

CATHERINE E. KLESHINSKI

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EDUCATION

Ph. D., Purdue University, Krannert School of Management (expected May 2021)
 Major: Organizational Behavior and Human Resource Management
 Minor: Industrial and Organizational Psychology

Dissertation: *The Company We Keep: The Implications of Coworker Friendships for Employee Resources, Well-Being, and Work Outcomes*

*Proposal defended and all data collected

*Awarded with the 2020 Lee Hakel Graduate Student Scholarship (\$3,500) from the *Society for Industrial and Organizational Psychology*

Committee: Kelly Wilson (Chair), Brian Dineen, Benjamin Dunford, and Yixuan Li

B. S., University of Dayton, School of Business (2011)
 Majors: Marketing and International Business; Minor: French; *magna cum laude*

RESEARCH INTERESTS

Interpersonal relationships and dyads, work-nonwork interface, organizational justice, leadership

REFEREED PUBLICATIONS

Wilson, K. S., **Kleshinski, C. E.**, & Matta, F. K. (In press). You get me: Examining the implications of couples' depersonalization agreement for employee recovery. *Personnel Psychology*.

Kleshinski, C. E., Wilson, K. S., Stevenson-Street, J. M., & Scott, B. A. (In press). Principled leader behaviors: An integrative framework and extension of why leaders are fair, ethical, and non-abusive. *Academy of Management Annals*.

REVISE AND RESUBMIT

Li, Y., **Kleshinski, C. E.**, Wilson, K. S., & Zhang, K. (Revise and resubmit, 1st round). [Inclusion; full title redacted to protect blind review.] *Personnel Psychology*.

CURRENT RESEARCH PROJECTS

Kleshinski, C. E., Wilson, K. S., & Dunford, B. B. (Working paper). [Justice and leadership.] Target journal: *Journal of Management*.

- Kleshinski, C. E.**, Wilson, K. S., DeRue, D. S., & Conlon, D. E. (Working paper). [Justice and negotiation.]
- Kleshinski, C. E.**, Asencio, R. A., Wilson, K. S., Davison, R., & Scott, B. A. (Writing stage). [Justice and teams.] Target journal: *Administrative Science Quarterly*.
- Stevenson-Street, J. M., **Kleshinski, C. E.**, & Dineen, B. R. (Writing stage). [Justice and corporate social responsibility.] Target journal: *Journal of Applied Psychology*.
- Kleshinski, C. E.**, Wilson, K. S., Matta, F. K., & Frank, E. (IRB stage; 2nd- 4th author order to be determined). [Justice motives.] Target journal: *Academy of Management Journal*.
- Zhang, K., Li, Y., & **Kleshinski, C. E.** (Writing stage). [Leadership.]
- Wilson, K. S.*, **Kleshinski, C. E.***, & Sin, H.-P. (Data collection stage: analysis of two field studies is complete and planning lab study). [LMX.] Target journal: *Organizational Behavior and Human Decision Processes*.
*Shared 1st author.
- Kleshinski, C. E.**, Wilson, K. S., & Kossek, E. E. (Planning stage). [Dyads.] Target journal: *Journal of Applied Psychology*.
- Kleshinski, C. E.**, Wilson, K. S., & Methot, J. R. (Writing stage). [Coworkers and work-nonwork.] Target journal: *Journal of Applied Psychology*.
- Wilson, K. S.*, Rosokha, L. M.*, Baumann, H. M., & **Kleshinski, C. E.** (Writing stage). [Dual earner couples.] Target journal: *Journal of Applied Psychology*.
*Shared 1st author.
- Wilson, K. S., **Kleshinski, C. E.**, Rosokha, L. M., & Stevenson-Street, J. M. (Data analysis stage; author order TBD). [Work-nonwork.]
- Kleshinski, C. E.**, Wilson, K. S., & Kossek, E. E. (Data analysis stage). [Family supportive supervisor behaviors.] Target journal: *Journal of Applied Psychology*.
- Zipay, K. P., **Kleshinski, C. E.**, & Wilson, K. S. (Pilot data collection stage). [Couples' leisure synchronization.] Target journal: *Academy of Management Journal*.

CONFERENCE PRESENTATIONS

- Kleshinski, C. E.**, Wilson, K. S., & Dunford, B. B. 2020, August. Am I being fair? Implications of dyadic justice agreement for leader well-being, health, and performance. In M. Montanye and J. Nielsen, *Don't Forget About the Leader: Illuminating the Link Between Leader Behaviors and Leader Well-Being*. Virtual asynchronous symposium conducted at the annual meeting of the Academy of Management.
- Rosokha, L. M., Wilson, K. S., Baumann, H. M., & **Kleshinski, C. E.** 2020, August. Social undermining in couples: The role of recovery and impact on family-work conflict and

performance. In E. E. Kossek, C. E. Kleshinski, and L. M. Rosokha, *Interpersonal Perspectives on Work-Nonwork Dynamics: Theoretical and Empirical Explorations*. Symposium accepted for the annual meeting of the Academy of Management.

Rosokha, L. M., Wilson, K. S., Baumann, H. M., & **Kleshinski, C. E.** 2020, June. Is recovery better for men or women? The impact of recovery on dual-earner couples' work outcomes following negative interactions at home. In H. M. Baumann and L. M. Rosokha, *Couples' Work-Family Experiences: Exploring Gender Role Dynamics*. Symposium accepted for the biannual meeting of the Work and Family Researchers Network.

Kleshinski, C. E. 2019, October. The company we keep: The implications of coworker friendships for employee resources, well-being, and work outcomes. *Krannert PhD Research Symposium*. Purdue University, West Lafayette, IN.

*Runner-up for Best Presentation in session by Krannert faculty judges.

Wilson, K. S., & **Kleshinski, C. E.** 2019, August. You get me: Examining the implications of couples' depersonalization agreement for employee recovery. In Z. Chen, *Stressors in the Work-Family Interface: An Exploration through Multiple Levels*. Symposium conducted at the annual meeting of the Academy of Management. Boston, MA.

*Designated Showcase Symposium (among top 10% of symposia).

Kleshinski, C. E. 2018, November. Does fairness need to be in the eye of *both* beholders? Investigating negotiators' similarity in interpersonal justice across negotiation mediums. *Krannert PhD Research Symposium*. Purdue University, West Lafayette, IN.

Kleshinski, C. E., & Wilson, K. S. 2018, August. Family supportive supervision intervention and trajectories of work-family conflict and burnout. In S. Pichler and Y. Park, *Improving Work-Family Life through Family-Supportive Supervisor Behaviors*. Symposium conducted at the annual meeting of the Academy of Management. Chicago, IL.

Conlon, D. E., Wilson, K. S., & **Kleshinski, C. E.** 2018, July. Justice congruence in virtual and face-to-face negotiation dyads. In A. Amit, *Seeing the Other Side: Antecedents and Consequences of Actual and Perceived Counterpart's Personality*. Symposium conducted at the annual conference of the International Association for Conflict Management. Philadelphia, PA.

Kleshinski, C. E., & Wilson, K. S. 2018, June. You feel me? Examining the implications of couples' burnout agreement on employee outcomes at work and home. In H. Baumann, *Situational, Individual, and Interpersonal Factors Relating to Engagement in or Disengagement from Work and Nonwork Roles*. Symposium conducted at the biannual meeting of the Work and Family Researchers Network. Washington, D. C.

Kleshinski, C. E., & Wilson, K. S. 2018, March. Leader-member exchange and belongingness: The role of gender dissimilarity in leaders' and members' citizenship behaviors. *Breaking Bias: Leadership Excellence and Gender in Organizations Symposium*, Purdue University, West Lafayette, IN.

Kleshinski, C. E. 2017, November. You feel me? An examination of burnout agreement in romantic couples. *Krannert PhD Research Symposium*. Purdue University, West Lafayette, IN.

*Designated Best Presentation in the session by Krannert faculty judges.

Kleshinski, C. E., Wilson, K. S., & Kossek, E. E. 2017, August. Dyadic work-nonwork mechanisms and outcomes: A relational approach. In H. M. Baumann and C. E. Kleshinski, *We're in This Together: The Influence of Employees' Work-Family Experiences on Other Individuals*. Symposium conducted at the annual meeting of the Academy of Management. Atlanta, GA.

*Designated Showcase Symposium by the OB division (among top 10% in division).

*Nominated for Academy of Management Careers Division Best Symposium Award.

Kleshinski, C. E. 2016, March. Gender and interpersonal power in organizations: The role of perceived trustworthiness. Poster presented at the *Leadership Excellence and Gender Symposium*, Purdue University, West Lafayette, IN.

CHAired CONFERENCE SESSIONS

Kossek, E. E., **Kleshinski, C. E.**, & Rosokha, L. M. 2020, August. *Interpersonal Perspectives on Work-Nonwork Dynamics: Theoretical and Empirical Explorations*. Symposium accepted for the annual meeting of the Academy of Management, Vancouver, Canada.

Baumann, H. M., & **Kleshinski, C. E.** 2017, August. *We're in This Together: The Influence of Employees' Work-Family Experiences on Other Individuals*. Academy of Management, Atlanta, GA.

*Designated Showcase Symposium by the OB division (among top 10% in division).

*Nominated for Academy of Management Careers Division Best Symposium Award.

TEACHING

Instructor of Record, Introduction to Organizational Behavior (OBHR 330), Purdue University
Spring 2017

*Awarded with Krannert Certificate for Distinguished Teaching.

Teaching Assistant/Grader for Dr. Kelly Wilson, Leadership (OBHR 662), Purdue University
Fall 2018 and Fall 2019: Teaching assistant for Weekend MBA Program, Online Hybrid
Fall 2017 and Spring 2019: Final paper grader for masters and Weekend MBA programs

Invited Guest Lecturer

November 2019, for Dr. James Dworkin, Negotiation and Decision-Making (MGMT 4469), Purdue University

February 2019, for Dr. Yixuan Li, Introduction to Organizational Behavior (OBHR 330), Purdue University

CAMPUS AND DEPARTMENTAL TALKS

Kleshinski, C. E. 2018, November. *PhD student Catherine Kleshinski discusses her research on the impact of work relationships.* Krannert School of Management YouTube video. https://www.youtube.com/watch?v=jQ_1E5itIjY

Kleshinski, C. E., & Rosokha, L. M. 2018, August. *Peer accountability at work: How to maximize performance without breaking bridges.* Presented at annual staff training at France A. Córdova Recreational Sports Center, Purdue University, West Lafayette, IN.

PROFESSIONAL SERVICE ACTIVITIES AND AFFILIATIONS

Student Representative, 2-Year Term, OB Division of the Academy of Management (2018-2020)
2020, Spring. Moderated and contributed to planning of AOM OB Division Webinar, *Successfully Navigating COVID-19 as a Doctoral Student – A Q&A with the OB Division Executive Team.* https://www.youtube.com/watch?v=W_3Q2nTKgrg
2018 and 2019, Summer. Assisted with planning and execution of the *OB Doctoral Consortium*

Conference Reviewer
Academy of Management, OB Division (2017-present)

Ad-hoc Reviewer
Journal of Organizational Behavior (2016)

Discussion Facilitator, National Science Foundation Workshop for *Fostering Gender and Work-Life Inclusion for Faculty in Understudied Contexts: An Organizational Science Lens.* Purdue University, West Lafayette, IN (October 2018)

Affiliations
Academy of Management (2015-present)
Society for Industrial and Organizational Psychology (2015-present)
Work and Family Researchers Network (2018-present)

AWARDS AND GRANTS

Recipient of the 2020 Lee Hakel Graduate Student Scholarship (\$3,500), *Society for Industrial and Organizational Psychology*, to support my dissertation research

The Blake Family Fund for Ethics, Leadership and Governance (\$6,700), Krannert School of Management, Purdue University (2019-2021), with Dr. Kelly Wilson and collaborators at the University of Georgia (Dr. Fadel Matta and Emma Frank)

Krannert Doctoral Research Funds (\$3,500), Krannert School of Management, Purdue University (2020), for proposal *The Company We Keep: Implications of Coworker Friendship for Employees*

OBHR Area PhD Student Research Grants, Krannert School of Management, Purdue University (2020: \$1,600; 2019: \$500; 2018: \$250; 2017: \$1,000)

Purdue Research Foundation Grant, Krannert School of Management, Purdue University (Spring and Summer, 2018)

Purdue Graduate Student Government Travel Grant (\$500), Purdue University (2018)

PhD Research Symposium, Krannert School of Management, Purdue University
Runner-Up for Best Presentation in Session (2019)
Best Presentation in Session (2017)

Krannert Certificate for Distinguished Teaching, Krannert School of Management, Purdue University (2017)

Nominated by Academy of Management Careers Division for Best Symposium, co-chaired with H. M. Baumann, *We're in This Together: The Influence of Employees' Work-Family Experiences on Other Individuals*, Academy of Management (2017)

OTHER WORK EXPERIENCE

Rockfish Interactive – *E-commerce analytics and research*, Cincinnati, OH (2013-2015)

Barefoot Proximity – *Web and e-commerce analytics*, Cincinnati, OH (2012-2013)

POSSIBLE – *Research and analytics*, Cincinnati, OH (2011-2012)

MeadWestvaco – *Market/retail research internship*, Dayton, OH (2010-2011)