

Kelly Patrice Gabriel
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School of Business

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[Google Scholar](#) | [ResearchGate](#)

EDUCATION

Ph.D.	Management (Expected Graduation May 2024) <i>The George Washington University</i>
M.S.	Psychology (May 2019) GPA 4.0 <i>Villanova University</i>
B.A.	Business Administration; Major: Marketing; Concentration: Writing and Rhetoric, Honors GPA 3.82 <i>Villanova University</i>
Relevant Ph.D. Coursework	Advanced Statistical Modeling Analysis, Qualitative Research Methods, Research Methods and Design, Organizational Theory, Foundations of Management, Foundations of Strategic Management, Organizational Behavior, Statistical Modeling and Analysis, Business & Public Policy, Gender & Sexuality Studies, Teams, Social Cognition, Survey Research
Relevant Masters Coursework	Industrial/Organizational Psychology, Statistics and Experimental Design, Research Methods, Biopsychology, Critical Perspectives on Gender, Cognitive Psychology Developmental Psychopathology, Approaches to Psychotherapy

RESEARCH INTERESTS

My research aims to understand how organizations can both build equitable workplaces and promote positive psychological experiences for marginalized employee populations.

- *Diversity, equity, and inclusion* (stigmatized identities, intersectionality, work-life interface)
- *Decent work* (improving low-wage work, equitable business practices, thriving).
- *Research methods* (qualitative, ethnographic methods, participant-generated photo data)

PEER-REVIEWED JOURNAL ARTICLES

1. Aguinis, H., & **Gabriel, K. P.** (in press). International business studies: Are we really so uniquely complex? *Journal of International Business Studies*.
2. Aguinis, H., & **Gabriel, K. P.** (in press). If you are serious about impact, create a personal impact development plan. *Business & Society*. <https://doi.org/10.1177/00076503211014482>
3. **Gabriel, K. P.**, & Aguinis, H. (2021). How to prevent and combat employee burnout and create healthier workplaces during crises and beyond. *Business Horizons*. DOI:10.1016/j.bushor.2021.02.037
4. Aguinis, H., Villamor, I., & **Gabriel, K. P.** (2020). Understanding employee responses to COVID-19: A behavioral corporate social responsibility perspective. *Management Research: Journal of the Iberoamerican Academy of Management*, 18(4), p. 421-438.

5. **Gabriel, K. P.**, & Bennett, A. (2018). Trust in the holy or the material: The combined impact of religiousness and materialism on life satisfaction. *Advances in Consumer Research*, 46.

MANUSCRIPTS AND PROJECTS IN PROGRESS

1. Sawyer, K., Clair, J., **Gabriel, K. P.**, Brown, J., Thoroughgood, C. Leader inclusivity: Effective strategies and behaviors for creating inclusive organizations. Phase: Preparing for submission. Target: *Academy of Management Journal*.
2. Villamor, I., Aguinis, H., & **Gabriel, K. P.** Think star, think male? Existence and nature of implicit star performer theories. Phase: Under review at *Journal of Management*.
3. Wolf, L.B., Sawyer, K., & **Gabriel, K. P.** Employee adjustment to work-family challenges: The impact of a conflict versus enrichment work-life ideology. Phase: Data collection. Target: *Journal of Applied Psychology*.
4. **Gabriel, K. P.**, & Sawyer, K. Managing stigma while wielding power: Examining the experiences of high-ranking leaders with marginalized identities. Phase: Data collection, analysis. Target: *Organization Science*.
5. Sawyer, K., & **Gabriel, K. P.** How socially conscious companies disrupt traditional industries.. Phase: Data collection. Target: *Administrative Science Quarterly*.
6. Aguinis, H., Ramani, R., & **Gabriel, K.P.** Uncovering methodological recipes for impactful international business research: A review and content analysis. Phase: Writing. Target: *Journal of World Business* (2022 or 2023 Review Issue).

INVITED PRESENTATIONS

1. **Gabriel, K.P.**, & Sawyer, K. (2021, March). Negotiating multiple identities: Identity management strategies of minority leaders. Presented at INSEAD's Women at Work Conference.

PRESENTATIONS

1. Villamor, I., Aguinis, H., & **Gabriel, K.P.** (2021, August). Think star, think male? Implicit star performer theories. [Conference paper]. Academy of Management Conference.
2. **Gabriel, K.P.**, Clair, J., Ferdman, B., Mor Barak, M., Randel, A., & Sawyer, K. (2021, August). Approaches to inclusion in the workplace: A dialogue across theoretical strands. [Panel symposium]. Academy of Management Conference.
3. Aguinis, H., Villamor, I., & **Gabriel, K.P.** (2021, April). Understanding employee responses to COVID-19: A behavioral corporate social responsibility perspective. Presented at GW Research Showcase.
 - a. Presented again to panel of judges as finalist for the "Sustainability Research Award"
4. **Gabriel, K. P.** (2020, August). Managing stigma while wielding power: Examining the experiences of high-ranking leaders with minority identities. [Conference session]. Academy of Management Conference, Virtual conference.
5. **Gabriel, K. P.**, Kremer, H., Thoroughgood, C., & Sawyer, K. (2020, April). Concealable identity disclosure in the workplace: Work outcomes for transgender employees [Conference session]. SIOP Conference, Virtual conference.
6. **Gabriel, K. P.**, Kremer, H., & Thoroughgood, C. (2019, August). The importance of relational authenticity and pride for transgender employees. [Conference session]. Academy of Management Conference, Boston, MA, United States.
7. **Gabriel, K. P.**, & Bennett, A. (2017, June). The combined impact of materialism and religiosity on life satisfaction. [Conference session]. American Marketing Association Conference, Washington, D.C., United States.

RESEARCH GRANTS AND FUNDING

- **Graduate Research Assistant: Dr. Katina Sawyer's National Science Foundation Grant** (2017-Present): Male Champions for Gender Inclusivity: Received full funding through Masters program and summer funding (2020, 2021).
- **George Washington School of Business Doctoral Fellowship** (2019-2024)

TEACHING EXPERIENCE

- **Human Capital in Organizations** (MBA, Fall 2021) - Teaching Assistant
- **Course Preparation:** Helped prepare an online course for Prof. Herman Aguinis: MGT6290 Human Capital and Talent Acquisition (Masters, Fall 2021)

OTHER RESEARCH EXPERIENCE

- **Management Department Graduate Assistant:** The George Washington University School of Business (2019-Present)
 - Working with Dr. Herman Aguinis and Dr. Katina Sawyer on research projects and conducting necessary administrative tasks
- **Graduate Research Assistant on Dr. Katina Sawyer's NSF Grant** (2017-Present)
 - Conducting grounded theory for a project on leader inclusivity: Analyzing interviews, creating codebook, literature reviews, helping write manuscript.
- **Psychology Department Graduate Assistant:** Villanova University (2018-2019)
 - Teacher's assistant for an undergraduate Research Methods course that teaches the process of psychological science, such as research methodology, research design, data collection, and data interpretation.
 - Responsibilities include facilitating lab projects twice a week, grading, and holding office hours.
 - Assisting Dr. Mike Brown in his Comparative Cognition Lab by creating image recognition programs using Python code to detect moving fish in a project on image discrimination in Archer fish
 - Funded for full year by Villanova Department of Psychology
- **Industrial Organizational Psychology Lab:** Villanova University (2016-2019)
 - Assisting Dr. Katina Sawyer and Dr. Christian Thoroughgood with their research by: Analyzing data using SPSS, transcribing interviews, coding interviews, and contributing to literature reviews
- **Villanova University Undergraduate Research Fellow** (2013-2015)
 - Researched the relationships among religiosity, materialism, and life satisfaction; began with extensive literature review, then used established scales to conduct a Qualtrics national survey and followed with SPSS data analysis and AMOS structural equation modeling.
 - Wrote theoretical grounding, hypotheses, results, and implications for a published peer-reviewed publication.
 - Funded for two summers by Villanova Undergraduate Research Fellowship

OTHER WORK EXPERIENCE

- **The Vanguard Group:** Malvern, PA (2015-2016)
 - *Investment Professional, Series 7 and 63 Licensed Broker/Dealer*
 - Guided investors in making decisions that will help them reach their financial goals
 - Worked with colleagues to stay current on US and international markets, the financial industry, and the governmental and self-regulatory organizations that dictate such markets
- **Women's Center of Montgomery County:** Bryn Mawr, PA (2015-2016)
 - *Community Education Specialist*
 - Reached 1,015 college students and faculty, middle school and high school students, companies, and organizations through 44 presentations, that I created using established data, about domestic violence, safe dating, healthy relationships, and the work the Women's Center does to help survivors.
 - Created and disseminated brochures and other materials to educate organizations on domestic violence and the Women's Center
- **RTM Vital Signs LLC:** Philadelphia, PA (2014-2015)
 - *Marketing Consultant*
 - Created marketing plan for new implantable blood pressure monitoring technology capable of aggregating data and using predictive analytics to prevent heart attacks, strokes, etc.
 - Wrote investor presentation, including national data on cardiovascular issues, economic costs, geographic distributions, and current or developing technology (fiber optics, wearables, etc.)
- **Villanova University Writing Center** (2012-2015)
 - Guided undergraduates, ESL students, graduates, and adults through all steps of the writing process via 50-minute one-on-one tutoring sessions

VOLUNTEER WORK

- Dawn's Place:** Philadelphia, PA (2016-Present)
 - Communing with survivors of commercial sex trafficking in a recovery program
 - Providing resume, career building, educational, and emotional support
 - Writing bi-monthly newsletter to keep community members and donors aware of progress and events at Dawn's Place
- **Safe Zone Trainer:** Villanova University, PA (2017-2019)
 - Training Villanova faculty, students, and staff on how to best support LGBTQ students and how to provide a visible presence of LGBT support on campus
- **Literacy Council of Norristown:** Norristown, PA (2016-2019)
 - Tutoring adult students in reading, writing, and math skills for a GED
- **Women's Center of Montgomery County Domestic Violence Counselor:** Bryn Mawr, PA (2014-2016)
 - Counseled survivors of domestic violence; provided options counseling, shelter options, safety planning, etc.
 - Lead a bi-weekly support group for clients to come together to share coping strategies, to feel empowered, and to foster a sense of community
 - Accompanied survivors to PFA (Protection from Abuse Order) Court at Norristown County Court

PROFESSIONAL MEMBERSHIP AND SERVICE

- George Washington University Building Research Interdisciplinarity to Advance Gender Equity (GWU-BRIDGE): Student coordinator of interdisciplinary group of GWU researchers focused on advancing gender equity research. (2020-present).
- Member, *Academy of Management* (Gender and Diversity in Organizations, Research Methods Organizational Behavior, and Human Resource Management Divisions) (2018-present).
- Member, *Society for Industrial and Organizational Psychology* (2016-present).

HONORS AND AWARDS

- Psi Chi Psychology Honor Society
- Beta Gamma Sigma Honor Society (President of Villanova University chapter 2014-2015)
- 2015 Justice in Business Award
 - Won the award presented to a graduating senior who has demonstrated, in theory and practice, how the interaction of business and justice can enhance human dignity and the common good
- Villanova Undergraduate Research and Fellowships Best Research Poster Award 2014
- Villanova Merit Scholarship

SKILLS AND TOOLS

- Statistical and data analysis programs (SPSS, AMOS, NVivo, basic SAS, basic R, basic Python)
- Blackboard Collaborate for virtual presentations
- Microsoft Office (Excel, Word, Office, PowerPoint)