

RACHEL HAHN
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Mitch Daniels School of Business
Department of Organizational Behavior and Human Relations
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ACADEMIC POSITIONS

Purdue University – Mitch Daniels School of Business Post-doctoral Research Fellow, OBHR	2024–present
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EDUCATION

Ph.D. Michigan State University Management – Organizational Behavior	2024
M.A. University of Arizona Communication	2015
B.A. University of Illinois at Urbana-Champaign English Literature	2010

RESEARCH INTERESTS

I study often-overlooked dynamics that shape how employees—particularly women—experience work, with the aim of expanding theories of leadership, health, and equity. My research explores how biological factors (e.g., hormonal fluctuations), organizational policies (e.g., menstruation leave), and appearance-related expectations affect well-being, inclusion, and performance. I also examine how gender and age shape leadership and communication in teams, including work on status acuity, equity framing, and intergenerational dynamics. Across these projects, I draw on theories of identity, embodiment, and organizational justice to better capture the lived realities of diverse employees.

REFEREED PUBLICATIONS IN MANAGEMENT

Mitchell, R.L., Awasty, N., **Hahn, R.**, Griffin, D., & Hollenbeck, J. (2024). I'm not feeling it: The role of affective diversity in risk management and team performance. *Human Resource Management*.
<https://doi.org/10.1002/hrm.22265>

REFEREED PUBLICATIONS IN COMMUNICATION

Hahn, R., & Aubrey, J. S. (2018). The tween television diet: A content analysis of U.S. tween program food references. *Journal of Children and Media*, 12(2), 175-191.

Aubrey, J. S., Gamble, H., & **Hahn, R.** (2016). Empowered sexual objects?: The priming influence of self-sexualization on thoughts and beliefs related to gender, sex, and power. *Western Journal of Communication*, 81(3), 362-384.

Aubrey, J. S., & **Hahn, R.** (2016). Health versus appearance versus body competence: A content analysis investigating frames of health advice in women's health magazines. *Journal of Health Communication*, 21(5), 596-503.

PUBLICATIONS UNDER REVIEW

- Young, H., Zhou Koval, C., Lee, H.W., **Hahn, R.**, & Johnson, R. [Topic: Intergenerational communication at work]. **2nd R&R** at *Journal of Organizational Behavior*.
- Hahn, R.**, Hays, N. A., Case, C., Detert, L., Bloshinsky, A., & Makhanova, S. [Topic: Ovarian hormone effects on women's leadership]. **Under review** at *Administrative Science Quarterly*.
- Hahn, R.**, Roberson, Q. M., & Hays, N. [Topic: Employee well-being outcomes associated with organizational menstruation policies]. **Under review** at *Journal of Organizational Behavior* for special issue on female employees' reproductive health.
- Hahn, R.**, Hays, N., Awasty, N., & Mitchell, R. L. [Topic: Gender differences in body surveillance, appearance labor, and work engagement]. **Under review** at *Organizational Behavior and Human Decision Processes*.
- Young, H., Zhou Koval, C., **Hahn, R.**, Shi, J., & Johnson, R. [Topic: Daily appearance labor and self-regulation]. **Under review** at *Organization Science*.

RESEARCH IN PROGRESS

- Awasty, N., Matusik, J., Burgess, B., **Hahn, R.**, & Hollenbeck, J. [Topic: Transformational leadership and team mutiny]. Preparing for submission. Target: *Academy of Management Journal*.
- Hahn, R.** & Gabriel, A. [Topic: Cyclical health stressors and resistance to menstrual leave]. Data collection. Target: *Journal of Management*.
- Shockley, K., Sawyer, K., Gabriel, A., & **Hahn, R.** [Topic: IVF]. Data collection. Target: *Academy of Management Journal*.
- Detert, L., Case, C., **Hahn, R.**, Bloshinsky, A., Hays, N., & Makhanova, S. [Topic: Menstrual cycle hormones and mentorship]. Data analysis. Target: *Personnel Psychology*.
- Griffith, J., Chawla, N., Gabriel, A., & **Hahn, R.** [Topic: Theory of sexual harassment sensemaking]. Planning. Target: *Academy of Management Review*.
- Hahn, R.**, Mitchell, R.L., Boora, L., & Hollenbeck, J. [Topic: Female leadership on teams]. Data analysis. Target: *Organization Science*.
- Hahn, R.**, Mitchell, R.L., & Hays, N.A. [Topic: Gender equity framing and reward allocation in teams]. Data analysis. Target: *Journal of Applied Psychology*.
- Yu, S., Hays, N., & **Hahn, R.** [Topic: Status acuity on teams]. Data analysis. Target: *Journal of Applied Psychology*.

CONFERENCE PRESENTATIONS & SYMPOSIA

- Simmons, A., Baskerville, M., & **Hahn, R.** (August 2025). In Simmons, A., Baskerville, M., & Hahn, R. (Chairs), Female sponsorship in the face of derailment: Next steps. Panel gathered at the 85th Annual Conference of the Academy of Management, Copenhagen, Denmark.
- Hahn, R.**, Hays, N. A., Detert, L., Case, C., Bloshinsky, A., & Makhanova, S. (August 2024). Navigating the female agency paradox: How sex hormones cyclically impact risk-taking behaviors. In M. Ortynsky & S. Cook (Chairs), Flowing through the workplace: Exploring the impact of menstruation on women's work outcomes. Symposium presented at the 84th Annual Conference of the Academy of Management, Chicago, Illinois.

Hahn, R., Simmons, A., Dwivedi, P., Baskerville, M., Lee, Y. (August 2024). In R. Hahn & A. Simmons (Chairs), Female sponsorship in the face of derailment: A Tales from the Script panel. Panel gathered at the 84th Annual Conference of the Academy of Management, Chicago, Illinois.

Hahn, R., Hays, N. A., Detert, L., Case, C., Bloshinsky, A., & Makhanova, S. (April 2024). How estrogen cyclically impacts risk-taking behaviors through the menstrual cycle. In D. Zeytun & A. Grandey (Chairs), Working women's menstrual and menopausal experiences and behaviors. Symposium presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Hahn, R., Elfenbein, H., Motro, D., Banerjee, A. (August 2023). In R. Hahn (Chair), Menstruation matters: The current challenges and future goals of menstruation research. Panel presented at the 83rd Annual Conference of the Academy of Management, Boston, Massachusetts.

Hahn, R., Zhou Koval, C., Young, H., & Johnson, R. (August 2022). The cost of dress to impress: The effect of dress labor on self-regulation and work engagement. Paper presented at the 82nd Annual Conference of the Academy of Management, Seattle, Washington.

AWARDS AND GRANTS

Purdue University Center for Working Well	2025
• \$5000 – Funds to complete study on menstruation policies and well-being	
Academy of Management DEI Division Best Reviewer Award	2024
Academy of Management OB Division Best Reviewer Award	2024
Michigan State University Broad College of Business	2024
• \$6000 – Funds to complete dissertation on menstruation support resources	
Academy of Management DEI Division “50 Faces for 50 Years” Recognition	2023
Michigan State University Department of Management	2022, 2023
• \$4000 - Funds to complete studies regarding gender and work	
Michigan State University Broad College of Business	2022
• \$20,000 – Funding (allocated with N. Hays) for ovarian hormone saliva analysis	

INVITED TALKS AND RESEARCH PRESENTATIONS

- Purdue University, Center for Working Well Research Spotlight, November 2025
- Indiana University, Purdue & IU Collaborative Conference, May 2025
- Female Leadership Evolution Institute, The Hidden Link Between Your Cycle and Leadership, March 2025

SERVICE

Ad hoc reviewer

- Applied Psychology: An International Review 2025

Academy of Management

Diversity, Equity, and Inclusion Division

- Conference Reviewer 2020-present
- Executive Committee, Student Representative 2021-2023

Organizational Behavior Division

- Roundtable Host, Preparing for the OB Job Market PDW 2024, 2025
- OB Division New Member Mentor 2023-present
- Conference Reviewer 2020-present

Michigan State University Broad College of Business

- Undergraduate Research Subject Pool Co-Manager 2020-2022

TEACHING

Purdue University

Daniels School of Business 2024-present

OBHR 33000: Introduction to Organizational Behavior

- Fall 2024 Evaluation Summary (95% Response Rate): **4.4/5.0**
- Spring 2025 Evaluation Summary (89% Response Rate): **4.6/5.0**

Michigan State University

Eli Broad College of Business 2020-2024

Program Lead, Residential Business College Team and Leadership Experience

University of Arizona

College of Information Science 2018-2023

ESOC 302: Quantitative Methods for the Digital Marketplace (Online)

Eller College of Management 2019

BCOM 214: Fundamentals of Business Communication

Department of Communication 2015-2019

COMM 228: Quantitative Research Methods

COMM 119: Public Speaking

COMM 300: Communication Theory

COMM 319: Public Relations

Pima Community College

Department of Communication 2016-2017

CMN 110: Public Speaking

CMN 102: Introduction to Communication

ACADEMIC REFERENCES

Quinetta Roberson, PhD

John. A. Hannah Professor of Organizational Behavior

Michigan State University

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Allison Gabriel, PhD

Thomas J. Howatt Chair in Management

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Nicholas Hays, PhD

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