

# PATRICIA C. DAHM

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Orfalea College of Business, California Polytechnic State University  
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## ACADEMIC EXPERIENCE

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**Assistant Professor**, University of Kansas 2021-present  
*Classes taught:* Advanced Organizational Behavior, Managing People (Masters in Business Administration)

**Associate Professor**, California Polytechnic State University 2020-2021

**Assistant Professor**, California Polytechnic State University 2015-2020  
*Classes taught:* Organizational Behavior, Training & Development, Negotiation, Collaborative Industry Projects (Masters in Business Analytics)

Research Assistant, University of Minnesota 2009-2015

Teaching Assistant, University of Minnesota 2009-2015  
*Classes taught:* Staffing & Selection, Training & Development.  
*Classes assisted:* Capstone in Human Resources and Industrial Relations, Managing Diversity, Negotiation Strategies, Business Principles for the HRIR Professional, Organizational Theory Foundation of High-Impact HRIR

## EDUCATION

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**University of Minnesota, Carlson School of Management** Minneapolis, MN  
Ph.D., Business Administration, 2015  
Emphasis: Organizational Behavior and Human Resources

**University of Illinois Urbana-Champaign** Champaign, IL  
M.B.A., 2002

**University of Notre Dame** Notre Dame, IN  
B.S., Mechanical Engineering, 1997

## DISSERTATION

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“The effects of work-family conflict and enrichment on networking behaviors: The role of self-regulation in creating social networks,” May 2015, Advisor: Theresa M. Glomb.

## RESEARCH INTERESTS

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My research is fueled by the need to understand how identity management and social roles affect workplace perceptions, behaviors, career success, and well-being. In short, I am interested in how work and family roles may be enacted in a way that allows the authentic self to flourish.

## PEER REVIEWED JOURNAL ARTICLES

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1. Yang, T. & Dahm, P. C. (2021). Mercurial hearts: A dyadic perspective of the role of affect spin in work-family conflict and marital satisfaction. *Applied Psychology: An International Review*.
2. Stanko, T. L., Dahm, P. C., Lahneman, B., & Richter, J. (2020). Navigating an identity playground: Using sociomateriality to build a theory of identity play. *Organization Studies*, 1-23.
3. Dahm, P. C., Kim, Y. S., Glomb, T. M. & Harrison, S. H. (2019). Identity Affirmation as Threat? Time-bending sensemaking and the career and family identity patterns of early achievers. *Academy of Management Journal*, 62, 1194-1225.
4. Dahm, P. C., Kim, Y. S., & Glomb, T. M. (2019). Leaning in and leaning out: Major and minor work-life trade-offs, self-conscious emotions, and role satisfaction. *Journal of Psychology: Interdisciplinary and Applied*, 153, 478-506.
5. Dahm, P. C. and Greenbaum, B. (2019). Leadership through love and fear: An effective combination. *Journal of Managerial Psychology*, 34, 326-338.
6. Coghlan, D., Shani, R., & Dahm, P. C. (2019). Knowledge production in organization development: An interiority-based perspective. *Journal of Change Management*. DOI: 10.1080/14697017.2019.1628086
7. Manchester, C. F., Leslie, L. M., & Dahm, P. C. (2018). Bringing home the bacon: Unpacking the relationship between breadwinner status and salary. *Industrial Relations*, 58, 46-85.
8. Alexander, B., Coget, J. F., & Dahm, P. C.\* (2018). Does Elon Musk rank? Leadership, creativity, and stakeholder impact. *Journal of Case Research and Inquiry*, 4, 65-82.  
\*Authors contributed equally
9. Leslie, L. M., Manchester, C. F., & Dahm, P. C. (2017). Why and when does the gender pay gap reverse? Diversity goals and the pay premium for high potential women. *Academy of Management Journal*, 60, 402-432.
10. Dahm, P. C., Glomb, T. M., Manchester, C. F., & Leroy, S. (2015). Work-family conflict, ego depletion, and self-discrepant time allocation at work. *Journal of Applied Psychology*, 100, 767-792.

## BOOK CHAPTER

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1. Manchester, C. F., Leslie, L. M., & Dahm, P. C. (2018). Family Responsibilities and Career Outcomes: Discriminatory and Non-Discriminatory Explanations. In A. Colella & E. King, (Eds.), *Oxford Handbook on Discrimination* (pp. 197-214). New York: Oxford University Press.

## WORKING PAPERS

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1. Dahm, P. C., Kim, Y., Glomb, T., & Harrison, S. Identity interrupted: An inductive study of social discrepancy reduction tactics to protect and sustain the chosen work-family self. Under review at *Organization Science*.
2. Yang, T. & Dahm, P. C. Does the apple fall far from the tree? Linking employed parents' affect spin to child maladjustment and the boundary conditions of job demands and resources. Under review at *Journal of Vocational Behavior*.
3. Stanko, T. L., Dahm, P. C., Dumas, T. L., & Rao, A. Empowering networks across domains: Gender Composition, Network Hierarchy, and Leadership Behaviors. Under review at *Management Science*.
4. Manchester, C. M., Leroy, S., Dahm, P. C., & Glomb, T. M. Amplifying the gender gap in academia: The COVID-19 pandemic and differences in career success by gender. Under review at *Industrial Relations*.
5. Leroy, S., Dahm, P. C., Glomb, T. M., Schmidt, A., & Manchester, C. M. Interrupted again: The effects of chronic interruptions. In preparation for *Personnel Psychology*.

## REFEREED CONFERENCE PRESENTATIONS

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1. Harrison, S. & Dahm, P. C. (2022). Recounting versus reserving as meaningfulness preservation strategies. To be presented at the Positive Organizational Scholars (POS) Research Conference, Ann Arbor, MI.
2. Yang, T. & Dahm, P. C. (2021). Parent Affect Spin and Child Adjustment: The Role of Child Affect Spin and Parent Job Characteristics. Presented at the annual meeting of the Academy of Management, virtual.
3. Kim, Y. Dahm, P. C. & Glomb, T. (2020). No regrets: Social sensemaking at the work-family interface. To be presented at the Work Family Researchers Network Conference.
4. Dahm, P. C. & Greenbaum, B. (2020). Encouraged to Participate: Perceptions of Non-Verbal Behaviors by Leader Gender. Accepted for presentation at the annual meeting of the Western Academy of Management, Hawaii. (Conference cancelled due to COVID-19.)

5. Stanko, T., Dahm, P. C., Lahneman, B., & Richter, J. (2019). Navigating an identity playground: An exploration of work identity and routines in a virtual world. Presented at the annual meeting of the Academy of Management, Boston, MA.  
*\*Organizational Behavior Division Best Paper Award. Selected from over 1,000 submissions.*
6. Stanko, T., Rao, A., Dumas, T., & Dahm, P. C. (2019). Gender and leadership: Do characteristics of women's social networks shape leadership at work? Presented at the annual meeting of the Academy of Management, Boston, MA.
7. Yang, T. & Dahm, P. C. (2019). Mercurial Hearts: Affect Spin, Work-Family Conflict, and Marital Satisfaction in Dual-Earner Couples. Presented at the annual meeting of the Academy of Management, Boston, MA.
8. Dahm, P. C. & Greenbaum, B. (2019). Encouraged to participate: Perceptions of non-verbal behaviours by leader gender. Presented at the 2<sup>nd</sup> International Conference of Woman and Leadership, Barcelona, Spain.
9. Stanko, T. & Dahm, P. C. (2019). Women and negotiation: Mitigating gender differences in a key leadership skill. Presented at the 2<sup>nd</sup> International Conference of Woman and Leadership, Barcelona, Spain.
10. Stanko, T., Rao, A., Dumas, T., & Dahm, P. C. (2019). Gender and leadership: Do characteristics of women's social networks shape leadership at work? Presented at the 2<sup>nd</sup> International Conference of Woman and Leadership, Barcelona, Spain.
11. Dahm, P. C., Kim, Y. S., Glomb, T. M., & Harrison, S. (2018). *The season of my success: Time bending identity affirmation strategies of early achievers*. Presented at the Work Family Researchers Network Conference, Washington, D. C.
12. Dahm, P. C. & Glomb, T. M. (2018). Family-to-work conflict and enrichment effects on regulatory focus and networking. In Porter, C. M. (Chair), *New Frontiers of Professional Networking Research*. Symposium at the annual meeting of the Society of Industrial Organizational Psychologists, Chicago, IL.
13. Greenbaum, B. & Dahm, P. C. (2018). Is it better to be feared or loved? Love, fear, and leader perceptions. Presented at the annual meeting of the Western Academy of Management, Salt Lake City, UT.
14. Dahm, P. C. (2017). Face Time: Gender Differences in Networking. In Csillag, B. B., Zhou, L., & Campbell, E. M. (Chairs), *Gender Matters in Interpersonal Interactions in the Workplace: Job and Career Implications*. Symposium at the annual meeting of the Academy of Management, Atlanta, GA.  
*\*Selected as a Showcase Symposium.*

15. Dahm, P. C., Kim, Y. S., & Glomb, T. M. (2016). Work-life trade-offs: Gender, emotions, and consequences. In Kossek, E. (Chair), *Linking work-life and gender perspectives on career experience and well-being*. Symposium at the Work and Family Researchers Network meeting, Washington, D. C.
16. Dahm, P. C., Kim, Y. S., Glomb, T. M., & Harrison, S. (2016). Resolving identity threat: Strategic social circles, substitutes, and the looking glass self. In Wilson, K. S. & Dahm, P. C. (Chairs), *Family matters: The influence of close others on employee identity, attitudes, and well-being*. Symposium at the annual meeting of the Academy of Management, Anaheim, CA.  
\*Selected as a Showcase Symposium.
17. Dahm, P. C. (2015). The effects of work-family conflict and enrichment on self-regulation and social networks. Presented at the annual meeting of the Academy of Management, Vancouver, BC.
18. Dahm, P. C., & Glomb, T. M. (2015). Dynamic effects of work-family conflict and enrichment on self-regulation and network investing. In Zheng, C. DeRue, D. S., Ashford, S. J. & Chen, G. (Chairs), *Time in the spotlight: Exploring the multiple approaches to the role of time in organizational behavior*. Symposium at the annual meeting of the Academy of Management, Vancouver, BC.
19. Dahm, P. C., Kim, Y. S., Glomb, T. M., & Harrison, S. (2014). Identity seasons: Making sense of work-family trade-offs. In Lensges, M. & Hollensbe, E. (Chairs), *With whom and what should I identify and when? Unpacking identification and identity processes*. Symposium at the annual meeting of the Academy of Management, Philadelphia, PA.
20. Lee, K. Y., Dossinger, K. B., & Dahm, P. C. (2014). Attachment styles and job performance: Roles of self-regulation and team conflict. In Dai, H. (Chair), *The antecedents and effects of self-regulation inside and outside the workplace*. Presented at the annual meeting of the Academy of Management, Philadelphia, PA.
21. Leslie, L. M., Manchester, C. F., & Dahm, P. C. (2014). Promoting discrimination by valuing diversity? A reversal of the gender gap among high potentials. Presented at the annual meeting of the Academy of Management, Philadelphia, PA.
22. Dahm, P. C., Glomb, T. M., Manchester, C. F., & Leroy, S. (2014). Work-family conflict, self-regulation, and self-discrepant time allocation at work. In Shockley, K. (Chair), *All about fit: Using polynomial regression to advance stressor-wellbeing research*. Symposium at the annual meeting of the Society of Industrial Organizational Psychologists, Honolulu, HI.
23. Dahm, P. C., Kim, Y. S., & Glomb, T. M. (2014). Leaning In and Leaning Out: Developing a Work-Life Trade-offs Scale. Paper presented at the annual meeting of the Society of Industrial Organizational Psychologists, Honolulu, HI.

24. Manchester, C. F., Leslie, L. M., & Dahm, P. C. (2014). Bringing home the bacon: Unpacking the relationship between breadwinner status and salary. In Genadek, K. (Chair), *Working couples: Strategies and spillover*. Presented at the Work Family Researchers Network Conference, New York, NY.
25. Leslie, L. M., Manchester, C. F., & Dahm, P. C. (2013). Ironic effects of flexible work practices on parents' career success. Presented at the annual meeting of the Academy of Management, Lake Buena Vista, FL.  
\* *Finalist, Best Paper, Gender and Diversity Division.*
26. Dahm, P. C., Manchester, C. F., & Glomb, T. M. (2012). The mediating role of self-discrepancy in predicting work-family conflict outcomes: Why being untrue to yourself doesn't pay. Work and Family Researchers Network Conference, New York, NY.
27. Leslie, L. M., Manchester, C. F., & Dahm, P. C. (2012). Gender disparities in career success: The role of performance and potential. In L. M. Leslie (Chair), *Unpacking the glass ceiling: Mechanisms that produce gender inequality in organizations*. Symposium at the annual meeting of the Academy of Management, Boston, MA.  
\* *Selected as a Showcase Symposium.*

## RESEARCH IN PROGRESS

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1. Harrison, S., Dahm, P. C., Thomas, N., & Rochford, K. Recounting versus reserving as meaningfulness preservation strategies. (data collection and analysis)
2. Thomas, N., Rochford, K., Harrison, S., & Dahm, P. C. Blood, sweat, and tears: Corporeal surrender and resistance within cultures of wellness (data collection and analysis)
3. (with A. Schmidt & Leroy, S.) Work or family?: The role of decision-making logics in resolving in-the-moment work-family conflict. (writing)
4. Dahm, P. C., Glomb, T. M., Trougakos, J. The effects of family-to-work conflict and enrichment on networking behaviors: The role of regulatory focus. (data collection for additional study)
5. Stanko, T. & Dahm, P. C. Women and negotiation: Mitigating gender differences in a key leadership skill. (data collection and analysis)

## HONORS AND AWARDS

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Rosabeth Moss Kanter International Award for Research Excellence in Work and Family  
Nominee 2020

Orfalea College of Business Outstanding Faculty in Management/HR 2020

St. Thomas Aquinas Saints Hall of Fame Alumni Award 2020

Best Paper, Organizational Behavior Division, Academy of Management 2019  
 OCOB Summer Mini Grant Award 2016, 2017, 2018, 2019  
 Scholarly Achievement Award, Human Resources Division, Academy of Management 2018  
 David Peach Excellence in Teaching Award 2017  
 Orfalea College of Business Diversity & Inclusion Fellowship (2) 2016  
 Outstanding Cal Poly Faculty Member, Panhellenic for Fraternity & Sorority Life 2016  
 Work and Family Early Career Scholar Fellowship 2016  
 Dale E. Zand Best Paper Award in Management, Stern School of Business 2015  
 Society for Human Resource Management (SHRM) Dissertation Fellowship 2014  
 Finalist, Best Paper, Gender and Diversity Division, Academy of Management 2013  
 Ph. D. Student Excellence in Teaching Award, Carlson School of Management 2014  
 McNamara Fellowship 2013  
 Department of Work and Organizations Research Grant, University of Minnesota, Carlson School of Management 2011-2014  
 HR Award of Excellence, Target Corporation 2008  
 Sprint Values Excellence Award, Sprint Corporation 2003

## **SERVICE**

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### **University of Kansas**

- Strategy Faculty Search Committee Member (2021)
- Diversity Advisor to Search Committee (2021)

### **Cal Poly University**

- Academic Senate's Distinguished Scholarship Awards Committee (2018-2020)
- BEACoN Mentor (Winter and Spring Quarters 2020)

### **Orfalea College of Business**

- Graduate Program Committee (2019-present); Chair (2020-present)
- Cluster Hire Formal Mentor to Cindy Wang (2019-2020)
- Orfalea College of Business Diversity & Inclusion Advisory Council (2018-present)
  - Diversity research presentation April 2019
- Student Teaching Evaluation Task Force (2018-2019)
- Senior Exam Task Force (2017-2018)
- Assessment of Learning Review Subcommittee (2017-2018)
- Dean's Executive in Residence: hosting guest speakers and lunches (2015-present)

### **Management and Human Resources Area**

- Peer Review Committee (2020)
- Co-Coordinator Management & HR Concentration (2016-2019)
  - SHRM Alignment for HR curriculum
  - Represented MHR concentration during WOW
  - Organized and presented MHR concentration at Open House
  - Reviewed curriculum for UPC (2016-2017)

- Designed and implemented updated MHR curriculum (2017-2018)
- Developed MHR strategic objectives
- Reviewed course substitution requests
- Advised students on MHR concentration and careers
- Faculty Search Committees (2015-2016; 2018-2019)
- Leader, Organizational Behavior Curriculum Committee (2018-2019)
  - Organized Community of Practice: People Skills in the Curriculum (May 2019)
- Invited and hosted esteemed scholars Colleen Manchester (University of Minnesota, Spring 2018) and Olivia Amanda O’Neill (George Washington University, Fall 2018) as part of MHRIS Seminar Series
- Presented research at MHRIS Seminar Series (February 2018, May 2019)
- Hosted entire MHRIS faculty and spouses for dinner (October 2015)

**Work Family Researchers Network**

- Kanter Award Committee (2018)

**University of Minnesota**

- Dean Search Committee (Ph.D. student liaison),
- Faculty Search Committee
- Ph.D. Student Advisory Committee

**PROFESSIONAL AFFILIATIONS**

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Academy of Management (AOM)

Society of Industrial and Organizational Psychology (SIOP)

Work-Family Researchers Network (WFRN)

**CORPORATE EXPERIENCE**

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**TARGET CORP**

Minneapolis, MN

Organizational Effectiveness Consultant (March 2007 – August 2009)

Senior Training Specialist (April 2006 – February 2007)

Senior Financial Analyst, Merchandise Finance (September 2005 – March 2006)

**SPRINT CORPORATION**

Overland Park, KS

Financial Management Development Program Member

- Staff Manager, Network and IT Finance (September 2004 – May 2005)
- Staff Manager, Supplier Disbursements (February 2004 – August 2004)
- Supervisor, Revenue and Cost Accounting (July 2003 – January 2004)
- Senior Financial Analyst, Network Finance Decision Support (July 2002 – June 2003)

**FORD MOTOR COMPANY**

Dearborn, MI

Finance Intern, Outfitters Business Analysis (Summer 2001)



**INGERSOLL-RAND, BLAW-KNOX**

Design Engineer (1999-2000)

Engineering Management Program Member (1998-1999)

Mattoon, IL

**INGERSOLL-RAND, TORRINGTON**

Engineering Management Program Member (1997-1998)

Torrington, CT