

Education:

: Doctor of Philosophy

Smeal College of Business, Pennsylvania State University

-Expected Graduation: May 2016

-Department: Management and Organization

-Dissertation: Scaling Cliffs and Chasms: Examining Micro-processes of Inclusion through the Lens of Autism Job Coaches

-Dissertation Committee: Aparna Joshi (chair), Glen Kreiner, Forrest Briscoe, David McNaughton

School of Labor & Employment Relations, University of Illinois at Urbana-Champaign

-Doctoral Student of Human Resources and Industrial Relations, *August 2010-May 2012*

: Master of Human Resources and Industrial Relations

University of Illinois at Urbana-Champaign, *May 2010*

: Bachelor of Arts

University of Illinois at Urbana-Champaign, *May 2007*

-Major: Spanish

-Minor: International Studies/Concentration in Latin America & the Caribbean

Overview of Interests:

I study the micro-foundations (psychological, cognitive, interpersonal) of inequity and discrimination in organizations. I am interested in how individuals contribute to creating and/or dismantling marginalization and discriminatory employment systems and practices. I focus on two areas for my work: (a) stigma and identity management (b) autism and employment.

Research and Publications:

Johnson, T.D. & Joshi, A. 2015. On the Front Lines of Disclosure: Unpacking the Identity Work of Disclosure Recipients. In John Humphreys (Ed.), *Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*. Online ISSN:2151-6561.

Johnson, T.D. & Joshi, A. 2014. Disclosure on the Spectrum: Understanding Disclosure among Employees on the Autism Spectrum. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7: 278-281.

Kramer, A., Bhawe, D., & *Johnson, T.D.* 2013. Personality and group performance: The importance of group personality composition & task characteristics. *Personality and Individual Differences*, 58: 132-137.

Manuscripts Under Review:

Johnson, T.D. & Joshi, A. Black Clouds or Silver Linings? Implications of an Autism Diagnosis for Workplace Well-Being. (*Journal of Applied Psychology*, Under Third Review)

Joshi, A., *Johnson, T.D.*, & Kreiner, G. Beast or God? Unpacking a Bounded Sociality in Organizations through an Autistic Lens. (*Administrative Science Quarterly*, *Revise & Re-submit*).

Working Manuscripts:

Johnson, T.D. & Joshi, A. (*Writing Stage*). On the Front Lines of Disclosure: Unpacking the Identity Work of Disclosure Recipients in Diverse Workplaces. (*Target journal: Academy of Management Review*)

Gray, B., & **Johnson, T.D.**, Kish-Gephart, J., & Tilton, J. (*Writing Stage*). The Double Whammy of Class and Race: Intersectional Hurdles to Social Mobility. (*Target journal: Organization Studies*)

Research in Progress:

Humphrey, S., **Johnson, T.D.**, Aime, F., & Macy, R. (*Data collection/analysis stage*). Rise of the Celebrity Employee: How A Permeable Organizational Form Produces Celebrity in the Age of the Long Tail. (*Target journal: Administrative Science Quarterly*)

Johnson, T.D., Jones, K.S., Houston, L. (*Model development stage*). Seen but Not Seen: Re-framing 'Visibility' of Stigmatized Identities in the Workplace. (*Target journal: Academy of Management Review*).

Jones, K.S., **Johnson, T.D.**, & Houston, L. (*Data collection/analysis stage*) Make the Jump to Get the Bump: Managing Stigma and Negotiating Status as African American Professionals. (*Target journal: Academy of Management Journal*)

Conference Presentations and Symposia (Proceedings Marked with *):

Johnson, T.D. 2015 (August). Going Between: Strategies for-and Effects of-Dismantling Stigma in Organizations. In Wareham, J.D. & Kreiner, G. (Symposium co-chairs), *Out of the Shadows: Shedding New Light on Stigmatized Work and Workers*. Academy of Management Meeting, Vancouver, Canada.

Gray, B., **Johnson, T.D.**, & Kish-Gephart, J. 2015 (August). Class, Race and Intersectional Barriers to Identity Development in Socially Mobile College Students in the U.S. In Kish-Gephart, J., & Gray, B. (Symposium Co-Chairs), *Understanding the Implications of Social Class at Work*. Academy of Management Meeting, Vancouver, Canada.

***Johnson, T.D.** & Joshi, A. 2015 (August). On the Front Lines of Disclosure: Unpacking the Identity Work of Disclosure Recipients. Paper Presentation. Academy of Management Meeting, Vancouver, Canada.

Johnson, T.D., & Joshi, A. 2015 (August). Uncovering the Root Causes of Gender Inequity: Developing an Agenda for Actionable Research. Co-chairs of PDW to be conducted at the Academy of Management Annual Meeting, Vancouver, Canada.

Gray, B., **Johnson, T.D.**, & Kish-Gephart, J. 2015 (July). The double whammy of class and race: intersectional hurdles to social mobility. In Sub-theme 34: Inequality, Institutions and Organizations. European Group for Organizational Studies, Athens, Greece.

Johnson, T.D., Kreiner, G.E., & Joshi, A. 2014 (August). Organizers of the symposium (*Showcase*)-Identity Work on the Fringes: Creating and Maintaining Identity Legitimacy. Academy of Management Annual Meeting, Philadelphia, PA. August 2014

Joshi, A., **Johnson T.D.**, & Kreiner, G.E. 2014 (August). Beast or God? Unpacking an Autistic Identity in Organizations. To be presented as part of the symposium-Identity Work on the Fringes: Creating and Maintaining Identity Legitimacy. Academy of Management Annual Meeting, Philadelphia, PA.

Johnson, T.D. 2014 (August). Diagnosis Matters: Employment Implications of Early Diagnosis among Autistic Adults. Presented at the 74th Academy of Management Annual Meeting, Philadelphia, PA.

Johnson, T.D. & Joshi, A. 2014 (May). Stigma on the spectrum: disclosure experiences among individuals with autism. Poster presented at the Society for Industrial and Organizational Psychology, Honolulu, HI.

Johnson, T. D. & Joshi, A. 2013 (August) More than meets the eye: Unpacking the complexity of invisible stigmas and their disclosure.

Johnson, T.D. & Joshi, A. 2013 (August) Stigma on the Spectrum: A model of (non)disclosure for autistic individuals in the workplace. Symposium presentation.

Johnson, T.D., & Joshi, A. 2013 (October). Stigma on the Spectrum: A model of (non)disclosure for autistic individuals in the workplace. Department Presentation.

Kramer, A., Bhave, D., & **Johnson, T.D.** 2011 (October) Personality and group performance: The importance of group personality composition & task characteristics.” Paper presented at Midwest Academy of Management.

Research Assistance

- Research Assistant, LER (Penn State), Professor Niki Dickerson vonLockette, June 2015-Present
- Research Assistant, Smeal College of Business (Penn State) Professor Aparna Joshi, August 2014-Present
- Research Assistant, LER (Illinois), Professor Aparna Joshi, June 2011-May 2012
- Research Assistant, LER (Illinois), Professor Amit Kramer, August 2010-May 2011
- Research Assistant, Center for Prevention Research & Development, Spring 2007

Honors and Awards

- Ossian R. MacKenzie Outstanding Teaching Award (Spring 2015)
- Smeal Small Research Grant (Spring 2015)
- Pennsylvania State University’s Africana Research Center Grant (Fall 2014)
- Smeal Small Research Grant (Fall 2014)
- Smeal Small Research Grant (Spring 2014)
- FLAS Fellowship (Summer 2010)
- James Aiken Scholarship Recipient (Spring 2006)

Teaching Experience

- Business Ethics & Society (MGMT 451W)
 - Spring 2015 (instructor evaluation- 6.44/7)
 - Fall 2013 (instructor evaluation- 6.64/7)
- Organizational Behavior (MGMT 326)
 - Fall 2014 (instructor evaluation- 6.76/7)

Professional Associations

- Society of Industrial and Organizational Psychology (2013-Present)
- Midwest Academy of Management (2011-2012)
- Academy of Management (2011-Present)

Professional Service Activities

Reviews:

- Reviewer: Academy of Management Annual Meeting (GDO; 2015)
- Reviewer: Academy of Management Annual Meeting (GDO; 2014)
- Reviewer: Academy of Management Annual Meeting (GDO/OB; 2013)
- Reviewer: Academy of Management Annual Meeting (GDO/OB/HR; 2012)

Committee Membership:

- GDO Best Student Conference Paper Award Committee Member (*ad hoc*): Academy of Management Annual Meeting (2014)
- PhD Project Sub-Committee Member (2013-Present)
- GDO Best Student Conference Paper Award Committee Member (*ad hoc*): Academy of Management Annual Meeting (2012)

Languages

- Spanish (Verbal, Reading, Writing)
- Portuguese (Verbal, Reading, Writing)
- English (Verbal, Reading, Writing)

Past Work Experience (Non-Academic)

- 2004-2010 *Project Manager*: MetLife Auto & Home Insurance Co.