

KATHRIN J. HANEK

Department of Management and Marketing
School of Business Administration
University of Dayton
811 Miriam Hall, 300 College Park
Dayton, OH 45469-2271
Phone: (937) 229-3531
Email: khanek1@udayton.edu

EDUCATION

University of Michigan, Ann Arbor, MI
Ph.D., Psychology (Personality and Social Contexts), 2016
M.S., Psychology (Personality and Social Contexts), 2012

Northwestern University, Evanston, IL
B.A., Psychology (Departmental Honors), Economics, and English, 2009
Magna Cum Laude, Phi Beta Kappa

ACADEMIC POSITIONS

University of Dayton, Dayton, OH
Assistant Professor (tenure-track), Department of Management and Marketing,
School of Business Administration (2016 –)

University of Victoria, Victoria, BC, Canada
Post-Doctoral Fellow, Gustavson School of Business (May – July, 2016)

RESEARCH INTERESTS

Social identities and decision-making
Bi/Multiculturalism
Global leadership
Organizational diversity

AWARDS, HONORS, AND GRANTS

Rackham One-Term Dissertation Fellowship, *University of Michigan* (2015)
Pat Gurin Distinguished Lecture Award, *University of Michigan* (2015)
Undergraduate Research Opportunities Program Fund, *University of Michigan* (2014-2016)
Rackham Travel Grant, *University of Michigan* (2011-2015)
William A. Hunt Award (best senior thesis), *Northwestern University* (2009)
Harriet Gilliam Memorial Prize (best psychological analysis of a literary text), *Northwestern University* (2009)

PUBLICATIONS

Hanek, K. J. (in press). Biculturals, monoculturals, and Adult Third Culture Kids: Individual differences in identities and outcomes. In Y. McNulty & J. Selmer (Eds). *Research Handbook of Expatriates*. Cheltenham, UK: Edward Elgar.

Hanek, K. J., Garcia, S. M., & Tor, A. (2016). Gender and competitive preferences: The role of competition size. *Journal of Applied Psychology*, *101*(8), 1122-1133.

Hanek, K. J., Lee, F., & Brannen, M. Y. (2014). Individual differences among global/multicultural individuals: Cultural experiences, identity, and adaptation. *International Studies of Management and Organization*, *44*(2), 75-89. [Special issue: *Advancing the Field—New Directions for Global Mobility*]

McAdams, D. P., **Hanek, K. J.**, & Dadabo, J. G. (2013). Themes of self-regulation and self-exploration in life stories of religious American conservatives and liberals. *Political Psychology*, *34*(2), 201-219.

Hanek, K. J., Olson, B. D., & McAdams, D. P. (2011). Political orientation and the psychology of Christian prayer: How conservatives and liberals pray. *International Journal for the Psychology of Religion*, *21*, 30-42.

UNDER REVIEW AND IN PREPARATION

Hanek, K. J., & Lee, F. (in prep). Identity integration predicts experiences of decisional conflict in identity-relevant decision-making tasks: Management of multiple identities matters.

Hanek, K. J., & Garcia, S. M. (in prep). Small competitions close gender gaps in performance.

Hanek, K. J., Garcia, S. M., & Yates, J. F. (in prep). Resisting social information: The role of low identity integration in decision-making.

Hanek, K. J., Arieli, S., Huff, S., & Lee, F. (in prep). General identity integration: Individual differences in managing multiple social identities.

Cheng, C. Y., **Hanek, K. J.**, Odom, A. C., & Lee, F. (in prep). Identity integration and cultural cues predict ingroup favoritism among biculturals: Divided loyalties.

Huff, S., **Hanek, K. J.**, Brannen, M. Y., & Lee, F. (in prep). Macro-level cosmopolitanism predicts individual-level cultural adaptation.

Brannen, M. Y., Mughan, T., Easter, S., **Hanek, K. J.**, Lee, F. (in prep). Boundary spanning competencies for dual organizational bridging: Leveraging inside/outside bicultural knowledge for global organizational renewal.

INVITED TALKS

University of Dayton, School of Business Administration (2015)

Michigan State University, Department of Psychology (2015)

Columbia University, Columbia Business School (2015)

University of Victoria, Gustavson School of Business (2015)

Vanderbilt University, Owen Graduate School of Management (2015)

Northwestern University, Kellogg School of Management (2015)

University of Michigan, Decision Consortium (2015)

University of Michigan, Decision Consortium (2013)

CONFERENCE PRESENTATIONS

Hanek, K. J., Garcia, S. M., & Tor, A. (November, 2016). Where women prefer to compete: The role of competition size in competition entry decisions. Paper presented at the annual meeting of the Society for Judgment and Decision Making. Boston, MA.

Hanek, K. J., & Yates, J. F. (January, 2016). Identity integration and the role of others in decision-making. Poster presented at the annual meeting of the Society for Personality and Social Psychology. San Diego, CA.

Hanek, K. J., & Yates, J. F. (November, 2015). I want to be me: Identity integration and the role of others in decision-making. Poster presented at the annual meeting of the Society for Judgment and Decision Making. Chicago, IL.

Hanek, K. J., & Lee, F. (October, 2015). Identity conflict and indecisiveness: Management of multiple identities matters. Paper presented at the annual meeting of the Association for Consumer Research. New Orleans, LA.

Huff, S., **Hanek, K. J.**, & Lee, F. (August, 2015). Macro-level cosmopolitanism predicts individual-level cultural adaptation. Paper presented at the annual meeting of the Academy of Management. Vancouver, Canada.

Hanek, K. J. (May, 2015). Identity integration and the role of others in decision-making. Paper presented at the annual Decision Consortium Conference. Ann Arbor, MI.

Hanek, K. J., & Lee, F. (April, 2015). Biculturalism and affective components of choice. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA.

Hanek, K. J., & Lee, F. (November, 2014). Management of multiple identities matters: Identity integration predicts indecisiveness in identity-relevant decision-making tasks. Poster presented at the annual meeting of the Society for Judgment and Decision Making. Long Beach, CA.

Hanek, K. J., & Lee, F. (August, 2014). Identity integration and indecisiveness. Paper presented at the annual meeting of the Academy of Management. Philadelphia, PA.

Hanek, K. J., Garcia, S. M., Wu, K., & Tor, A. (November, 2013). Gender, number of competitors, and competition entry decisions. Poster presented at the annual meeting of the Society for Judgment and Decision Making. Toronto, Canada.

Hanek, K. J., & Lee, F. (January, 2013). Biculturalism and decision-making: Affective components of choice. Poster presented at the annual meeting of the Society for Personality and Social Psychology. New Orleans, LA.

Hanek, K. J., McAdams, D. P., & Dadabo, J. G. (March, 2011). A narrative approach to political orientation in conservatives and liberals. Paper presented at the annual meeting of the Eastern Psychological Association. Cambridge, MA.

Hanek, K. J., Olson, B., & McAdams, D. P. (July, 2009). Political orientation, happiness, and the psychology of Christian prayer. Poster presented at the bi-annual meeting of the Association for Research in Personality. Evanston, IL.

TEACHING INTERESTS

international business, organizational behavior, negotiation, leadership, multiculturalism and organizational diversity, research methods

TEACHING EXPERIENCES

University of Dayton, School of Business Administration
Organizational Behavior (MGT 301)
Survey of International Business (INB 302)

University of Michigan, Department of Psychology
Advanced Laboratory in Social Psychology (PSYCH 381), *primary instructor*
Introduction to Organizational Psychology (PSYCH 260), *lead graduate student instructor*
Introduction to Psychology (PSYCH 111), *teaching assistant*
Introduction to the Psychology of Personality (PSYCH 290), *graduate student instructor*
and invited guest lecture
Negotiation in Practice (PSYCH 487), *invited guest lecture*
Political Psychology (PSYCH 393), *graduate student instructor*

University of Michigan, Department of Organizational Studies
Negotiation and Dispute Resolution (ORGSTUDY 405), *invited guest lecture*

University of Michigan, Ross School of Business
Leading People and Organizations (MO 503, MBA), *teaching assistant*

Northwestern University, Department of Psychology
Undergraduate Honors Seminar (PSYCH 398), *teaching assistant*

SERVICE

Ad-hoc Reviewing

Journal of Cross-Cultural Psychology

Journal of Global Mobility

Sex Roles

Mentoring

Identity, Culture, and Decision-Making Lab, University of Michigan

University Service

Brown Bag Committee, Department of Psychology, University of Michigan

Asian/ Asian American Psychology Student Association (APSA), Co-Chair,

University of Michigan

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Gender and Diversity in Organizations Division

International Management Division

Organizational Behavior Division

Society for Judgment and Decision Making (SJDM)

RESEARCH IN MEDIA (selected)

“Where men and women like to compete,” **The Wall Street Journal** (2016, June)

“Is fear of competing to blame for the gender leadership gap?,” **Fast Company** (2016, May)

“Women prefer jobs that prefer jobs that have fewer applicants,” **The Economic Times**
(2016, May)

“Hombres vs mujeres: ¿somos menos competitivas al buscar trabajo o universidad?”
Telemundo (2016, May)

“Gender pay gap: Women’s lack of competitiveness may account for inequality,” **Australian
Broadcasting Corporation** (2016, May)