

JESSICA KIRK

University of Colorado
Leeds College of Business, UCB 463
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EDUCATION

University of Colorado, Leeds School of Business, Boulder, CO

Doctoral Student, August 2013-present
Strategic, Organizational, and Entrepreneurial Studies

Washington University, Olin Business School, St. Louis, MO

Master of Business Administration, May 2010
Beta Gamma Sigma, Business Honor Society

University of Missouri, School of Engineering, Columbia, MO

Bachelor of Science in Mechanical Engineering, December 2005 – Cum Laude
Tau Beta Pi, Engineering Honor Society
Pi Tau Sigma, Mechanical Engineering Honor Society

RESEARCH INTERESTS

- Group and organizational effectiveness
- Labeling in groups
- Perceptions of female leaders
- Identity and entrepreneurship
- Identity versus perception
- Organizational justice

PUBLICATIONS

Cropanzano, R., Fortin, M., & Kirk, J. (2015). How do we know when we are treated fairly? Justice rules and fairness judgments. In J. R. B. Halbesleben, A. Wheeler, & M. R. Buckley (Eds.), *Research in personnel and human resources management* (Vol. 33). Amsterdam, NL: Elsevier.

Cropanzano, R., Fortin, M., & Kirk, J. F. (2015). How do we know when we are treated fairly? Justice rules and fairness judgments. In M. R. Buckley, A. R. Wheeler, & J. R. B. Halbesleben (Eds.), *Research in Personnel and Human Resources Management* (Vol. 33, pp. 279-350). Cambridge, UK: Emerald Publishing.

Cropanzano, R., Fortin, M., & Kirk, J. (In Press). Organizational Justice. In *Encyclopedia of Industrial and Organizational Justice* (2nd edition).

CONFERENCE PRESENTATIONS

Kirk, Jessica, A Tale Of Entrepreneurial Identity: The Role Of Micro-identities In The Stories Founders Tell. *Babson College Entrepreneurship Research Conference, Babson Park, MA.* June 2015.

Kirk, J., Hekman, D., Chan, E., It's All in the Name: An Investigation of Bad Apple Antecedents. *Academy of Management Annual Meeting, Vancouver, BC.* August 2015.

Kirk, J., Johnson, S., Individuating Information and Role Stereotypes Influence the Evaluations of Top Female Leaders. *Academy of Management Annual Meeting, Vancouver, BC.* August 2015.

UNDER REVIEW

Kirk, J., Hekman, D., Foo, M.D., Chan, E., It's All in The Name: An Investigation of Whether and How Labeling is an Antecedent to the Bad Apple Effect in Groups. Submitted to *Journal of Applied Psychology*.

Hekman, D. R., Johnson, S. K., Cropanzano, R., Kirk, J., Chan, E. T., Lamb, M. B. The Corrupting Effects of Executive Pay: Racial and Gender Bias, Aggression and Worse Executive Performance. Submitted to *Administrative Science Quarterly*.

WORKING PAPERS

Kirk, J., Johnson, S., Social Role Theory vs Double Standards of Competence: An Investigation of Female Executives. For submission to *Journal of Applied Psychology*.

Kirk, J., Foo, M.D., Murnieks, C., The Strategic Value of Entrepreneurial Micro-Identities.

Kirk, J., Johnson, S., Attractiveness in the Workplace.

Johnson, S. K., Hekman, D. R., Kirk, J. F., Keplinger, K. Which Diversity Valuing Behaviors Lead to Diversity and Why.

TEACHING EXPERIENCE

University of Colorado – Boulder, Boulder, CO

Critical Leadership Skills (MGMT 3030)

Fall 2014 Student Evaluations of Instructor Overall: 5.6/6.0

Fall 2015 Student Evaluations of Instructor Overall: TBD

Entrepreneurial Environments (ESBM 3700)

Fall 2015 Student Evaluations of Instructor Overall: TBD

SERVICE AND LEADERSHIP

- **Reviewer** - *Journal of Business Venturing*, Fall 2014, Spring 2015, Summer 2015
- **President** - Doctoral Business Student Association, Fall 2015/Spring 2016
- **Board of Directors** - Boeing St. Louis Leadership Association, May 2010 to May 2013
- **Member** - Boeing Collaborative Culture Working Group, June 2008 to July 2013
- **Chairperson** - Boeing REACH Organization, St. Louis Leadership Team, Nov 2007 to July 2010
- **Team Leader** - Boeing REACH Organization, Enterprise Leadership Events Team, Dec 2008 to July 2010

WORK EXPERIENCE

The Boeing Company, St. Louis, Mo (Jun 2005 – July 2013)

Liaison Engineer – F/A-18 Final Assembly Production Support Team (Dec 2010 to July 2013)

Boeing St. Louis Engineering Rotation Program – Selective Program (Oct 2008 to Dec 2010)

Rotation Assignment 3: Subsystems Engineer, F-15 Program

Rotation Assignment 2: Staff Engineer, Office of GSS Chief Engineer

Rotation Assignment 1: Strength Engineer, 787 Program

Instrumentation Systems Engineer, P8-A Program (Jan 2006 to Oct 2008)

Intern - Instrumentation Systems Engineer, P8-A Program (Jun 2005 to Sep 2005)