



**Leeds** School of Business  
UNIVERSITY OF COLORADO **BOULDER**

## RYAN RAGAGLIA, MBA

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### EDUCATION

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	<b>University of Colorado - Boulder</b> Leeds School of Business, AACSB Accredited	Boulder, CO
08/2022-Present	PhD in Organizational Behavior <i>Comprehensive Exam Paper:</i> Escaping the Cage: The Career Identifying Process in Employees with Mental Health Diagnoses	
08/2016-05/2018	Masters in Business Administration (MBA)	
	<b>University of Wyoming</b>	Laramie, WY
08/2009-05/2013	Bachelor of the Arts (BA) in Political Science	

### RESEARCH FOCUS

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- Mental Health
- Identity Management
- Stigmatized and/or Marginalized Social Identities

### MANUSCRIPTS IN PROGRESS

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**Ragaglia, R.**, Hekman, D. R. (Submitted, awaiting review). I Want to Break Free: The Paradoxical Positive Influence of Perceived Defeat and Entrapment on Employee Turnover Intention.  
Target Journal: *Administrative Science Quarterly*

**Ragaglia, R.**, Volpone, S. D. (In preparation for submission). Escaping the Cage: The Identity Construction Process in Employees with Mental Health Diagnoses.  
Target Journal: *Academy of Management Journal*.

Volpone, S. D., & **Ragaglia, R.** (In preparation for submission). Decolonizing qualitative methodologies.  
Target Journal: *Academy of Management Journal*

Volpone, S. D., **Ragaglia, R.**, Smith, N., & Martinez, L. R. (In preparation for submission). Intersectionality as a context for disclosure.  
Target Journal: *Academy of Management Journal*.

**Ragaglia, R.** (In preparation for submission). Suicide: a metaphor for workplace turnover.  
Target Journal: *Academy of Management Review*.

## DATA COLLECTIONS IN PROGRESS

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**Ragaglia, R.** (Data collection in progress). Depression and Entrapment: A Qualitative Study.  
Target Journal: *Academy of Management Journal*

**Ragaglia, R.** (Data collection in progress). Retirement, grief, and bridge employment.  
Target Journal: *Journal of Applied Psychology*.

**Ragaglia, R., Kong, D. T., Lacerenza, C. N.** (Data collection in progress). Relational Polarization.  
Target Journal: *Academy of Management Review*

**Ragaglia, R., Mitchell, R. L.** (Data collection in progress). A New Mindfulness Scale.  
Target Journal: *Journal of Applied Psychology*

**Ragaglia, R., & Gladstone, J.** (Data collection in progress). The role of socioeconomic status discrimination.  
Target Journal: *Journal of Applied Psychology*.

Mitchell, R. L., Kong, D. T., & **Ragaglia, R.** (Data collection in progress). Internal comparisons.  
Target Journal: *Journal of Applied Psychology*.

## BOOK CHAPTERS

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Volpone, S. D., Macoukji, F. G., **Ragaglia, R.,** & Lyons, B. J. (In press). Overcoming biases across the human resource management lifecycle for individuals with a criminal record. In N. C. Jones Young & J. Griffith (Eds.). *Employing our returning citizens: An employer-centric view*. Palgrave Macmillan Publishing.

## CONFERENCE PRESENTATIONS

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### CHAired SESSIONS

2024            **Co-Chair**  
Session: *Innovating Identity Management Theorizing to Illuminate the Experiences of Marginalized Employees*. Academy of Management (AOM) Annual Meeting, Chicago, IL.

### PAPER SYMPOSIA

**Ragaglia, R., Hekman, D.** (2024, August). I Want to Break Free: The Influence of Perceived Entrapment on Employee Turnover Intention. Academy of Management (AOM) Annual Meeting, Chicago, IL.

**Ragaglia, R.** (2024, August). Am I My Mental Illness? Identity Management and the Disclosure of Mental Health Conditions. In **R. Ragaglia & S. D. Volpone** (Co-Chairs). *Innovating Identity Management Theorizing to Illuminate the Experiences of Marginalized Employees*. Academy of Management (AOM) Annual Meeting, Chicago, IL.

Volpone, S. D., **Ragaglia, R.**, Smith, N., & Martinez, L. (2024, August). Continual Disclosure of Intersectional Identities at Work: The “Closet within a Closet” Phenomenon. In **R. Ragaglia & S. D. Volpone** (Co-Chairs). *Innovating Identity Management Theorizing to Illuminate the Experiences of Marginalized Employees*. Academy of Management (AOM) Annual Meeting, Chicago, IL.

Macoukji, F., **Ragaglia, R.**, Volpone, S. D., & Lyons, B. J. (2023, April). The role of employers in reducing the stigma of criminal backgrounds. In N. A. Smith, C. J. Waterbury, & M. C. Dullum (Co-Chairs). *Forgotten but not gone: Workplace insights from under-researched employees* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Boston, MA.

## RESEARCH EXPERIENCE

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### DIVERSITY AND IDENTITY (DI&ID) MANAGEMENT RESEARCH LAB



08/2022-Present      **Member, Research Assistant**

Lab Description: [The DI&ID Management Research Lab](#) is dedicated to pioneering research on diversity and identity management with a focus on examining these topics as they relate to the workplace experiences of traditionally under-represented employees. We use both qualitative and quantitative methods to study how organizations manage their diverse workforces, and how diverse individuals flourish through the management of their identities at work so that employees and the organization itself experience improved outcomes.

PI: Dr. Sabrina D. Volpone

## SUMMARY OF TEACHING EXPERIENCE AND EFFECTIVENESS

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### INSTRUCTOR

BCOR 2002	PRINCIPLES OF ORGANIZATIONAL BEHAVIOR Fall 2024	UNDERGRADUATE
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### TEACHING ASSISTANT

ORGN 4300	LEADING DIVERSE AND INCLUSIVE ORGANIZATIONS Spring 2023	UNDERGRADUATE
ORGN 3030	CRITICAL LEADERSHIP SKILLS Fall 2022	UNDERGRADUATE

## SERVICE ACTIVITIES FOR THE PROFESSION

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**JOURNALS**Ad-Hoc Reviewer:

*Journal of Applied Psychology* (2024-present)  
*Academy of Management Review* (2024-present)  
*Human Resource Management* (2023-present)

**CONFERENCES**Ad-Hoc Reviewer:

Academy of Management Conference (2024-present)  
Diversity, Equity, and Inclusion (DEI) division  
Organizational Behavior (OB) division

**UNIVERSITY**

Graduate and Professional Student Government (2023-Present)  
Parliamentarian, Rules and Finance Committee Chair

**AWARDS, HONORS, AND DISTINCTIONS**

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2024            **Gerald Hart Doctoral Research Fellowship**

2023            **University of Colorado Boulder Center for Leadership Seed Grant**  
                    Co-Investigator

2023            **Gerald Hart Doctoral Research Fellowship**

**PROFESSIONAL AFFILIATIONS**

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2024-Present   **Society for Industrial and Organizational Psychology**, Student Member

2023-Present   **Academy of Management**, Student Member  
                    Organizational Behavior  
                    Division of Gender & Diversity in Organizations

**INDUSTRY EXPERIENCE**

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**TARGET CORPORATION**

2000-2022            **Human Resources Operations Manager**

2014-2018            **Grocery and Logistics Operations Manager**

**DISH NETWORK**

2018-2020            **Project Manager**, Process Improvement & Implementation

**REFERENCES**

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**Sabrina D. Volpone, Ph.D.**  
Associate Professor

Leeds School of Business  
University of Colorado Boulder  
PhD Program Director, Organizational Leadership and Information Analytics Division  
Director, Diversity and Identity (DI&ID) Management Research Lab  
E-mail: [sabrina.volpone@colorado.edu](mailto:sabrina.volpone@colorado.edu)

Relationship: Comprehensive exam committee chair, lab manager, teaching assistant supervisor, co-author on multiple in-progress manuscripts