

SARA J. KRIVACEK

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EDUCATION

Clemson University

PhD in Organizational Behavior
Management, Wilbur O. & Ann Powers College of Business

Clemson, SC

May 2024

Robert Morris University

Master of Business Administration; Certificate in Project Management

Pittsburgh, PA

December 2018

Duquesne University

Bachelor of Science in Business Administration
Major: Management; Minor: International Business

Pittsburgh, PA

May 2017

ACADEMIC APPOINTMENT

James Madison University

Assistant Professor
Department of Management, College of Business

Harrisonburg, VA

August 2024 - present

DISSERTATION

Title: Can I Get a Witness? Employee Reactions to Witnessing Visible Self-Compassion at Work
Committee: Dr. Kristin Scott (chair), Dr. Thomas Zagenczyk, Dr. Sharon Sheridan, Dr. Craig Wallace
Successfully defended on April 11, 2024

PUBLICATIONS

1. Van Iddekinge, C., Arnold, J., Krivacek, S., Frieder, R., & Roth, P. (in press). Making the Grade? Academic Performance as a Predictor of Work Performance and Turnover. *Journal of Applied Psychology*.
2. Krivacek, S. J., Thoroughgood, C. N., Sawyer, K. B., Smith, N. A. & Zagenczyk, T. J. (2024). When There's No One Else to Blame: The Impact of Coworkers' Perceived Competence and Warmth on the Relations between Ostracism, Shame, and Ingratiation. *Journal of Business Ethics*, 1-16.
3. Eisenberger, R., Zheng, D., Wen, X., Yu, J., Liu, Z., Zhang, J., Wang, L., Kim, T., Krivacek, S., Zagenczyk, T. J., Joo, M., Mesdaghinia, S., Lee, D., & Kim, T. (2023). Does Felt Obligation or Gratitude Better Explain the Relationship Between Perceived Organizational Support and Outcomes?. *Group & Organization Management*.

MANUSCRIPTS UNDER REVIEW

**Titles redacted to maintain the integrity of the review process*

1. Sava, G. B., Bichescu, B., Scott, K., & Krivacek, S. (under review). *Journal of Occupational and Health Psychology*.

WORKING MANUSCRIPTS

1. Krivacek, S., Edwards, B., Scott, K., & Wallace, C. (data collection complete, analyzing stage). Daily diary study on well-being of emergency room health professionals. Target: *Academy of Management Journal*
2. Zagenczyk, T. J., Krivacek, S. Cruz, K, Marion, R (data collection complete, analyzing stage). Social networks and work-life balance. Target: *Personnel Psychology*
3. Krivacek, S. & Sheridan, S. (collecting pilot data). Leader self-compassion. Target: *Organizational Behavior and Human Decision Processes*

4. Van Iddekinge, C., Krivacek, S., Harrison, J., & Roth, P. (analyzing stage). Meta-analysis. Target: *Journal of Applied Psychology*
5. Krivacek, S., Griep, Y., Cruz, K., & Zagenczyk, T. (data collection complete, analyzing stage). Psychological contract breach and self-compassion. Target: *Journal of Occupational Health Psychology*

BOOK CHAPTERS

1. Krivacek, S. J. (2021). Jeans, Flip Flops, and Suit Jackets: The Mixing Bowl of Today's Business Attire. In Khosrow-Pour D.B.A., M. (Eds.), *Encyclopedia of Organizational Knowledge, Administration, and Technology* (pp. 2662-2675). IGI Global.
2. Smith, A. D., and Krivacek, S. J. (2019). Making the Case for Global Outsourcing. In N. Teixeira, T. Costa, & I. Lisboa (Eds.), *Handbook of Research on Entrepreneurship, Innovation, and Internalization* (pp.611-632). Hershey, PA: IGI Global.

INVITED TALKS AND FEATURES

- Invited interview on Human Science Podcast: The Power of Gratitude and Self-Compassion in the Workplace with Dr. Sharon Sheridan and Sara Krivacek.
- Invited speaker for CompassionLab, hosted by Monica Worline (2022, October). Presentation was titled "The Limits to Compassion: Moderating Effects of Burnout and Perceived Receipt of Help on Interpersonal Citizenship Behavior"
- Invited interview for Labfront and Garmin Health blog piece, interviewed by Jessica Ianniciello (2022, June). <https://www.labfront.com/case-study/healthcare-worker-resiliency>
- Media press on research. North Carolina State University. <https://poole.ncsu.edu/thought-leadership/article/grateful-employees-are-more-helpful-and-have-better-attitudes-poole-professor-finds-out-why/>

CONFERENCE PRESENTATIONS

1. Van Iddekinge, C., Roth, P., Arnold, J., Krivacek, S., & Frieder, R. (2023, August). Meta-Analysis. Paper presented at 83rd Annual Conference for the Academy of Management, Boston, Massachusetts.
Designated a best paper in the HR Division
2. Guerrero, P., Arena, D., Landay, K., Hancock, J., Krivacek, S., & Kincaid, P. (2023, April). Maternity bias in the workplace. Paper presented at 38th Annual Conference for the Society for Industrial and Organizational Psychology, Boston, Massachusetts.
3. Krivacek, S., Zagenczyk, T. J., Scott, K., and Griep, Y. (2022, August). When to Care: Self- and Other-Compassion on Citizenship Behavior (2022, August). Symposium conducted at the 82nd Annual Conference for the Academy of Management, Seattle, Washington.
4. Krivacek, S., Zagenczyk, T. J., Cruz, K, Marion, R., Layton, E., and Depriest, G. (2022, August). Does helping me help you? Advice and Friendship Ties and Self-Compassion Crossover in Police Officers' Social Networks. Paper presented at 82nd Annual Conference for the Academy of Management, Seattle, Washington.
5. Krivacek, S., Zagenczyk, T. J., and Scott, K. (2021, November). Self- and other-compassion: Moderating effects of emotional exhaustion and perceived receipt of help on interpersonal citizenship behavior. Paper presented at Annual Conference for Southern Management Association, New Orleans, Louisiana.
6. Zagenczyk, T. J., Krivacek, S., Gardner, W. L., Cruz, K. S., Coglisier, C., and Laverie, D. (2021, August). Leadership and Social Influence. Paper presented virtually at the 81st Annual Conference for the Academy of Management.
7. Smith, A. D. and Krivacek, S. J. (2018, September). Making the Case for Global Outsourcing. Paper presented at the Annual Atlantic Marketing Association Conference, New Orleans, Louisiana.

OTHER CONFERENCE ACTIVITIES

1. Academy of Management
 - a. Late-Stage Organizational Behavior Doctoral Consortium (2023)

- b. Organizer. Bringing Compassion into Business: The Role of Self/Other-Compassion in Organizational Relationships. Showcase symposium (2022)
 - c. Conference Reviewer (2020 – present)
2. Southern Management Association
- a. Late-Stage Doctoral Student Consortium (2023)
 - b. Early-Stage Doctoral Consortium (2021)
 - c. Conference Reviewer (2021, 2023)
 - d. Volunteer (2021, 2022)
3. Management and Organizational Behavior Teaching Society (MOBTS) Conference
- a. Doctoral Institute Consortium (2023)

TEACHING AND RESEARCH EXPERIENCE

Instructor, Clemson University

- MGT 4000-Management of Organizational Behavior* (4.63/5.00) 2020 - 2024
 - MGT 3070-Human Resource Management (4.59/5.00) Fall 2022
- *MGT 4000 has been taught fully online, hybrid, and in-person

Graduate Research Assistant, Clemson University

2019 –2024

Graduate Teaching Assistant, Clemson University

- MGT 4000-Organizational Behavior Fall 2019/2022, Spring 2020
- MGT 4320-International Business Management Fall 2021
- MGT 3100-Intermediate Business Statistics Spring 2021
- MGT 8090-Organizational Behavior and Human Resources Management Spring 2020
- MGT 4360-Personnel Interviewing Fall 2019, Spring 2020

HONORS AND AWARDS

Recipient of Interdisciplinary Research Fellowship Award (2022, 2023)

- College of Business Award, Clemson University

Academy of Management Designated a Best Paper (2023)

- HR Division

MOBTS Doctoral Institute Scholarship Award (2023)

Recipient of Graduate Teaching Assistant Excellence Award (2021)

- College of Business Award, Clemson University
- \$250 awarded annually to graduate student in the College of Business who has excelled in teaching aspects

Outstanding Graduate Teaching Assistant Award (2021)

- Board of Visitors Award, Clemson University
- \$1,000 awarded annually to graduate student at the university level that was nominated and reviewed by the Board of Visitors for outstanding teaching aspects

Graduate Research and Discovery Symposium (2021)

- Annual research competition at the university-level organized by Clemson’s Graduate Student Government to recognize and award the top three winners in final round based on research activity and presentation
- Received \$250 for placing third in final round

Graduate Student Travel Grant

- \$750 awarded to graduate students via peer-reviewed process for travel and conference expenses (Academy of Management Conference, 2022, 2023; Southern Management Association Conference, 2021, 2022, 2023)

Beta Gamma Sigma (2019 and 2021)

- Member – Robert Morris University and Clemson University

- Inducted into international business honor society for AACSB-accredited schools

Outstanding Research Student (2018)

- Robert Morris University Award
- Student award that recognizes research pursuits and accomplishments for graduate students

Woman of Achievement Award (2018)

- Nominee, Robert Morris University
- Annual nomination on behalf of the National Women’s History Month Committee

Delta Sigma Pi (2015)

- Professional business fraternity that fosters the study of business
- President of pledge class, Duquesne University

Phi Eta Sigma (2014)

- National Honor Society that awards academic excellence to freshman at Duquesne University

PROFESSIONAL AND SERVICE EXPERIENCE

Group & Organization Management

- Editorial board membership (2024 – present)
- Ad hoc reviewer

Clemson Graduate School Student Advisory Committee

- Representative for Graduate School Management Department (2021 – 2024)

PROFESSIONAL DEVELOPMENTS

- Introduction to SEM. CARMA with Bob Vandenberg. Synchronous four-day workshop, April 2021.
- Multilevel Modeling. CenterStat by Curran-Bauer. Synchronous five-day workshop, May 2021.
- Multilevel Modeling in R. CARMA with Paul Bliese. Synchronous four-day workshop, January 2022.

PROFESSIONAL AFFILIATIONS

- Academy of Management, Professional Affiliate (2018 – present)
- Southern Management Association, Professional Affiliate (2021 – present)
- Center for Positive Organizations, University of Michigan, Professional Affiliate (2021 – present)
- CompassionLab, world’s leading research collaboratory focused on compassion at work, Professional Affiliate (2022 – present)