

MEREDITH L. WOehler

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Purdue University Krannert School of Management
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ACADEMIC APPOINTMENTS

- 05/2021 – *present* Assistant Professor, Organizational Behavior and Human Resource Management, Krannert School of Management, Purdue University
- 09/2018 – 06/2021 Assistant Professor, Organizational Behavior and Human Resource Management, School of Business, Portland State University
- 07/2017 - 07/2018 Postdoctoral Research Fellow, Owen Graduate School of Management, Vanderbilt University

EDUCATION

- 05/2017 Ph.D., University of Kentucky, Gatton College of Business and Economics
Specializations: Organizational Behavior, Social Network Theory/Analysis

Dissertation: Gender and networking: Building and benefiting from high status ties in the workplace

Advisory Committee: Dr. Ajay Mehra (Chair)
Dr. Daniel Brass
Dr. Stephen Borgatti
Dr. Richard Smith

- 05/2010 B.S.B.A., University of Evansville, Schroeder School of Business Administration
Cum Laude Major: Business Administration Concentrations: Management, Marketing
B.S., Health Services Administration, University of Evansville, College of Education and Health Sciences

REFEREED PUBLICATIONS

Woehler, M., Shaw, N., Floyd, T., Marineau, J., Sung, W., Grosser, T., Fagan, J., & Labianca, G. (2021). Turnover during a corporate merger: How workplace network adaptation influences staying. *Journal of Applied Psychology*, 106(12), 1939–1949.

Woehler, M., Cullen-Lester, K. L., Porter, C. M., & Frear, K. (2021). Whether, how, and why networks influence men's and women's career success: Review and research agenda. *Journal of Management*, 47(1), 207–236.

Grosser, T. J., Obstfeld, D., Choi, E., **Woehler, M.**, Lopez-Kidwell, V., Labianca, G., & Borgatti, S. P. (2018). A sociopolitical perspective on employee innovativeness and job performance: The role of political skill and network structure. *Organization Science*, 29(4), 547–753.

Sung, W., **Woehler, M.**, Fagan, J., Floyd, T., Grosser, T., & Labianca, G. (2017). Employees' responses to an organizational merger: Intraindividual change in organizational identification, attachment, and turnover. *Journal of Applied Psychology, 102*(6), 910–934.

Finalist for the Outstanding Publication in Organizational Behavior Award given by the OB Division of the Academy of Management
Press Coverage: ThriveGlobal.com

Education-focused Refereed Publications

Becker, B. J., Sayles, H., **Woehler, M.**, Rost, T., Willett, G. M. (2019). An investigation of professional networks and scholarly productivity of early career physical therapy faculty. *Journal of Physical Therapy Education, 33*(2), 94-102.

Winner of the Stanford Award given by the Academy of Physical Therapy Education for “having presented the most influential ideas for Physical Therapy Education in 2019”

Cullen-Lester, K. L., **Woehler, M.**, & Willburn, P. (2016). Network-based leadership development: A guiding framework and resources for management educators. *Journal of Management Education, 40*(3), 321–358.

SELECTED MANUSCRIPTS UNDER REVIEW

Woehler, M., Porter, C. M., & Cullen-Lester, K. L. Gender difference in benefiting from higher-ranking contacts. (Under review at *Personnel Psychology*)

SELECTED WORKING MANUSCRIPTS

Woehler, M., Cullen-Lester, K. L., Lester, H., & Solanelles, P. Calling on strong and weak ties in times of need: Gender difference in benefiting from network contacts. (Stage: Revising for submission; Target: *Academy of Management Journal*)

§Park, T.-Y & §**Woehler, M.** Pay structure disclosure: Employee responses to their pay grade position. (Stage: Revising for submission; Target: *Academy of Management Journal*)

§Authors share equal authorship

Floyd, T., **Woehler, M. L.**, Cullen-Lester, K., Yu, S., & Yang, S. Gendered perceptions of motives for networking: Why men and women are differently likely to develop workplace relationships. (Stage: Study 3 data analysis; Target: *Journal of Applied Psychology*)

Woehler, M., Stevenson-Street, J., Ponce de Leon, R., & Hart, C. Should I be a loveable star? Gender and racial differences in the impact of communicating with warmth and competence. (Stage: Data analysis; Target: *Organization Science*)

Sharma, K., **Woehler, M.**, & Schoorman, D. Does taking risks require reaping rewards? The power of goodwill in using your network to help your contacts. (Stage: Idea Development; Target: *Academy of Management Review*)

INVITED TALKS AND WORKSHOPS

Woehler, M. (2022, October). How little we know about unequal network characteristics and returns: The case for studying gender and/or race and networks. Invited Presenter at Purdue Industrial-Organizational Psychology Colloquium.

Woehler, M. (2022, August). Teaching organizational behavior from a relational perspective and integrating networks. Invited Talk for the Teaching Networks PDW at the Academy of Management Annual Meeting, Seattle, WA.

Maupin, C.K., Balkundi, P., Cullen-Lester, K., Emery, C., **Woehler, M.** (Panelist), Choudhury, A., & Resnick, S. (2022, August). Exploring leadership through social networks: The next frontier. Invited Panelist at the Academy of Management Annual Meeting, Seattle, WA.

Kossek, E. E., **Woehler, M.** (Panelist), Rosokha, L. M., Merriweather, T. J., Hill, S., Matthews, R., Lautsch, B., Perrigino, M., Gounden Rock, A., Spreitzer, G., Kelliher, C., & Freeney, Y. (2022, August). Faculty Covid-19 Experiences and Work-life Inclusion: Future Flexibility and Equality Insights. Invited Panelist at the Academy of Management Annual Meeting, Seattle, WA.

Woehler, M., Coutino, J. A., & Borgatti, S. P. (2017, May). A hands-on introduction to analyzing social networks with UCINET & Netdraw. Co-organizer and presenter at the 37th Annual International Sunbelt Social Network Conference, Beijing, China.

Woehler, M., Cullen-Lester, K. L., Howell, J. W., Porter, C. M., & Maupin, C. K. (2016, April). IGNITE + panel session: Opportunities and challenges of applied network analysis. Invited Panelist at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

CONFERENCE PRESENTATIONS

Woehler, M. L., Stevenson-Street, J., Ponce de Leon, R., & Hart, C. (2023, August). Same behavior, different expectations, different outcomes: Predicting intersectional employees' networks, salary, and performance ratings. Paper presented in the Symposium "Building diverse and inclusive social networks: New theories and empirical evidence" at the Academy of Management Annual Meeting, Boston, MA.

Cullen-Lester, K., **Woehler, M.**, Lester, H., & Solanelles, P. (2022, August). Calling on ties when everyone is under siege: Gender, pervasive threat, and network utilization. Paper presented in the Symposium "Beyond structure: How men and women perceive, experience, and utilize their professional networks" at the Academy of Management Annual Meeting, Seattle, WA.

Solanelles, P., Cullen-Lester, K. L., **Woehler, M.**, & Lester, H. (2021, October). Calling on strong and weak ties when forming a team: The impact of COVID-19 on men's and women's network utilization. Paper presented at the Virtual 16th Annual INGRoup Annual Meeting.

Woehler, M. (2020, August). Gender and networking: Building and benefiting from workplace connections. Paper presented in the Showcase Symposium "Social Networks and Inequality: Where Do We Go from Here?" at the Virtual Academy of Management Annual Meeting.

Woehler, M. (2019, June). Gender and networking: Building and benefiting from high status ties in the workplace. Paper presented at the 39th Annual International Sunbelt Social Network Conference, Montreal, Canada.

Park, T.-Y & **Woehler, M.** (2018, August). Dulling the double-edged sword: Effects of pay structure transparency on commitment and performance. Paper presented in the Showcase Symposium “Pay transparency: Advancing theory and empirical knowledge” at the Academy of Management Annual Meeting, Chicago, IL.

Shaw, N., **Woehler, M.**, Floyd, T., Marineau, J., Sung, W., Fagan, J., & Labianca, G. (2018, August). Dysfunctional turnover in a corporate merger: The role of job continuity and social network change. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.

§**Woehler, M.**, §Lopez-Kidwell, V., & Miller, C. D. (2018, June). Avoiding tradeoffs and improving performance: An examination of the social worlds of individuals with higher emotional abilities. Paper presented at the 38th Annual International Sunbelt Social Network Conference, Utrecht, Netherlands.

§First two authors share equal authorship

Woehler, M., Giordani, F, Taylor, W., & Mehra, A. (2017, May). Network perception, reality, and accuracy: Firm choices in network forms of organization. Paper presented at the 37th Annual International Sunbelt Social Network Conference, Beijing, China.

Wang, J., & **Woehler, M.** (2017, May). Do men and women climb different career ladders? Chinese hosts' career trajectories across TV stations. Paper presented at the 37th Annual International Sunbelt Social Network Conference, Beijing, China.

Woehler, M., Giordani, F, Taylor, W., & Mehra, A. (2017, February). Should I stay or should I go? Firm choices in network forms of organization. Paper presented at the Mid-south Management Research Consortium, Oxford, MS.

Woehler, M., Sung, W., Fagan, J., Floyd, T., Grosser, T., & Labianca, G. (2016, April). The co-evolution of networks and personality. Paper presented at the 36th Annual International Sunbelt Social Network Conference, Newport Beach, CA.

Taylor, W., & **Woehler, M.** (2016, April). The ups and downs of network churn: The impact of employee legacy organization on the relationship between network change and employee ability to handle a corporate acquisition. Paper presented at the 36th Annual International Sunbelt Social Network Conference, Newport Beach, CA.

Cullen-Lester, K. L, **Woehler, M.**, & Willburn, P. (2016, April). Network-based women's leader development. Paper presented at the 31st Annual Conference of the Society for Industrial Organizational Psychology, Anaheim, CA.

Sung, W., **Woehler, M.**, Fagan, J., Floyd, T., Grosser, T., & Labianca, G. (2015, August). Individuals' responses to organizational mergers: Pathways to organizational identification and attachment. Paper presented at the Academy of Management Annual Meeting, Vancouver, BC Canada.

Lopez-Kidwell, V., Miller, C. D., & **Woehler, M.** (2015, August). I feel therefore I connect: The social networks of employees with higher emotional abilities. Paper presented at the Academy of Management Annual Meeting, Vancouver, BC Canada.

Sung, W., **Woehler, M.**, Fagan, J., Floyd, T., Grosser, T., & Labianca, G. (2014, February). Individuals' responses to organizational mergers: Pathways to organizational identification and attachment. Paper presented at the Mid-south Management Research Consortium, Memphis, TN.

RESEARCH INTERESTS

Research Interests

Organizational Behavior with an emphasis on (i) individuals' abilities to drive change (changes in their networks, changes to their careers via voluntary turnover, innovative changes), and how (ii) individual differences (gender, race, political skill, emotional intelligence) and (iii) M&As impact those abilities.

TEACHING EXPERIENCE

2022 – 2023 **Instructor**, Introduction to Organizational Behavior (OBHR 330), Purdue University

- Spring 2023 Average Class Evaluation: 4.4 & 4.3/5.0 *3 Semesters*
 - Only taught half semester due to parental leave for birth of my twins
- Fall 2022 Average Class Evaluation: 4.5/5.0
- Spring 2022 Average Class Evaluation: 4.6/5.0

Fall 2021 **Instructor**, Seminar in Research Methods (OBHR 605), Purdue University

- Fall 2021, 2023 *2 Semesters*

2018 – 2020 **Instructor**, Contemporary Leadership Issues (MGMT 464), Portland State University

- ◆ Fully redesigned a required course for the Management & Leadership Undergraduate Major Concentration being implemented by multiple faculty members in the School of Business

Fully Redesigned Hybrid (In-person/Online) Course Offering *4 Terms*

- Spring 2020 Hybrid Class Average Evaluation: 4.9/5.0
- Winter 2020 Hybrid Class Average Evaluation: 4.4/5.0
- Winter 2019 Hybrid Class Average Evaluation: 4.4/5.0
- Fall 2018 Hybrid Class Average Evaluation: 4.5/5.0

Fully Redesigned Online Course Offering *5 Terms*

- Winter 2021 Online Class Average Evaluation: 4.5/5.0
- Spring 2020 Online Class Average Evaluation: 4.6/5.0
- Winter 2020 Online Class Average Evaluation: 4.5/5.0
- Winter 2019 Online Class Average Evaluation: 4.5/5.0
- Fall 2018 Online Class Average Evaluation: 3.1/5.0

Spring 2018 **Instructor**, Social Network Analysis in Business (MGT 6493), Vanderbilt University

Designed New Course Offering *1 Semester*

- Course offered to both Vanderbilt MBA and Executive MBA students
- Average Class Evaluation: 5.0/5.0

2016 - 2017 **Instructor**, Organizational Behavior (MGT 410), University of Kentucky
• Spring 2017 Average Class Evaluation: 4.9/5.0 2 Semesters
• Spring 2016 Average Class Evaluation: 3.7/4.0

2013 - 2018 **Workshop Instructor**, LINKS Center Social Network Analysis Workshop
• Stochastic Models - Exponential Random Graph Models (ERGMs) and RSiena (longitudinal network analysis), Intermediate Social Network Analysis, Introduction to Social Network Analysis, Networks and Organizations, Networks and Leadership, Networks in Healthcare

NOMINATIONS & AWARDS

2022 **Favorite Faculty Award**, Purdue University Residences
2020 **School of Business Researcher of the Year**, Portland State University
2019 - 2020 **Student Employee Supervisor of the Year Nominee**, Portland State University
2019 **Stanford Award Winner for “having presented the most influential ideas for Physical Therapy Education in 2019,”** Academy of Physical Therapy Education
2017 **Outstanding Publication in Organizational Behavior Award Finalist**, OB Division of the Academy of Management

SERVICE EXPERIENCE

2023 - present **Ad Hoc Reviewer**, Organization Science
2023 - present **Ad Hoc Reviewer**, Journal of Organizational Behavior
2021 - present **OBHR Ph.D. Program Committee**, Purdue University Krannert School of Management
2021 - 2022 **OBHR Faculty Search Committee**, Purdue University Krannert School of Management
2021 - 2023 **Julia Stevenson-Street’s Dissertation Committee**, Department of Management, Purdue University Krannert School of Management
2021 - 2022 **Kinshuk Sharma’s Dissertation Committee**, Department of Management, Purdue University Krannert School of Management
2021 - present **OBHR 699 with Ph.D. Students**, Department of Management, Purdue University Krannert School of Management
2020 - 2021 **Faculty Council Secretary**, Portland State University School of Business
2020 - 2021 **Associate Dean Search Committee**, Portland State University School of Business
2020 - present **Ad Hoc Reviewer**, Journal of Applied Psychology
2020 - present **Ad Hoc Reviewer**, Personnel Psychology
2020 - present **Ad Hoc Reviewer**, Management Science
2018 - present **Research Committee**, Portland State University School of Business

2013 - present *Ad Hoc Reviewer*, Academy of Management (AOM)
May 2019 *Invited Presenter*, NW Food Leadership Summit
2013 - 2018 *Advanced Networks PDW Organizer*, Academy of Management Conference
May 2016 *Invited Presenter*, Women's Executive Leadership Development Program Retreat
April 2016 *Session Chair*, 7th Annual Intra-Organizational Networks Conference
April 2014 *Session Chair*, 6th Annual Intra-Organizational Networks Conference
2014 - 2018 *LINKS Center Representative*, Intra-Organizational Networks Conference (ION)
2013 - 2018 *LINKS Center Representative*, LINKS Center Social Network Analysis Workshop
2013 - 2017 *Exam Proctor*, Dr. Gordon Holbein and Dr. Holly Hapke
2013 - 2014 *Student Representative*, Graduate Studies Committee

PROFESSIONAL EXPERIENCE

2010 - 2012 *Quality Analyst Trainer*, Call Center, St. Mary's Medical Center
2008 - 2010 *Patient Services Representative*, Call Center, St. Mary's Medical Center
2003 - 2006 *Concourse Manager*, Keystone Event Staffing