

KAYLEE J. HACKNEY

Department of Management
Baylor University – Hankamer School of Business
One Bear Place #98006
Waco, Texas 76798-8006
Phone: (254) 710-6154
E-mail: Kaylee_Hackney@baylor.edu
Website: <https://www.kayleehackney.com>

ACADEMIC EMPLOYMENT

Assistant Professor (August 2017 – present)
Department of Management, Hankamer School of Business
Baylor University

EDUCATION

Ph. D. Business Administration, Florida State University – May, 2017
Major Field: Organizational Behavior and Human Resource Management
Minor Field: Statistics/Research Methods

M. B. A. Business Administration, Eastern Illinois University – December, 2012
Major Field: Research Option

B. A. Foreign Language, Eastern Illinois University – May, 2011
Major Field: French
Minor Field: Business Administration

PROFESSIONAL RESEARCH EXPERIENCE

RESEARCH INTERESTS

Pregnancy in the workplace, work-life interface, employee stress & well-being

JOURNAL ARTICLES

Hackney, K. J., Daniels, S. R., Paustian-Underdahl, S., Jones, K. P., Brady, J. M., Cortina, L. M., Li, Y. (2022). 5 ways managers can support pregnant employees: Managers play a key role in ensuring a healthy environment. *Harvard Business Review*.
<https://hbr.org/2022/01/5-ways-managers-can-support-pregnant-employees>

Thompson, M. J., Carlson, D. S., **Hackney, K. J.**, & Vogel, R. (2022). Vicarious abusive supervision and turnover in working mothers: Does financial dependency trigger emotional disconnect?" *Journal of Organizational Behavior*, 43(3), 448-464.

- Quade, M. J., **Hackney, K. J.**, Carlson, D. S., & Hanlon, R. P. (2021). It takes a village: How organizational support for adoption positively affects employees and their families. *Journal of Occupational and Organizational Psychology*, 94(3), 706-734. doi: 10.1111/joop.12358
- Carlson, D. S., Thompson, M. J., **Hackney, K. J.**, & Crawford, W. (2021). With a little help from my (her) friends: The role of friend support on the negative effects of job engagement for married couples. *Journal of Vocational Behavior*, Advance online publication. doi: 10.1016/j.jvb.2021.103539
- Hackney, K. J.**, Daniels, S. R., Paustian-Underdahl, S., Perrewé, P. L., Mandeville, A. & Eaton, A. (2020). Examining the effects of perceived pregnancy discrimination on mother and baby health. *Journal of Applied Psychology*, 106(5), 774-783. doi: 10.1037/apl0000788
***This paper was awarded the Best Overall Paper and Best Paper in Track 5 (Careers/Social Issues/Diversity Issues/Ethics) at the 2018 Southern Management Association Annual Conference.**
- Hackney, K. J.**, & Perrewé, P. L. (2018). A review of abusive behaviors at work: The development of a process model for studying abuse. *Organizational Psychology Review*, 8(1), 70-92. doi: 10.1177/2041386618755724
- Hackney, K. J.**, Maher, L., Daniels, S., Hochwarter, W., & Ferris, J. (2018). Performance, stress, and attitudinal outcomes of perceptions of others' entitlement behavior: Supervisor–subordinate work relationship quality as moderator in two samples. *Group and Organization Management*, 43(1), 101-137. doi: 10.1177/1059601117696676
- Roth, P. L., Van Iddekinge, C. H., DeOrtentiis, P. S., **Hackney, K. J.**, & Zhang, L. (2017). Hispanic and Asian performance on selection procedures: A narrative and meta-analytic review of 12 common predictors. *Journal of Applied Psychology*, 102(8), 1178-1202. doi: 10.1037/apl0000195
***This paper was awarded the Schmidt-Hunter Meta-Analysis Award, SIOP 34th Annual Conference, 2019.**
- McAllister, C. P., Mackey, J. D., **Hackney, K. J.**, & Perrewé, P. L. (2015). From combat to khakis: An exploratory examination of job stress with veterans. *Military Psychology*, 27(2), 93-107. doi: 10.1037/mil0000068
- Hackney, K. J.**, Boggs, D., Kathawala, Y., & Hayes, J. (2014). Willingness to study abroad: An examination of Kuwaiti students. *Journal of International Education and Leadership*, 4(1), 1-16.
- Thurston, D., **Hackney, K.**, & Boggs, D. J. (2013). Discrepancies in Entrepreneurship Ratings: A Search for Answers in Costa Rica, Dominican Republic, and Panama. *Journal of Management Policy and Practice*, 14(4), 63-74.

Hackney, K., Boggs, D., & Borozan, A. (2012). An empirical study of student willingness to study abroad. *Journal of Teaching in International Business*, 23(2), 123-144. doi: 10.1080/08975930.2012.718705

MANUSCRIPTS WITH REVISION DECISIONS

Hackney, K. J., Quade, M., Carlson, D. S., & Hanlon, R. Title omitted to protect the integrity of the review process. Submitted to the *Human Relations* (AJG = 4). Status: First-round revision.

Hackney, K. J., Daniels, S. R., Paustian-Underdahl, S., Perrewé, P. L., Jones, K. P., Brady, J. M., Cortina, L. M., Mandeville, A., Eaton, A. Title omitted to protect the integrity of the review process. Submitted to *Harvard Business Review* (AJG = 3). Status: First-round revision.

MANUSCRIPTS UNDER REVIEW

Carlson, D. S., **Hackney, K. J.,** Thompson, M. J., & Thurgood, G. Title omitted to protect the integrity of the review process. Submitted to *Journal of Management* (AJG = 4). Status: Under review.

Thompson, M. J., **Hackney, K. J.,** Crawford, W., Bonner, J., & Carlson, D. S. Title omitted to protect the integrity of the review process. Submitted to the *Journal of Organizational Behavior* (AJG = 4). Status: Under review.

BOOK CHAPTERS

Hackney, K. J., Wu, C., & Nuner, J. (2020). Invisible Grief: An Examination of Miscarriage in the Workplace. In A. M. Rossi, J. Meurs, & P. Perrewé (Eds.), *Stress and Quality of Working Life*, Vol. 7. Information Age Publishing.

Perrewé, P. L., Daniels, S. R., **Hackney, K. J.,** & Maher, L. P. (2019). Pregnancy in the workplace: The role of stigmas, discrimination, and identity management. In C. Cooper, A. Antoniou, & C. Gatrell (Eds.), *Women, business, and leadership: Gender and organisations*. Cheltenham, UK: Edward Elgar Publishing.

Hackney, K. J. & Perrewé, P. L. (2018). Examining the role of pregnancy in work organizations: implications for the well-being of the mother and baby. In M. Buckley, J. Halbesleben, & A. R. Wheeler (Eds.), *Research in Personnel and Human Resources Management*, Vol. 36, Bingley, UK: Emerald Group Publishing.

Hackney, K. J., McAllister, C. P., Mackey, J. D., Palmer, J. C., & Perrewé, P. L. (2016). From soldier to citizen: Examining the role of political skill in veterans' experiences in the civilian workplace. In A.-S. Antoniou & Sir C. Cooper (Eds.), *Coping, personality and the workplace: Responding to psychological crisis and critical events*. London, UK: Gower Publishing.

CONFERENCE PAPERS

Carlson, D. S., **Hackney, K. J.**, Thompson, M. J., & Thurgood, G. (2021, November). The effect of perceived paternity discrimination on fathers' and mothers' turnover. Paper presented at the Southern Management Association Annual Meeting, New Orleans, LA.

Thompson, M. J., **Hackney, K. J.**, Crawford, W., Bonner, J., & Carlson, D. S. (2021, November). The spillover of partner psychological abuse. Paper presented at the Southern Management Association Annual Meeting, New Orleans, LA.

Hackney, K. J., Quade, M., Carlson, D., & Hanlon, R. (2020, October). A two-study look at primary, spillover, and crossover effects of family-building stigma. Paper presented at the Southern Management Association Annual Meeting, Virtual Meeting.

Hackney, K. J., Wu, C., & Nuner, J. (2020, October). Miscarriage and the workplace: Experienced stress after pregnancy loss. Paper presented at the Southern Management Association Annual Meeting, Virtual Meeting.

Thompson, M. J., **Hackney, K. J.**, Bonner, J., & Carlson, D. S. (2020, March) *Sticks and stones, and... support? Partner psychological abuse at home, target self-esteem, and the moderating effect of supervisor support at work*. Paper submitted for presentation at the Western Academy of Management Annual Meeting, Waikoloa, HI.

Carlson, D., Vogel, R., Thompson, M., & **Hackney, K. J.** (2019, October). *What are friends for? The impact of friend support on job engagement for married couples*. Paper to be presented at the Southern Management Association Annual Meeting, Norfolk, VA.

Quade, M, **Hackney, K. J.**, & Carlson, D. (2019, October). *It takes a village: How organizational support for adoption positively affects employees and their families*. Paper to be presented at the Southern Management Association Annual Meeting, Norfolk, VA.

Hackney, K. J., Daniels, S. R., Maher, L. P., Perrewé, P. L., & Hall, A. (2018, November). *Paternalism during pregnancy: Stress reliever or stressor?* Paper presented at the Southern Management Association Annual Meeting, Lexington, KY.

Hackney, K. J., Daniels, S. R., Paustian-Underdahl, S., Perrewé, P. L., Mandeville, A. & Eaton, A. (2018, November). *Examining the effects of perceived pregnancy discrimination on mother and baby health*. Paper presented at the Southern Management Association Annual Meeting, Lexington, KY.

***Awarded Best Overall Paper of the 2018 SMA Conference**

***Best Paper in Track 5 - Careers/Social Issues/Diversity Issues/Ethics**

Hackney, K. J. (2017, October). *The impact of pregnancy discrimination at work on mothers' and babies' health*. Paper presented at the Southern Management Association Annual Meeting, St. Pete Beach, FL.

- Daniels, S., **Hackney, K. J.**, Maher, L., & Perrewé, P. L. (2017, October). *Covering stigmatized identities in organizations: The role of ego depletion and inauthenticity*. Paper presented at the Southern Management Association Annual Meeting. St. Pete Beach, FL.
- Hackney, K. J.** (2016, August). *Perceived pregnancy discrimination and the role of supervisor support*. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Roth, P. L., Van Iddekinge, C. H., DeOrtentiis, P. S., **Hackney, K. J.**, & Zhang, L. (2016, August). *Hispanic and Asian performance on construct-based predictors*. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Roth, P. L., Van Iddekinge, C. H., DeOrtentiis, P. S., **Hackney, K. J.**, & Zhang, L. (2016, August). *Hispanic and Asian performance on selection procedures: What we know about method based predictors*. Paper presented at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Hackney, K. J.** (2015, October). *Politicking for the good of the family: Political skill in the work-family context*. Paper presented at the Southern Management Association Annual Meeting. St. Pete Beach, FL.
- Hackney, K. J.** (2015, October). *Managing the baby bump: The role of supervisor support during pregnancy*. Paper presented at the Southern Management Association Annual Meeting. St. Pete Beach, FL.
- Hackney, K. J.**, Perrewé, P. L., & Meurs, J. A. (2015, May). *Family-work conflict: Spillover of spousal undermining*. Paper presented at the Work, Stress, and Health conference. Atlanta, GA.
- Hackney, K. J.**, Maher, L. P., Daniels, S. R., Hochwarter, W. A., & Ferris, G. R. (2014, November). *Job performance and well-being consequences of perceived entitlement behavior: Relationship quality as moderator in two samples*. Paper presented at the Southern Management Association Annual Meeting. Savannah, GA.
- Roth, P. L., Van Iddekinge, C. H., DeOrtentiis, P. S., & **Hackney, K. J.** (2014, August). *Hispanic and Asian performance on selection tests: Two (largely) "forgotten" minorities?* Paper presented at the 73rd Annual Meeting of the Academy of Management, Philadelphia, PA.
- McAllister, C. P., Mackey, J. D., **Hackney, K. J.**, & Perrewé, P. L. (2014, August). *From combat to khakis: An examination of job stress with veterans*. Paper presented at the 73rd Annual Meeting of the Academy of Management, Philadelphia, PA.
- Hackney, K.**, Boggs, D., Kathawala, Y., & Hayes, J. P. (2013, April). *Willingness to study abroad: An examination of Kuwaiti students*. Paper presented at the Northeast Decision Sciences Institute Conference, New York, NY.

Hackney, K. J., Wollan, M. L., & Coker, K. (2012, October). *Employee motives behind organization citizenship behavior: Is competition among them?* Proceedings and Paper presented at the Institute of Behavioral and Applied Management Conference, Nashville, TN. In P. Jacques (Ed.), *Proceedings of the Institute of Behavioral and Applied Management*, 20, TBD.

Thurston, D., **Hackney, K.,** & Boggs, D. (2012, March). *Discrepancies in entrepreneurship ratings: A search for answers in Costa Rica, Dominican Republic, and Panama.* Paper presented at the MBAA International Conference, Chicago, IL. Paper awarded Best Student Paper from Academy of International Business, Midwest Region.

Hackney, K., Boggs, D., & Borozan, A. (2012, March). *An empirical study of student willingness to study abroad.* Paper presented at the MBAA International Conference, Chicago, IL.

MANUSCRIPTS IN PREPARATION

Hackney, K. J. Title omitted to protect the integrity of the review process. Target: *Journal of Occupational Health Psychology* (AJG = 4). Status: Preparing manuscript for submission.

Thompson, M. J., **Hackney, K. J.,** Bonner, J., Crawford, W. & Carlson, D. S. Title omitted to protect the integrity of the review process. Target: *Personnel Psychology* (AJG = 4). Status: Preparing manuscript for submission.

Daniels, S., **Hackney, K. J.,** Maher, L., & Perrewé, P. L. The depleting effects of identity management at work: A theoretical examination of identity and intersecting multi-identities, identity management strategies, contextual influences, and associated outcomes. Target: TBD. Status: Preparing manuscript for submission.

Hackney, K. J., Carlson, D., & Thompson, M. Pregnancy, breastfeeding, and workplace support. Target: TBD. Status: Cleaning and analyzing data.

Hackney, K. J., Daniels, S., Paustian-Underdahl, S., & Perrewé, P. Pregnancy discrimination, stress, and long-term health implications. Target: TBD. Status: Cleaning and analyzing data.

Wu, C., Nuner, J., & **Hackney, K. J.** Navigating the workplace after miscarriage, stillbirth, and infant loss. Target: TBD. Status: Data collection.

Hackney, K. J., Swab, R. G. Navigating work, young children, and COVID-19. Target: TBD. Status: Data collection.

TEACHING EXPERIENCE

BAYLOR UNIVERSITY

MGT 3305: Leadership and Organizational Behavior

Semester:	Section:	Section:	Comparison Group:
Fall 2020 (Online)	05: 5.31/6.00	06: 5.25/6.00	5.34/6.00
Spring 2020	09: 5.77/6.00	10: 5.80/6.00	5.37/6.00
Fall 2019	12: 5.66/6.00	13: 5.70/6.00	5.33/6.00
Spring 2019	11: 5.80/6.00	14: 5.63/6.00	5.30/6.00
Spring 2018	13: 5.58/6.00	14: 5.63/6.00	5.30/6.00
Fall 2017	14: 5.69/6.00	15: 5.53/6.00	5.26/6.00

FLORIDA STATE UNIVERSITY

Cross-Cultural Management (MAN 4605), Instructor
Fall 2015 – Spring 2016

Organizational Behavior - Online (MAN 3240), Teaching Assistant
Fall 2013 – Spring 2014

EASTERN ILLINOIS UNIVERSITY

Business Statistics (BUS 2810), Supplemental Instructor
Fall 2011 – Fall 2012

ACADEMIC HONORS AND AWARDS

URC Grant – 2019; Miscarriage at work: A mixed-methods study

Schmidt-Hunter Meta-Analysis Award, SIOP 34th Annual Conference, 2019 – *Hispanic and Asian performance on selection procedures: A narrative and meta-analytic review of 12 common predictors*, *Journal of Applied Psychology*, 102(8), 1178-1202.

Best Overall Conference Paper, Southern Management Association, 2018 – *Examining the Effects of Perceived Pregnancy Discrimination on Mother and Baby Health*

Best Paper Award in Track 5: Careers/Social Issues/Diversity Issues/Ethics, Southern Management Association, 2018 – *Examining the Effects of Perceived Pregnancy Discrimination on Mother and Baby Health*

URC Grant – 2018; Pregnancy in the Workplace

HR Division Doctoral Consortium Participant, Academy of Management, 2016

College of Business Doctoral Student Teaching Award, Florida State University, 2016

P.E.O. Scholar Nominee, 2015

Program for Instructional Excellence Certificate, Florida State University, 2013

Recruitment Fellowship Recipient, Florida State University, 2013

King-Mertz Distinguished Research/Creative Activity College Award of Excellence, Eastern Illinois University, 2012

M.B.A. Distinguished Research/Creative Activity Award, Eastern Illinois University, 2012

Presidential Scholarship, Eastern Illinois University, 2007

SERVICE

UNIVERSITY SERVICE

Social Media Manager, Department of Management (2022 – present)

Community Committee, Department of Management (2022 – present)

Women in Business Faculty Advisor (2021 – present)

PAWS Welcome Family (2017 – 2022)

Florida State University Doctoral Business Student Association
Vice President, 2016 – 2017

PROFESSIONAL SERVICE

Academy of Management

Reviewer for Annual Meeting (2018)

Southern Management Association

Reviewer for Annual Meeting (2014 – 2019)

Discussant – OB Division (2017)

Volunteer (2014 – 2019)

Ad hoc reviewer for *Organizational Psychology Review* (2020)

Ad hoc reviewer for *Psychology of Women Quarterly* (2019 - 2020)

Ad hoc reviewer for *Journal of Organizational Behavior* (2018)

Ad hoc reviewer for *Journal of Behavioral and Applied Management* (2015)

PROFESSIONAL AND ACADEMIC AFFILIATIONS

Academy of Management (2012 – present)

Southern Management Association (2013 – present)

MEDIA

HOSTESS

[Elegant Balance podcast](#) (2020 – present): 53 episodes, 4.9/5-star rating in Apple podcasts, over 3000 downloads

FEATURED GUEST

NPR Business Review (August, 2022) – [A Valuable Resource](#)

Brain for Business podcast (November, 2021) – [When work and home collide - dealing with the challenge of miscarriage in the workplace, with Professor Kaylee Hackney, Baylor University Hankamer School of Business](#)

Consistency Corner podcast (November, 2021) – [Inside a Brand Audit with Kaylee Hackney](#)

Secrets of Supermom podcast (November, 2021) – [Work-Life Balance & Guilt with Dr. Kaylee Hackney](#)

NPR Business Review (July, 2021) – [Oh, Baby Baby](#)

ONLINE MEDIA MENTIONS

Phys Org – [Increased Organizational Support for Employees Adoption Efforts Yields Positive Benefits](#); June 24, 2021

Health Medicine Network – [Increased Organizational Support for Employees Adoption Efforts Yields Positive Benefits](#); June 23, 2021

Florida News Time – [Increased Organizational Support for Employees' Adoption Efforts Yields Positive Benefits](#); June 21, 2021

Occupational Health & Safety – [How to Keep Pregnant Women Safe and Supported](#); July 22, 2020

Babygaga – [How Workplace Discrimination Affects Pregnant Mothers and Unborn Babies](#); July 12, 2020

Forbes – [Pregnancy Discrimination in the Workplace Affects Mother and Baby Health](#); July 11, 2020

Psychology Today – [How Pregnancy Discrimination Affects Health](#); July 11, 2020

Bloomberg Businessweek – [When the Boss is Bad for the Baby](#); July 9, 2020

PRINT MEDIA MENTIONS

Baylor Business Review – Fall, 2022

Baylor Business Review – Spring, 2022