

**CURRICULUM VITAE**  
**KYRA LEIGH SUTTON, Ph.D.**

**EDUCATION**

**OHIO STATE UNIVERSITY, Fisher College of Business**  
Ph.D. Labor and Human Resources

**Columbus, OH**

**Dissertation:** *“Parenthood and Organizational Networks: A Relational View of the Career Mobility of Working Parents”*

**Committee:** Raymond A Noe (Chair), Howard Klein, and David Greenberger

**OHIO STATE UNIVERSITY, Fisher College of Business**  
Masters, Labor and Human Resources

**Columbus, OH**

**SPELMAN COLLEGE, Honors College**  
B.A. with Distinction and Honors in Economics

**Atlanta, GA**

**ACADEMIC EXPERIENCE**

**Assistant Teaching Professor, School of Management & Labor Relations, Rutgers University, June, 2018 – current**

- **Awarded the James R. Chelius Teaching Excellence Award, 2021**
- Teaches 7 courses annually (e.g., Talent Development, Talent Acquisition); leverages learning activities including case studies, comprehensive group projects and hands-on exercises
- Directs the HRM Internship course
- Delivers Diversity & Inclusion training in partnership with CHRLD
- Advises students related to career direction and post-graduation opportunities (e.g., resume review, resumes, provides feedback to students on various graduate school options)

**Adjunct Faculty Member/Part-Time Instructor (PTI), Department of Management, Robinson College of Business, Georgia State University, Jan, 2014 – December, 2015**

- Taught one undergraduate and one Master’s HR course per semester
- Received above average teaching evaluation scores

**Assistant Professor of Human Resources Management, College of Business, Auburn University, Auburn, AL, August, 2008 - May, 2012**

- Faculty Advisor, AU SHRM (2008-2012)
- Member of Advisory Board, Women’s Resource Center (2009-2012)
- Faculty Representative — MBA Spring Experience, Beijing and Hong Kong, China
- Delivered training to more than 200 participants at numerous professional conferences and workshops (e.g., Women’s Leadership Conference, AUSHRM & Auburn University Career Center)
- Received above average teaching evaluation scores
- Affiliate Faculty Member, Huntingdon College, School of Business and Professional Studies (SBPS), Montgomery & Birmingham, AL, June, 2010 – Aug, 2011

**Visiting Assistant Professor, Richard T. Farmer School of Business, Miami University, Oxford, OH, August, 2006 - July, 2008**

- Heanon Wilkins Fellow, July, 2007 - July, 2008
- Admissions Committee Member, The Farmer School of Business

**TEACHING & RESEARCH INTERESTS**

- Transition, Development & Retention of Early Career Talent
- Talent Development
- Career Management
- Diversity, Equity, & Inclusion
- Talent Acquisition
- Employee Socialization

**INVITED LECTURE SERIES - HENRY STEWART TALKS**

1. Sutton, K.L. (2021). [Finding purpose-driven work through informational interviews](#)
2. Sutton, K.L. (2021). [Words matter: finding meaningful job experiences by carefully evaluating job descriptions](#)
3. Sutton, K.L. (2021). [Beyond the interviews: enabling employers to preview your capabilities](#)
4. Sutton, K.L. (2021). [Transitioning from school to work: leveraging academic strengths](#)
5. Sutton, K.L. (2021). [Goal setting, time management and networking in a first role](#)
6. Sutton, K.L. (2021). [Business acumen and why it matters](#)
7. Sutton, K.L. (2021). [Getting over imposter syndrome](#)
8. Sutton, K.L. (2021). [The biggest mistakes in early roles \(and how to move on\)](#)
9. Sutton, K.L. (2021). [Advocating for continuous learning and growth in early career development](#)
10. Sutton, K.L. (2021). [From academics to corporate \(and then back again to academics\): a case study on finding the right career path](#)

**PRACTITIONER PUBLICATIONS**

- Sutton, K.L. (2021). How to support younger employees grieving a death, *Fast Company*, Nov, 2021
- Sutton, K.L. (2021). Here's what would make returning to the office easier for younger workers, *Fast Company*, Oct, 2021
- Sutton, K.L. (2021). 3 ways college students are developing new skills while working remotely, *Fast Company*, July, 2021
- Sutton, K.L. (2021). Viewpoint: 4 Erroneous Assumptions About Young Workers, *SHRM*, June, 2021
- Sutton, K.L. (2021). Viewpoint: Helping Young Adults Adapt to the Workplace, *SHRM*, April, 2021
- Sutton, K.L. (2021). Managers, this is how to encourage new employees to adopt a more formal dress code, *Fast Company*, April, 2021
- Sutton, K.L. (2021). What to do if your manager makes you feel invisible at work, *Fast Company*, April, 2021
- Sutton, K.L. (2021). How to Make 'Paying Your Dues' Work for You, *SHRM*, March 2021
- Sutton, K.L. (2021). This one interview strategy is how you attract young, diverse talent, *Fast Company*, Feb, 2021
- Sutton, K.L. (2021). Make the Most of Your First Performance Review, *SHRM*, Jan 2021
- Sutton, K.L. (2021). 4 Questions to Help Managers Help Young Professionals, *SHRM*, Jan 2021
- Sutton, K.L. (2021). The most confusing parts of job applications, according to graduating college students, *Fast Company*, January, 2021

- Sutton, K.L. (2020). Viewpoint: Getting Your Manager’s Attention Online, *SHRM*, September, 2020
- Sutton, K.L. (2020). Viewpoint: Workers' Narratives About Racial Injustice Can Change the Story, *SHRM*, Aug, 2020
- Sutton, K.L. (2020). Mass emails, supportive tweets aren’t enough — here’s what your Black employees need right now, *ROI-NJ.com*, July, 2020
- Sutton, K.L. (2020). Recent Grads Asking Should I Accept A Job That Is Not My First Choice, *Employee’s Life - The Online Magazine*, Spring, 2020
- Sutton, K.L. (2020). Why you should include protesting in both your cover letter and resume, according to an HR expert, *Business Insider*, June, 2020
- Sutton, K.L. (2020). Viewpoint: Young Workers Need to Share Their Experiences, *SHRM*, May, 2020
- Sutton, K.L. (2020). Where the crisis leaves young graduates and early-career applicants, *Fast Company*, May, 2020
- Sutton, K.L. (2020). Five People to Have in Your Mentor Network, *TD Magazine*, April, 2020
- Sutton, K.L. (2020). Early-Career Employees Face the Pandemic, *SHRM*, Mar, 2020
- Sutton, K.L. (2020). Dial Up or Dial Back? When ‘High Energy’ Works for Early-Career Employees, *SHRM*, Feb, 2020
- Sutton, K.L. (2020). Why grief needs a place at work, *Ladders*, January, 2020
- Sutton, K.L. (2020). Why employees complaining at work isn’t always a bad thing, *Ladders*, January, 2020
- Sutton, K.L. (2020). The simple thing you must do when you make a mistake at work, *Ladders*, January, 2020
- Sutton, K.L. (2019). Laid Off? Make the Most of Your Time, *SHRM*, Dec, 2019
- Sutton, K.L. (2019). Viewpoint: What Not to Say in Written Communications. Phrases early-career professionals should avoid in work e-mail, *SHRM*, Nov, 2019
- Sutton, K.L. (2019). How to Make Your Voice Heard at Work. Early-career professionals can promote their problem-solving ideas, *SHRM*, Nov, 2019
- Sutton, K.L. (2019). Are You Talking Yourself Out of Opportunities at Work?, *ATD*, Oct, 2019
- Sutton, K.L. (2019). Is Your Manager Preparing You for the Next Career Step? *SHRM*, Oct, 2019
- Sutton, K.L. (2019). How to Balance Work and Friendships After College. Because keeping in touch matters, *SHRM*, Sept, 2019
- Sutton, K.L. (2019). 10 Times E-Mail Is the Best Choice for Workplace Communication. Because e-mail can be the worst, but sometimes it’s useful. *SHRM*, Aug, 2019

## **MEDIA INTERVIEWS**

- **Business Insider**, “Working from home made you smarter and nicer. Psychologists reveal how to keep those positive personality traits”, June, 2021
- **SHRM**, “HR Pros Monitor Student Debt Debate as President Biden Mulls Cancellation”, April, 2021
- **SHRM**, “How to Assess an Employer’s Commitment to DE&I”, April, 2021
- **SHRM**, “Questions to Ask About DE&I During Your Interview”, April, 2021
- **SHRM**, “Changing Jobs in HR: Does Industry Matter?”, March 2021
- **BBC**, “Asynchronous video interviews: The tools you need to succeed”, Nov, 2020

- **Korn Ferry Briefings**, “Pushing for More Diversity Data”, July, 2020
- **PeopleMagazine**, “HR Expert Highlights Actionable Steps to 'Make Real Change' Against Racism in Your Workplace”, June, 2020
- **Huffington Post**, “Can You Lose Your Job For Participating in Protests?” June, 2020
- **Yahoo Finance**, “How protests spurred Corporate America into action on race, inequality.” June, 2020
- **ROI – NJ.com**, “Workplace expert: Why managers are big now, senior leaders will be important later.” June, 2020
- **SHRM Magazine**, “How the Coronavirus Pandemic Will Change the Way We Work.” Summer, 2020
- **US News & World Report**, “How to Decline a Job Offer.” Mar, 2020
- **Global Thrive**, “6 Keys to Managing People Who Are Older Than You. How to navigate the younger boss/older employee dynamic successfully.” Dec, 2019
- **Global Thrive**, Slack can be a useful tool for improving employee communication — until its pings turn irritating. Here’s how to avoid the four most annoying Slack habits.” Oct, 2019
- **Global Thrive**, “Your Slack Messages Are Probably Stressing Out Your Co-workers, October, 2019
- **Global Thrive**, “Is it Rude to Wear Headphones at Work?” and 3 Other Office Etiquette Questions You’ve Been Too Afraid to Ask. Unspoken rules your boss probably didn’t tell you — but we will.” Oct, 2019
- **SHRM**, “Training First-Time Employees? Don’t Forget Soft Skills.” July, 2019

#### ACADEMIC PUBLICATIONS

- Klein, H. J., Polin, B., & Sutton, K. L. (2015). An Assessment of the Use and Timing of Onboarding Practices to Socialize New Employees. *International Journal of Selection and Assessment*, 23, 263-283.
- Sutton, K.L., Ezell, J., & Sankar, C. (2013). Diagnosing Student Learning Objectives Using the Organizational Learning Contract Framework. *International Journal of Information and Communication Technology Education* 9(1), 12-25.
- Fathema, N., Sutton, K. (2013). Factors influencing faculty members’ Learning Management Systems adoption behavior: An analysis using the Technology Acceptance Model. *International Journal of Trends in Economics Management & Technology*, Vol. II(vi), pg20-28
- Sutton, K. (2012). Attracting Generation Y Job Applicants: What companies should know about this generation, it’s not what you think! W. Sauser & R. Sims (Eds). *Managing Human Resources from the Millennial Generation*.
- Sutton, K. & Sankar, C. (2011). Student satisfaction with information provided by academic advisors. *Journal of STEM Education: Innovations and Research*, 12,(7), 71- 85.
- Kim, H., Sutton, K. & Gong, Y. (2011). Group-based Pay-for-Performance Plans and Firm Performance: The Moderating Role of Empowerment Practices. *Asia Pacific Journal of Management (APJM)*
- Sutton, K.L. & Noe, R.A. (2004). Family Friendly Programs and Work-Life Integration: More Myth Than Magic. In Kossek, E. E. & Lambert, S. (Eds.) *Work And Life Integration: Organizational, Cultural and Psychological Perspectives*. Mahwah, N.J.: Lawrence Erlbaum Associates.

### **REFERRED CONFERENCE PRESENTATIONS**

- Klein, H. J., Polin, B., & Sutton, K.L. (August, 2010). Effectively Onboarding New Employees. Paper accepted for presentation at the annual Academy of Management, Montreal, Quebec. Role: Author/Presenter **\*\*This manuscript is part of a symposium that was selected as a Showcase Symposium at the Academy of Management, Montreal, Quebec.\*\***
- Sutton. K. (August, 2010). Careers of Working Mothers and Fathers. Symposium accepted for presentation at the annual Academy of Management, Montreal, Quebec. Role: Discussant
- Kim, H., Sutton, K. & Gong, Y. (August, 2009). Group-Based Pay-For-Performance Plans and Firm Performance: The Moderating Role of Team Empowerment and Union Involvement. Paper accepted for presentation at the annual meeting of the Academy of Management, Chicago, IL.
- Klein, H.J., Heuser, A. E., & Sutton, K.L. (April, 2006). “The Dimensions and Levels of Socialization Content. Paper accepted for presentation at the Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.
- Sutton, K.L. & Dunn-Jensen, L. (August, 2005). “Managing Work-Family Balance in the 21<sup>st</sup> Century: Do Informal Work Practices Help or Hinder Employees”. Organizer, Co-chair and Presenter. Symposium accepted for presentation at the annual meeting of the Academy of Management, Honolulu, HW. **\*\*Symposium nominated for Best Symposium Award, Careers Division, AOM-2005\*\***
- Sutton, K.L. & Noe, R.A. (2004). Work Family Practices: A Pragmatic Perspective: Do We Really Know How These Practices Work? Organizer and co-chair. Symposium accepted for presentation at the annual meeting of the Academy of Management, New Orleans, LA.
- Wang, C. and Sutton, K.L. (2004). "Nodding Along or Fighting for 'Us': Do Conflict Management Style and Propensity to Initiate Negotiations Influence Group Identification and Effectiveness?" Accepted for presentation at the International Association of Conflict Management, Pittsburgh, PA.
- Sutton, K.L., Klein, H., & Barnard, J., & Noe, R. A. (2003). Distance Learning and Learning Preferences: Does Gender Matter? Presented at a poster session during the annual meeting of the Academy of Management, Seattle, WA.

### **TECHNICAL REPORTS –ORGANIZATIONAL USE ONLY**

- Ellingson, J.E., Reichers, A., Molloy, J. & Sutton, K. (2005). Retaining Female Tenure-Track Assistant Professors. A Descriptive Evaluation of the Faculty Cohort Project Conducted at The Ohio State University. Department of Management and Human Resources. Fisher College of Business, The Ohio State University.

### **INVITED COLLOQUIA/PRESENTATIONS/CONFERENCES**

- Sutton, K. (2019). Exploring Women’s Leadership, *LG Electronics, Englewood Cliffs, NJ*
- Sutton, K. (2019). “Why Inclusion at Work Matters.” *YAI, New York, NY*
- Sutton, K. (2019). “Inclusion: The Key To A More Collaborative Work Environment.” *New Jersey Turnpike Authority, Woodbridge, NJ*
- Sutton, K. (March, 2012). “Building Your ‘Career Brand’: Job Searchers and Personal Branding”. *Lunch and Learn Series. Office of Diversity and Multicultural Affairs, Auburn University*

- Sutton, K. & Abdullah, S. (April, 2011). Race/ Ethnicity and Career Counseling. Invited Presentation, *Career Services Development Office, Auburn University*
- Sutton, K. (March, 2011). “Building and Sustaining Your Own Brand”. *Lunch and Learn Series. Office of Diversity and Multicultural Affairs, Auburn University*
- Sutton, K. (March, 2010). “Gaining the Competitive Edge: The Essentials of Career Preparation”. *4<sup>th</sup> Annual Auburn University Women’s Leadership Conference*. Office of Diversity and Multicultural Affairs and Women’s Resource Center, Auburn University
- Sutton, K. & Howland, P. (February, 2010). “AUthentic You” Workshop. Office of Diversity and Multicultural Affairs and Women’s Resource Center, Auburn University
- Sutton, K. (March, 2009). “Walk a Tight Rope: Finding Balance for Work and Life”. *3<sup>rd</sup> Annual Auburn University Women’s Leadership Conference*. Office of Diversity and Multicultural Affairs and Women’s Resource Center, Auburn University

### **RESEARCH GRANTS AWARDED**

- Recipient, Heanon Wilkins Fellowship. Research fellowship established to promote the attraction and retention of African American Faculty Members, Miami University, (August, 2007).
- Recipient, Coca-Cola Critical Difference for Women Graduate Studies Grants for Research on Women, Gender, and Gender Equity (*May, 2005*)
- Recipient, Ohio State University, Graduate School’s Alumni Grants for Graduate Research and Scholarship (AGGRS) Fund (*December, 2005*)

### **ACADEMIC AWARDS**

- Award Recipient, James R. Chelius Teaching Award, School of Management and Labor Relations, Rutgers University, 2021
- Letter of Commendation for teaching evaluations from Dean Phillips, Robinson College of Business, Spring, 2015 (Georgia State University)
- Letter of Commendation for teaching evaluations from Dean Phillips, Robinson College of Business, Fall, 2014 (Georgia State University)
- Careers Division Best Reviewer Award for the Academy of Management Conference, 2010.
- Letter of Commendation for teaching evaluations from Senior Associate Dean for Academic Programs, Fall, 2004 (Ohio State)
- Letter of Commendation for teaching evaluations from Senior Associate Dean for Academic Programs, Summer, 2003 (Ohio State)
- Selected for membership, Mortar Board National Honor Society, 1998.
- Selected for membership, Golden Key National Honor Society, 1998.

### **REFEREED EDITORIAL**

- Ad Hoc Reviewer, Academy of Management Journal, 2006- 2012
- Ad Hoc Reviewer, Journal of Applied Social Psychology, 2008-2012
- Reviewer, Academy of Management, Careers Division, 2010 – 2012
- Reviewer, Academy of Management, Human Resources Division, 2010 – 2012

### **FACULTY ADVISORY POSITIONS AND ACADEMIC/PROFESSIONAL MEMBERSHIPS**

- Curriculum Committee, SMLR, **Rutgers University**, 2019 – present
- CEMA Mentor, SIOP, **Rutgers University**, 2017 – present
- Member, SIOP, 2012 – present
- Faculty Advisor, Society of Human Resources (SHRM), **Auburn University**, 2009- 2012
- Appointed, Member of Advisory Board, Women’s Resource Center, **Auburn University**, 2009-2012
- Admissions Committee Member, The Farmer School of Business, **Miami University**
- Appointed, Member of Advisory Board, Office Of Minority Affairs, Mentoring Program, **The Ohio State University**, November, 2004 – June, 2006.
- Mentor, Office Of Minority Affairs, Mentoring Program, **The Ohio State University**, September 2002-June, 2006
- Finance Committee Chair, New Doctoral Student Consortium, **Academy of Management**, 2004-2005.
- Member, **Academy of Management** (Divisional Membership: Human Resources, Organizational Behavior, Gender & Diversity Divisions, and Research Methods), 2003 – 2013
- Member, Management Doctoral Student Association, **PhD Project**, 2001-2006.
- Member, **Management Faculty of Color Association** (MFCA), 2006- present
- Member, **Society of Human Resources Management**, 2008 – present
- School Fair Representative, **The Phd Project, Annual Conference**, Chicago, IL, Auburn University, 2008