

STEPHANIE R. LEONARD

Ph.D. - Management (OB)
Howard University
Department of Management
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EDUCATION

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

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

PUBLICATIONS

Andrieux, P., **Leonard, S. R.**, Simmering, V., Simmering, M. J., & Fuller, C. M. (2024) How Cognitive Biases Influence Problematic Research Methods Practices. *Electronic Journal of Business Research Methods*.

Rice, D., Jones, N., Taylor, R., & **Leonard, S. R.** (2024). Politics and Race in the Workplace : Understanding How and When Trump-Supporting Managers Hinder Black Employees from Thriving at Work. *Human Resource Management Journal*.

RESEARCH IN PROGRESS

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*

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

PEER REVIEWED CONFERENCE PRESENTATIONS & SESSION ORGANIZING

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.

Uzuegbunam, I., **Leonard, S.**, Hinojosa, A., Ogbolu, M., Hand-To-Mouth or Powerful? The Curvilinear Effect of Trade Credit on Corruption In New Firms accepted for the Midwest Academy of Management Annual Meeting, 2023.

DISSERTATION & THESIS COMMITTEES

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. Defended 2023.

TEACHING INTERESTS

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

TEACHING EXPERIENCE (Instructor of Record)

Howard University, School of Business

	<i>Students</i>
Fall 2019 Management and Organizational Behavior	75
Spring 2020 Management and Organizational Behavior	82
Fall 2020 Management and Organizational Behavior	70
Spring 2021 Management and Organizational Behavior	50

Spring 2021 Diversity and Inclusion in Organizations	14
Fall 2021 Management and Organizational Behavior	80
Spring 2022 Management and Organizational Behavior	81
Spring 2022 Diversity and Inclusion in Organizations	16

University of Central Florida, College of Business Administration

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

RELATED PROFESSIONAL EMPLOYMENT

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

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

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

UNIVERSITY SERVICE

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 Relations Committee, Howard University School of Business

COMMUNITY SERVICE & VOLUNTEER ACTIVITIES

National Miss HBCU Teen Pageant, Board of Directors, 2020-present
Young Women's Entrepreneurship Program Board of Advisors, Elizabeth Seton High School, 2022-present
Alpha Kappa Alpha Sorority, Incorporated® 2018-present
Nu Iota Omega Chapter, Leadership Chair present, Corresponding Secretary, Leadership Development, Target 1 Chair 2020-present
UCF 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

"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

'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
'DEI at Work', HU2U- Howard University Podcast, April 2024

ACADEMIC SCHOLARSHIPS & AWARDS

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

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.