

## Jennifer J. Kish-Gephart, PhD

Associate Professor of Organization Studies  
Isenberg School of Management  
University of Massachusetts – Amherst  
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### ACADEMIC EMPLOYMENT

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<b>University of Massachusetts, Amherst, MA</b> Associate Professor of Organization Studies (with tenure)	2021 – present
<b>University of Arkansas, Fayetteville, AR</b> Associate Professor of Management (with tenure) Assistant Professor of Management	2016 – 2021 2010 – 2016
<b>The Pennsylvania State University, University Park, PA.</b> Research Assistant, 2005-2010 Instructor, 2006-2010	2005 – 2010

### EDUCATION

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<b>Doctor of Philosophy (Ph.D.), Business Administration</b> Smeal College of Business, The Pennsylvania State University, University Park, PA	2010
<b>Master of Business Administration (MBA)</b> LeBow College of Business, Drexel University, Philadelphia, PA	2002
<b>Bachelor of Science (BS)</b> LeBow College of Business, Drexel University, Philadelphia, PA	2000

### PUBLICATIONS

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- Kish-Gephart, J.J.**, Treviño, L.K., Chen, A. & Tilton, J. 2019. Behavioral Business Ethics: The journey from foundations to future. In J. Weber & D. Wasieleski (Eds.), *Business and Society* 360, Volume 3 on Business Ethics.
- Gray, B., Johnson, T., **Kish-Gephart, J.J.**, & Tilton, J. 2018. Identity work by first-generation college students to counteract class-based microaggressions. *Organization Studies* (Special Issue on *Inequality, Institutions, and Organizations*), 39(9), 1227-1250.
- Purdy, J., **Kish-Gephart, J.J.**, Labianca, G. & Ansari, S. 2018. Connections and Collaborations – Celebrating the Contributions of Barbara Gray. *Negotiation and Conflict Management Research*, 11(1), 88-107.
- Kish-Gephart, J.J.** 2017. Social Class & Risk Preferences and Behavior. *Current Opinion in Psychology*, 18, 89-92.

**Kish-Gephart, J.J.\*** & Campbell, J.T.\* 2015. You don't forget your roots: The influence of CEO social class background on strategic risk taking. *Academy of Management Journal*, 58(6), 1614-1636. \*Authors contributed equally to this manuscript.

Press coverage: *Academy of Management* Press Release, Business News Daily, EHS Today, I/O at Work, ScienceDaily, *University of Arkansas* Newswire

**Kish-Gephart, J.J.**, Detert, J., Treviño, L.K., Baker, V., & Martin, S. 2014. Situational Moral Disengagement: Can the effects of self-interest be mitigated? *Journal of Business Ethics*, 125(2), 267-285.

Martin, S., **Kish-Gephart, J.J.**, & Detert, J.R. 2014. Blind Forces: Ethical infrastructure and moral disengagement in organizations. *Organizational Psychology Review*, 4(4), 295-325.

Treviño, L.K., & Den Nieuwenboer, N.\* & **Kish-Gephart, J.J.\*** 2014. (Un)Ethical Behavior in Organizations. *Annual Review of Psychology* (2014 ISI Impact Factor: 21.810), 65, 635-660. \*Authors contributed equally to this manuscript.

Gray, B.\* & **Kish-Gephart, J.J.\*** 2013. Encountering Social Class Differences at Work: How "Class Work" Perpetuates Inequality. *Academy of Management Review*, 38(4), 670-699.

\*Authors contributed equally to this manuscript.

†Finalist for the 2013 *Academy of Management Review Best Paper of the Year* award

**Kish-Gephart, J.J.** & Soignet, D.B. 2013. Fear and Silence in the Workplace. In R. Burke & C.L. Cooper (Eds.) *Voice: Overcoming Fear, Fostering Courage, and Unleashing Candor in Organizations*. Edward Elgar Publishing.

**Kish-Gephart, J.J.**, Harrison, D. A., & Treviño, L. K. 2010. Bad Apples, Bad Cases, and Bad Barrels: Meta-Analytic Evidence about Sources of Unethical Decisions at Work. *Journal of Applied Psychology*, 95(1), 1-31.

**Kish-Gephart, J.J.**, Detert, J., Treviño, L.K., & Edmondson, A. 2009. Silenced by Fear: The Nature, Sources, and Consequences of Fear at Work. *Research in Organizational Behavior*, 29, 163-194.

Press coverage: Rotman Management Magazine

## REFEREED PROCEEDINGS

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Rawski, S., **Kish-Gephart, J.J.**, Anand, V., Reychav, I., & Gaurav, P. 2014. An interactionist approach to punishment administration: Understanding the influence of moral identity and moral intensity. *Academy of Management Best Paper Proceedings*, Philadelphia, PA.

Franklin, D., Anand, V., **Kish-Gephart, J.J.** & Reychav, I. 2013. Information Seeking Preferences of Individuals in Ethical Decision Making. *Academy of Management Best Paper Proceedings*, Orlando, FL.

**Gephart, J.K.**, Harrison, D. A., & Treviño, L. K. 2007. The who, when, and where of (un)ethical choices: A meta-analysis. *Academy of Management Best Paper Proceedings*, Philadelphia, PA.

## **ACADEMIC CONFERENCE PRESENTATIONS**

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Moergen, K., Tilton, J. & **Kish-Gephart, J.J.** 2020. Manager's Punishment Decisions and Experiences in the Workplace. Submitted for consideration for presentation at the 2020 *Academy of Management Conference* in Vancouver, BC, Canada.

**Kish-Gephart, J.J.** 2020. Cognition in the Rough Workshop (organized by the MCO division). Table Discussant at the 2020 *Academy of Management Conference* in Vancouver, BC, Canada.

**Kish-Gephart, J.J.**, Moergen, K., & Tilton, J. 2020. The “grand metamorphosis” myth: Unpacking the lived experiences of college graduates transitioning into the workplace. Accepted for presentation at the annual *European Group of Organization Studies (EGOS)* Conference in Hamburg, Germany, Sub-theme 28: Inequality, Institutions, and Organizations.

Tilton, J., **Kish-Gephart, J.J.**, & Lucas, K. 2019. Unequal Dignity: An Examination of Social Class Differences in Preserving and Protecting Workplace Dignity. Presented at the 2019 *Academy of Management Conference* in Boston, MA.

**Kish-Gephart, J.J.** 2019. Cognition in the Rough Workshop (organized by the MCO division). Table Discussant at the 2019 *Academy of Management Conference* in Boston, MA.

Corwin, E. & **Kish-Gephart, J.J.** 2019. Upward mobility and identity work. Presented at the 2019 *Equality, Diversity & Inclusion (EDI) Conference* in Rotterdam, Netherlands.

**Kish-Gephart, J.J.** 2018. Developing Organizational Research on Financial Precarity, Inequality, and Socio-economic Status PDW (organized by Carrie Leana, Jirs Meuris, and Evan Gilbertson). Table Leader/Discussant at the 2018 *Academy of Management Conference* in Chicago, IL.

**Kish-Gephart, J.J.** 2018. Cognition in the Rough Workshop (organized by the MCO division). Table Leader/Discussant at the 2018 *Academy of Management Conference* in Chicago, IL.

Jain, T. & **Kish-Gephart, J.J.** 2018. A Conceptualization of Resistance as moving towards Social Class Disruption. Presented at the 2018 *Organization Studies Conference* (Theme: Responding to Displacement, Disruption, and Division: Organizing for Social and Institutional Change).

Tilton, J., **Kish-Gephart, J.J.**, & Lucas, K. 2017. Dignity decipherment: Understanding the sources and consequences of dignity threats. Presented at the 2017 *European Group and*

*Organization Studies* (EGOS) Conference in Copenhagen, Denmark (Subtheme: Inequality, Institutions, & Organizations).

Tilton, J., **Kish-Gephart, J.J.**, & Lucas, K. 2017. Shouldering the burden: Understanding the sources and consequences of dignity threats for members of the lower social classes. Presented at the 2017 *Academy of Management* conference in Atlanta, GA.

Gray, B., **Kish-Gephart, J.J.**, & Tilton, J. (Co-Organizers listed alphabetically) 2017. Social Class Inequality: Research perspectives and networking. PDW accepted and hosted at the 2017 *Academy of Management* conference in Atlanta, GA.

**Kish-Gephart, J.J.** (Facilitator) 2017. Behavioral Ethics Research: A second annual Pecha Kucha springboard and networking session. PDW organized by Niki den Nieuwenboer, Marie Mitchell, and Linda Trevino for the annual meeting of the *Academy of Management* in Atlanta, GA.

**Kish-Gephart, J.J.**, Rawski, S., Campbell, J., & Gray, B. 2016. Experiencing and managing personal wealth: Understanding extreme wealth and ‘class work’ among CEOs. Presented at the Annual meeting of the *Academy of Management* in Anaheim, CA.

**Kish-Gephart, J.J.** (Chair) & Johnson, T. 2016. Peeling back the layers: Social class and inequality at work. Accepted for the Annual meeting of the *Academy of Management* in Anaheim, CA.

**Kish-Gephart, J.J.**, Rawski, S., Campbell, J., & Gray, B. 2016. Pathways to the C-Suite: Understanding the impact of social class origins on CEOs’ values and exercise of power. Presented at the 2016 *European Group and Organization Studies* (EGOS) Conference in Naples, Italy (Subtheme: The Dark and Bright Sides of Power, Institutions, and Organizing).

Gray, B., Johnson, T., **Kish-Gephart, J.J.** & Tilton, J. 2016. Conflicts in College: Lower class and minority undergraduates’ experiences with micro-aggressions, collapsed identities and systemic disadvantages. Presented at the 2016 *International Association of Conflict Management* (IACM) Conference in New York.

**Kish-Gephart, J.J.** (Chair) & Gray, B. 2015. Understanding the implications of social class at work. Annual meeting of the *Academy of Management* in Vancouver, Canada. Selected as a “Showcase Symposium” by the Gender and Diversity in Organizations (GDO) Division.

Campbell, J. & **Kish-Gephart, J.J.** 2015. Paying it forward: Examining the role of CEO social class origins in CSR. Presented at the Annual meeting of the *Academy of Management* in Vancouver, Canada. \*Authors contributed equally.

- Gray, B., Johnson, T. & **Kish-Gephart, J.J.** 2015. Class, race, and intersectional barriers to identity development in socially-mobile college students in the US. Presented at the Annual meeting of the *Academy of Management* in Vancouver, Canada.
- Anand, V., Tilton, J. & **Kish-Gephart, J.J.** 2015. Identification and Whistleblowing: Predicting employee action after suspicion of unethical activity. Presented at the Annual meeting of the *Academy of Management* in Vancouver, Canada.
- Kish-Gephart, J.J.**, Rawski, S., Campbell, J., & Gray, B. 2015. The American Dream in the corporate suite: Understanding CEO social class and extreme upward mobility. Paper presented at 2015 *European Group and Organization Studies* (EGOS) Conference in Greece (Subtheme: Inequality and Institutions).
- Gray, B., Johnson, T. & **Kish-Gephart, J.J.** 2015. The double whammy of class and race: Intersectional hurdles to social mobility among US college students. Paper presented at 2015 *European Group and Organization Studies* (EGOS) Conference in Greece.
- Kish-Gephart, J.J.** (Chair/Organizer) 2014. The manifestations of social class in organizational life. Annual meeting of the *Academy of Management* in Philadelphia, PA. Selected as a “Showcase Symposium” by the Gender and Diversity in Organizations (GDO) Division.
- Kish-Gephart, J.J.**, den Nieuwenboer, N., & Treviño, L.K. 2014. For the benefit of the collective: Ostracism, social class, and unethical pro-organizational behavior. Presented at the annual meeting of the *Academy of Management* in Philadelphia, PA.
- Rawski, S., **Kish-Gephart, J.J.**, Anand, V. & Reychav, I. 2014. An interactionist model of punishment severity: The effects of moral intensity and moral identity. Presented at the annual meeting of the *Academy of Management* in Philadelphia, PA. Selected for the best paper proceedings of the 2014 *Academy of Management* conference (SIM division).
- Gray, B. & **Kish-Gephart, J.J.** (Discussant/Presenter) 2014. Questions of inequality: Gender, race, class...Intersectionality and beyond. PDW organized by Marta Calas & Linda Smircich for the annual meeting of the *Academy of Management* in Philadelphia, PA.
- Den Nieuwenboer, N., **Kish-Gephart, J.J.**, Treviño, L.K. 2014. The dark side of status striving: Perceived status salience, envy, and misconduct. Presented at the 2014 *Behavioral Ethics Conference* at the University of Central Florida in Orlando, FL.
- Kish-Gephart, J.J.**, Treviño, L.K., & den Nieuwenboer, N. 2013. Perceived Status Salience and Unethical Behavior: The Mediating Role of Envy. Presented at the annual meeting of the *Academy of Management* in Orlando, FL.
- Den Nieuwenboer, N., **Kish-Gephart, J.J.**, & Treviño, L.K. (Organizers) 2013. New Perspectives on Social Status in Organizations. Symposium at the annual meeting of the *Academy of Management* in Orlando, FL.

- Kish-Gephart, J.J.**, Campbell, J.T., Rawski, S., & Gray, B. 2013. The American Dream in the Corporate Suite: CEO Social Class and Upward Mobility. Presented at the annual meeting of the *Academy of Management* in Orlando, FL.
- Kish-Gephart, J.J.** & Gray, B. (Organizers) 2013. Workplace Inequality: Examining the Impacts of Social Class on Organizational Life. Symposium at the annual meeting of the *Academy of Management* in Orlando, FL.
- Franklin, D., Anand, V., **Kish-Gephart, J.J.** & Reychav, I. 2013. Information Seeking Preferences of Individuals in Ethical Decision Making. Presented at the annual meeting of the *Academy of Management* in Orlando, FL. This paper received a *Best Paper Award* in the SIM division.
- Gray, B. & **Kish-Gephart, J.J.** 2012. Unpacking the Forms of Institutional Work that Reinforce Inequality in Organizations. Paper presented at the symposium, “The Manifestations of Social Class in Organizations,” at the annual meeting of the *Academy of Management*, Boston, MA.
- Gray, B., **Kish-Gephart, J.J.**, & Pilver, L. 2010. “Class Work”: Understanding the micro-processes that reinforce and challenge inequality in organizations. Paper presented at the *Vancouver Conference on Institutions and Work*, June 17-19.
- Pilver, L., **Kish-Gephart, J.J.**, & Gray, B. (Organizers) 2009. The Last Taboo: Exposing Social Class in the Workplace. Professional Development Workshop (PDW) at the annual meeting of the *Academy of Management*, Chicago, IL.
- Treviño, L. K. & **Kish-Gephart, J.J.** (Organizers) 2008. Pushing the Boundaries: New Questions and Answers in Behavioral Ethics Research. Symposium at the annual meeting of the *Academy of Management*, Anaheim, CA.
- Detert, J., Treviño, L. K., Sweitzer, V., & **Kish-Gephart, J.J.** 2008. Moral Disengagement and Ethical Decision Making. Paper presented at the annual meeting of the *Academy of Management*, Anaheim, CA.
- Kish-Gephart, J.J.**, Harrison, D. A., & Treviño, L. K. 2007. The who, when, and where of (un)ethical choices: A meta-analysis. Paper presented at the annual meeting of the *Academy of Management*, Philadelphia, PA.
- Hambrick, D. & **Kish-Gephart, J.J.** (Organizers) 2007. What makes CEOs tick? New Insights about Executive Motives and Motivations. Symposium at the annual meeting of the *Academy of Management*, Philadelphia, PA.

## **OTHER PROFESSIONAL PRESENTATIONS**

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Boston University, Questrom School of Business, 2016  
*Arkansas Executive Forum* (presentation of social class research), 2015  
*Walton College Board of Diversity and Inclusion* (presentation of social class research), 2014  
*Ethics Resource Center Fellows Meeting*, 2008  
Zicklin Center for Business Ethics Research, *Wharton School at Univ. of Pennsylvania*, 2008

## **OTHER PROFESSIONAL CONFERENCES**

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Partners in Behavioral Ethics Conference, Austin, TX, 2019  
Equality, Diversity & Inclusion (*EDI*) Conference, Rotterdam, Netherlands, 2019  
*Tobin Project* Conference: Consequences of Inequality, Cambridge, MA, 2019  
*How Class Works* Conference, Stonybrook University, 2016  
Organization Studies Conference, Samos, Greece, 2018  
European Group and Organization Studies (EGOS) Conference, 2015, 2016, 2017  
Behavioral Ethics Conference, *University of Central Florida*, 2014, 2016  
Ethical Dimensions in Business Conference, *University of Notre Dame*, 2008  
Penn State Emotions Research Network Conference, 2006

## **SERVICE**

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### **PhD Advising and Dissertation Committees**

Dissertation Chair, Kristie Moergen (2017 to present)  
Dissertation Chair, Jacqueline Tilton (2016 to 2019)  
Committee Member, Sarah Holtzen (2018 to present)  
Committee Member, Danny Franklin (2015 to 2017)  
Committee Member, Shannon Rawski (2013 to 2015)  
Committee Member, Amy Guerber (2011 to 2014)

### **Reviewing**

Editorial Board Member, *Academy of Management Journal*, 2017 to present  
Editorial Board Member, *Journal of Management*, 2017 to present  
Editorial Board Member, *Business Ethics Quarterly*, 2015 to present  
Ad-hoc reviewer for *Academy of Management Review*, *Human Relations*, *Journal of Applied Behavioral Science*, *Journal of Applied Psychology*, *Journal of Business Ethics*, *Journal of Management Studies*, *Leadership Quarterly*, *Organizational Behavior & Human Decision Processes*, *Organization Science*, *Organization Studies*  
Grant reviewer for the *Research Grant Council (RGC) of Hong Kong*  
*Annual Meeting of the Academy of Management* – SIM, GDO and OB Divisions

### **Service to the Profession**

Behavioral Ethics Workshop, Chair, 2016 to present

## **Service at the University of Arkansas**

### *University*

All-University Academic Integrity Board, Board Member, 2016 to 2021

Faculty Senate, Walton College Representative, 2017 to 2019

### *College*

Undergraduate Programs Curriculum Committee, 2019 to 2021

Dean's Ethics Advisory Board, 2019 to 2021

Diversity Initiative Task Force, 2019 to 2021

Diversity & Inclusion Committee, Committee Member, 2018 to 2021

Walton College Awards Committee, Member, 2017 to 2021

Diversity & Inclusion Advisory Committee, Member, 2016, 2017

GEO Strategy Task Force, Member, 2016 to 2021

Walton College Values Task Force, Member, 2016

Walton College Diversity Task Force, Chair, 2015-2016

Walton College Diversity & Inclusion Summer Research Grant Committee, 2014 to 2021

Walton College Scholarship Committee, Management Dept Representative, 2014 to 2017

Walton College Diversity & Inclusion Strategic Planning Committee, Chair of the Faculty Research Subcommittee, 2014

Walton College Special Events Committee, Committee Member, 2012-2013

## **AWARDS AND HONORS**

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*Faculty Excellence in Service* Award, Walton College of Business, 2019

University of Arkansas Provost's Research Grant (with Kristie Moergen, PhD student), 2019

Diversity & Inclusiveness Summer Research Grant (with Kristie Moergen, PhD student), 2019

Diversity & Inclusiveness Summer Research Grant (with Emily Corwin, PhD student), 2018

Diversity & Inclusiveness Summer Research Grant (with Jacqueline Tilton, PhD student), 2017

Finalist for the 2013 *Academy of Management Review* Best Paper of the Year award, 2014

*Faculty Excellence in Research* Award, Walton College of Business, 2014

Best Paper Proceedings at the *Academy of Management* - SIM division, 2014

Best Paper Proceedings at the *Academy of Management* - SIM division, 2013

Diversity & Inclusiveness Summer Research Grant, 2012-2013

Global Business Research Grant, 2012-2013

Smeal College of Business (Penn State) Small Research Grant, 2012-2013

Best Reviewer Award, *Academy of Management* - SIM division, 2011

Sutton Funds Research Grant, 2011

Edward & Susan Wilson Graduate Scholarship Award, 2009-2010

Grace G. Albrecht Women in Management Graduate Scholarship, 2008-2009

Invited Lecturer at Smeal's Business Opportunities Summer Session (for disadvantaged and diverse high school students), 2008, 2009

University of Notre Dame's Ethical Dimensions in Business Conference Scholarship, 2008

Research Grant Award ("Social Class in Organizations" with L. Pilver and B. Gray), 2008

Legacy Scholar Grant from Pennsylvania State University's Arthur W. Page Center, 2007

Best Paper Proceedings at the *Academy of Management* - SIM division, 2007