

Kate P. Zipay

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ACADEMIC POSITIONS

Purdue University

Assistant Professor of Management, Mitchell E. Daniels School of Business 2022–Present

University of Oregon

Assistant Professor of Management, Lundquist College of Business 2018–2022

EDUCATION

Ph.D. University of Georgia Terry College of Business, Management

M.Acc University of South Florida

B.S. Florida State University, Accounting

RESEARCH INTERESTS

In my research, I investigate fruitful ways *life outside of work*—such as leisure, family, and community—influences employee emotions, attitudes, and behaviors. I am intrigued by the complexities and opportunities cultivated from a living a full life. I also explore *interpersonal dynamics at work*, namely contemporary extensions to justice research. In this research stream, I theorize about the various ways issues of justice influence employees and their work. A final research stream emerged from the nexus of my study of the work–non-work interface and organizational justice focuses on the role of *complex emotions*, such as nostalgia, pride, and gratitude, in explaining the relationship between personal and employee work behaviors.

PUBLICATIONS

Zipay, K. P., & Rodell, J. B. Have your cake a eat it too? Understanding leisure-work synergizing and its impact on employee thriving. *Organization Science*. forthcoming.

Gabriel, A. S., Arena Jr., D. F., Calderwood, C., Campbell, J. T., Chawla, N., Corwin, E. S., Ezerins, M. E., Jones, K. P., Klotz, A. C., Larson, J. D., Leigh, A., MacGowan, R. L., Moran, C. M., Nag, D., Rogers, K. M., Rosen, C. C., Sawyer, K. B., Shockley, K. M., Simon, L. S., & **Zipay, K. P.** * 2022. Building thriving workforces from the top down: A call and research agenda for human resource management to proactively support employee well-being. *Research in Personnel and Human Resource Management*, 40: 205-272. *Authors Arena Jr. through Zipay contributed equally and are listed in alphabetical order.

- Zipay, K. P.**, Mitchell, M. S., Baer, M. D., Sessions, H., & Bies, R. J. 2021. Lenient reactions to misconduct: Examining the self-conscious process of being lenient to others at work. *Academy of Management Journal*, 64: 351–377.
- Colquitt, J. A., **Zipay, K. P.**, Lynch, J. W., & Outlaw, R. 2018. Bringing “The Beholder” center stage: On the propensity to perceive overall fairness. *Organizational Behavior and Human Decision Processes*, 148: 159–177.
- Little, L. M., Hinojosa, A., Paustian-Underdahl, S., & **Zipay, K. P.** 2018. Managing the harmful effects of unsupportive organizations during pregnancy. *Journal of Applied Psychology*, 103: 631–643.
- Baer, M. D., Rodell, J. B., Dhensa-Kahlon, R. K., Colquitt, J. A., **Zipay, K. P.**, Burgess, R., & Outlaw, R. 2018. Pacification or aggravation? The effects of talking about supervisor unfairness. *Academy of Management Journal*, 61: 1764–1788.
- Baer, M. D., Van Der Werff, L., Colquitt, J. A., Rodell, J. B., **Zipay, K. P.**, & Buckley, F. 2018. Trusting the “look and feel”: Situational normality, situational aesthetics, and the perceived trustworthiness of organizations. *Academy of Management Journal*, 61: 1718–1740.
- Rodell, J. B., Booth, J., Lynch, J. W., & **Zipay, K. P.** 2017. Corporate volunteering climate: Mobilizing employee passion for societal causes and inspiring future charitable action. *Academy of Management Journal*, 60: 1662–1681.
- Colquitt, J. A., & **Zipay, K. P.** 2015. Justice, fairness, and employee reactions. *Annual Review of Organizational Psychology and Organizational Behavior*, 2: 1–25.

MANUSCRIPTS UNDER REVIEW OR REVISION

- Mitchell, M. S., Sharma, S., **Zipay, K. P.**, Bies, R. J., & Croitoru, N., A third-party perspective to workplace leniency. *Under third review at Journal of Applied Psychology*.

SELECTED WORKS IN PROGRESS

- Zipay, K. P.**, Pychlau, S. ⁺, & Wagner, D. T. (Copy-edit stage) [Third places and workplace outcomes].

**Preparing for submission to Organization Science in June 2024*

- Zipay, K. P.**, Kleshinski, C., Wilson, K. S., & Conder, S. (Writing stage). [Synchronized leisure time in dual-income couples].

**Preparing for submission to Academy of Management Journal in August 2024*

- Courtright, S., Nielsen, J., **Zipay, K. P.**, & Colbert, A. (Writing stage for integrative conceptual review proposal). [Religion and work].

**Preparing for submission to Journal of Applied Psychology in July 2024*

Pychlau, S. ⁺, & Sessions, H., & **Zipay, K. P.** (Writing stage) [Hobby jobs and liminality].
**Preparing for submission to Academy of Management Journal in September 2024*

Zipay, K. P., Gabriel, A. S., Dutli, A. ⁺, & Zhou, J. ⁺ (Theory development stage). [A motivational theory on intuitive working].
**Preparing for submission to Academy of Management Review in October 2024*

Colquitt, J. A., Rodell, J. B., **Zipay, K. P.**, Burgess, R., & Battista, V. A. (Writing stage). [Curvilinear approach to justice rule adherence].
**Preparing for submission to Organizational Behavior and Human Decision Processes in October 2024*

Gabriel, A. S., Zipay, K. P., & Shurman, M. W. ⁺ (Writing stage). [Review of theory testing for discrete and complex emotions].
**Preparing for invited submission to Journal of Management Scientific Reports in August 2024*

Wilson, K. S., **Zipay, K. P.**, & Chen, J. ⁺ (Data collection stage). [Work–nonwork authenticity].

Zipay, K. P., Zhou, J. ⁺, Shurman, M. W. ⁺, & Chawla, N. (Four studies completed; completing final field study). [Proactive pushbacks on 24/7 work culture].

Methot, J., **Zipay, K. P.**, Shipp, A., & Hubbard, A. ^{*} (Drafting conceptual model for theoretical paper). [Organizational nostalgia]. **Supporting author order not yet determined.*

Fogel, B. M., Wilson, K. S., **Zipay, K. P.**, & Shurman, M. W. ⁺ (Preparing for descriptive study). [Work opportunity management in dual-income couples].

Zipay, K. P., Shurman, M. W. ⁺, & Murray, A. (Preparing for qualitative interviews). Understanding the psychological and social complexities of MLM-preneurs.

Zipay, K. P., Gabriel, A. S., & Zhou, J. ⁺ (Design stage). [Career sacrifices and meaning].

⁺*Indicates student co-author*

GRANTS AND PRIZES

- *BetterUp Center for Purpose and Performance Inaugural \$50K Prize (2024)*, Intuitive working
- *Center for Working Well Research Award 2023-2024*, Proactive pushbacks: Examining the Social Reactions to Micro-rebels at Work
- *Lundquist College of Business Excellence in Undergraduate Teaching Award*, Business Core Curriculum (2019-20 and 2020-21)

ACADEMIC HONORS AND AWARDS

- *Distinguished Teacher Distinction, MGMT44662 (Spring 2023)*

- *Poets and Quants Top 50 Undergraduate Business Professors (2021)*
- *Lundquist College of Business Exceptional Teaching Award for Core Business Curriculum (2020, 2021)*
- *Kageyama Research Award, Lundquist College of Business, University of Oregon, 2021*
- *University of Oregon COVID-19 Impact Research Grant, University of Oregon, 2020*
- *Kageyama Research Award, Lundquist College of Business, University of Oregon, 2019*
- *New Faculty Research Award, Lundquist College of Business, University of Oregon, 2018*
- *Knox Doctoral Scholar, University of Georgia, Fellowship recipient, 2013-2018*
- *Career Center Acknowledgment for Making a Positive Impact on Student's Career, University of Georgia, 2016*

REFEREED CONFERENCE PRESENTATIONS

- Zipay, K. P.** & Pychlau, S. (2024, August). Passion projects outside the 9-5: Exploring hobby job expressiveness and the nostalgic impact on workplace outcomes. In Chen, J., Fogel, B. M., & Wilson, K. S. (Chairs), *Evolving approaches to spillover research: The implications of diverse, nonwork encounters for modern employees*. Symposium conducted at 2024 Academy of Management Annual Meeting, Chicago, IL.
- Zipay, K. P.**, Shurman, M. W., & Zhou, J. (2024, August). Proactive pushbacks: Examining the social reactions to work culture rebels. In Dutli, A., Zipay, K. P., & Zhou, J. (Chairs), *The interface between work and home: Work recovery strategies*. Symposium conducted at 2024 Academy of Management Annual Meeting, Chicago, IL.
**Served as Co-chair of Symposium Session*
- Zipay, K. P.**, Kleshinski, C. E., & Conder, S. (2023, August). Understanding parallel & synchronized leisure practices for couples & influence on career outcomes. In B. M. Fogel and A. Bartels (Chairs), *Exploring Work-Nonwork Recovery: Dynamics Across Individuals, Couples, and Contexts*. Symposium conducted at 2024 Academy of Management Annual Meeting, Boston, MA.
**Finalist for Organizational Behavior Division Best Symposium Award*
- Zipay, K. P.**, Pychlau, S., & Wagner, D. T., (2022, June). Third Places and Workplace Outcomes. Paper session conducted at 2022 Positive Organizational Scholarship Conference, Ann Arbor, MI.
**Served as Track Host for work-nonwork session*
- Zipay, K. P.**, Kleshinski, C. E., & Wilson, K. S. (2021, August). Examining the emotional and behavioral effects of dyadic leisure practices in dual-income couples. In M. L. Ganster and A. S. Gabriel (Chairs), *Rethinking Work-Nonwork Spillover: The Critical Role of Work and Nonwork Relationships*. Symposium conducted at 2021 Academy of Management Annual Meeting, Virtual.

- Zipay, K. P.**, Pychlau, S., & Wagner, D. T., (2020, August). Third Places and Workplace Outcomes. In R. Livne-Tarandach & H. Jazaieri (Chairs), *New Frontiers of Community Research*. Symposium conducted at 2020 Academy of Management Annual Meeting, Virtual.
- Zipay, K. P.**, & Rodell, J. R. (2020, August). Leisure hacking and daily fluctuations in thriving. In R. Livne-Tarandach & H. Jazaieri (Chairs), *New Frontiers of Community Research*. Symposium conducted at 2020 Academy of Management Annual Meeting, Virtual.
- Zipay, K. P.**, & Rodell, J. R. (2019, June). Leisure hacking and daily fluctuations in thriving. Poster session conducted at 2019 Positive Organizational Scholarship Conference, Ann Arbor, MI.
- Campbell, R.J., & **Zipay, K. P.** (2019, March). Chief endurance officer: Examining the relationship between CEO endurance event participation and market valuation. Paper presented at the Upper Echelons Special Conference of the Strategic Management Society, Las Vegas, NV.
- Mitchell, M. S., Baer, M. D., **Zipay, K.P.**, & Bies, R. J. (2018, August). Have mercy! Third party employee reactions to mercy granted to wrongdoers. In T. G. Okimoto (Chair), *Third Party Reactions to the Justice Responses of Others*. Symposium conducted at 2018 Academy of Management Annual Meeting, Chicago, IL.
- Colquitt, J. A., Rodell, J. B., Lucianetti, L., & **Zipay, K. P.** (2017, August). Justice and regulatory focus: An investigation using a full-range measure. In D. R. Bobocel & J. A. Colquitt (Chairs), *New perspectives on justice: Interfacing justice scholarship with social/cognitive psychology*. Showcase symposium conducted at 2017 Academy of Management Annual Meeting, Atlanta, GA.
- Baer, M. D., Van der Werff, L., Colquitt, J. A., Rodell, J. B., **Zipay, K. P.**, & Buckley, F. (2016, August). Hmm...This place looks nice: A longitudinal study of the effects of early impressions in trust in one's organization. In S. Park & A. C. Klotz (Chairs), *New perspectives on impression management at work*. Symposium conducted at 2016 Academy of Management Annual Meeting, Anaheim, CA.
- Mitchell, M. S., **Zipay, K. P.**, Baer, M. D., & Bies, R. J. (2015, August). The act of clemency: Toward a theory of third-party reactions to workplace mercy. In M. F. Saldanha & L. J. Barclay (Chairs), *New insights into forgiveness and mercy: Antecedents, outcomes, and the role of third parties*. Symposium conducted at 2015 Academy of Management Annual Meeting, Vancouver, Canada.
- Rodell, J. B., Booth, J., Lynch, J. W., & **Zipay, K. P.** (2015, August). Employee volunteering climate: How passionate employees can create a warmer climate for everyone. In J. R. Rodell & H. Breitsohl (Chairs), *Giving time and money to strangers: Examining the ultimate prosocial actions*. Symposium conducted at 2015 Academy of Management Annual Meeting, Vancouver, Canada.

Colquitt, J. A., Lynch, J. W., Outlaw, R., & **Zipay, K.P.** (2015, April). But you think everything's fair: An examination of fairness propensity. In J. A. Colquitt and K. P. Zipay (Chairs), *New directions in justice: Forming and reacting to overall fairness*. Symposium conducted at 2015 Society for Industrial & Organizational Psychology Annual Meeting, Philadelphia, PA.

**Served as Co-chair of Symposium Session*

Mitchell, M. S., Bies, R. J., & Zipay, K. P. (2014, August). The injustice of granting mercy: A third party perspective. In M. S. Mitchell & K. P. Zipay (Chairs), *Kind-hearted reactions to the offenses of others: Understanding its motivation and consequences*. Symposium conducted at the annual meeting of the Academy of Management. Philadelphia, PA.

**Served as Co-chair of Symposium Session*

Mitchell, M. S., **Zipay, K. P.**, & Bies, R. J. (2014, February). The (in)justice of granting mercy: A third-party perspective. UCF Business Ethics Conference. Orlando, FL.

INVITED TALKS AND RESEARCH PRESENTATIONS

- Productivity Process Junior Faculty Speaker, Academy of Management, August 2024
- Purdue & IU Collaborative Conference, Purdue University, May 2024
- University of Michigan, CPO Adderley Positive Research Incubator, October 2022
- Oregon State University, Department of Management, April 2022
- University of Minnesota, Department of Work and Organizations, April 2021
- Purdue University, Department of Management (OBHR), October 2018

PROFESSIONAL SERVICE

Academy of Management Service

- OB Division Executive Committee, Micro-Communities Chair, OB Division, AOM 2025
- OB Division Executive Committee, Making Connections Chair, OB Division, AOM 2023 and AOM 2024
- Making Connections Committee, OB Division, 2018, 2019, 2020, 2021, 2022
- Co-Organizer, Professional Development Workshops (PDWs):
 - Speaking Science Improvisation Workshop (2022, 2023, 2024)
 - Burnout and Work-Life Management (2022)
 - "Halfway-there, Now What?" Doctoral Student Workshop (2020, 2021, 2022)
 - OB Networking Social (2018, 2019, 2022)
 - "I'm Speaking": Understanding Gender Experiences in Academia (2021)

- Positive Organizational Scholarship Research Conference Track (Work Non-work) Houston, 2022
- Positive Organizational Scholarship Annual Community Breakfast Co-Host, AOM 2020

Other Field Service

- Society for Industrial and Organizational Psychology, Joyce Thayer Fellowship Committee Member, 2023
- Southern Management Association, Women in Management Professional Development Institute Panelist, 2023

Reviewing

- *Academy of Management Journal* Editorial Board Member 2022-Present
- *Journal of Applied Psychology* Editorial Board Member 2021-Present
- Ad hoc reviewer for...
 - *Administrative Science Quarterly* (2022)
 - *Personnel Psychology* (2018-2024)
 - *Organizational Behavior and Human Decision Processes* (2023, 2024)
 - *Organization Science* (2020-2024)
 - *Journal of Management Studies* (2018, 2019)
 - *Social Behavior and Personality* (2016)

Purdue University

- The Teaching and Learning Community of Practice (TLCoP) Invited Speaker, Conceptualizing, Structuring, and Managing Group Work Assignments, Spring 2024
- Doster Leadership Conference Board Faculty Advisor, Fall 2023-Present
- Susan Bulkeley Butler Center for Leadership Excellence, Conference and Workshop Advisory Committee, 2023
- Rising Professionals Conference, Session Moderator, 2023
- Brock-Wilson Center Confident Transitions, Guest Lecturer, April 2023, April 2024
- OBHR Area Faculty Search Committee Member, 2022
- OBHR Area PhD Committee Member, 2022-2023, 2023-2024
- Raytheon Virtual Lunch and Learn Presenter, September 2022
- IMPACT Fellow, Fall 2022

- Dissertation committee
 - Mia Zhou, First Year Advisor (2023-2024)

University of Oregon

- Women in Business Undergraduate Campus Club, Faculty Advisor, Spring 2019-Present
- Speaker Series Coordinator, 2020-2021 academic year
- MGMT311 Course Coordinator, 2019-2020 academic year, 2021-2022 academic year
- Search Committee Member, 2019
- Diversity and Inclusion 2-day workshop MBA orientation, Fall 2019
- Compassion with boundaries workshop, EMU staff, Fall 2019
- Dissertation and thesis committee
 - Sophie Pychlau, Dissertation Committee Member (2023)
- Thesis committee
 - Paul Laing, Undergraduate Honors Thesis Chair (2021)
 - Mary Lonhart, Undergraduate Honors Thesis Chair (2020)
 - Chris Nelson, Undergraduate Honors Thesis Second Reader (2020)

SPEAKING ENGAGEMENTS

Daniels School of Business Alumni Conference 2024 Exploring the Human-side of Technology Advancement

Butler Center Conference—Conversation with an Expert: “From Surviving to Thriving in Academia - Life Outside Work Matters” Relationship, Marriage, Motherhood, and Third Place

Teaching Panel and Discussions on AI in the Classroom (2023; 2024)

TEACHING PORTFOLIO

Purdue University

- MGMT44362: Leadership in a Changing World (Spring 2024; 2 sections 4.9/5.0 & 4.9/5.0)
- MGMT28900: Doster Leadership Conference Experiential Learning Course (Spring 2024)*
- MGMT44673: Larsen Leaders Academy Self-Leadership Intensive (Spring 2024)*

- HONR39900: Business Issues in Healthcare Management (Spring 2024, 4.4/5.0)
- MGMT44362: Leadership in a Changing World (Spring 2023; 2 sections 4.7/5.0 & 4.7/5.0)
**Experiential learning courses do not include formal teaching evaluations*

University of Oregon*

- MGMT311: Managing People in Organizations (Spring 2021; 2 sections)*
- MGMT311H: Managing People in Organizations Honors (Spring 2021)*
- MGMT607: PhD Seminar in Organizational Behavior (Fall 2020)*
- MGMT311: Managing People in Organizations (Winter 2020)*
- MGMT321/311: Managing People in Organizations (Spring 2019; 2 sections 4.6/5.0 & 4.7/5.0)
- MGMT321/311: Managing People in Organizations (Fall 2018 4.7/5.0)
**Beginning Winter 2020 teaching evaluations were collected using a qualitative approach—students evaluation reports available upon request*

University of Georgia

- MGMT 5920: Organizational Behavior (Fall 2016 4.9/5.0)
- MGMT 5820: Human Resource Management (Fall 2015 4.8/5.0; Spring 2018 4.9/5.0)

PROFESSIONAL AFFILIATIONS

- Academy of Management (2013 – Present)
- Society of Industrial and Organizational Psychology (2015 – Present)
- Deloitte Alumni Network (2011 – Present)

WORK EXPERIENCE

- Innovation Delivery Consultant, City of Atlanta- Mayor’s Office, Atlanta, GA (2011–2012)
- Audit Senior, Deloitte & Touche, LLP, Chicago, IL (2009–2011)