

MEREDITH L. WOehler

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ACADEMIC APPOINTMENTS

- 05/2021 – *present* Assistant Professor, Organizational Behavior and Human Resource Management, Daniels School of Business, Purdue University
- 09/2018 – 06/2021 Assistant Professor, Organizational Behavior and Human Resource Management, School of Business, Portland State University
- 07/2017 - 07/2018 Postdoctoral Research Fellow, Owen Graduate School of Management, Vanderbilt University

EDUCATION

- 05/2017 Ph.D., University of Kentucky, Gatton College of Business and Economics
Specializations: Organizational Behavior, Social Network Theory/Analysis
- Dissertation: Gender and networking: Building and benefiting from high status ties in the workplace
Advisory Committee: Dr. Ajay Mehra (Chair), Dr. Daniel Brass, Dr. Stephen Borgatti, Dr. Richard Smith
- 05/2010 B.S.B.A., University of Evansville, Schroeder School of Business Administration
Cum Laude Major: Business Administration Concentrations: Management, Marketing
- B.S., Health Services Administration, University of Evansville, College of Education and Health Sciences

REFEREED PUBLICATIONS

- Woehler, M.**, Shaw, N., Floyd, T., Marineau, J., Sung, W., Grosser, T., Fagan, J., & Labianca, G. (2021). Turnover during a corporate merger: How workplace network adaptation influences staying. *Journal of Applied Psychology*, 106(12), 1939–1949.
- Woehler, M.**, Cullen-Lester, K. L., Porter, C. M., & Frear, K. (2021). Whether, how, and why networks influence men's and women's career success: Review and research agenda. *Journal of Management*, 47(1), 207–236.
- Grosser, T. J., Obstfeld, D., Choi, E., **Woehler, M.**, Lopez-Kidwell, V., Labianca, G., & Borgatti, S. P. (2018). A sociopolitical perspective on employee innovativeness and job performance: The role of political skill and network structure. *Organization Science*, 29(4), 547–753.
- Sung, W., **Woehler, M.**, Fagan, J., Floyd, T., Grosser, T., & Labianca, G. (2017). Employees' responses to an organizational merger: Intraindividual change in organizational identification, attachment, and turnover. *Journal of Applied Psychology*, 102(6), 910–934.

Finalist for the Outstanding Publication in Organizational Behavior Award given by the OB Division of the Academy of Management
Press Coverage: ThriveGlobal.com

Education-focused Refereed Publications

Becker, B. J., Sayles, H., **Woehler, M.**, Rost, T., Willett, G. M. (2019). An investigation of professional networks and scholarly productivity of early career physical therapy faculty. *Journal of Physical Therapy Education*, 33(2), 94-102.

Winner of the Stanford Award given by the Academy of Physical Therapy Education for “having presented the most influential ideas for Physical Therapy Education in 2019”

Cullen-Lester, K. L., **Woehler, M.**, & Willburn, P. (2016). Network-based leadership development: A guiding framework and resources for management educators. *Journal of Management Education*, 40(3), 321–358.

MANUSCRIPTS UNDER REVIEW

Woehler, M. & Park, T.-Y The consequences of pay standing under pay range transparency. (Stage: Conditionally accepted at *Academy of Management Journal*)

PREPARING FOR SUBMISSION

Woehler, M., Cullen-Lester, K. L., Porter, C. M., & Gerbasi, A. Gender differences in the forms of agency higher-ranking contacts signal and their impact on men’s and women’s performance evaluations. (Stage: Revising full manuscript based on friendly reviews; Target: *Journal of Applied Psychology*)

Sasovova, Z., **Woehler, M.**, Marineau, J., Stam, W., & Mehra, A. Negative ties and the accuracy of network perceptions: Social vigilance or relational withdrawal? (Stage: Revising full manuscript based on friendly reviews; Target: *Academy of Management Journal*)

Solanelles, P., Cullen-Lester, K. L., **Woehler, M.**, Carter, D., Johnson, P., & Lester, H. Using interpersonal networks and technology to recruit and select new team members: A review and research agenda for team assembly. (Stage: Revising proposal based on friendly reviews; Target: *Journal of Management*)

Floyd, T., **Woehler, M.**, Cullen-Lester, K. L., Yang, S., & Yu, S. Gendered perceptions of motives for networking: Why men and women are differently likely to develop workplace relationships. (Stage: Revising full manuscript; Friendly reviews by end of May; Target: *Academy of Management Journal*)

SELECTED WORKING MANUSCRIPTS

(† Denotes PhD student at time of project initiation)

†Sharma, K., **Woehler, M.**, & Schoorman, D. Does taking risks require reaping rewards? The power of goodwill in using your network to help your contacts. (Stage: Writing full manuscript; Target: *Academy of Management Review*)

†Stevenson-Street, J., **Woehler, M.**, & †Baxter, M. Will talking about leisure at work help me develop connections with my coworkers? It depends on your gender and rank. (Stage: Data analysis; Target: *Journal of Management*)

Woehler, M., Cullen-Lester, K. L., Lester, H., & †Solanelles, P. Calling on strong and weak ties in times of change: Gender difference in benefiting from network contacts. (Stage: Data analysis; Target: *Journal of Applied Psychology*)

TEACHING EXPERIENCE

2022 – *present* **Instructor**, Introduction to Organizational Behavior (OBHR 330), Purdue University

- Winter 2025-2026 Online Average Class Evaluation: 4.6/5.0
- Summer 2025 Online Average Class Evaluation: 4.6 & 4.4/5.0
- Winter 2024-2025 Online Average Class Evaluation: 4.3/5.0
- Summer 2024 Online Average Class Evaluation: 4.6 & 4.3/5.0
- Spring 2023 In-person Average Class Evaluation: 4.4 & 4.3/5.0
 - Only taught half the semester due to parental leave for the birth of my twins
- Fall 2022 In-person Average Class Evaluation: 4.4/5.0
- Spring 2022 In-person Average Class Evaluation: 4.5/5.0

Fall 2021 **Instructor**, Seminar in Research Methods (OBHR 605), Purdue University

- Fall 2021, 2023 [No course evaluations due to small class size]

2018 – 2020 **Instructor**, Contemporary Leadership Issues (MGMT 464), Portland State University

- ◆ Fully redesigned a required course for the Management & Leadership Undergraduate Major Concentration being implemented by multiple faculty members in the School of Business

Fully Redesigned Hybrid (In-person/Online) Course Offering

- Spring 2020 Hybrid Class Average Evaluation: 4.9/5.0
- Winter 2020 Hybrid Class Average Evaluation: 4.4/5.0
- Winter 2019 Hybrid Class Average Evaluation: 4.4/5.0
- Fall 2018 Hybrid Class Average Evaluation: 4.5/5.0

Fully Redesigned Online Course Offering

- Winter 2021 Online Class Average Evaluation: 4.5/5.0
- Spring 2020 Online Class Average Evaluation: 4.6/5.0
- Winter 2020 Online Class Average Evaluation: 4.5/5.0
- Winter 2019 Online Class Average Evaluation: 4.5/5.0
- Fall 2018 Online Class Average Evaluation: 3.1/5.0

Spring 2018 **Instructor**, Social Network Analysis in Business (MGT 6493), Vanderbilt University

Designed New Course Offering

- Course offered to both Vanderbilt MBA and Executive MBA students
- Average Class Evaluation: 4.5/5.0

2016 - 2017 **Instructor**, Organizational Behavior (MGT 410), University of Kentucky

- Spring 2017 Average Class Evaluation: 4.9/5.0
- Spring 2016 Average Class Evaluation: 3.7/4.0

2013 - 2018 **Workshop Instructor**, LINKS Center Social Network Analysis Workshop

- Stochastic Models - Exponential Random Graph Models (ERGMs) and RSiena (longitudinal network analysis), Intermediate Social Network Analysis, Introduction to Social Network Analysis, Networks and Organizations, Networks and Leadership, Networks in Healthcare

NOMINATIONS & AWARDS

2022	<i>Favorite Faculty Award</i> , Purdue University Residences
2020	<i>School of Business Researcher of the Year</i> , Portland State University
2019 - 2020	<i>Student Employee Supervisor of the Year Nominee</i> , Portland State University
2019	<i>Stanford Award Winner for "having presented the most influential ideas for Physical Therapy Education in 2019,"</i> Academy of Physical Therapy Education
2017	<i>Outstanding Publication in Organizational Behavior Award Finalist</i> , OB Division of the Academy of Management

INVITED TALKS AND WORKSHOPS

Woehler, M. L. (2026, April). Integrating Generative AI into OBHR 330. Invited Talk at the Winter Session Instructor Showcase, Purdue University.

Pryor, G., Cullen-Lester, K. L., **Woehler, M. L.**, & Weinberger, C., Cavanaugh, K., Martin, C., Middleton, W., Campbell, M. (2025, April). Surprising research insights and practical paths for addressing 'The Social Capital Imperative.' Invited Panelist at the Society for Industrial-Organizational Psychology Annual Meeting, Denver, CO.

Methot, J., **Woehler, M.**, Brands, R., Kleinbaum, A. M., Sterling, A., & Hubbard, A. (2024, August). Bridging perspectives: Trends, methodology, and future directions in diversity and social networks research. Invited Panelist at the Academy of Management Annual Meeting, Chicago, IL.

Floyd, T.M., Cullen-Lester, K., **Woehler, M.**, & Yang, S.W. (2024, June). Attributed networking motives and their effects on strategic networking outcomes. Presented at the 2nd Annual Social Network Society Meeting, London, England.

Woehler, M. (2022, October). How little we know about unequal network characteristics and returns: The case for studying gender and/or race and networks. Invited Presenter at Purdue Industrial-Organizational Psychology Colloquium.

Woehler, M. (2022, August). Teaching organizational behavior from a relational perspective and integrating networks. Invited Talk for the Teaching Networks PDW at the Academy of Management Annual Meeting, Seattle, WA.

Maupin, C.K., Balkundi, P., Cullen-Lester, K., Emery, C., **Woehler, M.** (Panelist), Choudhury, A., & Resnick, S. (2022, August). Exploring leadership through social networks: The next frontier. Invited Panelist at the Academy of Management Annual Meeting, Seattle, WA.

Kossek, E. E., **Woehler, M.** (Panelist), Rosokha, L. M., Merriweather, T. J., Hill, S., Matthews, R., Lautsch, B., Perrigino, M., Gounden Rock, A., Spreitzer, G., Kelliher, C., & Freeney, Y. (2022, August).

Faculty Covid-19 Experiences and Work-life Inclusion: Future Flexibility and Equality Insights. Invited Panelist at the Academy of Management Annual Meeting, Seattle, WA.

Woehler, M., Coutino, J. A., & Borgatti, S. P. (2017, May). A hands-on introduction to analyzing social networks with UCINET & Netdraw. Co-organizer and presenter at the 37th Annual International Sunbelt Social Network Conference, Beijing, China.

Woehler, M., Cullen-Lester, K. L., Howell, J. W., Porter, C. M., & Maupin, C. K. (2016, April). IGNITE + panel session: Opportunities and challenges of applied network analysis. Invited Panelist at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

CONFERENCE PRESENTATIONS

Woehler, M., Cullen-Lester, K. L., Porter, C. M., & Gerbasi, A. (2026, June). Gender differences in the forms of agency higher-ranking contacts signal and their impact on men's and women's performance evaluations. Paper presented in the Plenary Full Paper Session "Perceiving networks: Cognition, bias, and social evaluation" at the Social Networks Society Conference, Barcelona, Spain.

Floyd, T., **Woehler, M.**, Cullen-Lester, K. L., Yang, S., & Yu, S. (2026, June). Inferred networking motives: How observers' inferences affect networkers' relational outcomes. Paper presented in the Plenary Full Paper Session "Perceiving networks: Cognition, bias, and social evaluation" at the Social Networks Society Conference, Barcelona, Spain.

Woehler, M., Cullen-Lester, K. L., Porter, C. M., & Gerbasi, A. (2026, May). Should I reach up? Why and when higher-ranking contacts differentially benefit men's and women's performance evaluations. Paper presented in the Symposium "Signals from above: What upward relationships communicate at work" at the Society for Industrial-Organizational Psychology Annual Meeting, New Orleans, LA.

Floyd, T., **Woehler, M.**, Cullen-Lester, K. L., Yang, S., & Yu, S. (2026, May). Networking up: How targeting superiors versus peers affects observers inferences about networkers' motives. Paper presented in the Symposium "Signals from above: What upward relationships communicate at work" at the Society for Industrial-Organizational Psychology Annual Meeting, New Orleans, LA.

Woehler, M. L., Sharma, K., & Wu, H. (2025, July). Gender dynamics in failed network mobilization: Reactions to men and women. Paper presented in the Symposium "Social networks and DEI" at the Academy of Management Annual Meeting, Copenhagen, Denmark.

Du, J., **Woehler, M. L.**, & Cullen-Lester, K. L. (2025, April). Engaging employee networks to promote workforce diversity and inclusion. Paper presented in the Symposium "Network science insights for leadership, teams, and DEI researchers & practitioners" at the Society for Industrial-Organizational Psychology Annual Meeting, Denver, CO.

Woehler, M., Porter, C. M., & Cullen-Lester, K. L. (2024, August). Engaging employee networks to promote workforce diversity and inclusion. Paper presented in the Symposium "Gender differences in social networks: Integrating resource- and signal-based perspectives" at the Academy of Management Annual Meeting, Chicago, IL.

Woehler, M. L., Sharma, K., & Wu, H. (2024, April). Decoding gender dynamics in failed network mobilization: Reactions to men and women contacts who reject requests to do non-promotable tasks. Paper presented in the Symposium “Network-based approaches for understanding diversity in organizations” at the Society for Industrial-Organizational Psychology Annual Meeting, Chicago, IL.

Woehler, M. L., Stevenson-Street, J., Ponce de Leon, R., & Hart, C. (2023, August). Same behavior, different expectations, different outcomes: Predicting intersectional employees’ networks, salary, and performance ratings. Paper presented in the Symposium “Building diverse and inclusive social networks: New theories and empirical evidence” at the Academy of Management Annual Meeting, Boston, MA.

Cullen-Lester, K., **Woehler, M.,** Lester, H., & Solanelles, P. (2022, August). Calling on ties when everyone is under siege: Gender, pervasive threat, and network utilization. Paper presented in the Symposium “Beyond structure: How men and women perceive, experience, and utilize their professional networks” at the Academy of Management Annual Meeting, Seattle, WA.

Solanelles, P., Cullen-Lester, K. L., **Woehler, M.,** & Lester, H. (2021, October). Calling on strong and weak ties when forming a team: The impact of COVID-19 on men’s and women’s network utilization. Paper presented at the Virtual 16th Annual INGRoup Annual Meeting.

Woehler, M. (2020, August). Gender and networking: Building and benefiting from workplace connections. Paper presented in the Showcase Symposium “Social Networks and Inequality: Where Do We Go from Here?” at the Virtual Academy of Management Annual Meeting.

Woehler, M. (2019, June). Gender and networking: Building and benefiting from high status ties in the workplace. Paper presented at the 39th Annual International Sunbelt Social Network Conference, Montreal, Canada.

Park, T.-Y & **Woehler, M.** (2018, August). Dulling the double-edged sword: Effects of pay structure transparency on commitment and performance. Paper presented in the Showcase Symposium “Pay transparency: Advancing theory and empirical knowledge” at the Academy of Management Annual Meeting, Chicago, IL.

Shaw, N., **Woehler, M.,** Floyd, T., Marineau, J., Sung, W., Fagan, J., & Labianca, G. (2018, August). Dysfunctional turnover in a corporate merger: The role of job continuity and social network change. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.

Woehler, M., Lopez-Kidwell, V., & Miller, C. D. (2018, June). Avoiding tradeoffs and improving performance: An examination of the social worlds of individuals with higher emotional abilities. Paper presented at the 38th Annual International Sunbelt Social Network Conference, Utrecht, Netherlands.

Woehler, M., Giordani, F, Taylor, W., & Mehra, A. (2017, May). Network perception, reality, and accuracy: Firm choices in network forms of organization. Paper presented at the 37th Annual International Sunbelt Social Network Conference, Beijing, China.

Wang, J., & **Woehler, M.** (2017, May). Do men and women climb different career ladders? Chinese hosts’ career trajectories across TV stations. Paper presented at the 37th Annual International Sunbelt Social Network Conference, Beijing, China.

Woehler, M., Giordani, F, Taylor, W., & Mehra, A. (2017, February). Should I stay or should I go? Firm choices in network forms of organization. Paper presented at the Mid-south Management Research Consortium, Oxford, MS.

Woehler, M., Sung, W., Fagan, J., Floyd, T., Grosser, T., & Labianca, G. (2016, April). The co-evolution of networks and personality. Paper presented at the 36th Annual International Sunbelt Social Network Conference, Newport Beach, CA.

Taylor, W., & **Woehler, M.** (2016, April). The ups and downs of network churn: The impact of employee legacy organization on the relationship between network change and employee ability to handle a corporate acquisition. Paper presented at the 36th Annual International Sunbelt Social Network Conference, Newport Beach, CA.

Cullen-Lester, K. L, **Woehler, M.**, & Willburn, P. (2016, April). Network-based women's leader development. Paper presented at the 31st Annual Conference of the Society for Industrial Organizational Psychology, Anaheim, CA.

Sung, W., **Woehler, M.**, Fagan, J., Floyd, T., Grosser, T., & Labianca, G. (2015, August). Individuals' responses to organizational mergers: Pathways to organizational identification and attachment. Paper presented at the Academy of Management Annual Meeting, Vancouver, BC Canada.

Lopez-Kidwell, V., Miller, C. D., & **Woehler, M.** (2015, August). I feel therefore I connect: The social networks of employees with higher emotional abilities. Paper presented at the Academy of Management Annual Meeting, Vancouver, BC Canada.

Sung, W., **Woehler, M.**, Fagan, J., Floyd, T., Grosser, T., & Labianca, G. (2014, February). Individuals' responses to organizational mergers: Pathways to organizational identification and attachment. Paper presented at the Mid-south Management Research Consortium, Memphis, TN.

REVIEWING ACTIVITIES

Administrative Science Quarterly, Journal of Applied Psychology, Journal of Management, Journal of Organizational Behavior, Management Science, Organization Science, Personnel Psychology *Ad Hoc Reviewer*

SERVICE EXPERIENCE

May 2026	<i>Executing (Methods) Well Panel Facilitator</i> , Center for Working Well Research Conference
2025 - 2026	<i>HR Division Best Convention Paper Award Selection Committee</i> , Academy of Management Conference
2025	<i>OBHR Department Head Selection Advisory Committee</i> , Purdue University Mitch Daniels School of Business
2023 - 2025	<i>Rushikumar Pandya's Dissertation Committee</i> , Purdue University Polytechnic Institute

- 2021 - 2024 ***OBHR Ph.D. Program Committee***, Purdue University Mitch Daniels School of Business
- 2021 - 2022 ***OBHR Faculty Search Committee***, Purdue University Mitch Daniels School of Business
- 2021 - 2023 ***Julia Stevenson-Street's Dissertation Committee***, Department of Management, Purdue University Mitch Daniels School of Business
- 2021 - 2022 ***Kinshuk Sharma's Dissertation Committee***, Department of Management, Purdue University Mitch Daniels School of Business
- 2021 - *present* ***Independent Study with Ph.D. Students***, Purdue University Mitch Daniels School of Business
- 2020 - 2021 ***Faculty Council Secretary***, Portland State University School of Business
- 2020 - 2021 ***Associate Dean Search Committee***, Portland State University School of Business
- 2018 - *present* ***Research Committee***, Portland State University School of Business
- May 2019 ***Invited Presenter***, NW Food Leadership Summit
- 2013 - 2018 ***Advanced Networks PDW Organizer***, Academy of Management Conference
- May 2016 ***Invited Presenter***, Women's Executive Leadership Development Program Retreat
- 2014 - 2016 ***Session Chair***, Annual Intra-Organizational Networks Conference
- 2014 - 2018 ***LINKS Center Representative***, Intra-Organizational Networks Conference (ION)
- 2013 - 2018 ***LINKS Center Representative***, LINKS Center Social Network Analysis Workshop
- 2013 - 2017 ***Exam Proctor***, Dr. Gordon Holbein and Dr. Holly Hapke
- 2013 - 2014 ***Student Representative***, Graduate Studies Committee

PROFESSIONAL EXPERIENCE

- 2010 - 2012 (fulltime) ***Quality Analyst Trainer***, Call Center, St. Mary's Medical Center
- 2008 - 2010 (fulltime) ***Patient Services Representative***, Call Center, St. Mary's Medical Center
- 2007 (summer) ***Counselor***, Camp Lakeview
- 2003 - 2006 (summer) ***Concourse Manager***, Keystone Event Staffing