HUNTER PHOENIX VAN WAGONER, Ph.D.
College of Business and Economics | California State University, Fullerton
SMGH 5380 | 2550 Nutwood Avenue, Fullerton, California, 92831
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ORCID ID: 0000-0003-2450-1777

EDUCATION

University of Colorado, Boulder — Boulder, CO
PhD in Business Administration (Organizational Behavior) — August 2021

Colorado College — Colorado Springs, CO
B.A. in Economics with Distinction — May 2013

RESEARCH INTERESTS

- Well-Being, Mental Health, and Diversity
- Leadership and Diversity
- Artificial Intelligence, Technology, and Diversity

PUBLICATIONS

*Indicates that both authors contributed equally
†Denotes that the author was a student when we submitted the work.

Rivin, J., Cropanzano, R., & **Van Wagoner, P.** In Press. How Curiosity Mitigates Mental Health Challenges in Organizations. ***Journal of Occupational Health Psychology.***
-*Featured in the Healthy Work Podcast, 2026*

Singh, V.†, Rivin, J. M., **Van Wagoner, H. P**., Keplinger, K., & Barbuto, J. 2026. Chatting Towards Inclusivity: A Digital Approach to Inclusion Action Plans and Leader Development***. Human Resource Management.***

Angerbauer, K.*†, **Van Wagoner, H. P.*,** & Kepplinger, K., Halach, T.†, Vogelsang, J.†, Hube, N.†, Smith, A.†, Seldmair, M. 2025. Inclusive Avatars in the Metaverse: Learning from the Lived Experiences of People with Disabilities. Special issue on The Ethical and DEI Implications of the Future of Work: The Role of Immersive Platforms at ***Journal of Strategic Information Systems.***

Smith, A.†*, **Van Wagoner, H. P.*,** Keplinger, K., & Celebi, J. 2025. Navigating AI Convergence in Human-Artificial Intelligence Teams: A Signaling Theory Approach. Special Issue on Human-AI Teams ***Journal of Organizational Behavior.***

Lacerenza, C. N., Johnson, S. K., Lambert, B., & **Van Wagoner, H. P**. 2024. The benefits of inclusive organizational behavior: Why diversity climate improves mental health and retention among women during a crisis. ***Journal of Organizational Behavior.***

Reed, R.†, **Van Wagoner, H. P.,** Cropanzano, R., Jennings, T. 2023. Assessing the Efficacy of Online Learning in Disparate Business Subjects: Lessons from Distributed Practice and Social Learning Theory. ***Journal of Management Education***.

Smara, R., Bogatyreva†, K., Laskovaia,A., & **Van Wagoner, H. P.** 2022. Does striking a balance pay off? Implications of innovative ambidexterity for SMEs during COVID-19 crisis. ***Journal of Entrepreneurship in Emerging Economies*.**

Hekman, D., **Van Wagoner, H. P.**†, Owens, B., Mitchell, T., Lee, T, Holtom, B., & Dinger, J. 2022. An examination of whether and how prevention climate alters the effect of turnover on performance. ***Journal of Management.***

Cropanzano, R, Skarlicki, D., Nadisic, T, Fortin, M. Keplinger, K., & **Van Wagoner, H. P.**† 2021. When Managers Become Robin Hoods: A Mixed Methods Investigation. ***Business Ethics Quarterly.***

Fortin, M., Cropanzano, R., Nadisic, T., Cuguero, N., & **Van Wagoner, H. P.**† 2020. How do people judge fairness in supervisor and peer relationships? Another assessment of the dimensions of justice. ***Human Relations:*** 1-32.

Cropanzano, R., Ambrose, M. A., **& Van Waggoner, H. P.**† 2019. Organizational justice and workplace emotion. In E. A. Lind (Ed.), ***Social Psychology and Justice:*** 243-284. Abingdon, UK: Routledge.

Eurich, T., Woxnyj, H., **Van Wagoner, H. P.†,** Heggestad, E., & Broderson, A. 2018. What self-awareness really is (and how to cultivate it). ***Harvard Business Review*:** 1-9.

Becker, W., Cropanzano, R., **Van Wagoner, H. P.**†, & Keplinger, K. 2017. Emotional labor within teams: Outcomes of individual and peer emotional labor of perceived team support, extra-role behaviors, and turnover intentions. ***Group and Organization Management,*** *43*(1): 38-71.

-Selected as part of the 2018 Editor's Choice Collection

BOOK CHAPTERS

Cropanzano, R., Kepinger, K., Rivin, J. M., & **Van Wagoner, H. P.** 2026. The influence of artificial intelligence on workplace social exchange. In M-R. Diehl, J. Coyle-Sapiro, & R. Cropanzano (Eds.), *Research Handbook on Social Exchange Theory.* Edward Elgar Publishing.

MANUSCRIPTS UNDER REVIEW

Lambert*, B. K., Lascerenza*, C., **Van Wagoner, H. P.,** Johnson, S. K., Cavanaugh, K, & Holladay, C. 1st RR. [Gender and turnover]. ***Organizational Behavior and Human Decision Processes.***

Van Wagoner, P., Rivin, J, Cropanzano, R., & Reed, R. J. 2nd RR submitted. [Intimate partner violence in the workplace]. ***Journal of Organizational Behavior.***

Van Wagoner, H. P., Cropanzano, R., Rivin, J. Under Review. [Anxiety at work]. ***Journal of Organizational Behavior.***

Van Wagoner, H. P., Rivin, J., Keplinger, K. & Reed, R. In Preparation. [Immersive research designs for organizational research]. ***Journal of Occupational and Organizational Psychology***.

Hansen, S., Keplinger, K., & **Van Wagoner, H. P.** 1st RR. [Kindness at work]. ***Business Ethics Quarterly***.

Bernerth J. & Van Wagoner H. P. Under Review [Cannabis use and performance]. ***Human Performance.***

Van Wagoner, P., Rivin, J, Cropanzano, R., & Keplinger, K. J. Under Review. [AI and Workplace Social Dynamics]**.** ***Organization Theory***.

Van Wagoner, H. P., Hansen, S., & Keplinger, K. & Invited to Submit Full Manuscript. [Kindness, AI, and Affective Events Theory]. *Special issue on 30 years of Affective Events Theory at the* ***European Journal of Work and Organizational Psychology***.

SELECTED RESEARCH IN PROCESS AND WORKING PAPERS

Van Wagoner, P. & Keplinger, K. In preparation. [Diversity and AI Advice]**.** Target ***Journal of Applied Psychology***

Van Wagoner, H. P., Hekman, D. R., Volpone, S. D., Embry, B. Barnes, L., Rivin, J. Reed, R., & Johnson, S. K. Final Writing for Submission. [Team gender composition and team performance]. Target ***Group and Organization Management.***

Van Wagoner, P., Cropanzano, R., Rivin, J. In preparation. [Mental Health In Business Students]. Target ***Journal of Management Education***

-Presented at University of Colorado Chancellors Summit, 2020
-Featured in the Daily Camera on March 3, 2020

Keplinger, K., Cropanzano, R., Lambert, B. K., & **Van Wagoner, H. P.** In Preparation. [Mental Health of Gig Workers]. Target ***Organization Science.***

Keplinger, K. & **Van Wagoner, H. P.** In Preparation. [Regulatory focus and regulatory behaviors during a crisis]. Target ***Journal of Applied Psychology***

Rivin, J. M., **Van Wagoner, H. P.** In Preparation. [Mental Health and Mental Time Travel]. Target ***Group and Organization Management***

Reed, R, ***Van Wagoner, H. P.***, Rivin, J. In Preparation. [Psychological Entitlement at Work]. Target ***Journal of Organizational Behavior***.

RESEARCH EXPERIENCE

2026- present **Director,** WELD Impact Lab, California State University Fullerton, Fullerton, CA

Summer 2024 **Visiting Scholar** Max Planck Institute for Intelligent Systems, Stuttgart, Germany

Summer 2023 **Visiting Scholar** Max Planck Institute for Intelligent Systems, Stuttgart, Germany

2023-2026 **Director,** We Lead Different Lab (WELD), California State University Fullerton, Fullerton, CA

2022-2022 **Postdoctoral Researcher,** Organizational Leadership and Diversity, Max Planck Institute for Intelligent Systems, Stuttgart, Germany under Dr. Ksenia Keplinger

2021- 2022 **Postdoctoral Researcher,** Leader Identity Development and Measurement, Grant from the Army Research Institute under Dr. Stefanie Johnson, University of Colorado, Leeds School of Business

2019-Present **Researcher,** Diversity and Identity Management Lab, University of Colorado, Leeds School of Business

2015–2021 **Research Assistant,** University of Colorado, Leeds School of Business

2013–2015 **Econometrics Research Assistant,** Colorado College Economics and Business

2013–2014 **Research Assistant,** for Professor Jim Parco, Colorado College

2010 **Research Assistant,** Colorado College Economics and Business

TEACHING EXPERIENCE

California State University Fullerton

Fall 2025 MGMT 431 Charting the Future of Work

Fall 2022 - Present MGMT 343 Human Resource Management

University of Colorado, Boulder

Spring 2021 BUSM 3031 Business Leadership

Fall 2020 BCOR 2202 Organizational Behavior

Fall 2018 ORGN 3030 Critical Leadership Skills

Fall 2017 MGMT 3030 Critical Leadership Skills

Semester	Course	Class	Students	Rating
Fall 2017	Critical Leadership Skills	MGMT 3030	29	**5.24** / 6.00
Fall 2018	Critical Leadership Skills	ORGN 3030	42	**5.59** / 6.00
Fall 2020	Organizational Behavior (2 sections)	BCOR 2202	146	**4.56**/5.00
Spring 2021	Business Leadership	BUSM 3031	53	**4.78**/5.00
Fall 2022	Human Resource Management (2 Sections)	MGMT 343	34	**3.90**/4.00
Spring 2023	Human Resource Management (2 Sections)	MGMT 343	77	**3.88**/4.00
Fall 2023	Human Resource Management (2 Sections)	MGMT 343	65	**3.92**/4.00
Spring 2024	Human Resource Management (2 Sections)	MGMT 343	87	**3.89**/4.00

Fall 2024	Human Resource Management (2 Sections)	MGMT 343	81	**3.91**/4.00
Spring 2025	Human Resource Management (2 Sections)	MGMT 343	67	**3.89**/4.0
Fall 2025	Human Resource Management (2 Sections)	MGMT 343	33	**3.92**/4.0
Fall 2025	Charting the Future of Work	MGMT 431	20	**3.62**/4.0
Spring 2026	Human Resource Management (2 Sections)	MGMT 343	59	**3.9**/4.0
Spring 2026	Charting the Future of Work	MGMT 431	17	**3.82**/4.0
Fall 2026	Human Resource Management (1 Section)	MGMT 343	48	
Fall 2026	Charting the Future of Work	MGMT 431	22	

Colorado College

2014 ECON 321 LAB Applied Econometrics

2013 ECON 321 LAB Applied Econometrics

PREVIOUS WORK EXPERIENCE

2010–2013 **Data Analysis / Grant Writing Intern**, Catamount Institute

ACADEMIC SERVICE: PROFESSIONAL

Doctoral Committees

2026 Dr. Andria Smith, Max Planck Institute for Intelligent Systems

2023 Dr. Richard Reed, University of Colorado at Boulder

2022 Dr. Jessi Rivin, University of Colorado at Boulder

Academy of Management

2023 Ad hoc reviewer for the annual meeting of the Academy of Management

2019 Member, GDO Division Dorothy Harlow Best Paper Award Committee

2016 Ad hoc reviewer for the annual meeting of the Academy of Management

Human Resource Management

2026 Ad hoc reviewer

2025 Ad hoc reviewer

2024 Ad hoc reviewer

Journal of Applied Psychology

2024 Ad hoc reviewer

2023 Ad hoc reviewer

2022 Ad hoc reviewer

Journal of Organizational Behavior

2026 Ad hoc reviewer

2025 Ad hoc reviewer

Group and Organization Management

2021 Ad hoc reviewer

Other Reviewing

2025 Reviewer for the Oxford Research Encyclopedia of Business and Management

Max Planck Institute for Intelligent Systems

2024 Mental Health and Wellness Workshop hosted by the the Organizational Leadership and Diversity Group

2023 Microagressions Workshop hosted by the the Organizational Leadership and Diversity Group

2023 Gender and Leadership Talk hosted by the the Organizational Leadership and Diversity Group

Anaheim Unified School District

2026 Senior Capstone Panelist for Magnolia High School

2025 Senior Capstone Panelist for Magnolia High School

2024 Senior Capstone Panelist for Magnolia High School

PROFESSIONAL AFFILIATIONS

- Academy of Management (Divisions: Organizational Behavior, Research Methods, Gender and Diversity in Organizations, Human Resources)
- Cal State Fullerton's Center for Leadership
- European Academy of Management
- European Group of Organizational Scholars
- Society for Industrial and Organizational Psychology
- Network of Leadership Scholars

ACADEMIC SERVICE: UNIVERSITY

2026 Co-Director Gianneschi Center for Social Impact

2026 Undergraduate Honors Thesis Advisor: Advisee - Angeline Duong, Project - AI versus Human Advice in Financial Planning

2026 McNair Scholar Thesis Advisor: Advisee - Ana Solano De Rose, Project - The Fear of Deactivation in App-based Gig work

2025 Undergraduate Honors Thesis Advisor: Advisee - Matthew Adriano, Project - A Systematic Literature Review of The Impact of Sleep on Academic Performance

2026 Invited Speaker Hosted by ASI at California State University Fullerton

2025 Undergraduate Honors Thesis Advisor: Advisee - Matthew Adriano, Project - A Systematic Literature Review of The Impact of Sleep on Academic Performance

2024 Keynote Speaker at the Latino Business Student Association Annual Conference, Mental Health in the Workplace

2024 Invited Speaker at Inaugural International Women's Day Hosted by the Women's Leadership Program

2024 Invited Speaker for Social Justice Week - Mental Health in Asian Communities

2023 Student Mentee Research Presented at SCAR Day sponsored by UROC
**Project awarded first place for the College of Business and Economics*

2023 John E Martin Mental Health Care Challenge at Google Sunnyvale campus, took two student representatives to the Google conference on Mental Health at Work

2022 John E Martin Mental Health at Work Conference at Google Sunnyvale campus, two student representatives to the Google conference

ACADEMIC SERVICE: COLLEGE

2026 Judge for the Inaugural Experian Social Impact Case Competition

2026 Speaker for the Students Mental Health Workshop in partnership with ASI and the College of Business and Economics

2026 Led Arboretum Walks for Titans and Professors

2025 Business Honors Student Event - Led an immersive Arboretum walk discussing mental health in the workplace

2025 Keynote Speaker for the Executive Mental Health and Wellness Workshop hosted by the Center for Leadership

2024 Fall Invited Speaker for Society for Excellence in Human Resources

2024 Spring Invited Speaker for Society for Excellence in Human Resources

2024 Led Two Arboretum Walks for Titans and Professors

2024 Member of CBE Task Force on Artificial Intelligence

2024 Mental Health and Wellness Workshop for BRIDGE Program

2024 Invited speaker for the Executive Mental Health and Wellness Workshop hosted by the Center for Leadership

2023 Invited Speaker for the Executive Mental Health and Wellness Workshop hosted by the Center for Leadership

2023 Fall Student Mental Health and Wellness Workshop

2023 Spring Student Mental Health and Wellness

2023 Mental Health and Wellness for CBE Staff Retreat

2022 Student Mental Health and Wellness Workshop for the Center for Leadership

ACADEMIC SERVICE: DEPARTMENT

2026 Curriculum Committee Member

2025 Curriculum Committee Chair

2024 Curriculum Committee Member

2023 Special Projects Committee Member

2023 Chair Research Committee

2022 Special Projects Committee Member

2022 Research Committee Member

GRANTS AND HONORS

2026 College of Business and Economics Faculty Fellowship Award, $2500

2026 College of Business and Economics Instructional Innovation Award, $1,000

2026 College of Business and Economics Excellence in Research Productivity Award, $1,000

2025 Cal State Fullerton Faculty Recognition in Teaching

2025 Faculty Future Leaders Academy, College of Business and Economics, California State University, Fullerton

2025 Dean’s Nominee for Inaugural AACSB Research Impact Award

2025 Student Undergraduate Research Academy (SUREA): One Student Summer Researcher for $8,000 - Esports and mental health

2024 Dean's Nominee for AACSB Influential Leader Award

2024 Student Undergraduate Research Academy (SUREA): Two Student Summer Researchers for $8,000 each - Systematic review of mental health and mental time travel

2023 Faculty Student Service Award for $1,000 for WELD Lab Mental Health Stigma Workshops

2023 Management Department Outstanding Achievement in Teaching for $500 for highest student evaluations while adhering to the grading guidelines

2023 Management Department Circle of Excellence in Teaching

2023 California State University Fullerton SCAR Poster Competition Winner - WELD lab undergraduate research project: "*The Mindset to Master ADHD: Exploring the Effects of Metacognitive Reflection Interventions on ADHD and ADHD Symptoms*"

2020 Hart Fellowship for $3,000: *Novel, disruptive, and critical: The effect of unexpected events on employee well-being*

2020 Data from my dissertation presented at the University of Colorado Chancellor's Summit

2019 Research Excellence Award, UC Boulder Graduate Student Government

2019 Teaching Excellence Award for $ 500, UC Boulder Graduate School

2019 Tony Connell Fund for Mental Health at Work Research, Grant for $10,000

2018 Tony Connell Fund for Mental Health at Work Research, Grant for $10,000

2017 University Fellowship Award for $1,500, Leeds School of Business

2016 Doctoral Research Productivity Award for $750, Leeds School of Business

2016 Hart Fellowship for $3,000: *Reflective Founders: Establishing Nomological, Construct and Predictive Validity of Reflection in StartUp Founders and Leaders*

2013 Van Skilling Research Grant for $ 1,000: *Reflection in an Organizational Context: The Next Step in Understanding Identity*

CONFERENCE AND INVITED ACADEMIC PRESENTATIONS

Van Wagoner, P., Rivin, J, Cropanzano, R., & Keplinger, K. 2026. AI and Workplace Social Dynamics**.** Italian Chapter of the Association for Informations Systems Annual Conference. Viterbo, Italy

Hansen, S., Keplinger, K., & **Van Wagoner, H. P.** 2026. Kindness at work. European Group and Organization Studies (EGOS) Annual Conference. Virtual Conference

Hansen, S., Keplinger, K., & **Van Wagoner, H. P.** 2026. Kindness at work. ***Academy of Management Annals Paper Development Workshop***. Vienna, Austria

Van Wagoner, H. P., Cropanzano, R., Rivin, J. 2026. Anxiety at work. Academy of Management Annual Conference. Philadelphia, PA.

Singh., V., Keplinger, K., **Van Wagoner, H. P.,** Rivin. 2025. AI for Good: Advancing Diversity and Inclusion Through Technology. Academy of Management Annual Conference. Copenhagen, Denmark.

**Showcase Symposium for the conference*

Angerbauer, K., **Van Wagoner, H. P**., Halach, T., Vogelsang, J.**,** Hube, N., Smith, A., Kepplinger, K., & Seldmaier, M. 2025. Inclusive Avatars. Academy of Management Annual Conference. Copenhagen, Denmark.

Singh., V., Keplinger, K., **Van Wagoner, H. P.,** Rivin, & J. Barbuto, J. 2025. The Leader Success Bot - A digital Approach to the Development of Inclusive Leadership Behaviors. Interdisciplinary perspectives on Leadership Annual Conference (IPLS). Mykonos Greece.

Regalia, R. Volpone, S., Nittrouer, C., Jones, K. **Van Wagoner, H. P.** 2025 The Future of Mental Health Research in Industrial and Organizational Psychology Panel. Society for Industrial and Organizational Psychology (SIOP), Denver, CO.

**Panelist*

Angerbauer, K., **Van Wagoner, H. P**., Halach, T., Vogelsang, J.**,** Hube, N., Smith, A., Kepplinger, K., & Seldmaier, M. 2024. Is it Part of Me? Exploring Experiences of Inclusive Avatar Use For Visible and Invisible Disabilities in Social VR. Paper presented at the 2024 Annual Assets Conference, St. Johns, Newfoundland.

Rivin, J., **Van Wagoner, H. P.**, Keplinger, K. & Reed, R. 2024. From Colleagues to Co-Bots. Paper symposia presented at the annual meeting of the Academy of Management (AOM), Chicago, IL.

Keplinger, K., **Van Wagoner, H. P.**, Rivin, J. & Reed, R. 2024. (Ir-)Responsible Use of Technologies and the Future of Work: Managerial and Organizational Dilemmas. Paper colloquium presented at the annual meeting of the European Group for Organizational Studies (EGOS), Milan, Italy.

Güldenberg, S, Kelan, E., Keplinger, K., **Van Wagoner, H.P.**, Weibul, A. 2024. From Black Box to Diversity Toolbox: How Leaders Can Use Artificial Intelligence to Address Grand Challenges. Paper symposia accepted at the annual meeting of the European Academy of Management (EURAM), Bath, UK.

Van Wagoner, H. P., Keplinger, K., Rivin, J. & Reed, R. 2024. From Colleagues to Co-Bots. Paper abstract presented at the Annual Interdisciplinary Perspectives on Leadership Symposium (IPLS), Thessaloniki, Greece

Smith, A., **Van Wagoner, H. P.,** Celebi, C., Keplinger, K. 2023 The Impact of Human-in-the-Loop Decisions using Facial Recognition Systems for Black and White Faces. Invited presentation at San Diego State University, Fall 2023.

Lascerenza, C., Johnson, S. K., Lambert, B. K., & **Van Wagoner, H. P.** 2023. Diversity Climate as a Protective Factor of Mental Health Among Female Employees After COVID-19. Paper symposia presented at the annual meeting of the Academy of Management (AOM), Boston, MA.

Van Wagoner, P., Rivin, J, Cropanzano, R., Reed, R. 2023. Potential Drawbacks of Connection at Work: An Evaluation on Coworker's Mental Health. Paper symposia presented at the annual meeting of the Academy of Management (AOM), Boston, MA.

Van Wagoner, H. P., Khan, S., Keplinger, K. 2023. A Review of the Literature on Artificial Intelligence and Diversity in Organisations. Paper symposia presented at the annual meeting of the European Academy of Management (EURAM), Dublin, Ireland.

Smith, A., **Van Wagoner, H. P.,** Celebi, C., Keplinger, K. 2023 The Impact of Human-in-the-Loop Decisions using Facial Recognition Systems for Black and White Faces. Paper symposia presented at the annual meeting of the European Academy of Management (EURAM), Dublin, Ireland.

Van Wagoner, H. P., Keplinger, K., Reed. 2023. Richard.The Combined Effects of Age, Gender, and Perceptions of Low Diligence on Evaluations of Leadership Effectiveness. Paper abstract presented at the Annual Interdisciplinary Perspectives on Leadership Symposium (IPLS), Rhoades, Greece.

Keplinger, K., Cropanzano, R., Lambert, B. K., & **Van Wagoner, H. P.** 2022. Psychology of Solo: Good and Bad Days Working in the Gig Economy and Their Effect on Mental Health. Paper symposia presented at the annual meeting of the Academy of Management (AOM), virtual conference.

**Co-Chair and presenter for AOM Showcase Symposium*

Van Wagoner, H. P., Hekman, D. R., Volpone, S. D., Embry, B. Barnes, L., Rivin, J. Reed, R., & Johnson, S. K. 2022. An Examination of How Gender Identity Diversity Influences Boundary Spanning and Team Performance. Paper symposia presented at the annual meeting of the Academy of Management (AOM), virtual conference.

Murphy, S., Johnson, S. K., **Van Wagoner., H. P.** & Kepplinger, K. 2022. Looking forward or looking back: Accelerating Leader Identity Development in Emerging Adulthood. Paper symposia presented at the annual meeting of the Academy of Management (AOM), virtual conference.

Van Wagoner, H. P., Keplinger, K. 2022. The benefit of the doubt: Positive outcomes resulting from mismatched regulatory focus and regulatory behaviors during a crisis. Symposia presented at the 5th Interdisciplinary Perspectives Leadership Symposium (IPLS), Mykonos, Greece.

Keplinger, K. & **Van Wagoner H. P.** 2022. Tools to promote Diversity in Everyday Life. Keynote Address for University of Stuttgart Diversity Day.

Presenter and Workshop Leader

Van Wagoner, H. P., Cropanzano, R., Rivin, J., Lambert, B. 2021. Intimate partner violence and coworker mental health. Paper symposia presented at the annual meeting of the Academy of Management (AOM), virtual conference.

Volpone, S. D., Lyons, B. J., & **Van Wagoner, H. P.** 2021. Authenticity and identity management for employees with marginalized identities. Paper symposia presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), virtual conference.

Van Wagoner H.P., Johnson, S. K., Keplinger, K., & Murphy, S. E. 2020. Looking forward and looking back: An intervention for the development of leader identity. Panel Symposia presented at the annual meeting of the Academy of Management (AOM), virtual conference.

Rivin, J., **Van Wagoner, H. P.,** & Johnson, S. 2020. Implicit measures of implicit leadership theories. Panel Symposia presented at the annual meeting of the Academy of Management (AOM), virtual conference.

Van Wagoner, H. P., Rivin, J., & Johnson, S. K. 2020. Implicit measures of implicit leadership: Development and validation. Panel Symposia accepted at the annual Interdisciplinary Leadership Symposium (IPLS), Corfu, Greece. (Conference canceled due to COVID)

Rivin, J., **Van Wagoner, H. P.,** & Johnson, S. K. 2020. Voice pitch and gender interaction prediction the likelihood of winning in toss-up U.S. congressional elections. Panel Symposia presented at the annual Interdisciplinary Leadership Symposium (IPLS), Corfu, Greece. (Conference canceled due to COVID)

Van Wagoner, H. P., Lambert, B., Cropanzano, R., & Rivin, J. 2020. Mental health in the workplace: Mild and extreme. Presented at Colorado College Economics and Business Seminar Series.

Van Wagoner, H. P., Volpone, S. D., Embry, B., Hekman, D. R., Barnes, L., Rivin, J. Reed, R., & Johnson, S. K. Leveraging diversity to enhance inclusion efforts for team processes and outcomes. Panel Symposia presented at the annual meeting of the Academy of Management (AOM), Boston, MA.

Van Wagoner, H. P., Lambert, B., Cropanzano, R., & Rivin, J. 2019. Mental health in the workplace. Presented at Anchutz Medical Center Total Worker Health Seminar Series.

Lambert, B., **Van Wagoner, H. P.,** Johnson, S. K., Lacerenza, C., & Hekman, D. R. 2018. How female leadership inspires advancement, breaks barriers and destroys biases. Panel Symposia presented at the annual meeting of the Academy of Management (AOM), Chicago, IL.

Lambert, B., **Van Wagoner, H. P.,** Johnson, S. K., Lacerenza, C., & Hekman, D. R. 2018. Gender drafting: How female leadership inspires high potential employees at work. Panel Symposia presented at the annual Interdisciplinary Leadership Symposium (IPLS), Crete, Greece.

Keplinger, K., & **Van Wagoner, H. P.** 2018. The dark side of kindness. Panel Symposia presented at the annual Interdisciplinary Leadership Symposium (IPLS), Crete, Greece

Van Wagoner, H. P., Lambert, B., & Hekman, D. R. 2017. Inclusive leader behaviors: What are they and what do they do. Panel Symposia presented at the annual meeting of the Academy of Management (AOM), Anaheim, CA.

Lambert, B., **Van Wagoner, H. P.,** Johnson, S. K., Lacerenza, C., & Hekman, D. R. 2017. Proof versus potential: Why women are not making it to the top. Panel Symposia presented at the annual meeting of the Academy of Management (AOM), Anaheim, CA.

Van Wagoner, H. P. 2014. Reflections on undergraduate research. Invited Keynote Speaker Colorado College Research Symposium, Colorado Springs, CO.

Van Wagoner, H.P., & Johnson, D. K. 2014. The chicken or the egg: Granger causality between different measures of trade and innovation. Presented at the Academy of Economics and Finance Annual Conference, Chattanooga, TN.

Van Wagoner, H. P. 2013. Reflection in an organizational context: The discovery of identity through reflective journaling by former, active, and non-active members of the church of Jesus Christ of Latter-Day Saints. Presented at Colorado College Research Symposium, Colorado Springs, CO.

Van Wagoner, H. P., & Johnson, D. K. 2011. Knowledge dissemination within the telecommunications industry: A panel tobit analysis. Presented at the Western Social Sciences Annual Conference, Salt Lake City, UT.