowski, T.** (2013). The double-edged nature of board gender diversity: Diversity, firm performance, and the power of women directors as predictors of strategic change. Paper presented at the *Academy of Management Africa Conference*, Johannesburg, South Africa.
- Triana, M., **Trzebiatowski, T.** (2012). Adding insult to injury: How perceived overqualification moderates the effects of perceived age discrimination on job withdrawal and somatic symptoms. Paper presented at the *Annual Meeting of the Academy of Management*, Boston, MA.
- Lee, K. Duffy, M. K., Dineen, B. R., Henle, C. A., & **Trzebiatowski, T.** (2012). Blinded by Success: Unethical Behavior, Success, and Guilt. Symposium paper presented at the *Society for Industrial Organizational Psychology*, San Diego, CA.

INVITED PRESENTATIONS

- Trzebiatowski, T.** (2021). Diversity practices and turnover. Paper presented at the **Diversity and Identity Management Lab**, CU-Boulder, Boulder, CO.

Schabram, K. **Trzebiatowski, T.**, Tosti-Kharas, J., Wrzesniewski, A. (2018, 2021). The “We” in Meaning: Team Work Orientation Diversity and Team Outcomes. Paper presented at the *May Meaning Meeting*, Houston, TX and virtual.

TEACHING

Colorado State University

MGT 479: *Strategic Human Resource Management (Capstone)*
Spring 2023, Spring 2022, Spring 2021 (2 sections)

MGT 350: *The Employment Relationship: The Legal Environment*
Spring 2023, Spring 2022, Fall 2021 (2 sections), Fall 2020 (2 sections), Fall 2019

MGT 310: *Introduction to Human Resource Management*
Spring 2020 (2 sections)

University of Massachusetts-Amherst

Graduate-level courses (MBA and Master’s in Business Analytics)

MGMT 770: *Human Resource Management*
Spring 2018 (2 sections)

Undergraduate-level courses

MGMT 314: *Introduction to Human Resource Management*
Fall 2017, Spring 2017, Fall 2016

MGMT 334: *Strategic Compensation*
Fall 2017, Fall 2016

University of Wisconsin-Madison

MHR 401: *The Management of Teams*
Spring 2016, Fall 2015, Spring 2014

MHR 365: *Management Research Seminar for Undergraduates*
Spring 2015

Pre-college Enrichment Opportunity Program for Learning Excellence

PEOPLE Program Instructor
Summer 2014

SERVICE

COMMITTEES/FORMAL SERVICE AT COLORADO STATE UNIVERSITY

2023-Present Human Resource/Organizational Behavior Division Liaison

2023-Present	Business for a Better World Dissertation Proposal Competition Co-Chair
2021-Present	Business for A Better World Undergraduate Research Fellows Program Mentor
2021-Present	Justice, Diversity, and Inclusion Course Creation Committee
2020-2021	Fun Committee
2019-Present	Human Resource Edge Network Member and Presenter
2019-Present	Internal Research and Teaching Brown Bag Series Co-Coordinator
Fall 2021	Women in Business Case Competition Planning Committee
Spring 2022	Bus 100 Presentation on the HR major

COMMITTEES/FORMAL SERVICE AT UNIVERSITY OF MASSACHUSETTS-AMHERST

2017-2019	External Guest Speaker Series Coordinator
2017, 2018	Strategy Faculty Hiring Selection Committee
2016-2017	Doctoral Student Selection Committee
2016-2019	Undergraduate Curriculum Committee
2018	Information Technology Security Policy Committee

COMMITTEES/FORMAL SERVICE AT UNIVERSITY OF WISCONSIN-MADISON

2014-2015	Student Representative on Wisconsin School of Business PhD Selection Committee
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EXTERNAL SERVICE

2014-2022	Gender & Diversity in Organizations Executive Team of the Academy of Management Division Chief Technology Officer – 2014 – 2022 5-year review committee – 2020 Faculty Transnational Research Paper Award committee – 2021, 2022
2023	Human Resources Division of the Academy of Management HR Best Paper Award Committee – 2023
2022-2023	Managerial & Organizational Cognition Division of the Academy of Management Best Submission with Practical Implications Award committee – 2022 Denny Gioia Award for Best Qualitative Paper committee - 2023
2015-2019	Diversity & Inclusion Theme Executive Team of the Academy of Management (webmaster and listserv manager)
2013-2015	Research Mentor for the Undergraduate Research Scholar Program at the University of Wisconsin-Madison

REVIEWER

2020-Present	Journal of Management Studies (editorial board). Academy of Management Journal, Academy of Management Review, Journal of Organizational Behavior, and Human Resource Management (ad-hoc reviewer)
2017-2019	Journal of Management Studies (ad-hoc reviewer), Gender, Work & Organization (ad-hoc reviewer)

2013-Present Academy of Management Conference (reviewer)

AWARDS, FELLOWSHIPS, & GRANTS

AWARDS

- 2022 **Excellence in Undergraduate Teaching**, Colorado State University, College of Business
- 2021 **Researcher of the Year Award**, Colorado State University, Department of Management
- 2019 **Karen Legge Prize**, awarded in recognition of exceptional contribution by an early career academic, sponsored by the *Journal of Management Studies*.
- 2019, 2022 **Dean's Scholar**, Colorado State University College of Business
- 2014 **The Dr. Brenda Pfaehler Award of Excellence**, student-nominated, university-wide award, recognizing teaching inclusiveness of students from diverse backgrounds, presented by the *Center for Educational Opportunity* at the University of Wisconsin-Madison
- 2014 **Outstanding Reviewer Award**, presented by the *Organizational Behavior Division* of the Academy of Management
- 2008 Notable Graduate, university-wide award on leadership accomplishments at the University of Wisconsin-Madison
- 2008 Various **Distinguished Student Awards/Scholarships** from the Accenture Leadership Center, Society for Human Resource Management Scholarship (\$1,000), and the University of Wisconsin- Management & Human Resources Department Student of the Year Award (\$1,000)

FELLOWSHIPS & GRANTS

- 2022 Business for a Better World Research Stipend, provided by the College of Business, Colorado State University (\$5,000)
- 2022 Summer Enterprise Research Program Grant, provided by the College of Business, Colorado State University (\$10,000)
- 2022 Grant for a research project on women in law and career advancement, provided by the College of Business Research Expense Fund, Colorado State University (\$2,056.32)
- 2021 Tinberg Teaching and Innovation Grant to redesign data analytics' section of the HR capstone course. Colorado State University (\$2,500)
- 2018 Research Seed Grant Award Winner with Ina Ganguli, Fidan Kurtulis, and Doug Rice, University of Massachusetts-Amherst Institute of Diversity Sciences (\$7,526)
- 2017-2018 Student-Centered Teaching & Learning Fellowship, fellowship from the Institute for Teaching Excellence and Faculty Development, University of Massachusetts –

- Amherst to redesign a course to be student-centered (\$1,000)
- 2016-2018 Flex Grant for Teaching/Faculty Development, Institute for Teaching Excellence and Faculty Development, University of Massachusetts – Amherst (\$1,000)
- 2015 Grant for a research project on unemployment discrimination with Connie Wanberg, provided by the Carlson School of Management, University of Minnesota (\$7,680)
- 2014 Vilas Dissertation Travel Research Grant, provided by the Graduate School, University of Wisconsin-Madison (\$600)
- 2012-2015 Conference travel awards, various projects, provided by the Wisconsin School of Business (\$2,400)
- 2011 Grant for a research project on board gender diversity with Maria Triana, provided by the University of Wisconsin-Madison (\$34,600)

SELECTED PRESS

- The Anxious Achiever (March 8, 2023): [Are women punished for being emotional at work?](#)
- Fortune (February 3, 2023): [More women are on boards, but few are chairs or leader directors](#)
- Governance Matters Podcast (February 3, 2023): [How women directors can navigate a ‘double bind’](#)
- LA Business Journal (July 13, 2022): [Women use unique tactics to accomplish boardroom goals](#)
- University of Michigan News (June 20, 2022): [Research explores tactics women leaders employ to overcome gender stereotypes, toll such actions take](#)
- Cornell Chronicle (May 18, 2022): [Women use various tactics to accomplish boardroom goals](#)
- CSU Source (April 13, 2022): [The highest glass ceiling: how women directors manage the double bind](#)

ADDITIONAL QUALIFICATIONS

SELECT PROFESSIONAL EXPERIENCE

- 2012 Human Resources Intern, Diversy Corporation, Racine, WI
- 2008-2009 English Teacher in Korea, Pyeongtaek, South Korea
- 2005-2008 Chair and Finance, UW-Madison PAVE, Madison, WI

MEMBERSHIP/AFFILIATIONS

- 2011-Present Academy of Management
- 2007-Present Society for Human Resource Management (Student chapter president, 2007-2008)