

HUNTER PHOENIX VAN WAGONER

PhD Candidate, Organizational Behavior
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EDUCATION

University of Colorado, Boulder

PhD Candidate, Organizational Behavior	2017-Present
PhD Student, Organizational Behavior	2015-2017

Colorado College

B.A. in Economics with Distinction	Colorado Springs, CO
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May 2013

RESEARCH INTERESTS

Justice and Inclusion, Gender and Diversity, Leader Development and Self-Awareness

REFEREED PUBLICATIONS

Becker, w., Cropanzano, R., Van Wagoner, H. P., Keplinger, K. (2017). Emotional Labor Within Teams: Outcomes of Individual and Peer Emotional Labor of Perceived Team Support, Extra-Role Behaviors, and Turnover Intentions. *Group and Organization Management*, 43(1), 38-71. *Selected as part of the 2018 Editor's Choice Collection*

MANUSCRIPTS IN THE REVIEW PROCESS

Hekman, D. Van Wagoner, P., Owens, B., Mitchell, T., Lee, T, Holtom, B., Dinger, J. (Under review). An Examination of How Collective Prevention Focus and Strategic Positioning Alter the Influence of Turnover on Organizational Adaptability and Performance. *Journal of Applied Psychology*.

- [APL-S-19-00063, submitted January 21, 2019]

Fortin M., Cropanzano R., Nadisic T., Cuguero N., Van Wagoner P. (4th Revision Requested) Emergent Justice Rules. *Human Relations*

- [HR -2017-0337; Revision Submitted Feb 26, 2019]

SELECTED RESEARCH IN PROCESS AND WORKING PAPERS (* = First-author projects)

Research Theme: Justice and Inclusion

Lambert, B., **Van Wagoner, P.**, Cropanzano, R., Sita Hansen, N. (In preparation). Mental Health as Hidden Diversity: An Affective Events Theory Perspective.

Targeted for submission to *Journal of Applied Psychology* in August 2019.

Volpone, S. D., Lyons, B. J., **Van Wagoner, H. P.**, & Marsh, V. L., (In preparation). How employees with marginalized identities can manage authenticity perceptions.
Targeted for submission to *Journal of Applied Psychology* in March 2019.

Lambert, B., **Van Wagoner, H. P.**, Lascerenza, C., Johnson, S. K., (In preparation). High Potential Women and Turnover Intentions. The Moderating Effect of Leader Diversity
Targeted for submission to *Academy of Management Journal* in March 2019.

Van Wagoner, H. P., Volpone, S., Embry, B., Hekman, D. R., Barnes, L., Rivin, J. Reed, R., Johnson, S. k., (In preparation). Leveraging Diversity to Enhance Inclusion Efforts for Team Processes and Outcomes.*
Targeted for submission to *Academy of Management Journal* in May 2019.

Cropanzano, R., Skarlicki, D., Nadisic, T, Fortin, M. Keplinger, K., **Van Wagoner, H. P.** (In preparation) Robin Hoodism and Moral Identity: A Mixed Method Investigation.
Targeted for submission to *Journal of Business Ethics* in March 2019.

Van Wagoner, H. P., Hekman, D. (In Preparation). Diseased Organizations: Diversity and its Dilution Effect in the Infected Workplace.*
Targeted for submission to *Academy of Management Review* in August 2019.

Van Wagoner, H. P., Lambert, B., Hekman, D. R, Johnson S. K., and Reed, R., (In preparation) Inclusive Leader Behaviors and Team Performance.*
Targeted for submission to *Journal of Applied Psychology* in June 2019.

Research Theme: Leadership and Leader Development Through Self-Awareness

Johnson S. K., Keplinger, K., **Van Wagoner, H. P.**, (In Preparation) The Development of Leader Identity: A Mental Time Travel Intervention.
Targeted for submission to *Academy of Management Journal*.

Van Wagoner, H. P., (In preparation) A Selfish Goal Contagion Perspective.*
Targeted for submission to *Academy of Management Review*.

Van Wagoner, H. P., Keplinger, K., Hekman, D. R., (In preparation). Establishing Nomological, Construct and Predictive Validity of Reflection in Leaders.*
Targeted for submission to *Journal of Applied Psychology*.

Cropanzano, R., **Van Wagoner, H. P.**, Jennings, T., Reed, R. (In preparation). Distance Versus In-Person Education in an Accelerated Format. A Quasi-Experiment.
Targeted for submission to *Academy of Management Learning and Education*.

Eurich, T., Heggstad, E. **Van Wagoner, H. P.**, Woxnyj, H, Broderson, A. (In preparation). The Development and Validation of an Applied Measure of Self-Awareness.
Targeted for submission to *Journal of Vocational Behavior* in April 2019.

Parco, J., de Araujo, P., Levy, D., Parco, H., **Van Wagoner, H. P.**, (In preparation). The Impact of Medical and Recreational Cannabis Dispensaries on Housing Markets. With Jim Parco, Pedro de Araujo and Hailey Parco
Analyzing Data (target: TBD)

Parco, J., Levy, D., Parco., **Van Wagoner H. P.**, (In preparation). From Black to Grey to Green: The Impact of the Legalization of Cannabis on Black Market Participants. With Jim Parco, Dave Levy and Hailey Parco
Finalizing Manuscript (target: TBD)

Johnson, D., **Van Wagoner, H. P.**, (2014). The Chicken or the Egg: Granger-Causality between Trade and Innovation. Colorado College Working Paper. SSRN: papers.ssrn.com/sol3/papers.cfm?abstract_id=2479559

RELEVANT EXPERIENCE

Instructor , University of Colorado, Leeds School of Business	Fall 2017, 19
Research Assistant , University of Colorado, Leeds School of Business	2015 – Present
Teaching Apprenticeship , with Professor David Hekman	Fall 2015
Econometrics Lab Assistant , Colorado College Economics and Business	2013 – 2015
Research Assistant , Enso Books for Professor Jim Parco	2013 – 2014
Data Analysis / Grant Writing Intern , Catamount Institute	2010 – 2013
Research Assistant , Colorado College Economics and Business	Summer 2010

Presentations & Conferences

Lambert, B., **Van Wagoner, H. P.**, Johnson, S. K., Lacerenza, C., Hekman, D. R., (2018). *How Female Leadership Inspires Advancement, Breaks Barriers And Destroys Biases*. Panel Symposia presented at the annual meeting of the Academy of Management (AOM), Chicago, IL.

Lambert, B., **Van Wagoner, H. P.**, Johnson, S. K., Lacerenza, C., Hekman, D. R., (2018). *Gender Drafting: How Female Leadership Inspires High Potential Employees At Work*. Panel Symposia presented at the annual Interdisciplinary Leadership Symposium (IPLS), Crete, Greece

Keplinger, K., **Van Wagoner, H. P.**, (2018). *The Dark Side of Kindness*. Panel Symposia presented at the annual Interdisciplinary Leadership Symposium (IPLS), Crete, Greece

Van Wagoner, H. P., Lambert, B., Hekman, D. R., (2017). *Inclusive Leader Behavior: What are They And What Do They Do*. Panel Symposia presented at the annual meeting of the Academy of Management (AOM), Anaheim, CA.

Lambert, B., **Van Wagoner, H. P.,** Johnson, S. K., Lacerenza, C., Hekman, D. R., (2017). *Proof Versus Potential; Why Women Are Not Making it to The Top*. Panel Symposia presented at the annual meeting of the Academy of Management (AOM), Anaheim, CA.

Van Wagoner, H. P., (2014) *Reflections on Undergraduate Research*. Invited Keynote Speaker Colorado College Research Symposium, Colorado Springs CO

Van Wagoner, H.P., Johnson, D. K., (2014). *The Chicken or the Egg: Granger Causality Between Different Measures of Trade and Innovation*. Presented at the Academy of Economics and Finance Annual Conference, Chattanooga, TN.

Van Wagoner, H. P., (2013) *Reflection in an Organizational Context: The Discovery of Identity Through Reflective Journaling by Former, Active, and Non-Active Members of the Church of Jesus Christ of Latter-Day Saints*. Presented at Colorado College Research Symposium, Colorado Springs, CO

Van Wagoner, H. P., Johnson, D. K., (2011). *Knowledge Dissemination Within the Telecommunications Industry. A Panel Tobit Analysis*. Presented at the Western Social Sciences Annual Conference, Salt Lake City, UT.

ACADEMIC SERVICE

Academy of Management

- Ad hoc reviewer for annual meeting 2015-2016

TEACHING EXPERIENCE

University of Colorado, Boulder

ORGN 3030 Critical Leadership Skills Fall 2018
MGMT 3030 Critical Leadership Skills Fall 2017

Colorado College

ECON 321 LAB Applied Econometrics Using Stata Fall 2014
ECON 321 LAB Applied Econometrics Using Stata Fall 2013

SUMMARY OF TEACHING EFFECTIVENESS

SEMESTER	COURSE	CLASS	STUDENTS	RATING
FALL 2017	Critical Leadership Skills	MGMT 3030	29	5.28 / 6.0
FALL 2018	Critical Leadership Skills	ORGN 3030	42	5.6/6.0

PROFESSIONAL AFFILIATIONS

Academy of Management (Divisions: OB, ODC, GDO)
Society for Industrial and Organizational Psychology
Network of Leadership Scholars

GRANTS AND HONORS

University Fellowship Award, Leeds School of Business	2017
Doctoral Research Productivity Award, Leeds School of Business,	2016
Hart Fellowship: <i>Reflective Founders: Establishing Nomological, Construct and Predictive Validity of Reflection in Start Up Founders and Leaders</i>	2016
Van Skilling Research Grant for: <i>Reflection in an Organizational Context: The Next Step in Understanding Identity</i>	2013
Colorado College Grant to present at Western Social Sciences Annual Conference	2011