MEREDITH L. WOEHLER

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ACADEMIC APPOINTMENTS

05/2021 – *present*	Assistant Professor, Organizational Behavior and Human Resource Management, Mitch 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
05/2010 *Cum Laude*	B.S.B.A., University of Evansville, School of Business Administration Major: Business Administration Concentrations: Management, Marketing
	B.S., Health Services Administration, University of Evansville, College of Education and Health Sciences

REFEREED PUBLICATIONS

Woehler, M. & Park, T.-Y. (forthcoming). The consequences of pay standing under pay range transparency. *Academy of Management Journal*.

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), 612–632.

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

Sasovova, Z., **Woehler, M.**, Marineau, J., Stam, W., & Mehra, A. Negative ties and the accuracy of network perceptions: Social vigilance or relational withdrawal? (Stage: Revise and resubmit at *Academy of Management Journal*)

Solanelles, P., Cullen-Lester, K. L., **Woehler, M.**, Carter, D., Lester, H., & Johnson, P. The genesis of teams: Who assembles into teams, how assembly unfolds, and why it matters. (Stage: Invited to submit full manuscript for the 2028 Annual Review Issue at *Journal of Management*)

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: Under review at *Journal of Applied Psychology*)

Dong, W., Singh, K., Cha, M., Koopaei, N. Y., **Woehler, M.**, & Labianca, G. Backlash toward gender counter-stereotypical communication during a major organizational shock as a partial explanator of gender wage gaps. (Stage: Under review at *Journal of Applied Psychology*)

SELECTED WORKING MANUSCRIPTS

(† Denotes PhD student at time of project initiation)

Floyd, T., **Woehler, M.**, Cullen-Lester, K. L, Yang, S., & Yu, S. Inferred networking motives: How observers' inferences affect networkers' relational outcomes. (Stage: Revising full manuscript based on friendly reviews; Target: *Academy of Management Journal*)

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*)

†Sharma, K., Schoorman, D., & **Woehler, M.** 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*)

BOOK CHAPTERS

Du, J., **Woehler, M.**, & Cullen-Lester, K. L. (2025). Engaging employee networks to promote workforce diversity and inclusion. In K. L. Cullen-Lester & G. Pryor (Eds.), *The social capital imperative: Revealing, developing, and leveraging organizational networks* (pp. 629–658). Oxford University Press.

TEACHING EXPERIENCE

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

- Summer 2026 Online Average Class Evaluation: 4.3/5.0
- 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, 2023 ***Instructor,*** Seminar in Research Methods (OBHR 605), Purdue University

- Fall 2021, 2023

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 ***Favorite Faculty Award,*** Purdue University Residences

2020 ***School of Business Researcher of the Year,*** Portland State University

2019 - 2020 ***Student Employee Supervisor of the Year Nominee,*** Portland State University

2019 ***Stanford Award Winner for "having presented the most influential ideas for Physical Therapy Education in 2019,"*** Academy of Physical Therapy Education

2017 ***Outstanding Publication in Organizational Behavior Award Finalist,*** OB Division of the Academy of Management

INVITED TALKS AND WORKSHOPS

Woehler, M. (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.**, & 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., 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.**, & 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., 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., 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. L., **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

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

SERVICE EXPERIENCE

2026	***OB Division Welcome-A-Member Mentor,*** Academy of Management Conference
2026	***HR Division Best Convention Paper Award Selection Committee,*** Academy of Management Conference
2026	***Career Awards Selection Committee,*** Social Network Society
May 2026	***Executing (Methods) Well Panel Facilitator,*** Center for Working Well Research Conference
2025	***OBHR Department Head Selection Advisory Committee,*** Purdue University Mitch Daniels School of Business
2023 - 2025	***Rushikumar Pandya's Dissertation Committee,*** Purdue University Polytechnic Institute
2022 - 2024	***Huan Wu's First Year Coach and OBHR 606 Faculty Advisor,*** Department of Management, Purdue University Mitch Daniels School of Business
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 - 2025	***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