



Alondrea Hubbard

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School of Management and Labor Relations
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EDUCATION

Ph.D., Rutgers University, School of Management and Labor Relations Concentrations in Human Resource Management and Organizational Behavior	Expected 2026
M.S., Rutgers University, Industrial Relations and Human Resources	2023
M.S., Auburn University at Montgomery, Psychology	2019
B.S., Samford University, Psychology	2017

RESEARCH INTERESTS

Diversity; Identity; Social Networks; Interpersonal Relations; Emotion

RESEARCH UNDER REVIEW

Methot, J. R., Parker, A., & Hubbard, A. [Network analysis]. **Revise & Resubmit** at *Group & Organization Management*

SELECT RESEARCH IN PROGRESS

Hubbard, A. Employee perceptions of targeted training on creativity (Writing Stage).

Georgeac, O. A. M., Methot, J., Hubbard, A., Brands, R. Do people's instrumental networking motives predict their social network's diversity? (Data Collection Stage).

Hubbard, A., Park, H., Liu, C., & Houston, L. Identity management tactics. (Data Collection Stage).

Methot, J. R., Hubbard, A., & Zipay, K. A framework of organizational nostalgia (Idea Development Stage).

Deane, S., Dhanani, L., & Hubbard, A. Stigma and discrimination (Idea Development Stage).

ACADEMIC CONFERENCE PRESENTATIONS

Hubbard, A. *Why me? The effects of Targeted Training on Employee Creativity*. Presented in the "Do Diversity Initiatives 'Work'? Examining the Unintended Consequences of Diversity Practices" (Chairs: A. Hubbard & J. Methot) at the Annual Meeting of the Academy of Management, Seattle, WA, August 2023

Hubbard, A., & Zaman, N. *Linking Bottom-Line Mentality and Self-Defeating Work Behaviors*. Presented at the PhD Project Baruch College Research Symposium, New York, NY, April 2023



Methot, J. R. Parker, A., & Hubbard, A. *Multiplex relationships in the borderland: Applying a social network analytic perspective to the work-nonwork interface.*

- University of Exeter Society Network Society Conference, Exeter, UK, June 2023
- Presented at the Southern Management Association, Little Rock, AK, October 2022

CHAired SYMPOSIA, RESEARCH TRACKS, AND PDW SESSIONS

- *Do Diversity Initiatives "Work"? Examining the Unintended Consequences of Diversity Practices* (Chairs: A. Hubbard, J. Methot; Discussant, Q. Roberson). Academy of Management, Boston, MA, 2023.
- *Understanding the Challenges in Measuring Subtle Bias: Context Conscious DEI Research* (Chairs: M. Mercado, L. Hollie, C. Lide, A. Hubbard, DC, Haye). PDW sponsored by the DEI Division, Academy of Management, 2023.

TEACHING EXPERIENCE

Teaching Assistant, Rutgers University

- Organizational Behavior and Work, Required Undergraduate Course, Fall 2023

Primary Instructor, Auburn University at Montgomery

- Introduction to Psychology, Required Undergraduate Course, Fall 2018, course rating 4.85/5
- Introduction to Psychology, Required Undergraduate Course, Spring 2019, course rating 4.85/5

PROFESSIONAL ACTIVITIES AND AFFILIATIONS

The PhD Project

Management Doctoral Student Association, Secretary (2023-2024)

Management Doctoral Student Association, Service Committee Member (2022-2023)

Management Doctoral Student Association, Membership Committee Member (2022-2023)

Ad-Hoc Reviewer

Academy of Management Conference

Division groups: Diversity, Equity, and Inclusion; Human Resources

Southern Management Association

Academy of Management

Human Resources Division Executive Committee, Doctoral Student Representative (2023-2025)

New Doctoral Student Consortium, Marketing Committee Member (2022-2023)

University

Rutgers University, Human Resource Management Department Student Representative (2023-2024)