

PATRICIA C. DAHM

Assistant Professor, Management & Human Resources
University of Kansas School of Business
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ACADEMIC EXPERIENCE

University of Kansas Assistant Professor	Lawrence, KS 2021-present
California Polytechnic State University Associate Professor (with tenure) Assistant Professor	San Luis Obispo, CA 2020-2021 2015-2020

EDUCATION

University of Minnesota, Carlson School of Management Ph.D., Business Administration, 2015 Emphasis: Organizational Behavior and Human Resources	Minneapolis, MN
University of Illinois Urbana-Champaign M.B.A.	Champaign, IL
University of Notre Dame B.S., Mechanical Engineering	Notre Dame, IN

RESEARCH INTERESTS

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

Manchester, C. M., Leroy, S., Dahm, P. C., & Glomb, T. M. (2023). Amplifying the Gender Gap in Academia: “Caregiving” at Work during the Pandemic. *Industrial Relations*. (5-Year Impact Factor: 1.833; A* on ABDC Journal Quality List)

- Stanko, T. L., Dahm, P. C., Lahneman, B., & Richter, J. (2022). Navigating an identity playground: Using sociomateriality to build a theory of identity play. *Organization Studies*, 43(1): 81-103. (5-Year Impact Factor: 6.859; A* on ABDC Journal Quality List; FT Top 50 #38)
*Best Paper, Organizational Behavior Division, Academy of Management 2019
- 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*, 70(4): 1784-1809. (5-Year Impact Factor: 5.603; A on ABDC Journal Quality List)
- Coghlan, D., Shani, R., & Dahm, P. C. (2020). Knowledge production in organization development: An interiority-based perspective. *Journal of Change Management*.
- 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. (5-Year Impact Factor: 16.178; A* on ABDC Journal Quality List; FT Top 50 #1; UT Dallas Journal List)
*Rosabeth Moss Kanter International Award for Research Excellence in Work and Family Nominee 2020
- Manchester, C. F., Leslie, L. M., & Dahm, P. C. (2019). Bringing home the bacon: Unpacking the relationship between breadwinner status and salary. *Industrial Relations*, 58, 46-85. (5-Year Impact Factor: 1.833; A* on ABDC Journal Quality List)
- Dahm, P. C. and Greenbaum, B. (2019). Leadership through love and fear: An effective combination. *Journal of Managerial Psychology*, 34, 326-338. (5-Year Impact Factor: 4.35; B on ABDC Journal Quality List)
- 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-Year Impact Factor: 4.45)
- 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.
- 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. (5-Year Impact Factor: 16.178; A* on ABDC Journal Quality List; FT Top 50 #1; UT Dallas Journal List)
*Scholarly Achievement Award, HR Division, Academy of Management 2018
- 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. (5-Year Impact Factor: 13.718; A* on ABDC Journal Quality List; FT Top 50 #15)

BOOK CHAPTER

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.

UNDER REVIEW

Dahm, P. C., Kim, Y., Glomb, T., & Harrison, S. [identity networks]. Under second review at *Organization Science*. (5-Year Impact Factor: 7.29; A* on ABDC Journal Quality List; FT Top 50 #37; UT Dallas Journal List)

Ellis, A., Crain, T., Dahm, P. C., & Leslie, J. [family-supportive supervisor behaviors]. Under review at *Journal of Organizational Behavior*.

Yang, T. & Dahm, P. C. [parent-child affect spin]. Under review at *Journal of Occupational and Organizational Psychology*.

WORKING PAPERS

Dahm, P. C., Harrison, S., Rochford, K., & Thomas, N. [meaningfulness at work]. In preparation for *Administrative Science Quarterly*.

Adair, E., Glomb, T. M., & Dahm, P. C. [parent work identity narratives and self-motives when sharing with children]. In preparation for *Academy of Management Journal*.

Dahm, P. C. & Glomb, T. M. The effects of family-to-work conflict and enrichment on networking behaviors: The role of regulatory focus. In preparation for *Journal of Applied Psychology*.

Leroy, S., Dahm, P. C., Glomb, T. M., Schmidt, A., & Manchester, C. M. [interruptions and career success]. In preparation for *Journal of Organizational Behavior*.

Thomas, N., Rochford, K., Harrison, S., & Dahm, P. C. [embodied performance and workplace care]. In preparation for *Administrative Science Quarterly*.

Stanko, T., Dumas, T. L., & Rao, A & Dahm, P. C. [social networks and leadership behavior]. In preparation for *Academy of Management Discoveries*.

HONORS AND AWARDS

Research Awards

- Finalist for Managerial and Organizational Cognition Division Best Qualitative Paper Award, 2023
- University of Kansas New Faculty Research Development Award (\$16,000) 2023
- Rosabeth Moss Kanter International Award for Research Excellence in Work and Family Nominee 2020
- Best Paper, Organizational Behavior Division, Academy of Management 2019
- Scholarly Achievement Award, Human Resources Division, Academy of Management 2018
- 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
- Department of Work and Organizations Research Grant, University of Minnesota, Carlson School of Management 2011-2014
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Teaching and Institutional Awards

- Orfalea College of Business Outstanding Faculty in Management/HR 2020
- St. Thomas Aquinas Saints Hall of Fame Alumni Award 2020
- Orfalea College of Business Summer Mini Grant Award 2016, 2017, 2018, 2019
- 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
- Ph. D. Student Excellence in Teaching Award, Carlson School of Management 2014
- McNamara Fellowship 2013

REFEREED CONFERENCE PRESENTATIONS

Thomas, N., Rochford, K., Harrison, S. H., & Dahm, P. C. (2023). Give it all you've got, or give it up!: Embodied paradoxical tensions of workplace well-being initiatives. To be presented at the 39th European Group for Organizational Studies (EGOS) Colloquium, Cagliari, Italy.

Dahm, P. C., Harrison, S. H., Rochford, K., & Thomas, N. My Story to Tell: The Meaning(fulness) of a Moment. (2023). To be presented at the annual meeting of the Academy of Management, Boston, MA.

Adair, E., Glomb, T. M., & Dahm, P. C. (2023). Parents' Sharing of Work Experiences with their Children Shapes Parents' and Children's Identities. In Dutli, A. (Chair). *Let's Give Them Something to Talk About: Conversations at the Work-Family Interface*. Symposium to be presented at the annual meeting of the Academy of Management, Boston, MA.

Downes, P., Dahm, P. C., & Lee, E. (2023). Do You Know What I Do Around Here? Outcomes of the Accuracy of Managers' Perceptions of Subordinates' Demands. In Ganster, M. (Chair). *New Directions in Challenge-Hindrance Stress Research*. Symposium at the annual meeting of the Society of Industrial Organizational Psychologists, Boston, MA.

- Schmidt, A., Leroy, S., & Dahm, P. C. (2022). Work or Family?: The Role of Decision-Making Logics in Resolving in-the-moment Work-Family Conflict. In Chen, Z. (Chair), *Everyday Work-Family Lives: Episodic, Dyadic, and Daily Investigations*. Symposium at the annual meeting of the Academy of Management, Seattle, WA.
- Harrison, S. & Dahm, P. C. (2022). Recounting versus reserving as meaningfulness preservation strategies. Presented at the Positive Organizational Scholars (POS) Research Conference, Ann Arbor, MI.
- 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.
- Kim, Y. Dahm, P. C. & Glomb, T. (2020). No regrets: Social sensemaking at the work-family interface. Accepted for presentation at the Work Family Researchers Network Conference. (Virtual due to COVID-19.)
- 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.)
- 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.*
- 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.
- 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.
- Dahm, P. C. & Greenbaum, B. (2019). Encouraged to participate: Perceptions of non-verbal behaviours by leader gender. Presented at the 2nd International Conference of Woman and Leadership, Barcelona, Spain.
- Stanko, T. & Dahm, P. C. (2019). Women and negotiation: Mitigating gender differences in a key leadership skill. Presented at the 2nd International Conference of Woman and Leadership, Barcelona, Spain.
- 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 2nd International Conference of Woman and Leadership, Barcelona, Spain.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.

- Dahm, P. C., Kim, Y. S., Glomb, T. M., & Harrison, S. (2014). Identity seasons: Making sense of work-family trade-offs. In Lenses, 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.*
- 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.
- 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

Downes, P., Dahm, P. C., & Lee, E. Do you know what I do around her? Outcomes of Manager's perceptions of subordinates' demands. (data collection)

Stanko, T. & Dahm, P. C. Women and negotiation: Mitigating gender differences in a key leadership skill. (data analysis)

SERVICE

University of Kansas

- Non-tenure track Human Resources Faculty Search Committee Member (2023)
- Delta Sigma Pi Faculty Advisor (2022-present)
- Staff Leadership Summit Presenter (2022)
- Presenter – Social Psychology Proseminar Series (2022)
- Management Chair Search Committee Member (2022)
- Strategy Faculty Search Committee Member (2021)
- Diversity Advisor to Search Committee (2021)

Professional

- Ad hoc reviewer:
Academy of Management Journal,
Academy of Management Review,
Journal of Applied Psychology,
Journal of Management,
Organization Science,
Personnel Psychology,
Journal of Organizational Behavior,
Journal of Occupational and Organizational Psychology,
Applied Psychology: An International Review, and
Human Resources Management Review

Work Family Researchers Network

- Kanter Award Committee (2018)

Cal Poly University

- Academic Senate's Distinguished Scholarship Awards Committee (2018-2020)
- Believe, Educate & Empower, Advocate, Collaborate, Nurture (BEACoN) Mentor to underrepresented student (Winter and Spring Quarters 2020)

Orfalea College of Business

- Graduate Program Committee (2019-2021); Chair (2020-2021)
- Cluster Hire Formal Mentor (2019-2020)
- Orfalea College of Business Diversity & Inclusion Advisory Council (2018-2021)
- 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 (2015-2020)

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 Week of Welcome
 - 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)

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Society of Industrial and Organizational Psychology (SIOP)

Work-Family Researchers Network (WFRN)

CORPORATE EXPERIENCE

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)
- HR Award of Excellence, Target Corporation 2008

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)
- Sprint Values Excellence Award, Sprint Corporation 2003

INGERSOLL-RAND, BLAW-KNOX

Mattoon, IL

Design Engineer (1999-2000)

Engineering Management Program Member (1998-1999)

INGERSOLL-RAND, TORRINGTON

Torrington, CT

Engineering Management Program Member (1997-1998)