

Dr. Amanda Hinojosa

Howard University
Associate Professor
Management and International Business
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Professional Positions

Associate Professor, Howard University, Management and International Business. (August 12, 2024 - Present).

Assistant Professor, Howard University, Department of Management. (August 2017 - August 11, 2024).

Assistant Professor, University of Houston Clear Lake, Management. (August 1, 2014 - July 31, 2017).

Education

PhD, Business Administration, Management: Organizational Behavior and Human Resources Management. Texas Tech University, 2014.

MBA, Business Administration, Management, Entrepreneurship Concentration. Texas Tech University, 2008.

BS, Human Development & Family Studies. Texas Tech University, 2006.

Licensures and Certifications

Learning Management System (LMS) Essentials Certification, Howard University Center for Excellence in Teaching Learning and Assessment (CETLA). (2023 - Present).

Certificate of Effective Teaching-Open Educational Resources and OER-enable pedagogy, Lumen Learning. (May 31, 2021 - Present).

Distance Learning Certification, Howard University. (2019 - Present).

Open Educational Resources, BlackBoard. (2018 - Present).

BlackBoard Certified Faculty.

<http://www.cetla.howard.edu/workshops/certified.aspx>, Howard University. (2017 - Present).

Professional Memberships

Beta Gamma Sigma. (2008 - Present).

Eastern Academy of Management. (2019 - 2023).

Academy of Management. (2009 - 2022).

Southern Management Association. (2019 - 2020).

Academy of Management-Diversity and Inclusion Theme Committee. (2018 - 2019).

Awards and Honors

- Faculty Research Award, Dean, Howard University School of Business. (August 2022).
- Nominated for: Best paper in Organization Management Journal, 2018, Organization Management Journal. (2019).
- Nominated for: Rosabeth Moss Kanter award for Excellence in Work-Family Research, Workforce Roundtable of the Boston College Center for Work & Family. (2019).
- Dean's Research Award: Top Researcher in Department of Management (awarded Summer 2018), Howard University School of Business. (2018).
- Howard Research Week Award Winner: Junior faculty in Business category (2018), Howard University Research Week. (2018).
- Academy of Management Journal Best Article Award (Awarded in 2016 for best article published in AMJ in 2015), Academy of Management Journal. (2016).
- Nominated for: Rosabeth Moss Kanter Award for excellence in Work-Family Research-Finalist, Rosabeth Moss Kanter Award. (2016).

Media Appearances and Interviews

- "The Smart Move: Big On Career Opportunities Outside the Big Cities," CoworkingCafe. (January 13, 2026).
- "The Top US Cities for Job Seekers," MoneyGeek. (2022).
- "'Check In:' Managers Try to Ensure Remote Workers Aren't Ignored," FUNDfire. (May 18, 2022).
- "How Moms to Be Get to Act More Like Dads," The New York Times. (March 5, 2022).
- "Avoiding bias and making informed decisions when hiring," Young Leaders of America Initiative (YLA) sponsored by the U.S. state department. (2019).
- "Understanding and Recognizing Bias in the Workplace," Young Leaders of America Initiative (YLA) sponsored by the U.S. State department. (2019).
- "Companies Should End Job Interview Process, Psychologist Says," The Washington Informer. (June 20, 2018).

Publications

- Leonard, S., Uzuegbunam, I. S.-P., Ogbolu, M., Hinojosa, A., K. (in press). A systematic review of funding women entrepreneurs in Africa. *Africa Journal of Management Special Review*
- Prasad, N., Sabir Chaudhry, I., Pathak, R. D., Hinojosa, A., Kulkarni, S., Husain, Z. (2025). The impact of AMO-enhancing high performance work system perceptions on employee turnover intentions: A mediation by affective commitment. *New Zealand Journal of Employment Relations*, 49(1), 1-25. <https://ojs.aut.ac.nz/nzjer/article/view/177>
- Hinojosa, A. (2025). Structured Activities to Introduce Management Research to Undergraduate Business Students. *International Journal for Business Education*.

- Hinojosa, A. *Increasing Course Engagement With ECHO360 In Undergraduate Management Classes*. CETLA, HU. <https://provost.howard.edu/sites/provost.howard.edu/files/2025-03/CETLA%2020th%20Anniversary%20Conference%20Proceedings.pdf>
- Ogbolu, M., Uzuegbunam, I. S.-P., Hinojosa, A. (2023). The Impact of Business Owner Demographics on Loan Forgiveness in a Pandemic. *Journal of Developmental Entrepreneurship*, 28(3). <https://doi.org/10.1142/S108494672350019X>
- Hinojosa, A. (2023). Cognitive Dissonance Theory. *Sage Encyclopedia of Leadership Studies*. Sage Reference. <https://sk.sagepub.com/reference/the-sage-encyclopedia-of-leadership-studies/i2194.xml>
- Randolph, A., Hinojosa, A. S., Randolph-Seng, B. (2023). Guest editorial: Prejudice at work: what we understand and what we still need to learn. *Management Decision*, 61(4), 889-895. <https://doi.org/10.1108/MD-04-2023-210>
- Hinojosa, A. (2023). Creating a Unique Research Design with a Case Study on Job Seeking. *Sage Research Methods*. Sage. <https://methods.sagepub.com/video/creating-a-unique-research-design-with-a-case-study-on-job-seeking>
- Paustian-Underdahl, S., Little, L., Mandeville, A., Hinojosa, A., Keyes, A. (2023). Examining the Role of Maternity Benefit Comparisons and Pregnancy Discrimination in Women's Turnover Decisions. *Personnel Psychology*. <https://onlinelibrary.wiley.com/journal/17446570>
- Hinojosa, A. (2022). *Resource Review: Team+| Teams That Work*. *Online Learning Platform for Group Projects*. www.teamplus.education. Academy of Management. <http://dx.doi.org/10.5465/amle.2021.0092>
- Hinojosa, A. (2020). Leader Member Exchange theory. *Sage Video: Leadership Collection*. Sage Knowledge. <https://sk.sagepub.com/video/skpromo/sEBYNS/leader-member-exchange-theory>
- Hinojosa, A. (2020). Leader-Follower Interactions: The Role of Emotions. *Sage Video: Leadership Collection*. Sage Knowledge. <https://sk-sagepub-com.proxyhu.wrlc.org/video/skpromo/LDMFAI/leader-follower-interactions-the-role-of-emotions>
- Hinojosa, A. S., Shaine, M. J., McCauley, K. D. (2020). A strange situation indeed: Fostering leader-follower attachment security during unprecedented crisis. *Management Decision*, 58(10), 2099-2115. <http://dx.doi.org/10.1108/md-08-2020-1142>
- McCauley, K. D., Hinojosa, A. S. (2020). Applying the Challenge-Hindrance Stressor Framework to Doctoral Education. *Journal of Management Education*, (4), 490-507.
- Little, L., Hinojosa, A. S., Paustian-Underdahl, S., Zipay, K. (2018). Managing the harmful effects of unsupportive organizations during pregnancy. *Journal of Applied Psychology*, 103(6), 631-643.
- Lee, M., Mayfield, C. O., Hinojosa, A. S., Im, Y. (2018). A Dyadic Approach to Examining the Emotional Intelligence-Work Outcome Relationship: The Mediating Role of LMX. *Organization Management Journal*, 15(1), 1-16.
- McCauley, K. D., Hammer, E., Hinojosa, A. S. (2017). An Andragogical Approach to Teaching Leadership. *Management Teaching Review*, 2(4), 312-324.

- Little, L., Hinojosa, A., Lynch, J. (2017). Make Them Feel: How the Disclosure of Pregnancy to a Supervisor Leads to Changes in Perceived Supervisor Support. *Organization Science*, 28(4), 618-635. <https://doi.org/10.1287/orsc.2017.1136>
- Hinojosa, A. S., Gardner, W. L., Walker, H. J., Cogliser, C. C., Gullifor, D. (2017). A review of cognitive dissonance theory in management research: Opportunities for further development. *Journal of Management*, (1), 170-199.
- Hinojosa, A., Walker, H. J., Payne, G. T. (2015). Prerecruitment organizational perceptions and recruitment website information processing. *International Journal of Human Resource Management*.
- Little, L., Major, V. S., Hinojosa, A. S., Nelson, D. (2015). Professional Image Maintenance: How Women Navigate Pregnancy in the Workplace. *Academy of Management Journal*, 58(1), 8-37.
- Schneider, A., Gardner, W. L., Hinojosa, A., Marin, A. (2014). Emotional responses of leaders to passive versus active members. *Leadership*, 10(4), 412-436. <https://doi.org/10.1177/1742715013504424>
- Hinojosa, A. S., McCauley, K. D., Randolph-Seng, B., Gardner, W. L. (2014). Leader and follower attachment styles: Implications for authentic leader–follower relationships. *The Leadership Quarterly*, 25(3), 595-610.
- Walker, H. Jack, Hinojosa, A. S. (2013). Recruitment: The Role of Job Advertisements. In D. Cable & K. Y. Trevor (Eds.), *The Oxford Handbook of Recruitment* (pp. 269-283). New York: Oxford University Press.

Presentations

- Uzuegbunam, I. S.-P., Hinojosa, A. (Conference presenter and contributing author), Eastern Academy of Management 2026 Conference, "Limitations of Prior Commercial Experience in Social Venture Capital Contexts," Eastern Academy of Management, Atlantic City, NJ, United States. (May 20, 2026).
- Ofem, B., Pathak, S., Taylor-Bianco, A., Uzuegbunam, I. S.-P., Hinojosa, A., Strategic Management Society Conference, "The Experiential Drivers of Hybridization in Social Venturing," Istanbul, Turkey. (October 2024).
- Kamara, A. H., Hinojosa, A., International Association of Business and Society 35th Annual Conference, "Categorizing institutional responses to Executive Order 13769: Addressing informational asymmetry through a signaling theory typology," International Association of Business and Society, Annapolis, MD, United States. (June 2024).
- Hinojosa, A., Ogbolu, M., Transitional Entrepreneurship Conference, "Implications of the Challenge Hindrance Model of Stress for Historically Marginalized Entrepreneurs," Old Dominion University and The Marion Ewing Kauffman Foundation, Old Dominion University Strome Entrepreneurial Center, Norfolk, VA. (May 31, 2024).
- Ogbolu, M., Hinojosa, A., Transitional Entrepreneurship Conference, "Revitalizing Economically Depressed Neighborhoods: Debunking/Rethinking Erecting Barriers to Entry.," Old Dominion University and Marion Ewing Kauffman Foundation, Old Dominion University Strome Entrepreneurial Center, Norfolk, VA, United States. (May 31, 2024).

- Hinojosa, A., CETLA's 20th Anniversary Conference; The Next Frontier AI and Beyond, "Increasing Course Engagement with ECHO360 In Undergraduate Management Classes," CETLA, HU, Howard University, Washington, DC, United States. (2023).
- Uzuegbunam, I. S.-P., Leonard, S. R., Hinojosa, A., Ogbolu, M., Midwest Academy of Management Annual Meeting, "Hand-to-Mouth or Powerful? The Curvilinear Effect of Trade Credit on Corruption in New Firms," Midwest Academy of Management, Chicago, IL, United States. (October 13, 2023).
- Hinojosa, A., McCauley, K. D., Eastern Academy of Management Meeting, "Harnessing Stress for Success: Implications of Challenge Stressors for Experiential Learning in Management Doctoral Programs," Eastern Academy of Management, Philadelphia, PA, United States. (May 2023).
- McCauley, K. D., Hinojosa, A., Eastern Academy of Management Conference, "The Evolution of a Paper: Lessons Learned Along the Winding Road from Idea to Publication," Eastern Academy of Management, Philadelphia, PA, United States. (May 2023).
- Ogbolu, M., Uzuegbunam, I. S.-P., Hinojosa, A. (Presenter), Eastern Academy of Management meeting, "Unforgiven? Demographic-Based Inequality in PPP Loan Forgiveness in a Pandemic," Eastern Academy of Management, Philadelphia, PA. (May 2023).
- Guerrero, L., Grabarski, M., Hinojosa, A., Ruiz, M., Valdiviezo, S., Turchik Hakak, L., Lillevik, W., Academy of Management Annual Meeting-2022, "The Road Less Travelled: Advantages of Positions in a Balanced or Teaching University," Academy of Management, Seattle, Seattle, WA, United States. (August 5, 2022).
- Hinojosa, A., Young African Leaders Initiative-Mandela Washington Fellowship (YALI-MWF), "Common Leadership Curriculum," US Department of State and Howard University, Howard University. (July 2022).
- Hinojosa, A., Howard University Research Month-Research Symposium, "Lessons on Leadership from Cognitive Dissonance Theory," Howard University Office of Research, Howard University. (April 2022).
- Hinojosa, A., Leonard, S., Dobratz, C., Eastern Academy of Management Meeting, "Impact of COVID-19 on women in academia: Outcomes and effectiveness of intervening policies." (2021).
- Hinojosa, A., Banks, G., Gardner, W. L., Academy of Management Annual Meeting, "Storytelling in Review Articles: Exemplars and Guidelines," Academy of Management, Virtual. (August 2021).
- Hinojosa, A., Careers Convention (A division of Academy of Management), "Cognitive Dissonance Theory and Applicant Attraction: A Useful Theory for Predicting Changes in Attitudes during Turbulent Times." (February 15, 2020).
- Hinojosa, A., Southern Management Association, "Integrating the TeamPlus Platform into courses requiring teamwork: A method to help manage instructor workload and increase student team effectiveness." (October 10, 2019).
- Whitner, A., Hinojosa, A., Ogbolu, M., Eastern Academy of Management Conference, "Black and African American Students' Need Satisfaction at Historically Black Colleges and Universities (HBCUs) and Predominantly White Institutions (PWIs)." (May 9, 2019).

Mandeville, A., Paustian-Underdahl, S., Little, L., Hinojosa, A., Society for Industrial Organizational Psychology, "Symposium: From Pregnancy to Motherhood: Experiences of New and Expectant Mothers in the Field." (April 4, 2019).

Puckett, C. J., Hinojosa, A., Ogbolu, M., Washington Business Research Forum, "A Multi-Level Review of Workplace Spirituality Research and its Implications for Management Practice." (March 22, 2019).

Marin, A., Hinojosa, A., Randolph, A., Randolph-Seng, B., Academy of Management Conference-Chicago, "Why do good teams fail? Toward a theory of team action identification.." (August 14, 2018).

Hinojosa, A., Howard University Research Week, "Cognitive Dissonance and the Job Interview: Helpful or hurtful?." (April 12, 2018).

Contracts, Fellowships, Grants and Sponsored Research

Hinojosa, A., "BISON Open Academy," Sponsored by Howard University-CETLA, Howard University, \$2,000.00. (2022).

Wutoh, A. (Principal), Augusto, J. (Co-Principal), Kulkarni, S. (Supporting), Scott, E. L. (Supporting), Acquaye-Doyle, L. (Supporting), Hinojosa, A. (Supporting), "Mandela Washington Fellowship for Young African Leaders," Sponsored by Mandela Washington Fellowship for Young African Leaders, Federal. (June 2022 - July 2022).

Teaching Experience

MGMT 301, Management and Organizational Behavior, 25 courses.

MGMT 302, Advanced Organizational Behavior, 12 courses.

MGMT 303, Human Resources Management, 9 courses.

OMGT 500, Organizational Management, 1 course.

Faculty Development Activities Attended

Workshop, "AI curriculum development at Howard." (October 2025 - Present).

Seminar, "Machine Learning University," Amazon, VA. (September 2025 - Present).

14 Day Writing Challenge, "14 Day Writing Challenge," NCFDD. (February 24, 2025 - March 9, 2025).

Seminar, "Educating Ethically During Polarized Times," Harvard Business Publishing. (March 7, 2025).

Workshop, "Teaching and Learning With AI: Preparing Statements for Syllabi," CETLA HU. (August 14, 2024).

Conference Attendance, "International Association of Business and Society Conference," International Association of Business and Society, Annapolis, MD, United States. (June 13, 2024 - June 16, 2024).

Conference Attendance, "Transitional Entrepreneurship," Old Dominion University & Ewing Marion Kauffman Foundation, Norfolk, VA, United States. (May 31, 2024 - June 1, 2024).

Conference Attendance, "Realizing EdTech Equity in HBCUs Conference," Howard University and Echo360. (December 7, 2023).

Workshop, "Digital Teaching Symposium," Anthology. (May 4, 2023).

Conference Attendance, "DC Management Research Conclave," Johns Hopkins University. (March 30, 2023).

Workshop, "What I Wish I Had Known When I Was a Junior Faculty Member," Howard University Office of Faculty Development. (September 15, 2022).

Faculty Fellowship, "Bison Open Summer Academy," Office of the Provost; CETLA, Washington, DC. (June 8, 2022 - June 22, 2022).

Conference Attendance, "Research Symposium-Howard University Research Month," Howard University-Office of Research, Washington, DC. (April 27, 2022 - April 29, 2022).

Seminar, "Junior Faculty Forum. Good Mental Health: Ensuring Faculty Success," Office of Faculty Development, Howard University, Washington, DC, United States. (October 21, 2021).

Conference Attendance, "Academy of Management Annual Meeting," Academy of Management. (August 2021).

Conference Attendance, "Eastern Academy of Management Conference," Eastern Academy of Management, VIRTUAL. (May 2021).

Faculty Fellowship, "Lumen Circles Certificate of Effective Teaching Practice Program: OER & Open Pedagogy," Lumen Learning and CETLA HU. (January 2021 - April 2021).

Faculty Fellowship, "Junior Faculty Writing and Creative Works Summer Academy," Howard University-Office of Faculty Development. (May 19, 2020 - September 2020).

Conference Attendance, "Southern Management Association annual conference," Southern Management Association, Norfolk, VA. (October 2019).

Conference Attendance, "Academy of Management Conference," Academy of Management, Boston, MA. (August 2019).

Conference Attendance, "Eastern Academy of Management Conference," Eastern Academy of Management, Wilmington, DE. (May 2019).

Conference Attendance, "SIOP 2019 conference," Society for Industrial-Organizational Psychology, Washington, DC. (April 2019).

Conference Attendance, "Washington Business Research Forum," Washington, DC. (March 2019).

Conference Attendance, "Academy of Management Conference," Academy of Management, Chicago, IL. (August 2018).

Seminar, "Harvard Case Method Teaching Seminar," Harvard Business School, Boston, MA. (October 2017).

University Service

- Advisor, Beta Gamma Sigma International Business Honor Society. (2025 – present).
- Member, Faculty Development Leads Committee. (2024 - Present).
- Advisor for HR club. (Spring 2023).
- Member, Faculty Success Workgroup. (January 2023 - Present).
- Member, Graduate Programs Committee. (October 2021 - Present).
- Course Coordinator, Management & Organizational Behavior Course. (2021 - August 2023).
- Co-Chair (2022-23), Member all other years, Faculty Development and Research Committee-HUSB. (August 14, 2017 - July 2022).
- Member, Executive Committee-HUSB. (October 4, 2019 - October 2020).
- Member, Faculty/Student Committee HUSB. (August 14, 2018 - 2019).
- Member, Library Committee-HUSB. (August 14, 2017 - October 11, 2019).

Professional Service

Editorial Review Board Positions

- Associate Editor, Management Decision. (2020 - Present).
- Editorial Review Board Member, International Journal of Human Resource Management. (April 30, 2015 - Present).

Ad hoc Reviewing

- Reviewer/Referee, Employee Relations. (May 2026 - Present).
- Reviewer/Referee, Journal of Leadership and Organizational Studies. (December 2025 - Present).
- Reviewer/Referee, Women's Studies International Forum. (August 2024 - Present).
- Reviewer/Referee, Journal of Occupational and Organizational Psychology. (January 1, 2019 - Present).
- Reviewer/Referee, Journal of Management. (September 1, 2017 - Present).
- Reviewer/Referee, Management Teaching Review. (August 1, 2017 - Present).
- Reviewer/Referee, Organization Management Journal. (August 1, 2017 - Present).
- Reviewer/Referee, Eastern Academy of Management. (2026).
- Reviewer/Referee, Journal of Management Studies. (January 30, 2020 - January 30, 2026).
- Reviewer/Referee, Swiss National Science Foundation. (January 2024).

Reviewer/Referee, Journal of Managerial Psychology. (January 2023).

Committee Member, Diversity and Inclusion Theme Committee: Academy of Management.
(August 13, 2018 - August 21, 2019).

Reviewer/Referee, Best PhD student paper committee-Organizational Behavior Track Southern
Management Association. (July 31, 2019 - August 1, 2019).

Reviewer/Referee, Best PhD student paper committee-Innovative Teaching Track Southern
Management Association. (May 24, 2019).