

KATHRIN J. HANEK

Department of Management and Marketing
School of Business Administration
University of Dayton

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EDUCATION

University of Michigan, Ann Arbor, MI

Ph.D., Psychology (Personality and Social Contexts), 2016
M.S., Psychology (Personality and Social Contexts), 2012

Northwestern University, Evanston, IL

B.A., Psychology, Economics, and English (triple major), 2009
Magna Cum Laude, Departmental Honors in Psychology, Phi Beta Kappa

ACADEMIC POSITIONS

University of Dayton, Dayton, OH

Associate Professor (*with tenure*), Department of Management and Marketing,
School of Business Administration (2022-present)
Assistant Professor (*tenure-track*), Department of Management and Marketing,
School of Business Administration (2016-2022)

University of Victoria, Victoria, BC, Canada

Post-Doctoral Fellow, Gustavson School of Business (May-July, 2016)

RESEARCH INTERESTS

Organizational diversity and gender
Social identities and decision-making
Bi/Multiculturalism
Global leadership/ expatriates

AWARDS, HONORS, AND GRANTS

Best Conference Paper, *Diana International Research Conference* (2022)
Gender Equity Research Fellowship, *University of Dayton* (2020-2021)
Dean's Faculty Grant, *School of Business Administration, University of Dayton* (2018)
Rackham One-Term Dissertation Fellowship, *University of Michigan* (2015)
Pat Gurin Distinguished Lecture Award, *University of Michigan* (2015)
Undergraduate Research Opportunities Program Fund, *University of Michigan* (2014-2016)

Rackham Travel Grant, *University of Michigan* (2011-2015)
William A. Hunt Award (best senior thesis in psychology), *Northwestern University* (2009)
Harriet Gilliam Memorial Prize (best psychological analysis of a literary text), *Northwestern University* (2009)

PUBLICATIONS

Refereed Journal Articles

Hanek, K. J., & Garcia, S. M. (2023). Gender and competitive performance: Closing gaps with smaller competitions. *Journal of Behavioral Decision Making*, 36(5), e2345.

Hanek, K. J., & Garcia, S. M. (2022). Barriers for women in the workplace: A social psychological perspective. *Social and Personality Psychology Compass*, 16(10), e12706.

Huff, S. T., **Hanek, K. J.**, Lee, F., & Brannen, M. Y. (2021). Cultural adaptation and societal context: The role of historical heterogeneity in cultural adaptation of newcomers. *International Journal of Intercultural Relations*, 85, 141-155.

Cheng, C.-Y., **Hanek, K. J.**, Odom, A. C., & Lee, F. (2021). Divided loyalties: Identity integration and cultural cues predict ingroup favoritism among biculturals. *International Journal of Intercultural Relations*, 80, 321-335.

Bendell, B. L., Sullivan, D. M., & **Hanek, K. J.** (2020). Gender, technology and decision-making: Insights from an experimental conjoint analysis. *International Journal of Entrepreneurial Behavior and Research*, 26(4), 647-670.

Cox, K. S., **Hanek, K. J.**, & Cassario, A. L. (2019). Redemption in a single low point story longitudinally predicts well-being: The incremental validity of life story elements. *Journal of Personality*, 87(5), 1009-1024.

Hanek, K. J., Garcia, S. M., & Tor, A. (2016). Gender and competitive preferences: The role of competition size. *Journal of Applied Psychology*, 101(8), 1122-1133.

Hanek, K. J., Lee, F., & Brannen, M. Y. (2014). Individual differences among global/multicultural individuals: Cultural experiences, identity, and adaptation. *International Studies of Management and Organization*, 44(2), 75-89. [Special issue: Advancing the Field—New Directions for Global Mobility]

McAdams, D. P., **Hanek, K. J.**, & Dadabo, J. G. (2013). Themes of self-regulation and self-exploration in life stories of religious American conservatives and liberals. *Political Psychology*, 34(2), 201-219.

Hanek, K. J., Olson, B. D., & McAdams, D. P. (2011). Political orientation and the psychology of Christian prayer: How conservatives and liberals pray. *International Journal for the Psychology of Religion*, 21, 30-42.

Book Chapters

Hanek, K. J. (2022). Gender differences in the psychology of competition. In S. M. Garcia, A. Tor, & A. Elliot (Eds.). *Oxford Handbook of Psychology and Competition*. Oxford, UK: Oxford University Press.

Hanek, K. J. (2017). Biculturals, monoculturals, and Adult Third Culture Kids: Individual differences in identities and outcomes. In Y. McNulty & J. Selmer (Eds). *Research Handbook of Expatriates* (pp. 451-467). Cheltenham, UK: Edward Elgar.

Editorials

Pan, Y., **Hanek, K. J.**, & Su, L. (2023). Editorial: Application of psychological theories to the study of consumer and organizational behavior in a post-pandemic world. *Frontiers in Psychology, 14*, 1265474.

Research Reports

Hanek, K. J. (2021). Faculty start-up negotiations: An examination of gender differences and recommendations for improvement opportunities at the University of Dayton. *Reports from the Gender Equity Research Fellowship, 4*. https://ecommons.udayton.edu/wgs_equity/4

UNDER REVIEW AND IN PREPARATION

Hanek, K. J., Bendell, B. L., Sullivan, D. M., & Garcia, S. M. (R & R). The paradox of gendered investment outcomes: Asymmetric responses to entrepreneurs' online self-presentations.

Hanek, K. J., Bendell, B. L., Sullivan, D. M., Zinoviev, D., & Garcia, S. M. (in prep). Being all things to all people: How gender shapes entrepreneurs' multi-identity self-presentation on Twitter.

Bendell, B. L., **Hanek, K. J.**, Sullivan, D. M., Zinoviev, D., & Bicen, P. (in prep). Tweeting for the audience: An examination of gender differences in entrepreneurs' online social networks.

Hanek, K. J., & Garcia, S. M. (in prep). Countering social information: Low identity integration leads to non-conformity in consumption choices.

Hanek, K. J. (in prep). Torn between selves: Low identity integration increases decisional conflict in identity-relevant domains.

PRESENTATIONS

Conference Presentations

Hanek, K. J., Bendell, B. L.*, Garcia, S. M., & Sullivan, D. M. (June, 2023). The paradox of gendered social roles and entrepreneurs' online self-presentations. Paper presented at the annual Babson College Entrepreneurship Research Conference. Knoxville, TN.

Bendell, B. L.*, **Hanek, K. J.**, Sullivan, D. M., Zinoviev, D., & Bicen, P. (August, 2022). Investigating the role of gender differences in the online social networks of entrepreneurs. Paper presented at the annual meeting of the Academy of Management. Seattle, WA.

Hanek, K. J.,* Bendell, B. L., Zinoviev, D., & Sullivan, D. M. (June, 2022). How gender shapes entrepreneurial self-presentation on Twitter. Paper presented at the annual Diana International Research Conference. Dublin, Ireland.

Hanek, K. J.* (December, 2019). Gender differences in the psychology of competition. Paper presented at the Oxford Handbook Conference for the Psychology of Competition. London, UK.

Garcia, S. M.,* & **Hanek, K. J.*** (February, 2018). Internal team competition: Competing for your job every day – Positive and negative effects. Panelist at the Sport and Organizational Dynamics Conference. Ross School of Business, University of Michigan. Ann Arbor, MI.

Hanek, K. J.,* Garcia, S. M., & Tor, A. (November, 2016). Where women prefer to compete: The role of competition size in competition entry decisions. Paper presented at the annual meeting of the Society for Judgment and Decision Making. Boston, MA.

Hanek, K. J.,* & Yates, J. F. (January, 2016). Identity integration and the role of others in decision-making. Poster presented at the annual meeting of the Society for Personality and Social Psychology. San Diego, CA.

Hanek, K. J.,* & Yates, J. F. (November, 2015). I want to be me: Identity integration and the role of others in decision-making. Poster presented at the annual meeting of the Society for Judgment and Decision Making. Chicago, IL.

Hanek, K. J.,* & Lee, F. (October, 2015). Identity conflict and indecisiveness: Management of multiple identities matters. Paper presented at the annual meeting of the Association for Consumer Research. New Orleans, LA.

Huff, S.,* **Hanek, K. J.**, & Lee, F. (August, 2015). Macro-level cosmopolitanism predicts individual-level cultural adaptation. Paper presented at the annual meeting of the Academy of Management. Vancouver, Canada.

Hanek, K. J.,* & Lee, F. (April, 2015). Biculturalism and affective components of choice. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA.

Hanek, K. J.,* & Lee, F. (November, 2014). Management of multiple identities matters: Identity integration predicts indecisiveness in identity-relevant decision-making tasks. Poster presented at the annual meeting of the Society for Judgment and Decision Making. Long Beach, CA.

Hanek, K. J.,* & Lee, F. (August, 2014). Identity integration and indecisiveness. Paper presented at the annual meeting of the Academy of Management. Philadelphia, PA.

Hanek, K. J.,* Garcia, S. M., Wu, K., & Tor, A. (November, 2013). Gender, number of competitors, and competition entry decisions. Poster presented at the annual meeting of the Society for Judgment and Decision Making. Toronto, Canada.

Hanek, K. J.,* & Lee, F. (January, 2013). Biculturalism and decision-making: Affective components of choice. Poster presented at the annual meeting of the Society for Personality and Social Psychology. New Orleans, LA.

Hanek, K. J.,* McAdams, D. P., & Dadabo, J. G. (March, 2011). A narrative approach to political orientation in conservatives and liberals. Paper presented at the annual meeting of the Eastern Psychological Association. Cambridge, MA.

Hanek, K. J.,* Olson, B., & McAdams, D. P. (July, 2009). Political orientation, happiness, and the psychology of Christian prayer. Poster presented at the bi-annual meeting of the Association for Research in Personality. Evanston, IL.

** Denotes presenter*

Invited Talks

University of Dayton, Department of Management and Marketing (2023)

Babson College, Diana International Research Institute (2023)

University of Dayton, Gender Equity Research Colloquium (2021)

University of Michigan, Decision Consortium (2018)

University of Dayton, School of Business Administration (2017)

University of Dayton, School of Business Administration (2015)

Michigan State University, Department of Psychology (2015)

Columbia University, Columbia Business School (2015)

University of Victoria, Gustavson School of Business (2015)

Vanderbilt University, Owen Graduate School of Management (2015)

Northwestern University, Kellogg School of Management (2015)

University of Michigan, Decision Consortium (2015)

University of Michigan, Decision Consortium (2013)

TEACHING INTERESTS

international business, organizational behavior, negotiation, leadership, multiculturalism and organizational diversity, research methods

TEACHING EXPERIENCES

University of Dayton

School of Business Administration

INB 302: Survey of International Business
MGT 300: Survey of Organizational Behavior
MGT 301: Organizational Behavior

University of Michigan

Department of Psychology

PSYCH 487: Negotiation in Practice
PSYCH 393: Political Psychology
PSYCH 381: Advanced Laboratory in Social Psychology
PSYCH 290: Introduction to the Psychology of Personality
PSYCH 260: Introduction to Organizational Psychology
PSYCH 111: Introduction to Psychology

Department of Organizational Studies

ORGSTUDY 405: Negotiation and Dispute Resolution

Ross School of Business

MO 503 (MBA): Leading People and Organizations

Northwestern University

Department of Psychology

PSYCH 398: Undergraduate Honors Seminar

SERVICE TO THE PROFESSION

Editorial Service

Editorial Review Board

Journal of Global Mobility
Frontiers in Psychology

Guest Associate Editor

Frontiers in Psychology, Special Issue: "Application of psychological theories to the study of consumer and organizational behavior in a post-pandemic world"

Ad-hoc Reviewing

Cross-Cultural & Strategic Management
European Management Journal
International Journal of Human Resource Management
International Journal of Intercultural Relations
Journal of Cross-Cultural Psychology
Journal of Ethnic and Migration Studies
Journal of Small Business Management
Psychological Reports

Psychology of Women Quarterly
Sex Roles

Conference Reviewing

Academy of International Business Northeast Chapter (track chair, IHRM) (2022)
Academy of Management (DEI, IM, and OB Divisions)

SERVICE TO THE UNIVERSITY

University of Dayton

School of Business Administration

Lead Faculty, Female Aspiring Business Scholars (FABS) Summer Program (2022-2024)
Member, Promotion, Tenure, and Faculty Review Committee, Department of Management and Marketing (2022-2023)
Member, Schaefer Chair Search Committee, Department of Management and Marketing (2022)
Member, Diversity, Equity, and Inclusion Strategic Planning Committee (2021-2022)
Chair, Student Appeal Committee, Department of Management and Marketing (2021)
Member, Heuristics Committee, Department of Management and Marketing (2019)

School of Education and Health Sciences

External Member, Dissertation Committee for Maninder Kaur, Ph.D. in Educational Leadership (2023-present)

Department of Psychology

External Member, Faculty Search Committee (2021)

University-at-Large

Member, University Inclusive Excellence Council (UIEC) Assessment Standing Committee (2022-present)
Member, Diversity as an Institutional Learning Goal (ILG) Working Group (2021-2022)
Gender Equity Research Fellow (2020-2021)
Panelist, International Education Week (2018)

OTHER SERVICE

Blogger, "Breaking barriers for women in the workplace," Character & Context (2023)
Advisory Board Member, Sport and Organization Dynamics Institute (2020-present)

PROFESSIONAL AFFILIATIONS

Academy of International Business (AIB)
Academy of Management (AOM)
Diversity, Equity, and Inclusion Division
International Management Division
Organizational Behavior Division
International Organizations Network (ION)
Society for Judgment and Decision Making (SJDM)

RESEARCH IN MEDIA (*selected*)

- “Do women prefer smaller competitions?” *Psychology Today* (2019, March)
- “Where men and women like to compete,” *The Wall Street Journal* (2016, June)
- “Is fear of competing to blame for the gender leadership gap?,” *Fast Company* (2016, May)
- “Women prefer jobs that have fewer applicants,” *The Economic Times* (2016, May)
- “Hombres vs mujeres: ¿somos menos competitivas al buscar trabajo o universidad?”
Telemundo (2016, May)
- “Gender pay gap: Women’s lack of competitiveness may account for inequality,” *Australian Broadcasting Corporation* (2016, May)