

RACHEL HAHN

Mitchell E. Daniels, Jr. School of Business
Purdue University

ACADEMIC POSITIONS

Post-doctoral Research Fellow in Organizational Behavior and Human Relations 2024
Mitchell E. Daniels, Jr. School of Business
Purdue University

EDUCATION

Ph.D. Michigan State University 2024
Major: Organizational Behavior
Minor: Research Methods

Dissertation: *Distributive justice and the Three M's: How menstruation, maternity, and menopause provide critical insight into equity-, equality-, and needs-based distributive justice*

Advisory Committee: Dr. Nicholas A. Hays (Chair)
Dr. Quinetta M. Roberson
Dr. Brent A. Scott
Dr. Allison S. Gabriel

M.A. University of Arizona 2015
Major: Communication

B.A. University of Illinois at Urbana-Champaign 2010
Major: English Literature
Minor: Secondary Education

RESEARCH INTERESTS

Gendered work experiences, Hormone physiology and well-being, Female leadership, Diversity

My research explores uniquely female work experiences at the individual, team, and organization levels, with a specific interest in cyclical ovarian hormone effects during menstruation.

MANUSCRIPTS UNDER REVIEW

Zhou Koval, C., Young, H., **Hahn, R.**, & Shi, J., Johnson, R. Topic: Dress labor and work engagement. Revise and resubmit at *Journal of Applied Psychology*.

Mitchell, R.L., Awasty, N., **Hahn, R.**, Griffin, D., & Hollenbeck, J. Topic: Affective diversity in teams. Revise and resubmit at *Human Resource Management*.

Young, H., Zhou Koval, C., Lee, H.W., **Hahn, R.**, & Johnson, R. Topic: Generational communication challenges. Revise and resubmit at *Journal of Organizational Behavior*.

MANUSCRIPTS IN PREPARATION

Hahn, R., Hays, N., Mitchel, R. L., & Awasty, N. Topic: Gender differences in body consciousness, dress labor, and work goal progress. Target: *Journal of Applied Psychology*.

Hahn, R., Hays, N. A., Detert, L., Case, C., Bloshinsky, A., & Makhanova, S. The influence of menstrual cycle hormones on women’s risk-taking behaviors. Target: *Journal of Applied Psychology*.

Mitchell, R.L., **Hahn, R.**, Boora, L., & Hollenbeck, J. Risk perceptions of female leadership in teams. Target: *Academy of Management Journal*.

Awasty, N., Burgess, B., Matusik, J., **Hahn, R.**, & Hollenbeck, J. Topic: Transformational leadership and team mutiny. Target: *Academy of Management Journal*.

RESEARCH IN PROGRESS

Hahn, R., Hays, N., Roberson, Q. M., Gabriel, A., & Scott, B. Topic: Menstrual products at work. [Data collection]

Detert, L., Case C., **Hahn, R.**, Bloshinsky, A., Makhanova, S., & Hays, N., Affiliation and mentorship changes across the menstrual cycle. [Data analysis]

Bloshinsky, A., **Hahn, R.**, Detert, L., Case, C., Hays, N., & Makhanova, S. The influence of work stress on menstrual cycle regularity. [Data analysis]

Hahn, R., Mitchell, R.L., Decker, M., & Hollenbeck, J. Trickle out effects of female leadership. [Data analysis]

Hahn, R., Mitchell, R.L., & Hays, N.A. Gender equity framing and reward allocation in teams. [Data analysis]

Mitchell, R.L., **Hahn, R.**, & Hollenbeck, J. Dimensional comparisons of risk and leader emergence. [Data analysis]

GRANTS

Michigan State University Broad College of Business 2024
\$6000 – Funds to complete dissertation

Michigan State University Department of Management 2023
\$4000 - Funds to complete studies regarding gender and work

Michigan State University Department of Management 2022
\$4000 - Funds to complete and present “Navigating the female agency paradox” at the International Association of Conflict Management (IACM) Conference in Thessaloniki, Greece

Michigan State University Broad College of Business Summer Research Grant 2022
\$20,000 – Funding (co-allocated with Hays, N.) for ovarian hormone saliva analysis

HONORS & AWARDS

DEI Division AOM Best Reviewer Award	2024
OB Division AOM Best Reviewer Award	2024
DEI 50 Faces for 50 Years	2023
DEI Distinguished Volunteer Appreciation at AOM	2023, 2022

SERVICE

<i>Academy of Management Review Bridge Review Mentorship Program</i> Participant as junior reviewer	2024
<i>Organizational Behavior Division New Member Mentor</i>	2023-2024
<i>Student Representative, DEI Executive Committee at Academy of Management</i> Best Student Paper Award Committee Co-Chair Tales from the Script Co-chair Halfway There Doctoral Student Consortium Facilitator	2021-2023
<i>Conference Reviewer</i> Academy of Management Annual Meeting, OB and DEI Divisions	2020-present
<i>MSU Broad College of Business Undergraduate Subject Pool</i> Co-organizer with Nicholas Hays	2020-2022

TEACHING

Organizational Behavior	2024
Residential Business College Leadership Development Exercise Coordinator	2019-2024
Quantitative Research Methods	2021-2023
Business Communication	2019
Quantitative Research Methods in Communication	2017-2018

ACADEMIC REFERENCES

Allison Gabriel, Ph.D.

Thomas J. Howatt Chair Professor in Management
Purdue University
Email: asgabriel@purdue.edu

Quinetta Roberson, Ph.D.

John A. Hannah Professor in Management
Michigan State University
Email: quinetta@broad.msu.edu

Nicholas Hays, Ph.D.

Main Street Capital Corporation Associate Professor in Management
Michigan State University
Email: hays@broad.msu.edu