SALLY HEDRICK-MILLER

Daniels School of Business, Purdue University
hedrics@purdue.edu | (770) 820-3109 | https://www.linkedin.com/in/sally-hedrick/

EDUCATION

Ph.D. **Purdue University** Anticipated 2029
Management, *Organizational Behavior*

M.S. **Pennsylvania State University** 2023
Human Resources and Employment Relations

B.S. **Georgia Institute of Technology** 2019
Business Administration, *Leadership & Organizational Change*
Magna Cum Laude

RESEARCH INTERESTS

Prosocial impact & meaningful work | Work orientation | Well-being | Job search

MANUSCRIPTS UNDER REVIEW

Nielsen, J., Jiang, W., Zhou, J., **Hedrick-Miller, S.,** & Thompson, J. [Title removed for blind peer review process]
*Under review, *Organization Science*

Zipay, K., **Hedrick-Miller, S.,** & Pychlau, S. [Title removed for blind peer review process]
* Under review, *Journal of Applied Psychology*

SELECTED WORKS IN PROGRESS

Hedrick-Miller, S., Gabriel, A., Chawla, N., Dineen, B., & Stevenson-Street, J. [Job search and working-well policies]
*Preparing for submission, Target: *Academy of Management Journal*

Zhou, J., Zipay, K., & **Hedrick-Miller, S.** [Positive solitude and self-construal]
*Writing, Target: *Academy of Management Journal*

Hedrick-Miller, S., Gabriel, A., & Dineen, B. [Job search for meaningful work]
*Experimental Design, Target: *Journal of Applied Psychology*

Hedrick-Miller, S. & Nielsen, J. [Managerial reactions to prosocial impact barriers]
*Data Collection, Target: *Academy of Management Journal*

Hedrick-Miller, S. & Nielsen, J. [Latent profile analysis of work orientations]
*Data Collection, Target: *Academy of Management Journal*

CHAIRED CONFERENCE SYMPOSIUM

Hedrick-Miller, S., Gabriel, A. (co-chairs) (2026). *New Directions in Exploring How Employees Craft Work to Promote Well-being.* Presented at the Academy of Management Annual Meeting (Philadelphia, PA).

CONFERENCE PRESENTATIONS **denotes designated presenter*

***Hedrick-Miller, S.**, Gabriel, A., Chawla, N., Dineen, B., & Stevenson-Street, J. (2026). *Just asking? The affective and behavioral consequences of asking for working well policies.* Presented at the Academy of Management Annual Meeting (Philadelphia, PA).

Zhou, J., Zipay, K., & **Hedrick-Miller, S.** (2026). *Taking time for me: Investigating employee positive solitude and its influence on work behaviors.* Presented at the Academy of Management Annual Meeting (Philadelphia, PA).

Hedrick-Miller, S. & Nielsen, J. (2026). *Latent profile analysis of work orientations.* Presented at the May Meaning Meeting (Fort Collins, CO).

Nielsen, J., Thompson, J., Jiang, W., Zhou, J., & **Hedrick-Miller, S.** (2025). *Calling identity and calling reputation: A Socio-analytic perspective on work orientation and job performance.* Presented at the Academy of Management Annual Meeting (Copenhagen, DK).

***Hedrick-Miller, S.** & Nielsen, J. (2025). *How naïve! Leader reactions to subordinate thwarted prosocial impact complaints.* Presented at the May Meaning Meeting (Washington, MI).

Zhou, J., Zipay, K., & **Hedrick-Miller, S.** (2025). *Taking time for me: Investigating employee me-time and its influence on work outcomes.* Presented at the Positive Organizational Scholarship Research Conference (Ann Arbor, MI).

Balkundi, P., Shukla, J., Carter, K., & **Hedrick-Miller, S.** (2024). *Seek few but be sought out by many: How age shapes networks that enhance performance.* Presented at the Academy of Management Annual Meeting (Chicago, IL).

TEACHING EXPERIENCE

Instructor, OBHR 33000: Introduction to Organizational Behavior (Fall 2026)

Invited Guest Lecturer, MGMT 49700: The Science of Working Well for Dr. Allison S. Gabriel (Spring 2026)

ACADEMIC HONORS AND AWARDS

Center for Working Well Research Award, Purdue University	2025
Presidential Doctoral Excellence Fellowship, Purdue University	2024 – 2028
Joseph and Karin Costello Graduate Student Award, Penn State	2022
Southern Management Association Pre-doctoral Consortium Scholarship	2022
School of Labor & Employment Relations Travel Grant, Penn State	2022

PROFESSIONAL AFFILIATIONS

Academy of Management, OB & HR Divisions 2024 – present
Center for Positive Organizational Scholarship, Community of Scholars 2024 – present
Purdue Center for Working Well, Student Affiliate 2024 – present

PROFESSIONAL SERVICE

Purdue University
Student curriculum coordinator 2025 – 2026
Student social co-chair 2025 – 2026
Student recruitment visit host 2024 – 2025

PROFESSIONAL EXPERIENCES

HR Leadership Development Program, *Executive Succession Planning* 2023 – 2024
IBM, Raleigh, NC
HR Specialist, *Global Onboarding and M&A Due Diligence* 2020 – 2021
NCR, Atlanta, GA