

# Samantha J. Dodson

Ph.D. Candidate in Management

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## Education

### Eccles School of Business, University of Utah

Expected 2022

Ph.D., Management (Emphasis: Organizational Behavior)

Dissertation: *Conveying the Forest or the Trees: The Interplay of Construal Level and Gender in Professional Image Construction*

Committee: Kristina Diekmann (advisor), Jesse Graham, Cheryl Wakslak, Batia Wiesenfeld, and Kylie Rochford

### Marriott School of Business, Brigham Young University

2010 - 2015

B.S., Management (Emphasis: Organizational Behavior and Human Resources), *cum laude*

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## Research Interests

I broadly focus on how employees' cognitions and emotions affect their interpersonal outcomes. In my current research, I seek to understand the causes, consequences, and alleviation of suffering in organizations, particularly focusing on women's distress at work (e.g., discrimination, sexual harassment). I also examine the effects of social cognition on perceptions of women's behavior. I employ experimental paradigms, experience sampling, archival text analysis, survey-based field research, and qualitative content analysis to investigate my research questions.

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## Teaching Interests

Organizational Behavior, Negotiations, Leadership, Groups and Teams, Diversity, Ethics, Human Resource Management, Research Methods

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## Publications

Goodwin, R.D., **Dodson, S.J.**, Chen, J.M., & Diekmann, K.A. (2020). Gender, sense of power, and desire to lead: Why women don't "lean in" to apply to leadership groups that are majority-male. *Psychology of Women Quarterly*, 44(4), 468-487. <https://doi.org/10.1177/0361684320939065>

**Dodson, S.J.** & Heng, Y.T. (In-press). Self-compassion in organizational research: A review and future research agenda. *Journal of Organizational Behavior*. DOI: 10.1002/job.2556

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## Papers Under Review

**Dodson, S.J.**, Goodwin, R.D., Graham, J., & Diekmann, K.A. Moral foundations, empathy, and punishment following sexual misconduct allegations. *Journal of Management*.

**Dodson, S.J.**, Goodwin, R.D., Wakslak, C., Diekmann, K.A., & Graham, J. He sees the forest, she sees the trees: Gendered construal-level expectations. *Journal of Applied Psychology*.

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## Working Papers

\*Previously submitted, currently incorporating feedback from reviewers/editor

\*Rochford, K.C., Bergeron, D., Yoon, S., **Dodson, S.J.**, & Koopman, J. Employee responses to transient loneliness during COVID-19. *Target Journal: Journal of Applied Psychology*

\*Goodwin, R.D., **Dodson, S. J.**, Chambers, M.C., Davani, A.M., Dehghani, M., Graham, J., & Diekmann, K.A. Twitter observers' moral language reveals how sexual harassment denials condemn #MeToo victims. *Target Journal: Personnel Psychology*

**Dodson, S.J.**, Goodwin, R.D., Wakslak, C., Graham, J., & Diekmann, K.A. Leader gender and construal elicitation: Is he seen as more visionary than she? *Target Journal: Academy of Management Journal*

**Dodson, S.J.**, Coll, K.A., Goodwin, R.D., Hofmann, W., & Graham, J. Modern workplace discrimination: A daily investigation of incidence, attributions, and outcomes. *Target Journal: Organizational Behavior and Human Decision Processes*

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## Selected Research in Progress

Goodwin, R.D., **Dodson, S.J.**, Rees, M.R., & Diekmann, K.A. Status and compassion: Paying attention to the suffering of others.

Status: *Data collection, 3<sup>rd</sup> study*

Carter, A., Talbot, T., **Dodson, S.J.**, Wiesenfeld, B.M., & Diekmann, K.A. Construal diversity and creativity: The influence of individual construal levels within groups.

Status: *Data collection, 3<sup>rd</sup> study*

Coll, K. & **Dodson, S.J.** Are women *always* more communal?: Pro-social information withholding behaviors in men and women.

Status: *Data collection, 2<sup>nd</sup> study*

**Dodson, S.J.** & Goodwin, R.D. The mental labor of working mothers.

Status: *Theoretical development*

**Dodson, S.J.**, Goodwin, R.D., & Diekmann, K.A. Multiplex thirds and irreconcilable conflicts in the workplace.

Status: *Theoretical development*

**Dodson, S.J.** The victim experience of himpathy.

Status: *Theoretical development*

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## Conference Presentations

**Dodson, S.J.**, Heng, Y.T., Dutton, J.E., Germer, C., & Neff, K.D. (2021, August). Self-compassion in organizations: Future directions in practice and research. Academy of Management Conference, Philadelphia, PA (virtual).

- OB Division Showcase Symposium

**Dodson, S.J.**, Goodwin, R.D., Wakslak, C., Graham, J., & Diekmann, K.A. (2021, August). He sees the forest, she sees the trees: Gendered construal-level expectations. Academy of Management Conference, Philadelphia, PA (virtual).

- Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition finalist

**Dodson, S.J.**, Coll, K., Goodwin, R.D., Hoffman, W., & Graham, J. (2021, August). An experience-sampling investigation of attributions and outcomes of workplace discrimination. Academy of Management Conference, Philadelphia, PA (virtual).

**Dodson, S.J.** (2021, May). Conveying the forest or the trees: The interplay of construal level and gender in professional image construction. Distances in Organizations Annual Meeting (virtual).

**Dodson, S.J.**, Goodwin, R.D., Chambers, M., Graham, J., & Diekmann, K.A. (2020, August). Moral foundations, empathy, and attitudes toward sexual misconduct. Academy of Management Conference, Vancouver, Canada (virtual).

Goodwin, R.D., Chambers, M., **Dodson, S.J.**, Davani, A.M., Dehghani, M., Graham, J., & Diekmann, K.A. (2020, August). Alleged harassers' response affects third parties' reactions to sexual harassment victims. Academy of Management Conference, Vancouver, Canada (virtual).

- OB Division Best Symposium Award

**Dodson, S.J.**, Coll, K., Goodwin, R.D., Hoffman, W., & Graham, J. (2020, July). An experience-sampling investigation of attributions and outcomes of workplace discrimination. International Association for Conflict Management Conference, Charleston, SC (virtual).

**Dodson, S.J.** Self-compassion in organizational research: A integrative review and future research agenda. (2020, July). International Association for Conflict Management Conference, Charleston, SC (virtual).

Goodwin, R.D., **Dodson, S.J.**, Rees, M.R., & Diekmann, K.A. (2020, July). Status and compassion: Paying attention to the suffering of others. International Association for Conflict Management Conference, Charleston, SC (virtual).

Talbot, T., **Dodson, S.J.**, & Diekmann, K.A. (2020, May). Construal diversity and creativity: The influence of individual construal levels within groups. Distances in Organizations Annual Meeting, Montreal, Canada (virtual).

Goodwin, R.D., **Dodson, S.J.**, Chambers, M.K., Graham, J., & Diekmann, K.A. (2020, February). Moral foundations, empathy, and attitudes toward alleged male sexual assault perpetrators and their accusing female victims. Society for Personality and Social Psychology Annual Conference, New Orleans, LA.

**Dodson, S.J.**, Goodwin, R.D., Chambers, M.K., Graham, J., & Diekmann, K.A. (2019, November). Moral foundations, empathy, and attitudes toward alleged male sexual assault perpetrators and their accusing female victims. Moral Psychology Research Group Annual Meeting, Salt Lake City, UT.

**Dodson, S.J.**, Goodwin, R.D., Wakslak, C., Graham, J., & Diekmann, K.A. (2019, August). Leader gender and construal elicitation: Is he seen as more visionary than she? Academy of Management Annual Conference, Boston, MA.

Goodwin, R.D., **Dodson, S.J.**, Chen, J.M., & Diekmann, K.A. (2019, August). Gender, perceived power and desire to lead: Why women don't lean in to leadership. Academy of Management Annual Conference, Boston, MA.

**Dodson, S.J.**, Goodwin, R.D., Chambers, M.K., Graham, J., & Diekmann, K.A. (2019, July). She said, he said – but who is responsible? A real-world conceptual replication linking moral foundations and attitudes toward sexual assault victims and perpetrators. International Association for Conflict Management Conference, Dublin, Ireland.

Chambers, M., Davani, A.M., Goodwin, R.D., **Dodson, S.J.**, Leh, L., Dehghani, M., Graham, J., & Diekmann, K.A. (2019, July). The power of silence: Using sentiment text analysis to examine Twitter

responses to sexual harassment accounts. International Association for Conflict Management Conference, Dublin, Ireland.

**Dodson, S.J.**, Goodwin, R.D., Wakslak, C., Graham, J., & Diekmann, K.A. (2019, May). Leader gender and construal elicitation: Is he seen as more visionary than she? Distances in Organizations Annual Meeting, New York City, NY.

**Dodson, S.J.**, Goodwin, R.D., Wakslak, C., Graham, J., & Diekmann, K.A. (2019, February). Leader gender and construal elicitation: Is he seen as more visionary than she? Society for Personality and Social Psychology Annual Conference, Portland, OR.

Goodwin, R.D., **Dodson, S.J.**, Chen, J.M., & Diekmann, K.A. (2019, February). Gender, perceived power and desire to lead: Why women don't lean in to leadership. Society for Personality and Social Psychology Annual Conference, Portland, OR.

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### Academic Awards and Grants

Phillips and Nadkarni Award for Outstanding Paper on Diversity and Cognition finalist	2021
Women in Leadership David Eccles School of Business Research Grant (\$16,500)	2018
Brigham Young University scholarship (\$11,500)	2010 - 2015
Marriott School of Management scholarship (\$1,450)	2013 - 2014
Phi Eta Sigma National Scholarship (\$6,300)	2012 - 2013
Robert C. Byrd Scholarship (\$1,500)	2010

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### Teaching Experience

#### **Instructor**, *David Eccles School of Business, University of Utah*

BUS 3995 Business Scholars (Honors course)	2021-2022
MGT 3680 Human Behavior in Organizations (Business core; online), <i>Rating: 5.6/6</i>	2020
Ph.D. Bootcamp, "Primary Data and Validity"	2020-2021

#### **Guest Lecturer**, *David Eccles School of Business, University of Utah*

Managing & Leading (MBA), "Evidence-Based Management"	2019
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#### **Graduate Teaching Assistant**, *David Eccles School of Business, University of Utah* **2017 - Present**

MGT 6500 Managerial Negotiation (Professional MBA)	
• <i>Dr. Kristina Diekmann (2018)</i>	
MGT 6050 Team Foundations (Full-Time MBA)	
• <i>Dr. Kristina Diekmann (2018-2021)</i>	
MGT 6051 Managing and Leading in Organizations (Professional MBA)	
• <i>Dr. Elizabeth Tenney (2018)</i>	
MGT 3680 Human Behavior in Organizations (undergraduate)	
• <i>Dr. David Tannenbaum (2017)</i>	
• <i>Dr. Kylie Rochford (2020)</i>	

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### Professional Service

#### **Ad Hoc Peer Reviewer** **2018 - Present**

*Organizational Behavior and Human Decision Processes*  
*Personality and Social Psychology Bulletin*  
*Academy of Management (AOM)*  
*International Association for Conflict Management (IACM)*

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## Work Experience

### Consultant, DecisionWise

2015 - 2018

- Administered employee engagement surveys, 360 feedback surveys, and psychometric assessments to over 50,000 people worldwide for 40+ organizations
- Compiled findings and analyses into extensive reports and presented findings to executive leaders
- Consulted HR leaders on best practices for communicating and implementing leadership development and organizational change strategies

### Human Resources Manager, Marriott School of Business Career Center

2014 - 2015

- Managed professional development plans and held monthly coaching sessions
- Administered development curriculum to enable employees to reach 97% customer satisfaction
- Facilitated 360 feedback and employee surveys to adapt the training curriculum to team needs

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## Professional Affiliations

Academy of Management (AOM)  
International Association for Conflict Management (IACM)  
Society for Personality and Social Psychology (SPSP)  
Positive Relationships at Work (PRW)  
Distance in Organizations (DIO)  
Phi Eta Sigma Honors Association (PES)

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## Academic References

### Dr. Kristina (Tina) Diekmann

Angus T. Shearer Professor of Ethics  
Associate Department Chair  
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### Dr. Jesse Graham

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### Dr. Cheryl Wakslak

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