

# STEPHANIE R. LEONARD

Ph.D. - Management (OB)  
Howard University  
Department of Management  
Phone: (240) 476-4138  
Email: [Stephanie.Leonard@howard.edu](mailto:Stephanie.Leonard@howard.edu)

## EDUCATION

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### **Ph.D. in Management - OB/HR**, August 2019

University of Central Florida, College of Business Administration, Orlando, FL

Dissertation: *You Can Sit With Us: An Investigation of Organizational Rationales for Diversity and Inclusion Climate*

Committee: Rebecca Bennett (chair), Marshall Schminke, Clay Posey, Keith Robinson, Orlando Richard (external member, University of Texas at Dallas)

### **M.B.A.**, May 2016

Louisiana Tech University, College of Business, Ruston, LA

Concentration: Analytics

(concurrent with doctoral studies)

### **M.A. in Liberal Studies**, June 2011

Excelsior College, School of Liberal Arts, Albany, NY

Concentration: Training, Curriculum, and Instruction

### **B.B.A in Hospitality Management**, May 2004

Howard University, School of Business, Washington, D.C.

## RESEARCH INTERESTS

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Diversity and Inclusion: Rationale for Diversity Programming, Generational Differences, Megathreats, Research Methods: Common Method Variance

## RESEARCH IN PROGRESS

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Rice, D., **Leonard, S.**, Day, S., Maxie, J. Sending a moral signal of anti-racist allyship: How ethical leadership reduces Black pain at work and the role of diversity and inclusion perceptions. Stage: Revise and resubmit. Journal: *Journal of Applied Psychology*

Rice, D., **Leonard, S.**, Day, S., The impact of hindrance stress on leader bottom-line mentality: Implications for leadership drawbacks and the amplification effect of leader neuroticism. Stage: Revise and resubmit. Journal: *International Journal of Stress Management*

Jones, N., Rice, D., **Leonard, S.**, Taylor, R. My boss supports anti-Black political leadership: Why and when Black employees want to quit and can't thrive at work under Trump-supporting supervisors. Stage: Under review. Journal: *Academy of Management Journal*

Dickerson-Simmering, M., Fuller, C., **Leonard, S.**, & Simmering, V. Miscitations in common method variance research: A cognitive bias approach. Stage: Revise and resubmit. Journal: *Organizational Research Methods*

**Leonard, S.** & Dickerson-Simmering, M. & A metacognitive approach to what marker variables measure. Stage: Under review. Journal: *Electronic Journal of Business Research Methods*.

**Leonard, S.** Can She Handle a Crisis? The relationship between boardroom diversity and support of Black Lives. Stage: data analysis. Target journal: *Journal of Management*

**Leonard, S.** You can sit with us: An investigation of organizational rationales for diversity and inclusion climate. Stage: data collection. Target journal area: *Journal of Management*

**Leonard, S.** State of Inclusion Climate: A theoretical review. Stage: Working paper. Target journal area: *Journal of Management*

Rice., D., Jones, N., Taylor, R., **Leonard, S.** Are Black employees ostracized or valued at work? Implications for organization resentment, trust, and the role of Black consciousness. Stage: data collection. Target journal: *Journal of Management*

Hinojosa, A., **Leonard, S.**, Dobratz, C. Impact of COVID-19 on women in academia: Outcomes and effectiveness of intervening policies. Stage: working paper

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### PEER REVIEWED CONFERENCE PRESENTATIONS & SESSION ORGANIZING

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Bennett, R., Amyx, D., **Leonard, S.** & Darrat, M. The moderated relationship between customer demandingness and deviance accepted for the Australian Psychological Association Meeting, 2015.

**Leonard, S.** & Dickerson-Simmering, M. A metacognitive approach to what marker variables measure accepted for the Southern Management Association Meeting, 2016.

**Leonard, S.**, Bennett, R., & Posey, C. The spillover effects of mistreatment at work on work and non-work outcomes accepted for the Academy of Management Meeting, 2018.

Hinojosa, A., **Leonard, S.**, Dobratz, C. Impact of COVID-19 on women in academia: Outcomes and effectiveness of intervening policies accepted for the Eastern Academy of Management Meeting, 2021.

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### DISSERTATION & THESIS COMMITTEES

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Committee Member

Cole, Cherise. “A Qualitative Study of the Perceive Organizational Support of African American Women Members of Employee Resource Groups”, Chicago School of Professional Psychology. Defended 2021.

Perkins, Kelli. “Beyond #BlackGirlMagic: Persistence of Black Women to Executive Level Careers in Higher Education Administration”, Northeastern University

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### TEACHING INTERESTS

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Inclusion and Diversity Management, Gender and Leadership, Intercultural Communications  
Organizational Behavior

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### TEACHING EXPERIENCE (Instructor of Record)

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Howard University, School of Business

*Students*

Fall 2019 <b>Management and Organizational Behavior</b>	75
Spring 2020 <b>Management and Organizational Behavior</b>	82
Fall 2020 <b>Management and Organizational Behavior</b>	70
Spring 2021 <b>Management and Organizational Behavior</b>	50
Spring 2021 <b>Diversity and Inclusion in Organizations</b>	14
Fall 2021 <b>Management and Organizational Behavior</b>	80
Spring 2022 <b>Management and Organizational Behavior</b>	81
Spring 2022 <b>Diversity and Inclusion in Organizations</b>	16

University of Central Florida, College of Business Administration

	<i>Students</i>
Fall 2016 <b>Strategic Management Capstone</b>	80
Spring 2017 <b>Strategic Management Capstone</b>	68
Spring 2018 <b>Strategic Management Capstone</b>	73
Summer 2018 <b>Strategic Management Capstone</b>	88

**RELATED PROFESSIONAL EMPLOYMENT**

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**Senior Employment Development Specialist**, January 2012-August 2013  
Covenant House Washington: Washington, DC

**Learning, Development, & Training Analyst**, January 2011-January 2012  
U.S. Department of the Interior, National Park Service: Washington, DC

**Business Education Teacher**, August 2008-August 2009  
Hospitality High School: Washington, DC

**Resident Director**, September 2007- August 2008  
Bowie State University: Bowie, MD

**Life Skills Counselor & Teacher**, August 2005-January 2007  
The SEED School: Washington, DC

**HR Benefits Coordinator & Employee Relations Manager**, June 2004-June 2005  
Hyatt Hotels and Resorts: Crystal City, VA

**PROFESSIONAL AFFILIATIONS**

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Academy of Management  
Society of Industrial and Organizational Psychology  
Southern Management Association  
Eastern Academy of Management  
Management Faculty of Color Association  
PhD Project, MDSA, Membership Committee Chair 2017-2018

**PROFESSIONAL SERVICE**

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Reviewer, Southern Management Association  
Reviewer, Eastern Academy of Management  
Session Chair,  
Eurasian Human Resource Management session - Eastern Academy of Management Meeting, 2017

**UNIVERSITY SERVICE**

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University Honor Council, 2015-2016, Louisiana Tech University  
Doctor of Business Administration Association President, 2014-2015, Louisiana Tech University  
International Students Committee, Howard University School of Business

## **COMMUNITY SERVICE & VOLUNTEER ACTIVITIES**

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Diversity and Inclusion Task Force, Elizabeth Seton High School, 2020- present  
Miss HBCU Teen Pageant, Board Advisor, 2020-present  
Alpha Kappa Alpha Sorority, Incorporated® 2018-present  
Nu Iota Omega Chapter, Corresponding Secretary & Target 1 Chair 2020-present  
Legacy Mentoring Program, Mentor, 2016-2019  
NAACP  
Academic, Cultural, Technological and Scientific Olympics Competition, Orange County Chair, 2018  
1908 Playground Revitalization Project, 2016-2018  
Feeding Children Everywhere, Orlando Cares, 2017  
Clean the World, Orlando, 2016-2019

## **INVITED PRESENTATIONS & SPEAKING ENGAGEMENTS**

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“Unconscious Bias in Organizations”, Howard University School of Business, D&I Certificate Program, 2021  
“A Different World: Life at an HBCU”, Nu Iota Omega Chapter of Alpha Kappa Alpha, 2020  
“Getting Comfortable with the Uncomfortable: A Crucial Conversation about Race”, Erica’s ETA, 2020  
“Sankofa: Using Our Past to Inform our Present and Future”, Nestle USA Headquarters, 2020  
“Managing the Dissertation Process”, PhD Project, MDSA Conference, 2020, 2021  
“Using Sports Data in Management Research”, 2018, Management Doctoral Seminar  
“Tools for College Success”, College Day 2017, Mattawoman Middle School

## **MEDIA APPEARANCES**

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‘What are we getting wrong with Juneteenth and Father's Day’, The Special Report with Areva Martin, 2022  
‘Juneteenth is tricky’: Companies and consumers reckon with how to observe the new federal holiday, Dow Jones Market Watch, 2022  
‘People were very offended’: ‘Tone deaf’ corporations facing backlash for Juneteenth themed products, CNN, 2022

## **ACADEMIC SCHOLARSHIPS & AWARDS**

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Howard University Hilltop Scholarship  
National Society of Collegiate Scholars  
Golden Key International Honor Society  
Phi Kappa Phi Honor Society  
Who's Who among American College and University Students  
Howard University School of Business Excellence in Accounting Award  
Hotel and Motel Foundation Scholarship for the American Dream  
US Food Service Scholarship  
Hyatt Hotels Future Leaders Award

## **HONORS & ACHIEVEMENTS**

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Early Stage Doctoral Consortium, Southern Management Association Meeting, 2014  
Late Stage Doctoral Consortium, Southern Management Association Meeting, 2017  
Human Resources Doctoral Consortium. Academy of Management Meeting, 2017

Gender and Diversity in Organizations Doctoral Consortium, Academy of Management Meeting, 2018  
Harvard Business School, Summer Ventures in Management Program, 2003  
UCLA Anderson Graduate School of Business, LEAD Program, 1999  
Teacher, Top 10 Finalist in the 2008-2009 Stock Market Game Essay Competition

References available upon request.