

ESTELLE E. ARCHIBOLD

Department of Management and Organization, The Pennsylvania State University
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EDUCATION

Doctor of Philosophy, Case Western Reserve University, *Organizational Behavior* Aug. 2022
Areas of Research: Conflict in Organizations; Embodiment; Social Ethics
Dissertation: *The Role of Disruptors and Disruptor Identity in Generative Conflict*

Master of Science in Management, Simmons College, *School of Management*
Areas of Research: Negotiations & Women's Leadership

Master of Sacred Theology, Boston University, *School of Theology*
Areas of Research: Ethics; Religion & Conflict Transformation

Master of Divinity, Emory University, *Candler School of Theology*
Areas of Study/Research: Conflict & Reconciliation; Spirituality & Health

Master of Arts, Georgia State University, *School of Arts & Sciences*
Area of Research: Philosophy & Ethics - Health Ethics

Bachelor of Arts - Philosophy, Spelman College

RESEARCH INTERESTS

conflict theory; equity in organizations; embodiment; emotion work; generativity; social ethics; social innovations; social movements

RESEARCH METHODS

organizational ethnography; field studies; field experiments; digital methods; gestural analysis

ACADEMIC & RESEARCH APPOINTMENTS

Postdoctoral Scholar , Management & Organization <i>Smeal College of Business, The Pennsylvania State University</i> <u>Research Focus</u> : DEI & Conflict	7/2022 -present
Affiliated Research Scholar , Leadership Initiative <i>Gerald R. Ford School of Public Policy, The University of Michigan</i> <u>Research Focus</u> : Leadership & Ethics	9/2022 -present
Adjunct Professor , Social Ethics <i>Weatherhead School of Management, Case Western Reserve University</i>	2021 - present
Visiting Scholar , Management & Organization <i>The Fuqua School of Business, Duke University</i>	2019 - 2020

PUBLICATIONS

Peer-reviewed articles

1. Erskine, S., **Archibold, E. E.**, & Bilimoria, D. (2021). Afro-Diasporic Women Navigating the Black Ceiling: Individual, Relational & Organizational Strategies. *Business Horizons*
2. Aguinis, H., Beltran, J., **Archibold, E. E.**, Jean, E. L., Rice, D. (2022). Thought Experiments: Review and Recommendations. *Journal of Organizational Behavior*
3. Aguinis, H., **Archibold, E. E.**, & Rice, D. (2022). Let's Fix Our Own Problem: Quelling the Irresponsible Research Perfect Storm. *Journal of Management Studies*

Book chapters

1. Blake-Beard, S., Halem J., **Archibold, E.**, Boncoeur, D., Burton, A. and Kumar, P. (2017). "Mentoring Relationships of Professional Indian Women: Extending the Borders of our Understanding at the Intersection of Gender and Culture," *Mentoring Diverse Leaders* (Eds: A. Murrell & S. Blake-Beard), Routledge, Abingdon, UK.
2. Albrecht, K. & **Archibold, E. E.** (2023). "Inductive Survey Research," *SAGE Handbook of Survey Development and Application* (Eds: L. Ford & T. Scandura), Sage, Thousand Oaks, CA.

Other refereed publications

1. Suzanne, P., **Archibold, E.**, & Bilimoria, D. (2020). Relational Confidence: Theorizing the Process and Mechanisms of Validation in the Workplace. In *Best Paper Proceedings of the Eightieth Annual Meeting of the Academy of Management* (Vol. 2020, No. 1, p. 21483). Briarcliff Manor, NY 10510: Academy of Management.

MANUSCRIPTS IN PREPARATION FOR SUBMISSION

1. **Archibold, E. E.** [authenticity; reflexivity; rituals in teams] Target Journal: *Academy of Management* †
2. **Archibold, E. E.**, & Bilimoria, D. [confidence; body work; relational cues] Target Journal: *Human Relations*
3. **Archibold, E. E.** [emotion work; equity leaders; conflict; systems psychodynamics] Target Journal: *Administrative Science Quarterly* †
4. **Archibold, E. E.** & Parrill, F. [conflict; embodied sensemaking; gesture] Target Journal: *Academy of Management Journal* †
5. **Archibold, E. E.** [generative conflict; relational systems] Target Journal: *Academy of Management Review*
6. **Archibold, E. E.**, Contu, A. & Hernandez, M. [collective sensemaking; compassion; restorative practices] Target Journal: *Academy of Management Review*

† Associated with dissertation: The Role of Disruptions and Disruptor Identity in Generative Conflict

* Authors contributing equally

RESEARCH IN PROGRESS

1. **Archibold, E. E.**, Dhar, U. & Van Oosten, E. [conflict efficacy; team coaching] (Manuscript development)
2. **Archibold, E. E.** & Trevino, L. K. [ethical voice; equity work] (Data analysis)
3. **Archibold, E. E.** [conflict; rituals of care; positive relationships at work] (Data collection - 2nd study)
4. Rocheville, K.* & **Archibold, E. E.*** [bridge work; collective well-being; social movements] (Data collection – 1st study)
5. Brown, J., **Archibold, E. E.**, Garrett, L., & Dobson, K. [authenticity; cooperation; positive relationships at work] (Theory development)
6. **Archibold, E. E.** [future of work; Gen Z; well-being] (Data collection - 1st study)

† Associated with dissertation: The Role of Disruptions and Disruptor Identity in Generative Conflict

* Authors contributing equally

ACADEMIC AWARDS AND HONORS

Doctoral Mentoring and Teaching Excellence Award, <i>WSOM, CWRU</i>	2023
Graduate Student Appreciation Award, MBA Coaching, <i>Grad Studies, CWRU</i>	2022
NOA-AGEP (NSF) Fellowship Award, <i>CWRU</i> (\$65,000)	2020 - 2021
Graduate Studies Research Fellowship Award, <i>CWRU</i> (\$10,000)	2019
Sherm-Grinnell Research Scholarship, <i>CWRU Dept. of Org Behavior</i> (\$3,000)	2019
Deans Leadership Award, <i>Simmons College, School of Management</i>	2013

SELECTED INVITED PRESENTATIONS/TALKS/SEMINARS

1. **Archibold, E. E. (Presenter)** (October 2023). “Incubating the Germ that Gets Under Our Skin: The Emotion Work of Equity Leaders in a Conflicted Organization.” Adderley Positive Research Incubator, Center for Positive Organizations, University of Michigan.
2. **Archibold, E. E. (Presenter)** (August 2022). “The Role of Disruptions in Generative Conflict,” Emerging Scholars Social Evaluations Symposium, University of Oxford - Centre for Corporate Reputation Annual Symposium.
3. **Archibold, E. E. (Presenter)** (April 2022). “(Inter)Subjective Experiences of Generative Conflict in Teams,” Questrom Emerging Scholars Symposium. Boston University – Questrom School of Business.

SELECTED CONFERENCE PRESENTATIONS/SYMPOSIA/WORKSHOPS (REFEREED)

1. **Archibold, E. E. (Organizer)**, TSAI Ming-Hong (Organizer) & Rees, Laura (Organizer). (2023). Qualitative Research Methods for the Study of Conflict Management: New Research Approaches. PDW, Academy of Management Annual Meeting, Boston, MA.
2. **Archibold, E. E. (Presenter)**. (2023). The Way to Triumph: Embodied Ethical Voice and Disruptive Race Talk. Annual Behavioral Ethics Pecha Kucha PDW, Academy of Management Annual Meeting, Boston, MA.

3. **Archibold, E. E. (Organizer & Presenter)**, Stephens, J. P. (Organizer), Thomas, N. (Organizer), Block, A., Gardner, J., Garrett, L. E., Heaphy, E. D., Jalan, R., Lawrence, T. B., Michel, A., Pullen, A. & Schlindwein, E. K. (2022). Remembering the Body: Surfacing Critical Insights into the Body's Role in Organizations. Paper Symposium, Academy of Management Annual Meeting, Seattle, WA.
4. **Archibold, E. E. (Organizer & Presenter)**, Pullen, A. (Organizer). (2022). "Race, Embodiment and Ethics in Gender Studies." Professional Development Workshop, Academy of Management Annual Meeting, Seattle, WA.
5. Beltran, J. (Organizer & Presenter), **Archibold, E. E. (Organizer & Presenter)**, Jean, E. (Organizer & Presenter), Aguinis, H. (Organizer) (2022). "Thought Experiments: Best Practices," PDW, Academy of Management Annual Meeting, Seattle, WA.
6. **Archibold, E. E. (Author & Presenter)** & Hernandez, M. (Author) (2021). "Leadership During Times of Suffering," in Bringing The Leading Back In Leadership: Behavioral Approaches To Leadership –Paper Symposium, convened by K. Larsen & E. Cross; Organizational Behavior, Conflict Management & Management and Organizational Cognition Divisions, Academy of Management Annual Meeting (Virtual).
7. **Archibold, E. (Panelist)** (2021). "Managers as Restorative Leaders During Times of Uncertainty," in Toward a Restorative Justice Approach for Bringing the Manager Back in Management – Panel Symposium, convened by M. Gross; Conflict Management and Gender & Diversity in Organizations Divisions, Academy of Management Annual Meeting (Virtual).
8. **Archibold, E. (Author & Presenter)** (2021). "Embodied Conflict in Intergenerational Groups: Applying a Practice Theoretical Framework," Sub-theme 64: Re-theorizing the Study of Inclusion and Exclusion: Aligning Political Organizing Practices and Conceptual Politics, European Group for Organizational Studies Colloquium (Virtual).
9. **Archibold, E. (Author & Presenter)** (2021). "Embodied Conflict in Intergenerational Groups: Applying a Practice Theoretical Framework," Sub-theme 64: Re-theorizing the Study of Inclusion and Exclusion: Aligning Political Organizing Practices and Conceptual Politics, European Group for Organizational Studies Colloquium.
10. **Archibold, E. (Organizer & Panelist)**, Thomas, N. (Organizer), Stephens, J.P., Michel, A., Heaphy, E., & Johnson, E. (2020). "Embodied Insights: Broadening the Scope of Management Research with a Bodily Lens," All Academy Theme - Synchronous Live Panel Symposium, Management & Organizational Cognition Division., AOM Annual Meeting.
11. **Archibold, E. (Discussant)**. (2020). Health Justice: Engaging Critical Perspectives, "Organizing for Health Justice", American University School of Law, Washington DC.
12. **Archibold, E., Bao, L. (Organizers & Presenters)** & Others. (2019). "Application of Agent-Based Modeling (ABM) in Organizational Research on Teams." Paper Symposium, Research Methods & Organizational Behavior Divisions, Academy of Management Annual Meeting, Boston, MA.
13. **Archibold, E. (Presenter)**. (2019). "Positive Conflict and Diversity Leadership in Organizations", POS Research Conference, Center for Positive Organizational Studies, Ross School of Business, Univ. of Michigan, Ann Arbor, MI.

14. **Archibold, E. (Presenter & Author)** (2018). 17th Biennial Meeting of the International Society for Justice Research, "Deservingness and Agentic Justice Enactment in Health Organizations (Paper Presentation)", International Society for Justice Research, Atlanta, GA.
15. **Archibold, Estelle, Jané, Sophie and Bilimoria, Diana.** (August 2017). Self-Confidence and Self-Efficacy: Conceptualization, Measurement and Practical Relevance. PDW presentation at Academy of Management Conference, Atlanta, GA.

TEACHING (MANAGEMENT/ORGANIZATIONAL BEHAVIOR)

Doctoral-Level

- **Adjunct Professor - MGMT 640 - Social Ethics in Organizations** Spring 2021/2022
DBA/PhD - Management Program
- **Graduate Teaching Assistant - DBAP 641 Qualitative Inquiry II** Fall 2020
DBA/DM - Management Program

MBA/Masters-Level

- **Instructor – MGMT 821 Complex Negotiations** Fall 2023
Full-time MBA Program, Pennsylvania State University

Undergraduate

- **Instructor – MGMT 445 Managing a Globally Diverse Workforce** Fall 2022; Spr 2023
Pennsylvania State University

SERVICE

Service to Academic Community

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| Conflict Management Division, AOM, <i>Representative at Large</i> | 2022 - present |
| Gender, Work & Organization, <i>Network Organizer - Race, Embodiment & Ethics</i> | 2021 - present |
| Journal of Business Ethics, <i>Ad Hoc Reviewer - Social Ethics, Conflict & Race</i> | 2022 - present |
| Academy of Management Journal, <i>Reviewer - Embodiment; Social Identity</i> | 2023 - present |
| Academy of Mgmt. Review, <i>Bridge Reviewer - Conflict & Relational Practice</i> | 2020 - present |
| MSR Division, <i>Assoc. Editor, Academy of Management Annual Meeting Reviews</i> | 2020 - 2021 |
| Academy of Management Conference, <i>Annual Conference Submission Reviewer</i> | 2017 - 2019 |

Service to University

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| CWRU, Dept. of Organizational Behavior, DEI Task Force, <i>Committee Member</i> | 2020 |
| CWRU, Department of Graduate Studies & STEM Careers, <i>Workshop Facilitator</i> | 2019 -2020 |
| CWRU, Dept. of Organizational Behavior Admissions Committee, <i>Committee Member</i> | 2018 |

PROFESSIONAL AFFILIATIONS

- Academy of Management (AOM)* – Division Memberships: Conflict Management; Managerial & Organizational Cognition; Organizational Behavior; Research Methods
- Center for Positive Organizations (CPO)* - Community of Scholars & Positive Relationships at Work
- International Association for Conflict Management (IACM)*
- The PhD Project - The Tenure Project*