

TIFFANY TRZEBIATOWSKI

Colorado State University

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ACADEMIC APPOINTMENTS

Associate Professor of Management, Colorado State University	2024 - Present
Assistant Professor of Management, Colorado State University	2019 - 2024
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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- Sheppard*, L., **Trzebiatowski***, T., & Prasad, J. (in press). Paternalism in the Performance Context: Evaluators Who Feel Social Pressure to Avoid Exhibiting Prejudice Deliver More Inflated Performance Feedback to Women. *Journal of Business and Psychology*. *shared first co-authorship
- Trzebiatowski, T.**, Jiang, K., Zhang, Z., Eckardt, R., & Kim, Y. (in press). [A Diversity Signal Set Perspective: Examining Interactive Effects of Diversity Practices on Women and Racialized Non-leader and Leader Turnover](#). *Academy of Management Journal*.
- Trzebiatowski, T.** (2024). [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*, 43(1): 132-152.
- Trzebiatowski, T.** & Henle, C. (2023). [Remote but not forgotten: Ameliorating the negative effects of professional isolation through family supportive supervisor behaviors and schedule flexibility](#). *Journal of Business and Psychology*, 38: 1267-1286.
- Conroy, S., **Trzebiatowski, T.**, & Liou, R. (2023). [Intimate partner violence disclosure in the workplace: Examining frequency, workplace occurrences and pay level](#). *Journal of Workplace Behavioral Health*, 38(4): 353-371.
- 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 & UNDER REVIEW

- Trzebiatowski, T.**, Zorn, M., Triana, M., & Richard, O. Discrimination and firm outcomes. [under review at *Journal of Management*]
- Trzebiatowski, T.**, Jiang, K., Zhang, Z., Eckardt, R., & Kim, Y. Aligning Diversity Practices. Under review at *Harvard Business Review*.
- Schabram, K., **Trzebiatowski, T.**, Kleshinski, C., Tosti-Kharas, J., & Wrzesniewski, A. Team work orientation and team outcomes. Under review at *Academy of Management Journal*.

SELECT WORK IN PROGRESS

- Trzebiatowski, T.** & Cardador, T. Gender and career advancement in law. [field data, qualitative, data analysis, target journal *Administrative Science Quarterly*]
- Metz, I., **Trzebiatowski, T.**, & Shore, L. Gender and ostracism. [student data, data collection with field sample in progress]
- Nikolaev, B., **Trzebiatowski, T.**, Henle, C., Bennett, D., & Boudreaux, C. Robot exposure and entrepreneurial intentions. [archival and experimental data, experimental data collection, target journal *Journal of Business Venturing*]
- Kuban, S., **Trzebiatowski, T.**, 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. Hiring job applicants with criminal records. [data analysis, target journal *Human Resource Management*]
- Akinsanmi, O. I., **Trzebiatowski, T.**, & Volpone, S. Diversity and the physical work environment review. [preparing for *Academy of Management Review*]

- Davletshin, M., **Trzebiatowski, T.**, Zadeh, A., & Golicic, S. Buyer-supplier networks and board gender diversity. [preparing for *International Journal of Logistics Management*]
- Trzebiatowski*, T.** & Volpone*, S. Diversity theory paper. [preparing for *Academy of Management Review*] *shared first co-authorship
- Trzebiatowski, T.**, Conroy, S., & Becker, W. Navigating organizational identification change. [data analysis]
- Volpone*, S. & **Trzebiatowski*, T.** Meaning of diversity review paper. [review paper, target journal *Journal of Applied Psychology*] *shared first co-authorship
- Piyanontalee, R., **Trzebiatowski, T.**, & Trevor, C. Talent dispersion and team performance. [writing manuscript, target journal *Journal of Management*]

PRESENTATIONS

PEER-REVIEWED PRESENTATIONS AND WORKSHOPS

- Trzebiatowski, T.** & Cardador, T. (2024). Is demography destiny? Exploring the influence of gendered organizational and occupational contexts. Exploring positive career implications of feminized behavior for women in male-dominated occupations. Paper presented in a symposium at the *Annual Meeting of the Academy of Management*, Chicago, IL.
- Volpone, S. D., & **Trzebiatowski, T.** (2023). On the elements of diversity: Definitions and new considerations. The meaning of diversity: A review of diversity conceptualizations by level of analysis. 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. (2024). What is Strategic Human Resources? Workshop at the **Human Resource Conference**, Colorado State University, Fort Collins, CO.

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*
Fall 2023 (2 sections) Spring 2023, Spring 2022, Fall 2021 (2 sections), Fall 2020 (2 sections), Fall 2019

MGT 320: *Contemporary Management Principles/Practices*
Summer 2024 (inaugural section at the CSU Todos Santos center in Mexico)

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

2023-2024	Management Chair Search Committee Member
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
2021-2022	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, Organization Science, 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

2023	Dean's Scholar , Colorado State University College of Business
2022	Excellence in Undergraduate Teaching , Colorado State University, College of Business
2022	Dean's Scholar , 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 <i>Journal of Management Studies</i> .
2019	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 <i>Center for Educational Opportunity</i> at the University of Wisconsin-Madison
2014	Outstanding Reviewer Award , presented by the <i>Organizational Behavior Division</i> 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

- 2023 Grant for a research project on automation and entrepreneurial behavior with Boris Nikolaev and Chris Henle, provided by the College of Business Research Expense Fund, Colorado State University (\$4,273.76)
- 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

2022-Present Consultant (Strategic HR at CSU, workshops for women's groups)
2012 Human Resources Intern, Diversey 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)