

Curriculum Vitae

KSENIA KEPLINGER

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Leeds School of Business
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RESEARCH INTERESTS

Leadership (leader identity, ethical leadership, leader's emotions), diversity and inclusion, gender and racial biases, gig economy, family entrepreneurship, accountability.

EDUCATION

- Oct 2010 – July 2016 **Ph.D., Business Studies (Focus on Organizational Behavior)** (with highest distinction)
Johannes Kepler University of Linz, Austria
Supervisor: Prof. Birgit Feldbauer-Durstmüller
(*Institute for Management Control & Consulting*)
- Oct 2007 - Oct 2010 **M.S (Mag.), Finance and Management Accounting** (with highest distinction)
Johannes Kepler University of Linz, Austria
Supervisor: Prof. Birgit Feldbauer-Durstmüller
(*Institute for Management Control & Consulting*)
- Sep 2003 – Jun 2007 **B.S., International Economics** (with highest distinction)
National Research University - Higher School of Economics, Nizhny Novgorod, Russia
Supervisor: Prof. Raisa A. Krasavina
(*Institute for Economic Theory and Econometrics*)
- Jul 2004 – Aug 2004 **Undergraduate Summer School “Tandem”**
Linguistics University of Nizhny Novgorod, Russia
- Sep 2001 – Sep 2003 **Undergraduate Program, Food Science & Technology**
Kaliningrad State Technical University, Kaliningrad, Russia

EXPERIENCE

- Aug 2019 - present **Scholar in Residence**
University of Colorado Boulder, Leeds School of Business,
Boulder, US
- Aug 2015 – Aug 2019 **Postdoctoral Associate**
University of Colorado Boulder, Leeds School of Business,
Boulder, US
- Aug 2010 – Aug 2015 **Management Accountant**
Fabasoft International Services GmbH, Linz, Austria
- Apr 2009 – Aug 2009 **Financial Assistant**
OeKB Versicherung AG, Linz, Austria
- Nov 2007– Feb 2009 **International Communication Assistant**
Doka GmbH, Amstetten, Austria
- Jul 2007 - Sep 2007 **Intern**
Sales Department, Doka GmbH, Amstetten, Austria
- Feb 2007 – Mar 2007 **Intern**
Nizhny Novgorod Municipal Administration, Nizhny Novgorod,
Russia
- Sep 2006 – Oct 2006 **Intern**, Department for International Communication, Higher
School of Economics, Nizhny Novgorod, Russia

AWARDS AND SCHOLARSHIPS

- Apr 2018 **The Careers Division Best Symposium Award Finalist** from the
Academy of Management
- Apr 2017 **William H. Newman Award Finalist** from the Academy of
Management
- Dec 2016 **Award of Excellence for an outstanding Ph.D. thesis** from the
Austrian Federal Ministry for Science and Research
- Dec 2016 **Recognition Award for Women in Research** from the Dr.
Maria Schaumayer Foundation
- May 2016 **AOM Annual Meeting Best Paper Proceedings** from the
Academy of Management
- Nov 2014 **Study Grant for Social Sciences, Economics and Business
Administration** from the Johannes Kepler University of Linz
- Dec 2011 **Ludwig Scharinger Award for an outstanding master's
thesis** from the Johannes Kepler University of Linz
- Nov 2011 **VOEWA Academic Award for an outstanding master thesis**
from the Association of Austrian Business Graduates
- Oct 2011 **REHAU Business Award for an outstanding master's thesis**
in the German-speaking part of Europe from REHAU Group
- Mar 2006 **Academic Excellence Scholarship** from the Upper Austrian
Government

Jun 2004, 2005

Academic Excellence Scholarship from the Higher School of Economics, Russia

JOURNAL PUBLICATIONS

Sheila Hanson, Ksenia Keplinger. The Balance that Sustains Benedictines: Family Entrepreneurship across Generations. *Conditional accept at Entrepreneurship & Regional Development*.

Ksenia Keplinger, Stefanie Johnson, Jessica Kirk, Liza Barnes (2019). Women at Work: Changes in Sexual Harassment between September 2016 and September 2018. *PLOS ONE*

Stefanie Johnson, Ksenia Keplinger, Jessica Kirk, Liza Barnes. Has Sexual Harassment at Work Decreased since #MeToo? (2019). *Harvard Business Review*, <https://hbr.org/2019/07/has-sexual-harassment-at-work-decreased-since-metoo>.

William Becker, Russell Cropanzano, Hunter von Wagoner, Ksenia Keplinger (2018). Emotional Labor within Teams: Outcomes of Individual and Peer Emotional Labor on Perceived Team Support, Extra-Role Behaviors, and Turnover Intentions, *Group & Organization Management*, Volume 43, Issue 1, pp. 38-71.

Stefanie Johnson, Jessica Kirk, Ksenia Keplinger. Why We Fail to Report Sexual Harassment (2016). *Harvard Business Review*, <https://hbr.org/2016/10/why-we-fail-to-report-sexual-harassment>.

Ksenia Keplinger, Birgit Feldbauer-Durstmüller, Simon Sandberger, Maximilian Neulinger (2016). Entrepreneurial Activities of Benedictine Monasteries – a Special Form of Family Business? *International Journal of Entrepreneurial Venturing*, 8(4), pp. 317-333.

Ksenia Keplinger, Birgit Feldbauer-Durstmüller (2016). Monastic Approach to Governance and Leadership: A Literature Review, *International Journal of Strategic Management*, Volume 16, Number 1, pp. 39-60.

Ksenia Keplinger, Birgit Feldbauer-Durstmüller, Christine Mitter (2012). Management Accounting Practices in a Multicultural Environment: Evidence from Austria, Russia and the US, *International Journal of Strategic Management*, Volume 12, Number 1, pp. 37-49.

Ksenia Keplinger, Birgit Feldbauer-Durstmüller (2012). Representations of Family Businesses in Russian Popular Culture, *European Journal of Management*, Volume 12, Number 1, pp. 1-11.

WORK IN PROGRESS

Russell Cropanzano, Ksenia Keplinger. The Structure of Scientific Misconduct and the Four Futures of Management. *Under review at Journal of Management Studies*.

Russell Cropanzano, Daniel Skarlicki, Thierry Nadisic, Marion Fortin, Hunter von Wagoner, Ksenia Keplinger. The Positive Side of Deonance: A Multi-Method

Investigation of Robin Hood Behaviors in the Workplace. *Under review at Journal of Business Ethics*

Ksenia Keplinger, Brittany Lambert, Russell Cropanzano, Phoenix van Wagoner. *Navigating Ups and Downs of the Gig Economy*, in writing stage.

Sheila Hanson, Ksenia Keplinger. The Values that Unite Benedictines: Roots of Resilience in an Ethics Code, in writing stage.

Stefanie Johnson, Ksenia Keplinger, Christina Lacerenza. *Why CEOs Take Action on Diversity and How They Do It*, in writing stage.

Ksenia Keplinger, Stefanie Johnson, Marissa Beldon. *Proof or Pedigree: Prestige of Education Predicts Men's but Not Women's Access to High Status Jobs*, in writing stage.

Ksenia Keplinger, Birgit Feldbauer-Durstmüller. *Ethical Leadership from a Monastic Perspective: When Everything New Is Well-Forgotten Old*, in writing stage.

Ksenia Keplinger, Birgit Feldbauer-Durstmüller. *A Moral being is an Accountable Being: Accountability and Ethics in Monastic Organizations*, in writing stage.

Jessica Kirk, Ksenia Keplinger, Stefanie Johnson. Pretty Powerful: Attractiveness and Masculinity Lead to Increased Sexual Harassment of Women, in data collection stage.

Jessica Kirk, Ksenia Keplinger, Stefanie Johnson. Attractive Identity and Professional Identity Conflict for Women in Masculine Jobs, in data analysis stage.

Ksenia Keplinger, Karina Bogatyreva, Tatyana Tsukanova. Are Family Firms Attractive Employers? Perceptions of Family Business in Russia, in data analysis stage.

Ksenia Keplinger, Mai Chi Vu, Phoenix von Wagoner. The Dark Side of Kindness: Too much Kindness Can Hurt Organizational Performance, in data collection stage.

Ksenia Keplinger, Stefanie Johnson, Phoenix von Wagoner. Looking Forward or Looking Back: Accelerating Leader Development, in data collection stage.

CONFERENCE PRESENTATIONS AND PAPERS

[24] Ksenia Keplinger, Stefanie Johnson, Christina Lacerenza. Why CEOs Take Action on Diversity and How They Do It. Academy of Management Annual Meeting 2019, Boston MA.

[23] Sheila Hanson, Ksenia Keplinger. The Values that Unite Benedictines: An Integrated Ethics Code for Family Business. Academy of Management Annual Meeting 2019, Boston MA.

[22] Brittany Lambert, Ksenia Keplinger, Russell Cropanzano (2019). A New Way of Working: Towards a Theory of the Gig Economy. POS Research Conference, Ann Arbor, MI, USA.

[21] Stefanie Johnson, Ksenia Keplinger, Christina Lacerenza (2019). The Power of Leadership: Why and How CEOs Take Action on Diversity Initiatives. 4th Interdisciplinary Perspectives on Leadership Symposium, Greece.

- [20] Sheila Hanson, Ksenia Keplinger (2018). The Monastic Family: Relevance of the Benedictines to Family Entrepreneurship. Academy of Management Annual Meeting 2018.
- [19] Brittany Lambert, Ksenia Keplinger, Russell Cropanzano (2018). A Mixed Bag: Advantages and Disadvantages of the Gig Economy for Workers. Part of the Symposium "Improving Lives of Gig Workers: Navigating Ups and Downs of the Gig Economy", Academy of Management Annual Meeting 2018.
- [18] Ksenia Keplinger, Mai Chi Vu, Phoenix von Wagoner (2018). The Dark Side of Kindness: Too much Kindness Can Hurt Organizational Performance, Damage Leader-Follower Relationship, and Contribute to the Unhealthy Environment, 3rd Interdisciplinary Perspectives on Leadership Symposium, Greece.
- [17] Ksenia Keplinger, Jessica Kirk, Stefanie Johnson (2017). The Ugly Side of Being Pretty for Women: Sexual Scrutiny and Doubts of Competence, Part of the Symposium "Old Meets New: A Conversation between Traditional & Modern Perspectives on Social Sexual Behavior", Academy of Management Annual Meeting 2017.
- [16] Jessica Kirk, Ksenia Keplinger, Stefanie Johnson (2017). Attractive Identity and Professional Identity Conflict for Women in Masculine Jobs, Part of the Symposium "New Considerations on the Relationship between Women and their Careers", Academy of Management Annual Meeting 2017.
- [15] Ksenia Keplinger (2017). Ethical Leadership from a Monastic Perspective: When Everything New Is Well-Forgotten Old, Academy of Management Annual Meeting 2017.
- [14] Ksenia Keplinger, Jessica Kirk (2017). Leader Identity Processes, Emotions, and Leader-Member Exchange: A Conceptual Model, 2nd Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece.
- [13] Ksenia Keplinger, Jessica Kirk, Stefanie Johnson (2016). Does Being Attractive Backfire? The Hidden Costs of Attractiveness in the Workplace, Part of the Symposium "The Good, the Bad, and the Pretty: When and Why Attractiveness Helps and Hurts Women", Academy of Management Annual Meeting 2016.
- [12] Ksenia Keplinger, Birgit Feldbauer-Durstmüller (2016). A Moral being is an Accountable Being: Accountability and Ethics in Monastic Organizations, Academy of Management Annual Meeting Proceedings 2016.
- [11] Ksenia Keplinger (2016). Verantwortung und Ethik in Monastischen Organisationen – eine Wirtschaftswissenschaftliche Perspektive, Workshop "Wirtschaft und Monastisches Leben," Lambach, Austria.
- [10] Birgit Feldbauer-Durstmüller, Ksenia Keplinger (2016). Corporate Governance and Leadership from a Monastic Perspective: A Literature Review, 4th International Symposium "Monasticism & Economy: Rediscovering an Approach to Work and Poverty," Rom, Italy.
- [9] Ksenia Keplinger, Martina Sageder (2015). Image and Reputation of Family Firms - A Publication Analysis, IFERA Annual Conference 2015.

- [8] Ksenia Keplinger, Birgit Feldbauer-Durstmüller (2015). Are Family Firms Attractive Employers? Perceptions of Family Business in Russia. Proceedings of the 4th SME Conference “New Perspectives and Chances for SMEs”.
- [7] Ksenia Keplinger, Birgit Feldbauer-Durstmüller (2014). Economic Activity of Benedictine Monasteries – a Special Form of Family Business? Proceedings of the 59th Annual International Council for Small Business - World Conference on Entrepreneurship “Entrepreneurship and Sustainability”.
- [6] Ksenia Keplinger, Birgit Feldbauer-Durstmüller (2014). Image of Family Business in Russia and Implications for the Attraction of Employees, Proceedings of the 59th Annual International Council for Small Business - World Conference on Entrepreneurship “Entrepreneurship and Sustainability”.
- [5] Ksenia Keplinger, Birgit Feldbauer-Durstmüller (2013). Monastic Approach to Governance and Leadership: A Literature Review, Academy of Management Proceedings, Volume 2013, Number 1, Page 16252.
- [4] Ksenia Keplinger, Birgit Feldbauer-Durstmüller (2012). Corporate Governance and Ethical Leadership from a Monastic Perspective: A Literature Review, Proceedings of the 10th International Conference “Democratization, Marketization, and the Third Sector”, International Society for Third-Sector Research.
- [3] Ksenia Keplinger, Birgit Feldbauer-Durstmüller (2011). Family business representations - the Case of Russia, Proceedings of the 15th Annual Interdisciplinary Entrepreneurship Conference G-Forum 2011.
- [2] Ksenia Keplinger, Birgit Feldbauer-Durstmüller, Christine Mitter (2011). Doing Business in Russia: Lessons for Management Accounting, Proceedings of the 1st REDETE Conference, University of Banja Luka, Banja Luka, Bosnia, pp. 81-89.
- [1] Ksenia Keplinger, Birgit Feldbauer-Durstmüller (2011). Family business representations in popular culture: the case of Russia, Proceedings of the 1st REDETE Conference, University of Banja Luka, Banja Luka, pp. 264-272.

OTHER PUBLICATIONS

- [7] Ksenia Keplinger (2019). A Moral Being is an Accountable Being: Leadership and Accountability in Monastic Organizations, in: Feldbauer-Durstmüller, B., Wolf, T., and Neulinger OSB, M. (Eds.), Unternehmen und Klöster: Wirtschaft und monastisches Leben im interdisziplinären Dialog. **Book Chapter**, Wiesbaden, Germany: Springer.
- [6] Ksenia Keplinger, Birgit Feldbauer-Durstmüller (2019). Corporate Governance and Leadership from a Monastic Perspective. A Literature Review, in: Jonveaux, I., Quartier, T., Sawicki B., and Trianni, P. (Eds.), Monasticism and Economy: Rediscovering an Approach to Work and Poverty. **Book Chapter**, Sankt Ottilien, Germany: EOS Verlag.
- [5] Stefanie K Johnson, Ksenia Keplinger, Jessica F Kirk, Elsa T Chan (2018). The Perils of Pretty: Effects of Personal Appearance on Women’s Careers, in: Broadbridge, A. M. and Fielden S. L. (Eds.), Research Handbook of Diversity and Careers, **Book Chapter**, Cheltenham, UK: Edward Elgar Publishing.
- [4] Ksenia Keplinger (2016). A Moral Being is an Accountable Being: Ethical Leadership and Accountability in Monastic Organizations, **Dissertation**, Johannes Kepler University

of Linz. [Supervisor: Birgit Feldbauer-Durstmüller, Institute for Management Control & Consulting].

[3] Ksenia Keplinger, Birgit Feldbauer-Durstmüller (2012). Einflüsse kultureller Faktoren auf die Gestaltung der Controllingsysteme in Österreich, den USA und Russland, in: Denk, C. and Feldbauer-Durstmüller, B. (Eds.), Internationale Rechnungslegung und internationales Controlling, **Book Chapter**, Vienna: Linde Verlag.

[2] Ksenia Keplinger (2010). Controlling im Spannungsfeld zwischen West und Ost: Vergleich der Controllingsysteme in Österreich, den USA und Russland, **Master's Thesis** (Diplomarbeit), Johannes Kepler University of Linz. [Supervisor: Birgit Feldbauer-Durstmüller, Institute for Management Control & Consulting].

[1] Ksenia Keplinger (2007). Formation and Development of Joint Ventures in Russia: Example of the Nizhny Novgorod Region. **Bachelor's Thesis** (in Russian), National Research University - Higher School of Economics. [Supervisor: Raisa A. Krasavina, Institute for Economic Theory and Econometrics].

TEACHING EXPERIENCE

Fall 2019	Critical Leadership Skills Instructor
Fall 2017	Qualitative Research Methods for PhD students Instructor
Spring 2017	Critical Leadership Skills Instructor
Spring 2016	Critical Leadership Skills Instructor
Spring 2016	International Business and Management Co-Instructor
Fall 2015	International Business and Management Teaching Assistant

ACTIVITIES AND INTERESTS

- Reviewer for AOM, ICSB, IFERA, and Journal of Business Ethics.
- Symposium organizer at AOM (2016, 2017, 2018), session chair at AOM (2019)
- Treasurer in HSSPA (Harvard Students' Spouses and Partners Association) from 2012 till 2014
- Group leader for a children's playgroup in HSSPA (Harvard Students' Spouses and Partners Association).
- Finance committee member at a Montessori school, Cambridge, MA, USA (2014-2015).
- Member of AIESEC Linz, Austria and member of the Management Club in Linz, Austria (2009-2010).
- Hobbies: ballroom dancing, ice skating, cooking, knitting.

LANGUAGES

Russian (native), English (fluent), German (fluent), Czech (basic)