

Kate P. Zipay

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Updated September 13, 2024

ACADEMIC POSITIONS

Purdue University

Assistant Professor, Mitchell E. Daniels School of Business

2022–Present

University of Oregon

Assistant Professor of Management, Lundquist College of Business

2018–2022

EDUCATION

Ph.D. University of Georgia Terry College of Business, Management

M.Acc University of South Florida

B.S. Florida State University: Accounting

RESEARCH INTERESTS

In my research, I investigate fruitful ways *life outside of work*—such as leisure, family, and community—influences employee emotions, attitudes, and behaviors. I am intrigued by the complexities and opportunities cultivated from a living a full life. I also explore *interpersonal dynamics at work*, namely contemporary extensions to justice research. In this research stream, I theorize about the various ways issues of justice influence employees and their work. A final research stream emerged from the nexus of my study of the work–non-work interface and organizational justice focuses on the role of *complex emotions*, such as nostalgia, pride, and gratitude, in explaining the relationship between personal and employee work behaviors.

PUBLICATIONS

Mitchell, M. S., Sharma, S., **Zipay, K. P.**, Bies, R. J., & Croitoru, N. Considering Personal Needs in Misdeeds: The Role of Compassion in Shaping Observer Reactions to Leader Leniency. *Journal of Applied Psychology*, conditionally accepted.

Zipay, K. P., & Rodell, J. B. Have your cake a eat it too? Understanding leisure-work synergizing and its impact on employee thriving. *Organization Science*. forthcoming.

Gabriel, A. S., Arena Jr., D. F., Calderwood, C., Campbell, J. T., Chawla, N., Corwin, E. S., Ezerins, M. E., Jones, K. P., Klotz, A. C., Larson, J. D., Leigh, A., MacGowan, R. L., Moran, C. M., Nag, D., Rogers, K. M., Rosen, C. C., Sawyer, K. B., Shockley, K. M., Simon, L. S., & **Zipay, K. P.** * 2022. Building thriving workforces from the top down: A

call and research agenda for human resource management to proactively support employee well-being. *Research in Personnel and Human Resource Management*.

*Authors Arena Jr. through Zipay contributed equally and are listed in alphabetical order.

Zipay, K. P., Mitchell, M. S., Baer, M. D., Sessions, H., & Bies, R. J. 2021. Lenient reactions to misconduct: Examining the self-conscious process of being lenient to others at work. *Academy of Management Journal*, 64: 351–377.

Colquitt, J. A., **Zipay, K. P.**, Lynch, J. W., & Outlaw, R. 2018. Bringing “The Beholder” center stage: On the propensity to perceive overall fairness. *Organizational Behavior and Human Decision Processes*, 148: 159–177.

Little, L. M., Hinojosa, A., Paustian-Underdahl, S., & **Zipay, K. P.** 2018. Managing the harmful effects of unsupportive organizations during pregnancy. *Journal of Applied Psychology*, 103: 631–643.

Baer, M. D., Rodell, J. B., Dhensa-Kahlon, R. K., Colquitt, J. A., **Zipay, K. P.**, Burgess, R., & Outlaw, R. 2018. Pacification or aggravation? The effects of talking about supervisor unfairness. *Academy of Management Journal*, 61: 1764–1788.

Baer, M. D., Van Der Werff, L., Colquitt, J. A., Rodell, J. B., **Zipay, K. P.**, & Buckley, F. 2018. Trusting the “look and feel”: Situational normality, situational aesthetics, and the perceived trustworthiness of organizations. *Academy of Management Journal*, 61: 1718–1740.

Rodell, J. B., Booth, J., Lynch, J. W., & **Zipay, K. P.** 2017. Corporate volunteering climate: Mobilizing employee passion for societal causes and inspiring future charitable action. *Academy of Management Journal*, 60: 1662–1681.

Colquitt, J. A., & **Zipay, K. P.** 2015. Justice, fairness, and employee reactions. *Annual Review of Organizational Psychology and Organizational Behavior*, 2: 1–25.

PAPERS IN REVIEW PROCESS

Zipay, K. P., Pychlau, S., & Wagner, D. T. [Third place safety and employee outcomes]. Under first review at Organization Science.

Gabriel, A., **Zipay, K. P.**, & Shurman, M. [Emotions and Emotional Regulation]. Preparing for second review at Journal of Management Scientific Reports.

SELECTED WORKS IN PROCESS

Zipay, K. P., Kleshinski, C., Wilson, K. S., & Conder, S. (Writing stage). [Synchronized leisure time in dual-income couples].

*Preparing for submission to *Academy of Management Journal* in September 2024

Courtright, S., Nielson, J., **Zipay, K. P.**, & Colbert, A. (Writing stage for integrative conceptual review proposal). [Religion and work].

**Preparing for submission to Journal of Applied Psychology in November 2024*

Pychlau, S. , & Sessions, H., & **Zipay, K. P.** (Writing stage) [Hobby jobs and liminality].

**Preparing for submission to Academy of Management Journal in October 2024*

Zipay, K. P. & Gabriel, A. (Theory development stage). [A motivational theory on intuitive working].

**Preparing for submission to Academy of Management Review in December 2024*

Wilson, K. S., **Zipay, K. P.**, Chen, J., & Dutli, A. (Data collection stage). [Work–nonwork Authenticity].

Zipay, K. P., Zhou, J., & Shurman, M. W. (Data collection stage; Designing field study; Collected and analyzed two experimental studies, descriptive study, and validation study). [Proactive pushback].

Methot, J., **Zipay, K. P.**, Shipp, A., & Hubbard, A.* (Drafting conceptual model for theoretical paper). [Organizational Nostalgia]. **Supporting author order not yet determined.*

Fogel, B. M., Wilson, K. S., **Zipay, K. P.**, & Shurman, M. W. (Preparing for descriptive study). [Work opportunity management in dual-income couples].

Zipay, K. P., Shurman, M., W. & Murray, A. (Preparing for qualitative interviews). Understanding the psychological and social complexities of MLM-preneurs.

Zipay, K. P., Gabriel, A., Zhou, J. (Design stage). [Career Sacrifices and Meaning].

Zipay, K. P., Gabriel, A., Zhou, J., & Dutli, A. (Measurement design stage). [Development of intuitive working measure].

ACADEMIC HONORS AND AWARDS

- *BetterUp Center for Purpose and Performance Inaugural Prize (2024)*, Intuitive working
- *Center for Working Well Research Award 2023-2024*, Proactive pushbacks: Examining the Social Reactions to Micro-rebels at Work
- *Lundquist College of Business Excellence in Undergraduate Teaching Award*, Business Core Curriculum (2019-20 and 2020-21)
- *Kageyama Research Award*, Lundquist College of Business, University of Oregon, 2021
- *University of Oregon COVID-19 Impact Research Grant*, University of Oregon, 2020
- *Kageyama Research Award*, Lundquist College of Business, University of Oregon, 2019
- *New Faculty Research Award*, Lundquist College of Business, University of Oregon, 2018

- *Knox Doctoral Scholar*, University of Georgia, Fellowship recipient, 2013-2018
- *Career Center Acknowledgment for Making a Positive Impact on Student's Career*, University of Georgia, 2016

REFEREED CONFERENCE PRESENTATIONS

Zipay, K. P. & Pychlau, S. (2024, August). Passion projects outside the 9-5: Exploring hobby job expressiveness and the nostalgic impact on workplace outcomes. In Chen, J. ("P."), Fogel, B. M., & Wilson, K. S., *Evolving Approaches to Spillover Research: The Implications of Diverse, Nonwork Encounters for Modern Employees*. Symposium conducted at 2024 Academy of Management Annual Meeting, Chicago, IL.

Zipay, K. P., Kleshinski, C. E., & Conder, S. (2023, August). Understanding parallel & synchronized leisure practices for couples & influence on career outcomes. In B. M. Fogel and A. Bartels (chairs) and J. Trougakos (discussant), *Exploring Work-Nonwork Recovery: Dynamics Across Individuals, Couples, and Contexts*. Symposium conducted at the annual meeting of the Academy of Management. Boston, MA.

**Finalist for Organizational Behavior Division Best Symposium Award*

Zipay, K. P., Kleshinski, C. E., & Wilson, K. S. (2021, August). Examining the emotional and behavioral effects of dyadic leisure practices in dual-income couples. In M. L. Ganster and A. S. Gabriel, *Rethinking Work-Nonwork Spillover: The Critical Role of Work and Nonwork Relationships*. Virtual synchronous symposium (synchronous) conducted at the annual meeting of the Academy of Management.

Zipay, K. P., Pychlau, S., & Wagner, D. T., (2020, August). Third Places and Workplace Outcomes. In R. Livne-Tarandach & H. Jazaieri, *New Frontiers of Community Research*. Symposium conducted at the annual meeting of the Academy of Management.

Zipay, K. P., & Rodell, J.R. (2020, August). Leisure hacking and daily fluctuations in thriving. In R. Livne-Tarandach & H. Jazaieri, *New Frontiers of Community Research*. Symposium conducted at the annual meeting of the Academy of Management.

Zipay, K. P., & Rodell, J.R. (2019, June). Leisure hacking and daily fluctuations in thriving. Poster presented at the Positive Organizational Scholarship Conference. Ann Arbor, MI.

Campbell, R.J., & **Zipay, K. P.** (2019, March). Chief endurance officer: Examining the relationship between CEO endurance event participation and market valuation. Paper presented at the Upper Echelons Special Conference of the Strategic Management Society. Las Vegas, NV.

Mitchell, M. S., Baer, M. D., **Zipay, K.P.**, & Bies, R. J. (2018, August). Have mercy! Third party employee reactions to mercy granted to wrongdoers. In T. G. Okimoto, *Third Party Reactions to the Justice Responses of Others*. Symposium conducted at the annual meeting of the Academy of Management, Chicago, IL.

- Colquitt, J. A., Rodell, J. B., Lucianetti, L., & **Zipay, K. P.** (2017, August). Justice and regulatory focus: An investigation using a full-range measure. In D. R. Bobocel & J. A. Colquitt, *New perspectives on justice: Interfacing justice scholarship with social/cognitive psychology*. Showcase symposium conducted at the annual meeting of the Academy of Management. Atlanta, GA.
- Baer, M. D., Van der Werff, L., Colquitt, J. A., Rodell, J. B., **Zipay, K. P.**, & Buckley, F. (2016, August). Hmm...This place looks nice: A longitudinal study of the effects of early impressions in trust in one's organization. In S. Park & A. C. Klotz, *New perspectives on impression management at work*. Symposium conducted at the annual meeting of the Academy of Management. Anaheim, CA.
- Mitchell, M. S., **Zipay, K. P.**, Baer, M. D., & Bies, R. J. (2015, August). The act of clemency: Toward a theory of third-party reactions to workplace mercy. In M. F. Saldanha & L. J. Barclay, *New insights into forgiveness and mercy: Antecedents, outcomes, and the role of third parties*. Symposium conducted at the annual meeting of the Academy of Management. Vancouver, Canada.
- Rodell, J. B., Booth, J., Lynch, J. W., & **Zipay, K. P.** (2015, August). Employee volunteering climate: How passionate employees can create a warmer climate for everyone. In J. R. Rodell & H. Breitsohl, *Giving time and money to strangers: Examining the ultimate prosocial actions*. Symposium conducted at the annual meeting of the Academy of Management. Vancouver, Canada.
- Colquitt, J. A., Lynch, J. W., Outlaw, R., & **Zipay, K.P.** (2015, April). But you think everything's fair: An examination of fairness propensity. In J. A. Colquitt and K. P. Zipay (Chairs), *New directions in justice: Forming and reacting to overall fairness*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Philadelphia, PA.
- Mitchell, M. S., Bies, R. J., & Zipay, **K. P.** (2014, August). The injustice of granting mercy: A third party perspective. In M. S. Mitchell & K. P. Zipay (Chairs), *Kind-hearted reactions to the offenses of others: Understanding its motivation and consequences*. Symposium conducted at the annual meeting of the Academy of Management. Philadelphia, PA.
- Mitchell, M. S., **Zipay, K. P.**, & Bies, R. J. (2014, February). *The (in)justice of granting mercy: A third-party perspective*. UCF Business Ethics Conference. Orlando, FL.

INVITED TALKS AND RESEARCH PRESENTATIONS

- Productivity Process Junior Faculty Speaker, Chicago, IL, August 2024
- Purdue & IU Collaborative Conference, Purdue University, May 2024
- University of Michigan, CPO Adderly positive research incubator, October 2022
- Oregon State University, Management Speaker Series, April 2022
- University of Minnesota, Work and Organizations Speaker Series, April 2021
- Purdue University, OBHR Group, October 2018

- University of Michigan, CPO Research Incubator, October 2022

PROFESSIONAL SERVICE

Academy of Management Service

- OB Division Executive Committee, Making Connections Chair, OB Division, AOM 2023 and AOM 2024
- OB Division Executive Committee, Micro-communities Chair, OB Division, AOM 2025
- Making Connections Committee, OB Division, 2018, 2019, 2020, 2021, 2022
- Co-organizer, Professional Development Workshops (PDWs):
 - Speaking Science Improvisation Workshop (2022, 2023, 2024)
 - Burnout and Work-Life Management (2022)
 - “Halfway-there, Now What?” Doctoral Student Workshop (2020, 2021, 2022)
 - OB Networking Social (2018, 2019, 2022)
 - “I’m Speaking” Understanding Gender Experiences in Academia (2021)
- Positive Organizational Scholarship Annual Community Breakfast Co-host, AOM 2020

Other Field Service

- INFORMS Organization Science Dissertation Award Review Committee, 2024
- Society for Industrial and Organizational Psychology, Joyce Thayer Fellowship Committee Member (2023, 2024)
- Southern Management Association, Women in Management PDI Panelist, 2023

Reviewing

- Academy of Management Journal Editorial Board Member 2022-Present
- Journal of Applied Psychology Editorial Board Member 2021-Present
- Ad hoc reviewer for...
 - Administrative Science Quarterly
 - Personnel Psychology
 - Organizational Behavior and Human Decision Processes
 - Organization Science
 - Journal of Management Studies
 - Social Behavior and Personality

Purdue University

- The Teaching and Learning Community of Practice (TLCoP) Invited Speaker, Conceptualizing, Structuring, and Managing Group Work Assignments, Spring 2024
- Doster Leadership Conference Board Faculty Advisor, Fall 2023-Present
- Susan Bulkley Butler Center for Leadership Excellence, Conference and Workshop Advisory Committee, 2023
- Rising Professionals Conference, Session Moderator, 2023
- Brock-Wilson Center Confident Transitions, Guest Lecturer, April 2023, April 2024
- OBHR Area Faculty Search Committee Member, 2022
- OBHR Area PhD Committee Member, 2022-2023, 2023-2024
- Raytheon Virtual Lunch and Learn Presenter, September 2022
- IMPACT Fellow, Fall 2022

University of Oregon

- Women in Business Undergraduate Campus Club, Faculty Advisor, Spring 2019-Present
- Speaker Series Coordinator, 2020-2021 academic year
- MGMT311 Course Coordinator, 2019-2020 academic year, 2021-2022 academic year
- Search Committee Member, 2019
- Diversity and Inclusion 2-day workshop MBA orientation, Fall 2019
- Compassion with boundaries workshop, EMU staff, Fall 2019
- Dissertation and thesis committee
 - Sophie Pychlau, Dissertation Committee Member (Ongoing)
 - Paul Laing, Undergraduate Honors Thesis Chair (2021)
 - Mary Lonhart, Undergraduate Honors Thesis Chair (2020)
 - Chris Nelson, Undergraduate Honors Thesis Second Reader (2020)

SPEAKING ENGAGEMENTS

Intuitive Working (and Living): Reimagining your Approach to Work and Non-Work Activities, Rolls Royce Annual Leadership Summit, June 2024

Daniels School of Business Alumni Conference 2024 Exploring the Human-side of Technology Advancement

Butler Center Conference—Conversation with an Expert: “From Surviving to Thriving in Academia - Life Outside Work Matters” Relationship, Marriage, Motherhood, and Third Place

Teaching Panel and Discussions on AI in the Classroom (2023; 2024)

TEACHING PORTFOLIO

Recognition

- Career Champion Award (Spring 2024)
- Distinguished Teacher Distinction, MGMT44662 (Spring 2024)
- Distinguished Teacher Distinction, MGMT44662 (Spring 2023)
- Poets and Quants Top 50 Undergraduate Business Professors (2021)
- Lundquist College of Business Exceptional Teaching Award for Core Business Curriculum (2020, 2021)

Purdue University

- MGMT60500: Organizational Research Methods I (Fall 2024)
- MGMT44362: Leadership in a Changing World (Spring 2024; 2 sections 4.9/5.0 4.9/5.0)
- MGMT28900: Doster Leadership Conference Experiential Learning Course (Spring 2024)*
- MGMT44673: Larsen Leaders Academy Self-Leadership Intensive (Spring 2024)*
- HONR39900: Business Issues in Healthcare Management (Spring 2024)
- MGMT44362: Leadership in a Changing World (Spring 2023; 2 sections 4.7/5.0 4.7/5.0)
**Experiential learning courses do not include formal teaching evaluations*

University of Oregon*

- MGMT311: Managing People in Organizations (Spring 2021; 2 sections)*
- MGMT311H: Managing People in Organizations Honors (Spring 2021)*
- MGMT607: PhD Seminar in Organizational Behavior (Fall 2020)
- MGMT311: Managing People in Organizations (Winter 2020)
- MGMT321/311: Managing People in Organizations (Spring 2019; 2 sections 4.6/5.0 4.7/5.0)
- MGMT321/311: Managing People in Organizations (Fall 2018 4.7/5.0)
**Beginning Winter 2020 teaching evaluations are collected using a qualitative approach—students evaluation reports available upon request*

University of Georgia

- MGMT 5920: Organizational Behavior (Fall 2016 4.9/5.0)
- MGMT 5820: Human Resource Management (Fall 2015 4.8/5.0; Spring 2018 4.9/5.0)

PROFESSIONAL AFFILIATIONS

- Academy of Management (2013 – Present)
- Society of Industrial and Organizational Psychology (2015 – Present)
- Deloitte Alumni Network (2011 – Present)

WORK EXPERIENCE

- Innovation Delivery Consultant, City of Atlanta- Mayor's Office, Atlanta, GA (2011–2012)
- Audit Senior, Deloitte & Touche, LLP, Chicago, IL (2009–2011)