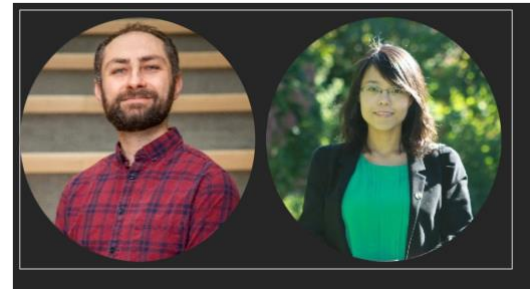


## Publications

**Brandon Reich and Wanying Shi** (with Cindy Xin Wang, Cal Poly, San Luis Obispo) published “Homelessness-based impact hiring and consumers' contagion concerns” in *Journal of Consumer Psychology*.

 Prosocial company actions typically create favorable product evaluations. However, an emerging practice whereby companies employ individuals experiencing homelessness (i.e., “homelessness-based impact hiring [IH]”) represents a meaningful exception. Five experiments show that consumers hold unfavorable perceptions of products from companies implementing homelessness-based IH, despite moderately favorable moral judgments of the company, due to an unfavorable emotional response (i.e., disgust) activated by stigma-driven contagion concerns. Experiment 1 demonstrates this phenomenon using actual choice behavior. Experiment 2 shows that the effect is specific to homelessness (vs. stigmatized groups in general) and is mediated by disgust. Experiment 3 replicates these effects using a non-food product where contagion is relevant, while showing the effect attenuates when contagion is less relevant. Experiments 4 and 5 demonstrate how social proof may enhance the favorability of consumer response by targeting contagion concerns and therefore reducing disgust. Findings suggest that, despite consumer moral support, marketers cannot rely on halo effects from this emerging practice, while also providing theory-driven guidance on overcoming obstacles to its implementation.



**Carlos Mena** (with Jordan Barker and Anne Dohmen, Michigan State U.) published “Inertia versus adaptation: Relational resilience in buyer–supplier relationships facing extreme disruption” in *Journal of Supply Chain Management*.

 This research introduces the concept of relational resilience, which reflects the dynamic capacity of a buyer–supplier relationship to absorb external shocks and continue its core function of exchange. Guided by structural inertia theory (SIT), the research explores how relationship age, exchange volume, and multiplexity contribute to relational resilience across both stable periods and times of extreme disruption. Using a large-scale panel dataset of buyer–supplier relationships and the COVID-19 pandemic as an exogenous shock, the findings reveal that relational resilience is enhanced by all three mechanisms, but extreme disruptions lessen the protective value of relationship age and exchange volume while strengthening multiplexity's impact on relational resilience. These findings contribute to supply chain resilience theory by introducing a relational perspective of resilience and integrating SIT to identify structural qualities that promote or constrain adaptation. This study also extends SIT by emphasizing the velocity of environmental change as an important contextual factor that rebalances the competing influences of efficiency and structural inertia in supply chain relationships. These extensions offer valuable insights for managing relational dynamics and resilience in buyer–supplier relationships.



**Ji Woon (June) Ryu** (with Cristiano Guarana, Indiana U., Miguel Caldas, U. Texas at Tyler, and Jaewook Lee, Kent State U.) published “Can I extend my day? The impact of chronotype on organizational citizenship behaviors via time extension self-efficacy” in *Organizational Behavior and Human Decision Processes*.

🔗 Time is a critical yet often assumed fixed resource in the workplace. Prior research has largely treated temporal resources as objective and equally distributed, emphasizing how employees allocate a limited pool of time across tasks. Building on emerging work on subjective time, we introduce time extension self-efficacy (TESE)—individuals’ beliefs in their capability to extend the temporal boundaries of their day (e.g., I can wake up earlier or go to bed later than usual)—as a psychological construct that reframes how temporal resources are understood at work. Drawing on self-efficacy theory and circadian process theory, we identify chronotype as an antecedent of morning versus evening TESE and examine organizational citizenship behavior (OCB) as a behavioral context through which these beliefs shape when discretionary effort is enacted across the day. Across three sets of studies, we show that earlier chronotypes report higher morning TESE, whereas later chronotypes report higher evening TESE, which in turn predicts whether individuals are more likely to engage in discretionary behavior during the morning versus evening. We further examine two boundary conditions (prior-night sleep duration and communion striving) and test an intervention designed to enhance TESE even when it conflicts with one’s chronotype, demonstrating that, unlike chronotype, TESE can be experimentally strengthened. Together, our findings suggest that when employees choose to act depends not only on objective time demands, but also on their beliefs about whether they can extend their available time within the day.



**Erica Wagner** (with Marta Stelmaszak, U. Massachusetts, Amherst, Silvia Masiero and Katherine Wyers, U. Oslo, Norway, and Aleks Aaltonen, Stevens Institute of Technology) published “Making Personal Data Personal: The Emergence of Enactive Data in Organizations” in the edited volume *Technology, Management, and Design for Social Justice*. Palgrave McMillan

🔗 Organizations collect large amounts of personal data about their employees, customers, and other stakeholders. These data entail generally well-known issues such as those related to privacy or the ownership of personal data. Yet, personal data are typically assumed to be largely similar in their nature to data that may concern, for instance, physical assets, transactions, or market trends. In this chapter, we problematize this view and argue that personal data increasingly escape the prevailing perspectives as the data function not just to describe but also to help perform individuals’ identities in datafied environments. Using gender identity data as an example of personal data that are used by individuals to enact their identities, we conceptualize enactive data as a new type of data that organizations have to cope with. We then discuss the challenges and opportunities that enactive data pose for social justice, organizations, and personal data research.



## Awards and Recognitions

**Carlos Mena** has been named a recipient of a Fulbright U.S. Scholar Program award in Maritime Supply Chains, one of the most competitive and prestigious international exchange programs sponsored by the U.S. Department of State. Between March-August 2027, he will be in residence at [Copenhagen Business School \(CBS\)](#), hosted by the [Department of Operations Management](#) and [CBS Maritime](#), one of the world's leading academic hubs for shipping and maritime research.

**Ji Woon (June) Ryu** is the recipient of this year's Young Scholar Award from the Association of Korean Management Scholars (AKMS), officially titled the 2026 MK-AKMS Young Scholar Award. The purpose of this award is to recognize AKMS junior faculty who have demonstrated the highest achievement as a young scholar and have made significant contributions to management research. This award also intends to promote the career development of young scholars in the Korean academic community. The winner of the award will have a record of high-quality and impactful research publications and professional activities.

## Just Got In!

**Julia Freybote** had her paper “An Investigation into the Non-Linearity of the Disclosure Tone-Bond Yield Relationship” accepted for publication in *Journal of Real Estate Research*.

**Talya Bauer** had her paper “I-O science that matters: Social impact and policy implications in the *Journal of Applied Psychology*” accepted for publication in *Journal of Applied Psychology*.

## Presentations

**Tom Gillpatrick** presented “Building Resilience in a Polycrises World” at Işık University, Istanbul, Türkiye. May 12, 2026.

**Tom Gillpatrick** presented “Drivers of Innovation” as part of a seminar on Entrepreneurship, Technology and Innovation at Galata University, Istanbul, Türkiye. May 13.

**Tom Gillpatrick** presented “Global Instability, Supply Chain and Strategies for Resilience” at the Turkish-German University, Istanbul, Türkiye. May 13.

**Tom Gillpatrick** was the plenary speaker and gave a talk titled “Building Resilience in a 'Polycrises' World” at Oikos Conference in Nowy Sacz, Poland. June 11-12.

**Julia Freybote** presented “The Non-Linear Dynamics of Disclosure Tone and REIT Bond Yields” at the European Real Estate Society annual conference in Vienna, Austria. July 1.

**Riëtte Carstens** and **Julia Freybote** presented “REIT Technology Disclosures: The Stock Market Response” at the European Real Estate Society annual conference in Vienna, Austria. July 3.

**Riëtte Carstens** presented “Information Risk Disclosures and REIT Financial Constraints” at the European Real Estate Society annual conference in Vienna, Austria. July 3.

**Berrin Erdogan** was a facilitator at the session “OB Research Incubator” at the annual meeting of the Academy of Management. Philadelphia, PA, July 31.

**Talya Bauer** was organizer of the session “OB Division Mid-Career Faculty Workshop” at the annual meeting of the Academy of Management. Philadelphia, PA, July 31.

**Talya Bauer** was facilitator at the session “HR Division Research Roundtable Networking Forum” at the annual meeting of the Academy of Management. Philadelphia, PA, July 31.

## In the News

**Ji Woon (June) Ryu** was featured on a Canadian radio show to discuss her recent publication in *Organizational Behavior and Human Decision Processes* (see above). The show is *The Last Show with David Cooper*, aired on the Corus Radio Network across seven major cities and now also available as a podcast. The link to the podcast is here: [Your Biological Clock and Workplace Cooperation](#)

## Good to Know

[This is the link](#) to the faculty resources and procedures for anything relating to research. This link will live here from now on. If you ever need to access this document, simply open the latest copy of Scholarly News to locate this link.