

MEREDITH L. WOehler

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ACADEMIC APPOINTMENTS

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

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. (forthcoming). Turnover during a corporate merger: How workplace network adaptation influences staying. *Journal of Applied Psychology*.

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

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., & Hart, C. Same behavior, different expectations, different outcomes: Predicting intersectional employees’ networks, salary, and performance ratings. (Proposal submitted to *Journal of Applied Psychology* for Special Issue on Understanding Racism in the Workplace)

SELECTED WORKING MANUSCRIPTS

Woehler, M., Cullen-Lester, K. L., Lester, H., & Solanelles, P. Routes to network returns during a crisis: Gender differences in translating activated, mobilized, and realized networks into actual benefits. (Stage: Friendly Reviews; Target: *Journal of Applied Psychology* Call for Papers on COVID-19 Pandemic)

Woehler, M., Cullen-Lester, K. L., Porter, C. M., & Floyd, T. Gender and networking: Building and benefiting from workplace connections. (Stage: Writing manuscript; Target: *Organization Science*)

§Park, T.-Y & §**Woehler, M.** Individual level pay structure effects: Employee responses to pay grades and ranges. (Revising completed manuscript; Target: *Organization Science*)

§Authors share equal authorship

§Lopez-Kidwell, V., §**Woehler, M.**, & Miller, C. D. I feel therefore I connect: The social networks of employees with higher emotional abilities. (Stage: Friendly reviews; Target: *Journal of Applied Psychology*)

§First two authors share equal authorship

Woehler, M., Cullen-Lester, K. L., Gerbasi, A., & Leroy, H. Caught being two-faced: The role of network density and accuracy in the benefits to being a high self-monitor. (Stage: Study 2 data collection; Target: *Journal of Applied Psychology*)

INVITED TALKS AND WORKSHOPS

Woehler, M., Coutino, J. A., & Borgatti, S. P. (2017, May). A hands-on introduction to analyzing social networks with UCINET & Netdraw. Co-organizer for 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. (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

OBHRM 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 INTERESTS & EXPERIENCE

Teaching Interests

Organizational Behavior, Leadership & Organizational Change, Leading & Working in Teams, Human Resource Management, Principles of Management, Talent Management, Navigating Gender in the Workplace, Leading Management of Diversity & Inclusion in Organizations, Social Network Analysis

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

4 Terms

- 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
- Spring 2016 Average Class Evaluation: 3.7/4.0

2 Semesters

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

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

2020 - 2021 **Faculty Council Secretary**, 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

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

REFERENCES

<p>Dr. Alexandra Gerbasi Deputy Pro-Vice Chancellor & Deputy Dean, Professor of Leadership</p> <p>University of Exeter Exeter EX4 4PU Phone: +44 (0) 7918 362219 Email: A.Gerbasi@exeter.ac.uk</p>	<p>Dr. Ajay Mehra Carol Martin Gatton Endowed Professor of Management</p> <p>University of Kentucky Lexington, KY 40506 Phone: (513) 417-3217 E-mail: ajay.mehra@uky.edu</p>	<p>Dr. Tae-Youn Park Associate Professor, School of Industrial and Labor Relations</p> <p>Cornell University Ithaca, NY 14853 Phone: (612) 708-5018 E-mail: tpark@cornell.edu</p>
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