

KATE P. ZIPAY

kzipay@uoregon.edu || [Google Scholar](#) || [Personal Page](#) || [LinkedIn](#)

ACADEMIC POSITIONS

Purdue University

Assistant Professor, Krannert School of Management

2022–Present

University of Oregon

Assistant Professor of Management, Lundquist College of Business

2018–Present

EDUCATION

Ph.D. University of Georgia Terry College of Business, Management

M.Acc University of South Florida

B.S. Florida State University: Accounting

RESEARCH INTERESTS

In my research, I investigate fruitful ways *life outside of work*—such as leisure, family, and community—influences employee emotions, attitudes, and behaviors. I am intrigued by the complexities and opportunities cultivated from a living a full life. I also explore *interpersonal dynamics at work*, namely contemporary extensions to justice research. In this research stream, I theorize about the various ways issues of justice influence employees and their work. A final research stream emerged from the nexus of my study of the work–non-work interface and organizational justice focuses on the role of *complex emotions*, such as nostalgia, pride, and gratitude, in explaining the relationship between personal and employee work behaviors.

REFEREED PUBLICATIONS

Gabriel, A. S., Arena Jr., D. F., Calderwood, C., Campbell, J. T., Chawla, N., Corwin, E. S., Ezerins, M. E., Jones, K. P., Klotz, A. C., Larson, J. D., Leigh, A., MacGowan, R. L., Moran, C. M., Nag, D., Rogers, K. M., Rosen, C. C., Sawyer, K. B., Shockley, K. M., Simon, L. S., & Zipay*, K. P. (in press). Building thriving workforces from the top down: A call and research agenda for human resource management to proactively support employee well-being. *Research in Personnel and Human Resource Management*.

**Authors Arena Jr. through Zipay contributed equally and are listed in alphabetical order.*

Zipay, K. P., Mitchell, M. S., Baer, M. D., Sessions, H., & Bies, R. J. 2021. Lenient reactions to misconduct: Examining the self-conscious process of being lenient to others at work. *Academy of Management Journal*, 64: 351–377.

Colquitt, J. A., Zipay, K. P., Lynch, J. W., & Outlaw, R. 2018. Bringing “The Beholder” center stage: On the propensity to perceive overall fairness. *Organizational Behavior and Human Decision Processes*, 148: 159–177.

- Little, L. M., Hinojosa, A., Paustian-Underdahl, S., & Zipay, K. P. 2018. Managing the harmful effects of unsupportive organizations during pregnancy. *Journal of Applied Psychology*, 103: 631–643.
- Baer, M. D., Rodell, J. B., Dhensa-Kahlon, R. K., Colquitt, J. A., Zipay, K. P., Burgess, R., & Outlaw, R. 2018. Pacification or aggravation? The effects of talking about supervisor unfairness. *Academy of Management Journal*, 61: 1764–1788.
- Baer, M. D., Van Der Werff, L., Colquitt, J. A., Rodell, J. B., Zipay, K. P., & Buckley, F. 2018. Trusting the “look and feel”: Situational normality, situational aesthetics, and the perceived trustworthiness of organizations. *Academy of Management Journal*, 61: 1718–1740.
- Rodell, J. B., Booth, J., Lynch, J. W., & Zipay, K. P. 2017. Corporate volunteering climate: Mobilizing employee passion for societal causes and inspiring future charitable action. *Academy of Management Journal*, 60: 1662–1681.
- Colquitt, J. A., & Zipay, K. P. 2015. Justice, fairness, and employee reactions. *Annual Review of Organizational Psychology and Organizational Behavior*, 2: 1–25.

MANUSCRIPTS UNDER REVIEW OR REVISION

- Zipay, K. P., & Rodell, J. B. Leisure hacking and daily fluctuations in thriving. *Revise-and-resubmit at Organization Science*.
-
- Mitchell, M. S., Sharma, S., Zipay, K. P., & Bies, R. J. A third-party perspective to workplace leniency. *Revise-and-resubmit at Journal of Applied Psychology*.
- Zipay, K. P., Sessions, H., & Pychlau, S. Obsessive and harmonious hobby job passion. *Under first review at Personnel Psychology*.

SELECTED WORKS IN PROCESS

- Zipay, K. P. (Preparing for initial submission to *Academy of Management Journal*). Hobby jobs and nostalgia.
- Zipay, K. P., Kleshinski, C., & Wilson, K. S. (Analysis stage). Synchronized leisure time in dual-income couples.
- Zipay, K. P., Pychlau, S., & Wagner, D. T., (preparing for initial submission to *Academy of Management Journal*). Third places and workplace outcomes.
-
- Keeler, K. *, & Zipay, K. P.* (research design stage in collaboration with major MLB organization). Nostalgia, music, and “on stage” work performance.
- Zipay, K. P., & Murray, A. (Preparing for qualitative interviews). Understanding the psychological and social complexities of MLM-preneurs.

ACADEMIC HONORS AND REWARDS

- *Lundquist College of Business Excellence in Undergraduate Teaching Award*, Business Core Curriculum (2019-20 and 2020-21)
- *Kageyama Research Award*, Lundquist College of Business, University of Oregon, 2021
- *University of Oregon COVID-19 Impact Research Grant*, University of Oregon, 2020
- *Kageyama Research Award*, Lundquist College of Business, University of Oregon, 2019
- *New Faculty Research Award*, Lundquist College of Business, University of Oregon, 2018
- *Knox Doctoral Scholar*, University of Georgia, Fellowship recipient, 2013-2018
- *Career Center Acknowledgment for Making a Positive Impact on Student's Career*, University of Georgia, 2016

REFEREED CONFERENCE PRESENTATIONS

- Zipay, K. P., Kleshinski, C. E., & Wilson, K. S. (2021, August). Examining the emotional and behavioral effects of dyadic leisure practices in dual-income couples. In M. L. Ganster and A. S. Gabriel, *Rethinking Work-Nonwork Spillover: The Critical Role of Work and Nonwork Relationships*. Virtual synchronous symposium (synchronous) conducted at the annual meeting of the Academy of Management.
- Zipay, K. P., Pychlau, S., & Wagner, D. T., (2020, August). Third Places and Workplace Outcomes. In R. Livne-Tarandach & H. Jazaieri, *New Frontiers of Community Research*. Symposium conducted at the annual meeting of the Academy of Management.
- Zipay, K. P., & Rodell, J.R. (2020, August). Leisure hacking and daily fluctuations in thriving. In R. Livne-Tarandach & H. Jazaieri, *New Frontiers of Community Research*. Symposium conducted at the annual meeting of the Academy of Management.
- Zipay, K. P., & Rodell, J.R. (2019, June). Leisure hacking and daily fluctuations in thriving. Poster presented at the Positive Organizational Scholarship Conference. Ann Arbor, MI.
- Campbell, R.J., & Zipay, K. P. (2019, March). Chief endurance officer: Examining the relationship between CEO endurance event participation and market valuation. Paper presented at the Upper Echelons Special Conference of the Strategic Management Society. Las Vegas, NV.
- Mitchell, M. S., Baer, M. D., Zipay, K., & Bies, R. J. (2018, August). Have mercy! Third party employee reactions to mercy granted to wrongdoers. In T. G. Okimoto, *Third Party Reactions to the Justice Responses of Others*. Symposium conducted at the annual meeting of the Academy of Management, Chicago, IL.
- Colquitt, J. A., Rodell, J. B., Lucianetti, L., & Zipay, K. P. (2017, August). Justice and regulatory focus: An investigation using a full-range measure. In D. R. Bobocel & J. A. Colquitt, *New perspectives on justice: Interfacing justice scholarship with social/cognitive psychology*. Showcase symposium conducted at the annual meeting of the Academy of Management. Atlanta, GA.

- Baer, M. D., Van der Werff, L., Colquitt, J. A., Rodell, J. B., Zipay, K. P., & Buckley, F. (2016, August). Hmm... This place looks nice: A longitudinal study of the effects of early impressions in trust in one's organization. In S. Park & A. C. Klotz, *New perspectives on impression management at work*. Symposium conducted at the annual meeting of the Academy of Management. Anaheim, CA.
- Mitchell, M. S., Zipay, K. P., Baer, M. D., & Bies, R. J. (2015, August). The act of clemency: Toward a theory of third-party reactions to workplace mercy. In M. F. Saldanha & L. J. Barclay, *New insights into forgiveness and mercy: Antecedents, outcomes, and the role of third parties*. Symposium conducted at the annual meeting of the Academy of Management. Vancouver, Canada.
- Rodell, J. B., Booth, J., Lynch, J. W., & Zipay, K. P. (2015, August). Employee volunteering climate: How passionate employees can create a warmer climate for everyone. In J. R. Rodell & H. Breitsohl, *Giving time and money to strangers: Examining the ultimate prosocial actions*. Symposium conducted at the annual meeting of the Academy of Management. Vancouver, Canada.
- Colquitt, J. A., Lynch, J. W., Outlaw, R., & Zipay, K. (2015, April). But you think everything's fair: An examination of fairness propensity. In J. A. Colquitt and K. P. Zipay (Chairs), *New directions in justice: Forming and reacting to overall fairness*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Philadelphia, PA.
- Mitchell, M. S., Bies, R. J., & Zipay, K. P. (2014, August). The injustice of granting mercy: A third party perspective. In M. S. Mitchell & K. P. Zipay (Chairs), *Kind-hearted reactions to the offenses of others: Understanding its motivation and consequences*. Symposium conducted at the annual meeting of the Academy of Management. Philadelphia, PA.
- Mitchell, M. S., Zipay, K. P., & Bies, R. J. (2014, February). *The (in)justice of granting mercy: A third-party perspective.* UCF Business Ethics Conference. Orlando, FL.
-

INVITED RESEARCH PRESENTATIONS

- Oregon State University, Management Speaker Series, April 2022
- University of Minnesota, Work and Organizations Speaker Series, April 2021
- Purdue University, OBHR Group, October 2018

PROFESSIONAL SERVICE

University of Oregon

- Women in Business Undergraduate Campus Club, Faculty Advisor, Spring 2019-Present
- Speaker Series Coordinator, 2020-2021 academic year
- MGMT311 Course Coordinator, 2019-2020 academic year, 2021-2022 academic year
- Search Committee Member, 2019

- Diversity and Inclusion 2-day workshop MBA orientation, Fall 2019
- Compassion with boundaries workshop, EMU staff, Fall 2019
- Dissertation and thesis committee
 - Sophie Pychlau, Dissertation Committee Member (Ongoing)
 - Paul Laing, Undergraduate Honors Thesis Chair (2021)
 - Mary Lonhart, Undergraduate Honors Thesis Chair (2020)
 - Chris Nelson, Undergraduate Honors Thesis Second Reader (2020)

Academy of Management

- Making Connections Committee, OB Division, 2018, 2019, 2020, 2021
- Co-organizer, Professional Development Workshops (PDWs):
 - “Halfway-there, Now What?” Doctoral Student Workshop (2020, 2021)
 - OB Networking Social (2018, 2019)
 - “I’m Speaking” Understanding Gender Experiences in Academia (2021)
- Positive Organizational Scholarship Annual Community Breakfast Co-host, AOM 2020

Reviewing

- Academy of Management Journal Editorial Board Member 2022-Present
- Journal of Applied Psychology Editorial Board Member 2021-Present

Ad hoc reviewer for...

- | | |
|--|-----------------------------------|
| • Administrative Science Quarterly | • Journal of Management Studies |
| • Personnel Psychology | • Social Behavior and Personality |
| • Organizational Behavior and Human Decision Processes | |

TEACHING PORTFOLIO

University of Oregon*

- MGMT311: Managing People in Organizations (Spring 2021; 2 sections)**
- MGMT311H: Managing People in Organizations Honors (Spring 2021)**
- MGMT607: PhD Seminar in Organizational Behavior (Fall 2020)
- MGMT311: Managing People in Organizations (Winter 2020)
- MGMT321/311: Managing People in Organizations (Spring 2019; 2 sections 4.6/5.0 4.7/5.0)
- MGMT321/311: Managing People in Organizations (Fall 2018 4.7/5.0)

** Beginning Winter 2020 Teaching evaluations are collected using a qualitative approach—students evaluation reports available upon request*

*** Awarded Exceptional Teaching Award for Core Business Curriculum*

University of Georgia

- MGMT 5920: Organizational Behavior (Fall 2016 4.9/5.0)

- MGMT 5820: Human Resource Management (Fall 2015 4.8/5.0; Spring 2018 4.9/5.0)

PROFESSIONAL AFFILIATIONS

- Academy of Management (2013 – present)
- Society of Industrial and Organizational Psychology (2015 – present)
- Deloitte Alumni Network (2011 – present)

WORK EXPERIENCE

- Innovation Delivery Consultant, City of Atlanta- Mayor's Office, Atlanta, GA (2011–2012)
- Audit Senior, Deloitte & Touche, LLP, Chicago, IL (2009–2011)