

Katerina Gonzalez

Assistant Professor of Management
Management and Entrepreneurship Department
Sawyer Business School, Suffolk University
73 Tremont Street, Office 7057, Boston, MA 02114
O +1.617.573.8637 | C +1.305.778.5420
katerina.gonzalez@suffolk.edu
Website www.katerinagonzalez.com

ACADEMIC APPOINTMENTS

Suffolk University, Sawyer Business School, *Assistant Professor of Management* July 2019 – Current

EDUCATION

PhD, The Graduate Center, City University of New York May 2019

Concentration: Management – Organizational Behavior

Dissertation: Managerial Territoriality: Conceptualization and Measurement of a Multidimensional Construct

MPhil, The Graduate Center, City University of New York Feb 2017

MBA, Zicklin School of Business, Baruch College, City University of New York Dec 2016

BS, Stern School of Business, New York University May 2011

Concentration: Economics and Marketing

OTHER ACADEMIC WORK EXPERIENCE

The George Washington University, GW Business School, Washington D.C., *Visiting Scholar* Aug 2018 – May 2019

New York University Stern School of Business, New York, NY, *Research Assistant* Jan 2012 – Nov 2012

RESEARCH INTERESTS

The psychology of change; Supervisor-employee relations; Social support and inclusion in the workplace; Individual differences

PUBLICATIONS

Gonzalez, K., Tillman, C.J., & Holmes, J.J. (2020). Coming home: Why veterans with disabilities withhold workplace accommodation requests. *Human Relations*. DOI: [10.1177/0018726719875810](https://doi.org/10.1177/0018726719875810)

Portocarrero, F., Gonzalez, K., & Ekema-Agbaw, M. (2020). A meta-analytic review of the relationship between dispositional gratitude and well-being. *Personality and Individual Differences*. 164. DOI: [10.1016/j.paid.2020.110101](https://doi.org/10.1016/j.paid.2020.110101)

- Mentioned in [Psychology Today](#)

Gonzalez, K. & Winkler, C. (2019). The entrepreneurial breaking point: Undergoing moments of crisis. *Management Decision*, 57(11), 2853-2868. DOI: [10.1108/MD-10-2017-1057](https://doi.org/10.1108/MD-10-2017-1057)

Gigliotti, R., Marshall, D., Vardaman, J., & Gonzalez, K. (2019). The role of perceived organizational support in individual change readiness. *Journal of Change Management*, 19(2), 86-100. DOI: [10.1080/14697017.2018.1459784](https://doi.org/10.1080/14697017.2018.1459784)

Ogbonnaya, C., Tillman, C.J., & Gonzalez, K. (2018). Perceived organizational support in healthcare: The importance of teamwork and training for employee well-being and patient satisfaction. *Group and Organization Management*, 43(3), 475-503. DOI: [10.1177/1059601118767244](https://doi.org/10.1177/1059601118767244)

Tillman, C.J., Gonzalez, K., Crawford, W.S., & Lawrence, E.R. (2018). Affective responses to abuse in the workplace: The role of hope and affective commitment in the abusive supervision-turnover relationship. *International Journal of Selection and Assessment*, 26(1), 57-65. DOI: [10.1111/ijasa.12203](https://doi.org/10.1111/ijasa.12203)

- *International Journal of Selection and Assessment* Top cited paper for 2019

Tillman, C.J., Gonzalez, K., Whitman, M., Crawford, W.C., & Hood, A.C. (2018). A Multi-Functional View of Moral Disengagement: Exploring the Effects of Learning the Consequences. *Frontiers in Psychology*, 8, 2286. DOI: [10.3389/fpsyg.2017.02286](https://doi.org/10.3389/fpsyg.2017.02286)

UNDER REVIEW OR PREPARING FOR SUBMISSION

Gonzalez, K., Portocarrero, F., & Ekema-Agbaw, M. Trait activation during organizational change: A systematic review and meta-analysis.

Gonzalez, K. & Carter, A.B. The effects of psychological distance and abstract construals on change adoption decisions.

Gonzalez, K., Tillman, C.J., Dilchert, S., & Kacmar, K.M. Managerial territoriality.

Gonzalez, K., Mercado, B.K., Dilchert, S., & Stanek, K. Investigating the influence of hairstyle on hiring decisions.

Kanitz, R., Gonzalez, K., & Venkatesh, V. The human side of organizational change: Synthesizing and bridging across disciplines.

McCartney, J., Franczak, J., Gonzalez, K., Hall, A., & Hockwarter, W. Supervisor off-work boundary infringements and employee outcomes: Perspective taking as a dispositional buffer.

Sommer, K., Pesner, E., Gonzalez, K., & Kern, M.C. Being excluded for failing to help: The bidirectional relationships between workplace ostracism and organizational citizenship behaviors.

CONFERENCE PRESENTATIONS: SCHOLARLY

Gonzalez, K., Franczak, J., Hall, A., & McCartney, J. (2021, Aug.) Turning poison into medicine: Leveraging technology to stimulate diversity and inclusion. In J. Klein, I. Pavez, K. Gonzalez, & B. Do (Chairs) with C. Oswick (Discussant). *Organizing for social change and innovation: challenges and opportunities for organizations*. Symposium conducted at the annual meeting of the Academy of Management (AOM - ODC), Virtual.

- *Selected as a Showcase Symposium*

Kanitz, R., Gonzalez, K., & Venkatesh, V. (2020, Aug.) *Redirecting the Trajectory of Research on the Human Side of Change: Bridging Across Disciplines*. Divisional Paper Session conducted at the annual meeting of the Academy of Management (AOM - ODC), Vancouver, BC, Canada.

Gonzalez, K. (2020, June). *Managerial Territoriality in Work Organizations*. Paper Session conducted at the annual meeting of the Eastern Academy of Management (EAM), Portland, ME.

Gonzalez, K., Portocarrero, F., & Ekema-Agbaw, M. (2019, Oct.) *Dispositions and situational strength during organizational change: A meta-analysis*. Paper Session conducted at the annual meeting of the Southern Management Association (SMA), Norfolk, VA.

Gonzalez, K., & Carter, A. (2019, Aug.) *Distance makes losses less painful: Distance and construal on reactions to change*. Divisional Paper Session conducted at the annual meeting of the Academy of Management (AOM - ODC), Boston, MA.

Kanitz, R. & Gonzalez, K. (2019, May.) Synthesizing research on organizational change reactions: A systematic review. In M. Vakola and K. Van Dam (Chairs) with M. Fugate (Discussant). *IFPOC symposium: Discovering antecedents and consequences of complex change recipients' reactions to organizational change*. Symposium conducted at the European Association of Work and Organizational Psychology (EAWOP) Congress, Turin, Italy.

Portocarrero, F., Gonzalez, K. & Valenzuela, A. (2019, March.) *No gratitude no gain: How do (unexpected) employee benefits influence pro-social and pro-organization intentions and attitudes?* Paper presentation conducted at the annual meeting of the International Association for Business and Society (IABS), San Diego, CA.

Gonzalez, K., Portocarrero, F., Rothstein, H., & Ekema-Agbaw, M. (2018, Aug.) *A meta-analysis of organizational change predictors: Psychological resources and dispositions*. Divisional Paper Session conducted at the annual meeting of the Academy of Management (AOM - OB), Chicago, IL.

Gonzalez, K., Tillman, C.J., & Holmes, J.J. (2018, Aug.) *Why do disabled veterans withhold workplace accommodation requests?* Divisional Paper Session conducted at the annual meeting of the Academy of Management (AOM - GDO), Chicago, IL.

Portocarrero, F. F., Gonzalez, K., Ekema-Agbaw, M.L., & Rothstein, H. (2018, Aug.) The grateful disposition and psychological wellbeing: A meta-analytic review. In E. Awtrey and R. Fehr (Chairs) with K. Cameron (Discussant). *Gratitude at multiple levels of the organization*. Symposium conducted at the annual meeting of the Academy of Management (AOM - GDO), Philadelphia, PA.

Gonzalez, K., & Carter, A. (2018, May) *The effects of temporal distance and abstract construal on change adoption decisions*. Paper presentation conducted at the 'Distances in Organizations' Workshop, McGill University, Montreal, QC, Canada.

Portocarrero, F., Ekema-Agbaw, M. L., & Gonzalez, K. (2018, May). *The grateful disposition and psychological well-being: A meta-analytic review*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, (SIOP), Chicago, IL.

Gonzalez, K., Tillman, C.J., & Holmes, J.J. (2017, Oct.) *Don't ask, don't receive: The relationships among identity strain, invisible disability, and climate for inclusion on veteran workplace accommodation requests*. Paper Session conducted at the annual meeting of the Southern Management Association (SMA), St. Petersburg Beach, FL.

Sommer, K., Pesner, E., Gonzalez, K., & Kern, M.C. (2017, May) *When ostracism leads to turnover: The moderating role of attachment style*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, (SIOP), Orlando, FL.

Gonzalez, K., Mercado, B., & Dilchert, S. (2016, Aug.) *Does hair hurt career marketability? Investigating the influence of hairstyle on hiring decisions*. Divisional Paper Session conducted at the annual meeting of the Academy of Management (AOM - HR), Anaheim, CA.

Gonzalez, K. & Winkler, C. (2016, Aug.) *Moments of duress during venture formation: The entrepreneurial breaking point*. Divisional Paper Session conducted at the annual meeting of the Academy of Management (AOM - ENT), Anaheim, CA.

Gonzalez, K., Tillman, C. J., Crawford, W. S., Lawrence, E., & McClellan, J.S. (2016, Aug.) *Emotions and the bad boss*. Divisional Paper Session conducted at the annual meeting of the Academy of Management (AOM - OB), Anaheim, CA.

Pesner, E., Gonzalez, K., Kern, M., Sommer, K. (2016, Aug.) *The impact of power and group membership on moral hypocrisy*. Poster presented at the annual meeting of the American Psychological Association (APA), Denver, CO.

Boncoeur, O.D., Tillman, C. J., Gonzalez, K., & Crawford, W. S. (2015, Nov.) *The impact of perceived performance asymmetry on ethical behavior intention*. Paper presentation at the AKempor Annual Conference (Research Group on Empirical Management and Organizational Studies), Lüneburg, Germany.

Tillman, C.J., Lawrence, E.R., Boncoeur, O.D., & Gonzalez, K. (2015, Oct.) *Good people, bad choices: The multiple roles of self-regulatory systems*. Paper Session conducted at the annual meeting of the Southern Management Association (SMA), St. Pete Beach, FL.

Tillman, C.J., Boncoeur, O.D., Gonzalez, K. & Crawford, W.S. (2015, Oct.) *The impact of perceptual performance asymmetry on ethical behavior: Does agreement matter?* Presented at the annual International Vincentian Business Ethics Conference (IVBEC) in New York, NY.

Lawrence, E.R., Gonzalez, K., Boncoeur, O.D., & Tillman, C.J. (2015, Aug.) *Abusive supervision and turnover intentions: A person-environment fit perspective*. Divisional Paper Session conducted at the annual meeting of the Academy of Management (AOM - OB), Vancouver, BC, Canada.

Loyd, D. L., Kern, M. & Gonzalez, K. (2015, Feb.) *Are Black Women stereotypically black?: Exploring the intersection of race and gender*. Poster presented at the Sixteenth annual meeting of the Society for Personality and Social Psychology (SPSP), Long Beach, CA.

Loyd, D. L., Kern, M. & Gonzalez, K. (2014, Aug.) *Are Black Women stereotypically Black?: Exploring the intersection of race and gender*. In A. Martin & K.W. Phillips (Chairs) with K.L. McGinn & K.W. Phillips (Discussants). *Navigating the labyrinth: Examining the importance of context and stereotypes in gender research*. Symposium conducted at the annual meeting of the Academy of Management (AOM - GDO), Philadelphia, PA.

- *Selected as a Showcase Symposium*

CONFERENCE PRESENTATIONS: PROFESSIONAL DEVELOPMENT

Gonzalez, K., Kanitz, R. *Panelists: Bartunek, J, Oreg, S., Rafferty, A., Rousseau, D. M., & Seo, M.G.* (2020, Aug.) *Exploring the Research Frontier on Individual Responses to Organizational Change*. Professional Development Workshop (PDW) conducted at the annual meeting of the Academy of Management (AOM – ODC, OB, HR), Virtual Conference.

Gonzalez, K. & Zhang, T. (2019, Aug.) *Nailing the Campus Visit & Job Talk: What to Do and What Not to Do*. Professional Development Workshop (PDW) conducted at the annual meeting of the PhD Project Management Doctoral Student Association, Boston, MA.

Gonzalez, K., N. Mmbaga & Mobasseri, S. (2019, Aug.) *Job Market Panel: Applicant's Perspective*. Professional Development Workshop (PDW) conducted at the annual meeting of the PhD Project Management Doctoral Student Association, Boston, MA.

Hart, C., Seegars, L., Gutierrez, L., Palmer, C., Domingo, M., Gonzalez, K., & Ubaka, A.; *Speakers*: Ali, A., McCluney, C., & Rabelo, V. (2018, Aug.) *Moving beyond the conversation: Building a research agenda to create more inclusive organizations*. Professional Development Workshop (PDW) conducted at the annual meeting of the Academy of Management (**AOM – GDO, D&ITC, & OB**), Chicago, IL.

Gonzalez, K., Minfee, I., Portocarrero, F., Speights, S., Fuller, N., Hogan, T. M., & Jones, D.; *Speakers*: Huff, A.S., Addae, I., & Young-Hunter, T. (2017, Aug.) *The friction of sociopolitical change: Organizational responsiveness with inclusion practices*. Professional Development Workshop (PDW) conducted at the annual meeting of the Academy of Management (**AOM – ODC, D&ITC, & GDO**), Anaheim, CA.

EDITORIAL SERVICE AND REVIEWING

Editorial Board Member for

- *Journal of Applied and Behavioral Science*

2019 – Current

Ad Hoc Reviewer for the following journals:

- *BMJ Leader*
- *Business Ethics: A European Review*
- *Human Resource Management*
- *Information and Management*
- *International Journal of Selection and Assessment*
- *Journal of Business Ethics*
- *Personality and Individual Differences*
- *Personnel Psychology*

Ad Hoc Reviewer for the following annual conferences:

- *Academy of Management (OB, ODC, and GDO Divisions)*
- *Southern Management Association*
- *Eastern Academy of Management*
- *International Conference for Information Systems*

TEACHING EXPERIENCE

Undergraduate Courses:

Suffolk University, Sawyer Business School, Boston, MA

- Organizational Behavior
- Costa Rica: Business Sustainability Travel Course (Assisted primary instructor: Professor Bari Bendell)

Baruch College, New York, NY

- Introduction to Management
- Negotiations

Graduate Courses:

CUNY, Baruch College, New York, NY

- MBA Leadership (Assisted primary instructor: Professor Donald Vredenburgh)
- MS Compensation (Assisted primary instructor: Professor C. Justice Tillman)

PROFESSIONAL MEMBERSHIPS AND SERVICE

Academy of Management, Member

- Organizational Behavior (OB) Division Member
 - Served as roundtable host for the Doctoral Consortium Aug 2021
- Organizational Development and Change (ODC) Division Member
 - Served as panelist on Doctoral Consortium career panel Aug 2019
 - *Doctoral Student Representative-At-Large* May 2016 – Aug 2018
 - Co-organized the Doctoral Consortium Aug 2017 & Aug 2018
- Gender and Diversity in Organizations (GDO) Division Member
 - Participated in Doctoral Consortium Aug 2016
- Research Methods Division Member
 - Participated in Doctoral / Junior Faculty Consortium Aug 2016, Aug 2019, Aug 2020

Served as a *discussant* for the following divisional paper sessions:

- Abusive Supervision (OB Division) Aug 2015
- Intersectionality and Multiple Identities in the Workplace (GDO Division) Aug 2017
- Insights on Work Experiences of People with Disabilities (GDO Division) Aug 2017

Served as a *chair* for the following divisions paper sessions:

- Employees' Reactions and Attitudes towards Change (ODC Division) Aug 2020
- Working Across Cultures & Thinking about Inclusion Workplace (GDO Division) Aug 2017

Southern Management Association, Member

NY Metropolitan Association of Applied Psychology (METRO), Member

INSTITUTIONAL SERVICE

Suffolk University

Department

Co-Coordinator for the Organizational Behavior (217) Course Aug 2021 - Current

Faculty Advisor for the Suffolk University Women in Business undergraduate club

School

- University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020
- Led Sawyer Business School-PhD Project Symposium Apr 2021

University

- The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommittee 2020 - 2021

Baruch College, CUNY

Recruitment Efforts

- University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019
- University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2017
- University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in NYC Nov 2017
- University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2014
- University Representative at the NYU PhD Diversity Fair Nov 2014
- University Representative at the PhD Project Doctoral Program Fair in Chicago Nov 2013

Institutional Seminars and Conferences

- Panelist for CUNY Faculty Diversification and Inclusion Conference Mar 2019
Session: 'The PhD Project – Baruch College Research Symposium: A Platform for Faculty Recruitment'
- Chaired two sessions for the Baruch College-PhD Project Research Symposium Apr 2018
- Coordinated the CARMA webcasts for the I/O Psychology and Management Depts.
The CARMA (Consortium for the Advancement of Research Methods and Analysis) Webcast Program provides faculty, students and other researchers advanced training in methods and data analysis.

Miscellaneous Activities

- Attend AACSB accreditation meetings
- Attend donor meetings

PROFESSIONAL EXPERIENCE

Barclays Capital, New York, NY – *Analyst*

Jul 2011 – Aug 2013

- *Cash, Collateral, & Liquidity - Change Management*
- *Futures - Client Services*

Rosetta (Acquired by Publicis), New York, NY - *Account Executive Junior Associate*

Jun 2010 – Dec 2010

Haver Analytics, New York, NY - *Senior Economic Research Assistant*

Feb 2010 – May 2010

HONORS AND AWARDS

Baruch College / The Graduate Center, City University of New York

Fellowships/Scholarships

2015 – 2018 The Graduate Center Fellowship

2017 – 2019 Quantitative Reasoning Fellow at Baruch College and Guttman Community College

2014 – 2015 Research Fellowship (Teaching release)

2018 – 2019 Dean K Harrison Fellowship

2017 – 2018 Dean K Harrison Fellowship

2016 – 2017 Dean K Harrison Fellowship

Research Awards/ Grants

2017 – 2018 CUNY Doctoral Student Research Grant (\$1070 awarded)

2015 – 2016 CUNY Doctoral Student Research Grant (\$1500 awarded)

2017 Award for Excellence at the Research Frontier of Management (Poster Presentation)

2014 Award for Excellence at the Research Frontier of Management (Poster Presentation)

Teaching Awards

2016 John A. Elliott Teaching Award

Stern School of Business, New York University

Martin Luther King, Jr. Scholar (Tuition scholarship and academic program)

Stern World Studies Track (*Study abroad*: London, Shanghai & Buenos Aires)
Stern Social Impact Stipend