

CURRICULUM VITAE

KYRA LEIGH SUTTON, Ph.D.

EDUCATION

THE OHIO STATE UNIVERSITY, Fisher College of Business Columbus, OH
Ph.D. Labor and Human Resources

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 Columbus, OH
Masters, Labor and Human Resources

SPELMAN COLLEGE, Honors College Atlanta, GA
B.A., Economics, minor Management and Organizations
Magna Cum Laude with High Honors and Distinction

ACADEMIC EXPERIENCE:

Assistant Teaching Professor, School of Management & Labor Relations, Rutgers University, June, 2018 - present

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

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

Affiliate Faculty Member, Huntingdon College, School of Business and Professional Studies (SBPS), Montgomery & Birmingham, AL, June, 2010 – Aug, 2011

Heanon Wilkins Fellow, Richard T. Farmer School of Business, Miami University, Oxford, OH, July, 2007 -----July, 2008

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

RESEARCH INTERESTS:

Attraction and Retention – Millennial Employees; Student Learning; Employee Socialization & Retention

PEER-REVIEWED 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.

WORKING PAPERS (Partial List)

- Sutton, K. & Fathema, N. Parental Status Matters: Conceptualizations of Career Success and Career Self-Management Behaviors. Target Submission: *Careers Development International*.

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 21st

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, HI. ****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. (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". *4th 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". *3rd Annual Auburn University Women's Leadership Conference. Office of Diversity and Multicultural Affairs and Women's Resource Center, Auburn University*

TEACHING EXPERIENCE

Georgia State University, Robinson College of Business

- **MGS 8360: HR Recruitment and Selection**
- Master's Course (Required, MHR) (Elective, MBA)
- Average Teaching Evaluation: 4.7/5

Huntingdon College, School of Business and Professional Studies

- **MGMT 406: Human Resources Management**
- Undergraduate Human Resources Management (Upperclassmen)
- Average Teaching Evaluation: 3.6/4.0

Auburn University, Lowder School of Business

- **HRMN 3420: Human Resources Management**
- Undergraduate Business Major Elective (Upperclassmen)
- Average Teaching Evaluation: 4.4/5.0

Miami University, The Farmer School of Business:

- **Organizational Behavior and Theory**
- Undergraduate Business Major Requirement (Upperclassmen)
- Average Teaching Evaluation: 3.2/4.0

The Ohio State University, Fisher College of Business:

- **Organizational Behavior**
- Undergraduate Business Core Requirement (Upperclassmen)
- Average Teaching Evaluation: 4.3/5.0

The Ohio State University, Fisher College of Business:

- **Human Resources Management**
- Undergraduate Business Elective
- Average Teaching Evaluation: 4.7/5.0

The Ohio State University, Fisher College of Business

- **Organizational Behavior, Distance Learning Course**
- Undergraduate Business Major Requirement (Adult Students, Evening Distance Learning Course)
- Average Teaching Evaluation: 4.4/5.0

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

- 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; Overall Recitation Teaching Evaluation: 4.97/5.0
- Letter of Commendation for teaching evaluations from Senior Associate Dean for Academic Programs, Summer, 2003; Overall Teaching Evaluation: 4.7/5.0
- 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

- 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**
Completed business school application review and made recommendations for the admission of 154 students to The Farmer School of Business, Miami University, 2007-2008.
- 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