

JESSICA F. KIRK

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EDUCATION

Ph.D., Management and Entrepreneurship

University of Colorado, Leeds School of Business 2019

M.B.A

Washington University, Olin Business School 2010

B.S., Mechanical Engineering (Cum Laude)

University of Missouri, School of Engineering 2005

ACADEMIC POSITIONS

University of Memphis

Assistant Professor of Management 2019-Present

PEER REVIEWED PUBLICATIONS

Kirk, J. F., Hekman, D.R, Chan, E. T, Foo, M. D. (2022) Public Negative Labeling Effects on Team Interaction and Performance. *Small Group Research*, 53(4), 563-595.

Johnson, S. K., Kirk J. F. (2020) Dual-anonymization Yields Promising Results for Reducing Gender Bias: A Naturalistic Field Experiment of Applications for Hubble space telescope Time. *Publications of the Astronomical Society of the Pacific*. 132(1009), 034503.

Keplinger, K., Johnson, S. K., Kirk, J. F., Barnes, L. Y. (2019) Women at work: Changes in sexual harassment between September 2016 and September 2018. *PLOS ONE* 14(7): e0218313.

Van den Bos, K., Cropanzano, R., Kirk, J., Jasso, G., & Okimoto, T. G. (2015). Expanding the horizons of social justice research: Three essays on justice theory. *Social Justice Research*, 28(2), 229-246.

BOOK CHAPTERS

Johnson, S. K., Kirk, J. F., Chan, E. (2018). The Perils of Pretty: Effects of Personal Appearance On Women's Careers. In *Impact of Diversity on Career Development*

Cropanzano, R., Fortin, M., & Kirk, J. F. (2015). How do We Know When We are Treated Fairly? Justice Rules and Fairness Judgments. *Research in Personnel and Human Resources Management*, 33, 279-350.

POPULAR PRESS ARTICLES

Johnson, S. K., Kirk, J. F. (2020, Mar 05) Research: To Reduce Gender Bias, Anonymize Job Applications. *Harvard Business Review*.

Johnson, S. K., Keplinger, K., Kirk, J. F., Barnes, L. Y. (2019, Jul 18) Has Sexual Harassment at Work Decreased Since #MeToo. *Harvard Business Review*.

Johnson, S. K., Kirk, J., Keplinger, K. (2016, Oct 4). Why We Fail to Report Sexual Harassment. *Harvard Business Review*.

REVISIONS AND UNDER REVIEW (full titles removed)

Kirk, J. F., Johnson, S. F., Sitzmann, T., Nag, D.* Remote Work and the Sexual Harassment of Women Supervisors. Revise and resubmit at *Journal of Business and Psychology*.

Jones, J., Kirk, J. F., Marquez, A. Inclusive Experience in Entrepreneurship. Under review at *Journal of Management Studies*.

Kirk, J. F. & Vardaman, J. M. A Theory of Anonymization. Under review at *Human Resource Management Journal*.

Hekman, D.R. Johnson, S.J., Cropanzano, R., Kirk, J.F., Chan, E.T., Lamb, M.B. Pay Inequity and Aggression in the Workplace. Under review at *Journal of Business Ethics*.

Cropanzano, R., Nadisic, T., Kirk, J.F., Shankland, R., Justice and Flourishing in Organizations. Under review at *Journal of Occupational Health Psychology*.

RESEARCH SUPPORT

NSF Science of Organizations Program, 2023-2025 - \$400,000

FCBE Research Enterprise Seed Grant, 2020-2021 - \$49,950

Space Telescope Science Institute Grant, 2018-2019 - \$75,000

University Fellowship Award, Leeds School of Business, 2017-2018 Academic Year - \$742

Gerald Hart Summer Research Fellowship, Leeds School of Business, Summer 2016 & 2017 - \$6000

MacMillan Fellowship Award for outstanding work as a PhD student, 2016 & 2017 - \$1600

University Fellowship Award, Leeds School of Business 2014-2017 - \$1500

HONORS & AWARDS

NASA Group Achievement Award, Hubble Space Telescope Dual-Anonymous Peer Review, “For outstanding effort in strengthening the review of Hubble Space Telescope observing proposals, sparking a revolution in the evaluation of proposals in space science,” 2020.

Academy of Management Meeting Showcase Symposium, Kirk, J. F. (Chair), “From Selection to Empowerment to Harassment: Gender Bias and the Perpetuation of the Status Quo.” Academy of Management Conference, Chicago, IL. August 2018.

Selective Doctoral Consortium, Organizational Behavior Division, Academy of Management Conference, Chicago, IL, August 2018

Best Should Teach Silver Award, Graduate Teaching Program, University of Colorado, 2016 & 2017

Selective Doctoral Consortium, Babson College Entrepreneurship Research Conference, Bodo, Norway, June 2016

Leeds School of Business Service Award, 2016

Leeds School of Business Ph.D. Student Teaching Award, 2015

Beta Gamma Sigma, Business Honor Society, 2010

Tau Beta Pi, Engineering Honor Society, 2005

Pi Tau Sigma, Mechanical Engineering Honor Society, 2005

CONFERENCE PRESENTATIONS

Kirk, J. F., Johnson, S. K., Sitzmann, T., Arena, D. F.*, Keplinger, K., Pierce, C. A. Pretty and Powerful?: The Role of Attractiveness and Masculinity in the Sexual Harassment of Women. Accepted at *Southern Management Association Meeting, St. Pete Beach, FL*, October 2023.

Kirk, J.F., Johnson, S. K., Sitzmann, T., Nag, D.* When Remote Work Reduces the Sexual Harassment of and Turnover Intentions of Women Leaders. *Academy of Management Conference, Boston, MA*, August 2023.

Hekman, D.R. Johnson, S.K., Cropanzano, R., Kirk, J.F., Chan, E.T., Lamb, M.B. How illegitimate pay inequality leads to worse performance via aggression and coworker devaluing. *Academy of Management Conference, Seattle, WA*, August 2022.

Kirk, J. F., McKenny, A., Reid, S., Exploring Gender Bias in Entrepreneurship: A multi-year study. *Babson College Entrepreneurship Research Conference, Waco, TX*, June 2022.

Kirk, J. F. Organizational layoffs and working from home during the COVID-19 pandemic predict sexual harassment and turnover intentions for female managers: A three wave study. *Southern Management Association Meeting*, November 2021.

Reid, S., Kirk, J. F. Does Social Mission Polarization And Political Ideology Influence Social Venture Funding Outcomes? *Babson College Entrepreneurship Research Conference, Virtual*, June 2021.

Kirk, J. F. (Chair), Symposium: Bias, Barriers, and Behavior: Exploring the Multifaceted Mechanisms that Contribute to the Gender Gap in Entrepreneurship. *Academy of Management Conference, Virtual*. August 2020

Kirk, J. F., Johnson, S. K., She Can't Handle It: Emotional Stability and Women on New Venture Teams. *Academy of Management Conference, Virtual*. August 2020

Johnson, S. K., Kirk, J. F., Implicit Diversity Quotas for New Venture Teams. *Academy of Management Conference, Virtual*. August 2020

Kirk, J. F. Observations and analysis of dual-anonymization at Hubble Space Telescope. *American Astronomical Society Annual Meeting*. June 2020.

Kirk, J. F. (Chair), Symposium: From Selection to Empowerment to Harassment: Gender Bias and the Perpetuation of the Status Quo. *Academy of Management Conference, Chicago, IL*. August 2018.

Kirk, J. F. Queen Bees: How Empowerment of Men and Women Translates to Effectiveness for Female Leaders. *Academy of Management Conference, Chicago, IL*. August 2018.

Kirk, J. F., & Johnson, S.F. Gender and Entrepreneurship: Exploring Gender Bias in a Tech Accelerator. *Academy of Management Conference, Chicago, IL*. August 2018.

Kirk, J. F. & Keplinger, K. (Co-Chairs), Symposium: New Considerations on the Relationship Between Women and their Careers. *Academy of Management Conference, Atlanta, GA*. August 2017.

Kirk, J. F., Keplinger, K., & Johnson, S.F. Attractive Identity and Professional Identity Conflict for Women. *Academy of Management Conference, Atlanta, GA*. August 2017.

Keplinger, K., Kirk, J. F., & Johnson, S.F. The Ugly Side of Being Pretty: The Benefits of Attractiveness Elicit Costs for Attractive Women in Terms of Sexual Scrutiny and Doubts of Competence. *Academy of Management Conference, Atlanta, GA*. August 2017.

Kirk, J.F. & Marsh, V., Influencing the Hive Mind: Individual Assertion and Collective Cognition. Tell. *Babson College Entrepreneurship Research Conference, Babson Park, MA*. June 2017.

Ksenia, K. & Kirk, J.F. Leader identity processes, emotions and leader-member exchange: A conceptual model. *2nd Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece*. May 2017

Kirk, J., & Johnson, S. Sex and Power Moderate the Effects of Destructive Leader Identity. *Society for Industrial/Organizational Psychology, New Orleans, LA*. April 2017.

Cropanzano, R., Nadisic, T., Kirk, J., & Shankland, R. Overall Justice, Well-Being, and Job Performance. *Society for Industrial/Organizational Psychology, New Orleans, LA*. April 2017.

Kirk, J. F. & Johnson, S. K. (Co-Chairs), Symposium: The Good, The Bad, and The Pretty: When and Why Attractiveness Helps and Hurts Women. *Academy of Management Conference, Anaheim, CA*. August 2016.

Keplinger, K. & Kirk, J. F., Does Being Attractive Backfire? The Hidden Costs of Attractiveness in the Workplace. *Academy of Management Conference, Anaheim, CA*. August 2016.

Hekman, D., Johnson, S. K., Cropanzano, R., Kirk, J. F., Chan, E., Lamb, M., How Executive Pay Leads to Racial and Gender Bias, Aggression and Worse Executive Performance. *Academy of Management Conference, Anaheim, CA*. August 2016.

Kirk, J., Hekman, D., Chan, E., It's All in the Name: An Investigation of Bad Apple Antecedents. *Academy of Management Annual Meeting, Vancouver, BC*. August 2015.

Kirk, J., Johnson, S. K., Individuating Information and Role Stereotypes Influence the Evaluations of Top Female Leaders. *Academy of Management Annual Meeting, Vancouver, BC*. August 2015.

Kirk, Jessica, A Tale Of Entrepreneurial Identity: The Role Of Micro-identities In The Stories Founders Tell. *Babson College Entrepreneurship Research Conference, Babson Park, MA*. June 2015.

TEACHING EXPERIENCE

University of Memphis – Memphis, TN

Organizational Behavior Doctoral Seminar (MGMT 8421)

Organization and Management (MGMT 3110)

Organization and Management Honors (MGMT 3110)

University of Colorado – Boulder, CO

Critical Leadership Skills (MGMT 3030)

Entrepreneurial Environments (ESBM 3700)

Adding Value with Management (BCOR 2300)

MBA Entrepreneurial Environments (MBAX 6101)

SERVICE AND LEADERSHIP

University of Memphis Service

Scholarship Committee, 2023-Present

Crews Center Seed Fund, 2022-Present

Undergraduate Curriculum Committee, 2020-2023

Strategic Planning Task Force, 2020

Professional Service

Dorothy Harlow Committee for the Academy of Management Annual Meeting, 2020-2022

Journal of Business Venturing reviewer

Journal of Management & Organization reviewer

Human Resource Management Review reviewer

Academy of Management Annual Meeting reviewer

Southern Management Association reviewer

Leadership

Doctoral Business Student Association President, 2015-2017

Graduate Teacher Program Lead for Business, 2016-2018

Boeing St. Louis Leadership Association Board of Directors, 2010-2013

Boeing Collaborative Culture Working Group, 2008-2013

Boeing REACH Organization, St. Louis Leadership Team Chairperson, 2007-2010

INDUSTRY WORK EXPERIENCE

The Boeing Company, St. Louis, Mo (Jun 2005 – July 2013)

Liaison Engineer – F/A-18 Final Assembly Production Support Team (Dec 2010 to July 2013)

Boeing St. Louis Engineering Rotation Program – Selective Program (Oct 2008 to Dec 2010)

Instrumentation Systems Engineer, P8-A Program (Jan 2006 to Oct 2008)

Intern - Instrumentation Systems Engineer, P8-A Program (Jun 2005 to Sep 2005)