

M. TERESA CARDADOR

School of Labor and Employment Relations
University of Illinois at Urbana-Champaign
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EDUCATION

University of Illinois at Urbana-Champaign, Department of Business Administration
Ph.D. in Organizational Behavior

University of California at Berkeley, School of Public Health
M.P.H. in Health Policy and Administration

University of California at Berkeley
B.A. in Psychology, Phi Beta Kappa

ACADEMIC POSITIONS

University of Illinois at Urbana-Champaign, School of Labor and Employment Relations
Associate Professor (2017 – Present)
Center for Social and Behavioral Science Affiliate (2020-present)
Assistant Professor (2009 – 2017)

RESEARCH INTERESTS

Career patterns and experiences of women in male-dominated occupations and organizations;
gender dynamics in the workplace; identity and identification; meaningful and purposeful work
in occupations and organizations

HONORS and AWARDS

- Listed on UIUC List of Teachers Ranked as Excellent, Fall 2009-present
- Paper (with H. Vough, B. Caza, & E. Champion) selected as a *Journal of Applied Psychology* Monograph, 2024
- Outstanding Reviewer Award, MOC Division of Academy of Management, 2024
- Elected to the AOM Managerial and Organizational Cognition (MOC) Division Executive Committee, 2020-present
- Runner up for Careers Division of the Academy of Management Best Published Paper Award (with P. Hill & A. Salles), AOM 2023
- Winner of the MOC Phillips and Nadkarni Award for Best Paper on Diversity and Cognition (with G. Lopez-Alvarez & Simon Restubog), AOM 2023

HONORS and AWARDS (cont'd)

- Selected for Responsible Research in Business and Management (RRBM) Honor Roll, 2022
- UIUC Center for Advanced Study Associate 2022-2023
- Featured Presenter to the Board of Trustees for UIUC Campus Insights Program, March 2020
- LER Faculty Teaching Excellence Award, 2019
- Paper Selected for LERA Best Papers Session, LERA 69th Annual Meeting, 2017
- OMT Best Symposium Award Finalist, Academy of Management Annual Meeting, 2016
- Elected to LER Executive Committee, 2015-2018 and 2019-2022, 2023-present
- Outstanding Reviewer Award, MOC Division of Academy of Management, 2013
- Arnold O. Beckman Research Award, University of Illinois, 2011
- Dissertation Scholarship, Filene Research Institute, 2008-2009
- FMC Fellowship, University of Illinois, 2006-07, 2005-06
- Academy for Entrepreneurial Leadership Scholarship, UIUC, 2006-07
- Harry J. Gray Fellowship Award, Department of Business Administration, UIUC, 2003-2009
- Phi Beta Kappa, University of California at Berkeley

PEER REVIEWED PUBLICATIONS

1. Ubaka, A., **Cardador, M.T.**, & Wayne, S. (in press). Relaxing into Differences and Energizing into Differences: How Group-based Play Enables Demographically Diverse Adults to Co-create a Climate of Psychological Safety. *Journal of Organizational Behavior*
2. Vough, H.C., **Cardador, M.T.**, Caza, B.B., & Campion, E.D. (in-press). The Identity Conflict Process: Appraisal Theory as an Integrative Framework for Understanding Identity Conflict at Work. *Journal of Applied Psychology*
 - Paper selected as a JAP Monograph—Monographs, nominated by the Action Editor and voted on by the Senior Editorial Team, designate work that makes a particularly substantial and significant contribution to the field.
3. *Lopez-Alvarez, G., **Cardador, M.T.**, & Restubog, S.L.D. (2024). Do Women Perceive Incivility from Men as Selective? Examining Main Effects, Coping Responses, and Boundary Conditions. *Human Resource Management*, 63, 517-532.
4. *Miller, I.M., *Lopez-Alvarez, G., **Cardador, M.T.**, & Jensen, K.J. (2024). Determinants of Intra-major Specialization and Career Decisions Among Undergraduate Biomedical Engineering Students. *Biomedical Engineering Education*. <https://doi.org/10.1007/s43683-023-00133-3>
5. Jensen, K.J., **Cardador, M.T.**, *Lopez-Alvarez, G., *Kunze, A.J., & Cross, K.J. (2024). Interest in, and Characterization of, Managerial and Technical Career Paths Among Second-year Women Engineering Students. *Journal of Women and Minorities in Science and Engineering*. 30(4), 1-28.

*student co-author

PEER REVIEWED PUBLICATIONS (cont'd)

6. **Cardador, M.T.**, Jensen, K.J., *Lopez-Alvarez, G., & Cross, K.J. (2024). An Analysis of Factors Influencing Intra-Major Specialization Choice among Second-Year Women Engineering Students. *Journal of Women and Minorities in Science and Engineering*, 30(2), 1-34.
7. Hill, P.L., Best, R.D., Pfund, G.N., **Cardador, M.T.**, & Strecher, V.J. (2023). Older Adults Place Greater Importance than Younger Adults on a Purposeful Retirement. *International Journal of Aging and Human Development*, 96(2), 160-173.
8. **Cardador, M.T.**, Hill, P.L., & *Lopez-Alvarez, G. (2022). Examining Interests and Goals as Predictors of Gender Differences in Engineers' Pursuit of Managerial Roles. *Journal of Engineering Education*, 111, 852-867.
9. **Cardador, M.T.**, Hill, P.L., & Salles, A.S. (2022). Unpacking the Status Leveling Burden for Women in Male-Dominated Occupations. *Administrative Science Quarterly*, 67(1), 237-284.
 - Selected (from papers published in the last decade) as one of seven articles for special issue on healthcare: DiBenigno, J., & T. D'Aunno (2024) "A necessary prescription: How studies of healthcare can advance theory and practice." *Administrative Science Quarterly*. Research Curation.
 - Runner up for Careers Division Best Published Paper Award, AOM 2023
 - Selected for Responsible Research in Business and Management (RRBM) Honor Roll recognition. November, 2022. <https://www.rrbm.network/honor-roll/>
 - Selected as one of 10 articles for a *Harvard Business Review* article entitled "Research Roundup: How Women Experience the Workplace Today" by D. Dukach. March 29, 2022. <https://hbr.org/2022/03/research-roundup-how-women-experience-the-workplace-today>
10. Wiernik, B.M., Allan B., **Cardador, M.T.**, Caza, B.B., Hofmans, J., & Nye, C. (2021). Critically Evaluating and Advancing Research and Statistical Methods in Vocational Behavior Research: Introduction to 2020 Special Issue on Research Methodology. *Journal of Vocational Behavior*, 125, 103529. (impact factor: 11.1)
11. **Cardador, M.T.**, Damian, R.I. & *Wiegand, J.P. (2021). Does More Mean Less? Interest Surplus and the Gender Gap in STEM Careers. *Journal of Career Assessment*, 29(1), 76-97.
12. Weston, S.J., Hill, P.L., & **Cardador, M.T.** (2021). Working toward a purpose: Examining the cross-sectional and longitudinal effects of work characteristics on sense of purpose. *Journal of Personality*, 89(2), 244-257.
13. Weston, S.J., **Cardador, M.T.**, Hill, P.L., Schwaba, T., Lodi-Smith, J. & Whitbourne, S.K. (2021). The Relationship between Career Success and Sense of Purpose: Examining Linkages and Changes. *The Journals of Gerontology: Series B*, 76(1), 78-87.

*student co-author

PEER REVIEWED PUBLICATIONS (cont'd)

14. **Cardador, M.T.**, *Grant, B.C., & Bruno, R. (2019). The Positive Impact of Perceived Union Support on Union Member Work Meaningfulness: Examining Mechanisms and Boundary Conditions. *Labor Studies Journal*, 44(4), 333-358.
15. Harris, T.B., **Cardador, M.T.**, Cole, M.S., Mistry, S., & Kirkman, B.L. (2019). Are Followers Satisfied with Conscientious Leaders? The Moderating Influence of Leader Role Authenticity. *Journal of Organizational Behavior*, 40(4), 456-471.
16. **Cardador, M.T.** & Pratt, M.G. (2018). Becoming Who We Serve? A Model of Multi-Layered Employee Customer Identification. *Academy of Management Journal*, 61(6), 1-28.
17. **Cardador, M.T.**, & Hill, P. (2018) Career Paths in Engineering Firms: Gendered Patterns and Implications, *Journal of Career Assessment*, 26(1), 95-110.
18. **Cardador, M.T.**, *Grant, B.C., Lamare, J.R., & Northcraft, G.B. (2017). To Be or Not to Be Unionized? A Social Dilemma Perspective on a Worker's Decision to Support Union Certification, *Human Resource Management Review*, 27(3), 554-568. (impact factor: 11.4)
19. **Cardador, M.T.** (2017). Promoted Up but Also Out? The Unintended Consequences of Increasing Women's Representation in Managerial Roles in Engineering. *Organization Science*, 28(4), 597-617.
 - Selected as one of 14 articles (published in the last decade) for a special issue of papers that challenge common understandings about sources of gender differences in career outcomes: Fernandez-Mateo, I. & Kaplan, S. (2018) Gender and Organization Science: Introduction to Virtual Special Issue. *Organization Science*, <https://doi.org/10.1287/orsc.2018.1249>
20. **Cardador, M.T.**, Northcraft, G.B. & *Whicker, J. (2017). A Theory of Work Gamification: Something Old, Something New, Something Borrowed, Something Cool? *Human Resource Management Review*, 27, 353-365. (impact factor: 11.4)
21. **Cardador, M.T.**, Northcraft, G.B., Rockmann, K. & *Grant, B. (2016). Characteristics of Affected Third Parties and Cooperation in Social Dilemma. *Journal of Social Psychology*, 156(6), 565-580.
22. **Cardador, M.T.** & Wrzesniewski, A. (2015). Better to Give than to Compete? The Interactive Effects of Prosocial and Competitive Motives. *Journal of Social Psychology*, 155, 255-273.
23. **Cardador, M.T.** (2014). The Effects of Positive versus Negative Impact Reflection on Change in Job Performance and Work-Life Conflict. *Frontiers in Psychology*, 5, 1370-1377.

*student co-author

PEER REVIEWED PUBLICATIONS (cont'd)

24. Vough, H.C., **Cardador, M.T.**, Bednar, M., Dane, E.I., & Pratt, M.G. (2013). What Clients Don't Get About my Profession: A Model of Perceived Role-Based Image Discrepancies. *Academy of Management Journal*, 56, 1050-1080.
25. **Cardador, M.T.** & Caza, B.B. (2012) Relational and Identity Perspectives on Healthy versus Unhealthy Pursuit of Callings. *Journal of Career Assessment*, 20, 338-353.
26. **Cardador, M.T.**, Dane, E.I. & Pratt, M.G. (2011). Linking Calling Orientations to Organizational Attachment via Organizational Instrumentality. *Journal of Vocational Behavior*, 79, 367-378. (impact factor: 11.1)
27. **Cardador, M.T.** & Pratt, M.G. (2006). Identification Management and its Bases: Bridging Management and Marketing Perspectives through a Focus on Affiliation Dimensions. *Journal of the Academy of Marketing Sciences*, 34, 174-184. (impact factor: 18.2)
28. **Cardador, M. T.**, Hazan, A. R., & Glantz, S. A. (1995). Tobacco industry smokers' rights publications: A content analysis. *American Journal of Public Health*, 85(9), 1212-1217. (impact factor: 12.7)

BOOK CHAPTERS AND PRACTITIONER PUBLICATIONS

29. **Cardador, M.T.** Subtle Stressors That Hold Us Back (2022). In *Thriving in a Male-Dominated Workplace* (In Abrams, S., Hodgson, L., Grenny, J. & King, M.P., Eds). Harvard Business Review Press: Boston.
30. Hill, P.L., Best, R.D., & **Cardador, M.T.** (2021). The Purpose and Work Stress Model: Contextualizing the Role of Purpose on and Following Stressful Work Experiences. In Harms, P.D., Perrewé, P.L. and Chang, C.-H. (Eds.) *Examining and Exploring the Shifting Nature of Occupational Stress and Well-Being*, Vol. 19, pp. 1-17, Emerald Publishing Limited.
31. **Cardador, M.T.** (2019). Vocational Interests and Meaningful Work. In C.D. Nye & J. Rounds (Eds.) *Vocational Interests in the Workplace: Rethinking Behavior at Work*. New York, NY: Routledge, pp. 142-164.
32. **Cardador, M.T.** & Caza, B.B. (2018). The Subtle Stressors Making Women Want to Leave Engineering. *Harvard Business Review*. <https://hbr.org/2018/11/the-subtle-stressors-making-women-want-to-leave-engineering>
33. Hill, P. L., & **Cardador, M. T.** (2017). Purpose, Meaning, and Work in Later Life. In N. A. Pachana (Ed.), *Encyclopedia of Geropsychology* (pp. 1992-1998). Springer.

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BOOK CHAPTERS AND PRACTITIONER PUBLICATIONS (*cont'd*)

34. Caza, B.B. & **Cardador, M.T.** (2017). Building Professional Resilience: Strategies for Anesthesia Practitioners. *Communique: A Quarterly Publication from Anesthesia Business Consultants*. <http://www.anesthesiallc.com/publications/communique/95-communique/past-issues/spring-2017/1019-building-professional-resilience-strategies-for-anesthesia-practitioners>
35. **Cardador, M.T.** & *Franz, G.H. (2015). Prosocial Motivation. In P.C. Flood and Y. Freeney, (eds.) *Encyclopedia of Management (3rd Edition), Organizational Behavior Volume*, Vol. 11. Cheltenham: John Wiley.
36. **Cardador, M.T.** & Rupp, D.E. (2010). Organizational Culture, Multiple Needs, and the Meaningfulness of Work. In C.P.M. Wilderom, M. Peterson and N. Ashkanasy (Eds.) *Handbook of Organizational Culture and Climate*, pp. 158-180.

UNDER REVIEW

Cardador, M.T., Deen, C.L., Nerona, R. & Restubog, S.D.L TITLE REMOVED TO PROTECT BLIND REVIEW (under review, *Journal of Vocational Behavior*)

RESEARCH IN PROGRESS

Very Near Submission:

Cardador, M.T. & *Checketts, M. Paper is about status ambivalence between women collaborating across gendered occupations (target: *Organization Science*)

Mun, E., **Cardador, M.T.**, Kim, Y., & Kramer, K.Z. Paper is about the gendered work of women's management of day care provider relationships to remain in the workplace (target: *American Journal of Sociology*)

Data Analysis and/or Writing Stage

Trzebiatowski, T.M and **Cardador, M.T.** Paper is on women's approaches to building and utilizing social capital in AmLaw 200 firms

*Tabarani, P., **Cardador, M.T.** *Lagios, C., and Restubog, S.L.D. Paper examines the identity implications of work-related dehumanization for refugees' work outcomes, well-being, and community integration

Kramer, K.Z., **Cardador, M.T.**, Mun, E., Pak, S., Lee, S.H. & Bae, H. Paper is a cross-cultural comparison of the impact of parental leave policies on women's return to work and couples-level outcomes

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RESEARCH IN PROGRESS (*cont'd*)

Conceptualizing and Data Collection:

Cardador, M.T. and *Bergman, M. Project examines when and why women engage in status leveling behaviors in cross-occupational collaborations and what the implications might be

*Bergman, M. and **Cardador, M.T.** Project develops and validates a measure of status leveling

Cardador, M.T. Project examines the double edges of solidarity and discord between women collaborating across gendered occupations

GRANTS

Under Review

Cardador, M.T. (co-Principal Investigator). Grant is a collaboration with Department of Chemical Engineering to explore gendered career patterns in chemical manufacturing firms. *National Science Foundation* (\$263,766) (*decision expected 8/24*)

Awarded

Jensen, K. (co-Principal Investigator) and **Cardador, M.T.** (co-PI). Supporting Engineering Faculty Gender Equity by Understanding the Experiences and Career Trajectories of Women in Non-tenure Track Faculty Roles. *National Science Foundation*, BPE Track 2: Collaborative, 10/2024-9/2027 (\$84,206).

Cardador, M.T. (Principal Investigator). Unpacking Status-Leveling Dynamics and their Implications for Women in Male-Dominated Occupations. *UIUC Center for Advanced Study*, 2022-2023 (\$15,000).

Cardador, M.T. (co-Principal Investigator), Jensen, K. (co-PI) & Cross, K. (Project Consultant). Gendered Elective Track Choice in Engineering Undergraduate Education: Antecedents and Career Path Implications. *National Science Foundation*, Improving Undergraduate STEM Education Program, Institutional and Community Transformation: Exploration and Design Tier. 9/2019-8/2022 (\$299,998).

+Research Experiences for Undergraduates Supplemental Grant. 5/21-8/22 (\$7,250)

Cardador, M.T. (with Kramer, K. & Min, E.) The impact of taking parental leave on couples and family outcomes: A US & South Korean Comparison. *Future Interdisciplinary Research Explorations (FIRE) Grant Program*, University of Illinois, 9/2018-9/2020 (\$59,709)

Cardador, M.T. (with Kramer, K. & Min, E.) A cross-cultural comparison of the impact of parental leave decisions on parents' career and family outcomes: Examining panel data from four countries. *Social Behavioral Science Research Initiative* Grants Program, University of Illinois, 7/2018-7/2019 (\$18,464)

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GRANTS (cont'd)

Cardador, M.T. (with B. Caza). An investigation of identity-based stressors and their effects in engineers. *University of Manitoba/SSHRC Explore* Grants Program, 6/2018-6/2019 (\$6,825)

Cardador, M.T. Does my work really matter? Investigating the mechanisms for enhancing employees' sense of impact through work. *Campus Research Board* Grant, University of Illinois, 2011-2012 (\$10,250)

REFEREED CONFERENCE PRESENTATIONS

2024 Kim, Y., Kramer, A. and Cardador, M.T. Effects of Work-Family Support and Length of Maternity Leave on First-Time Mothers' Dual Identities. Presented at Work and Family Researchers Network Conference, Montreal, Canada, June.

2023 Checketts, M.B. & Cardador, M.T. Status Compensation Dynamics between Women in cross-occupational Collaboration. Academy of Management, Boston, August.

Lopez-Alvarez, G., Cardador, M.T. and Restubog, S.L. Women Perceive Incivility from Men as Gender Bias: Coping Responses and Boundary Conditions. Academy of Management, Boston, August.

Cardador, M.T., Jensen, K.J., Lopez-Alvarez, G., Miller, I., Chiou, H., Kunze, A.J., and Kim, S. Elective Track Choice and Career Attitudes in Engineering Undergraduate Education: Antecedents, Gender Differences and Implications. NSF Poster Session at the American Society of Engineering Education Annual Conference, June

2022 Vough, H., Cardador, M.T., Caza, B.B., and Campion, E.D. Identity Conflict in the Workplace: An Integrative Review. Academy of Management, Seattle, August.

2021 Best, R.D., Pfund, G.N., Cardador, M.T., Strecher, V.J., & Hill, P.L. Older Adults Place Greater Importance on a Purposeful Retirement. The Gerontological Society of America Annual Scientific Meeting, November.

Kim, Y.K., Kramer, A., Cardador, M.T. Bring Back Mothers in Management: First Time Mother's Identity Integration and Managerial Careers. Presented at the "Role of Gender in the Workplace" session. Academy of Management (virtual), August.

Lopez-Alvarez, G., & Cardador, M.T. Examining the Role of Gendered Contexts and Instigator Gender in Women's Attributions for Incivility. Presented at "Extending the Labyrinth beyond Pathways to Leadership: Navigating the Challenges of Women' Careers" symposium. Academy of Management (virtual), August.

Cardador, M.T., Jensen, K., Cross, K., & Lopez-Alvarez, G, and Kunze, A. Gendered Elective Track Choice in Engineering Undergraduate Education: Antecedents and Career Path Implications. Presented at the NSF Poster Session of the American Society of Engineering Education Annual Conference (virtual), July.

REFEREED CONFERENCE PRESENTATIONS (*cont'd*)

2021 Kramer, K.Z., Cardador, M.T., Mun, E., Pak, S., Lee, S. & Bae, H. The Effect of Paternal Leave on Parent's Life Satisfaction and Mother's Labor Force Participation: Evidence from Australia, Germany, and Korea. Work and Family Researchers Network conference (virtual), January

2020 Yang, E., Kim, Y., Cardador, M.T., Vough, H. Intractable Identity Conflict and Identity Conflict Management Burnout, presented as part of the Challenges and Opportunities of Navigating Multiple Identities at Work symposium. Academy of Management (virtual). August.

Kramer, K.Z, Cardador, M.T., Mun, E., Pak, S., & Lee, S. The Effect of Paternal Leave on Parent's Life Satisfaction and Mother's Labor Force Participation: Evidence from Australia, Germany, and Korea. Labor and Employment Relations Association meeting (virtual), June.

Jensen, K., Cardador, M.T., Cross, K., & Lopez-Alvarez, G. Work in Progress: A Qualitative Exploration of Female Undergraduate Decisions to Specialize within Engineering Disciplines. American Society of Engineering Education (ASEE) annual conference (virtual), Women in Engineering Division, June.

2019 Cardador, M.T., Wiegand, J. & Damian, R. Does More Mean Less? Examining a Breadth-Based Model of Interests as a Predictor of the Gender Gap in STEM. SIOP, Washington DC/National Harbor, April.

2018 Kim, Y., Yang, B.D., & Cardador, M.T. No Longer "One of the Boys"? Identity Incompatibility and Female Engineers Risk of Attrition. Academy of Management, Chicago, IL, August.

2017 Cardador, M.T. Identity Dynamics Associated with Female Engineers' Career Paths: Sacrificing Work Meaningfulness and Professional Identification to Mitigate Identity Threat? Academy of Management, Atlanta, GA, August.

Grant, B.G., Cardador, M.T., and Bruno, R. Perceived Union Support and Work Attitudes: How and When Union Support Enhances Worker Job Satisfaction and Work Meaningfulness. LERA Best Papers session, Labor and Employment Relations Association Annual Meeting, Anaheim, CA, June.

2016 Cardador, M.T. Panelist for Professional Development Workshop (PDW) – Crafting Positive Identities Within and Between Workplace Organizations. Academy of Management, Anaheim, CA, August.

Cardador, M.T. Becoming who we Serve: Occupational Identity Construction in a Customer Service Context. Academy of Management, Anaheim, CA, August.

REFEREED CONFERENCE PRESENTATIONS (cont'd)

- 2016 Boova, L., Alcadipani, R., Pratt, M.G., & Cardador, M.T. On the Importance of Meaning Displacement for Police Officers. Showcase Symposium, Academy of Management, Anaheim, CA, August.
- 2014 Grant, B.C., Cardador, M.T. & Northcraft, G.B. To be or not to be Unionized? A Social Dilemma Perspective on a Worker's Decision to Support Union Certification. Academy of Management
- 2013 Cardador, M.T. & Franz, G. Examining Both Sides of the Coin: The Effects of Positive and Negative Task Significance. Academy of Management, Orlando, FL, August.
- Cardador, M.T., Northcraft, G.B., Rockmann, K. & Grant, B. Changing the Calculus of Cooperation?: The Impact of Work Meaningfulness on Cooperation in Social Dilemmas. Academy of Management, Orlando, FL, August.
- 2012 Franz, G., Joshi, A., Johnson, T. & Cardador, M.T. Talkin' bout my Generation: A Qualitative Study of Generations at Work. Academy of Management, Boston, MA, August.
- Cardador, M.T., Northcraft, G., Rothman, N.B. & Jalan, R. But I Don't Even Know You: Experiencing Work Meaningfulness from Unmet Beneficiaries. Academy of Management, Boston, MA, August.
- Cardador, M.T. & Rupp, D.E. Organizational Culture, Multiple Needs and the Meaningfulness of Work. SIOP, San Diego, CA, August.
- 2011 Cardador, M.T., Wrzesniewski, A. & Son, J. Better to Give and to Compete? Prosocial and Competitive Motives as Interactive Predictors of Citizenship Behavior. Academy of Management, San Antonio, TX, August.
- 2009 Caza, B.B. & Cardador, M.T. Sustaining a Calling Orientation toward Work. Academy of Management, Chicago, IL, August.
- 2008 Vough, H.C., Cardador, M.T. & Dane, E.I. Do you See What I See? The Influence of Outsider Perceptions on Professionals' Workplace Attitudes and Behaviors. Academy of Management, Anaheim, CA, August.
- Cardador, M.T. Reorienting the Career Orientation: Implications for Hybrid Work Orientations. Academy of Management, Anaheim, CA, August.
- 2007 Session Co-Organizer (w/ H.C. Vough). Meaning of Work: Consequences, Construction, and Change. Academy of Management, Philadelphia, PA, August.
- Cardador, M.T. & Pratt, M.G. Occupations and the Sources of Meaningful Work: A Comparative Analysis. Academy of Management, Philadelphia, PA, August.

REFEREED CONFERENCE PRESENTATIONS (*cont'd*)

- 2007 Cardador, M.T., Pratt, M.G., & Dane, E.I. Meaning Matters: The Implications of Calling vs. Career Orientations toward Work. Academy of Management, Philadelphia, PA, August.
- 2006 Cardador, M.T., Pratt, M.G. & Dane, E.I. Do Callings Matter in Medicine?: The Influence of Callings vs. Careers on Domain Specific Work Outcomes. Positive Organizational Scholarship Conference, Ann Arbor, MI, December.
- Cardador, M.T. & Pratt, M.G. Occupational Identity and Meaning of Work: Toward an Expanded Understanding of Work Orientation. Academy of Management, Atlanta, GA, August.
- Cardador, M.T. Work Fulfillment through Social Contribution: Re-examining the Call in Callings. Academy of Management, Atlanta, GA, August.
- 2005 Cardador, M.T., Dane, E.I. & Pratt, M.G. Sources of Meaningfulness as Antecedents to Workplace Identification among Healthcare Professionals. Academy of Management, Honolulu, HI, August.

INVITED PRESENTATIONS and PANELS

- 2024 Cardador, M.T. Associative Status Elevation Dynamics between Women in Lower and Higher Status Occupations, Center for Advanced Study, March, 25
- 2023 Cardador, M.T. (with E. Hollensbe, H. Vough, and G. Fairhurst), PhD Prep Panel: Guidance for Qualitative Dissertations, Consortium for the Advancement of Research Methods and Analysis (CARMA), September 29.
- Cardador, M.T. (Facilitator). Navigating Qualitative Dissertations: Advice from the Experts. Academy of Management, August.
- Cardador, M.T. Meaningful Work. Presented at the LER Career Services Council Annual Breakfast, UIUC, May 10.
- 2022 Cardador, M.T. (with Mun, E.). Caring for Caregivers: The Challenges of Managing Third-Party Childcare for Working Women. Presented at the University of Toronto Center for Industrial Relations and Human Resources (CIRHR) Seminar, December 7.
- 2021 Cardador, M.T. (Facilitator). Navigating Qualitative Dissertations: Advice from the Experts. Academy of Management (virtual), August.
- Cardador, M.T. Gender and Work. Harvard Business Review, Women in Construction Learn and Connect Webinar. April.

INVITED PRESENTATIONS and PANELS (cont'd)

- 2020 Cardador, M.T. (Facilitator). Diamonds in the Rough Professional Development Workshop, Managerial and Organizational Cognition Division, Academy of Management (virtual), August.
- 2019 Cardador, M.T. The Experience of Women in Engineering. Invited expert for *Harvard Business Review Women at Work* podcast, first aired December, 2019.
- Cardador, M.T. (Facilitator). Navigating Qualitative Dissertations: Advice from the Experts. Academy of Management, Boston, MA, August.
- Cardador, M.T. (Facilitator). Diamonds in the Rough Professional Development Workshop, Managerial and Organizational Cognition Division, Academy of Management, Boston, MA, August.
- Cardador, M.T. Unintended Consequences of Increasing Female Engineers' Representation in Managerial Roles, Department of Psychology Diversity Seminar, University of Illinois at Urbana-Champaign, March.
- 2018 Cardador, M.T. (Facilitator). Navigating Qualitative Dissertations: Advice from the Experts. Academy of Management, Chicago, IL, August.
- Cardador, M.T. (Panelist). Plugging the Leaky STEM Pipeline: An Interdisciplinary Forum. Academy of Management, Chicago, IL, August.
- Cardador, M.T. (collaboration with Kim, Y., & Yang, B.D.) No Longer One of the Boys? Maternal Identity as a Trigger for Increased Work Identity Incompatibility among Female Engineers. May Meaning Meeting, Rice University, April.
- 2017 Cardador, M.T. Unintended Consequences of Increasing Female Engineers' Representation in Managerial Roles. Purpose in a Diverse Society Conference, Washington University, St. Louis, October.
- Caza, B.B. & Cardador, M.T. Identity Resilience in the Scientific Workplace: Why its Needed and How to Foster it. Manitoba Community for Women in Engineering, Science, Trades and Technology (MCWESTT) Annual Conference, Manitoba, Canada, May.
- 2016 Cardador, M.T. Enhancing Mentoring Effectiveness: Challenges and Strategies. Presented to Engineering IT Professionals, UIUC College of Engineering, June.
- Cardador, M.T. Gendered Career Paths in Engineering Firms: Issues and Implications. Identity and Culture conference, Harvard Business School, Essex. CT, May.
- 2015 Cardador, M.T. The Path of least Resistance? Gendered Roles and Career Patterns among Female Engineers. OB Seminar Series, University of Illinois, Department of Business Administration, October.

INVITED PRESENTATIONS and PANELS (cont'd)

- 2014 Cardador, M.T. Meaningful Work. Invited plenary session speaker for the Midwest School for Women Workers, sponsored by the University of Illinois, June.
- 2012 Cardador, M.T. & Pratt, M.G. Becoming Who You Serve: How Service Relationships Shape Occupational Identity. May Meaning Meeting, Yale University, May.
- 2011 Cardador, M.T. Affective Emotional Displays in Customer Service and the Meaningfulness of Work. May Meaning Meeting, Brigham Young University, May.
- 2010 Cardador, M.T. Banking on Meaningful Work: How Customers and Organizations Shape Employee Experiences of Meaning and Purpose. May Meaning Meeting, Boston University, May.
- 2008 Cardador, M.T. Meaningful Work through Social Contribution. Annual Meaning Meeting at Rice University, TX, April.
- Cardador, M.T. & Pratt, M.G. Meaning and Occupations. Annual Meaning Meeting at Rice University, TX, April.
- 2007 Cardador, M.T., Pratt, M.G. & Dane E.I. Do Callings Matter?: The Role of Callings vs. Careers for Domain Specific Work Outcomes. UIUC, OB Seminar Series, May
- Cardador, M.T. & Pratt, M.G. The Role of Occupations in Shaping Personal Work Schemas and the Meaning of Work. Annual Meaning Meeting at Yale University, March.
- 2006 Cardador, M.T., Pratt, M.G. & Dane E.I. Do Callings Matter?: The Influence of Callings vs. Careers on Domain Specific Work Outcomes. North Central College, Naperville, IL, November.
- Cardador, M.T. Just a Paycheck? The Sources of Meaning in Work. Workshop North Central College, Naperville, IL, November.
- 2005 Cardador, M.T. & Pratt, M.G. Identification and Identification Management: Bridging Management and Marketing by Focusing on Affiliations. UIUC OB Seminar Series, March.
- Cardador, M.T. & Pratt, M.G. Meaning of Work: Updates New Journeys. Annual Meaning Meeting at Washington University, May.
- 2004 Pratt, M.G. & Cardador, M.T. Work, Meaning, and Multiple Identities. Annual Meaning Meeting at University of Michigan, Ann Arbor, May.
- Cardador, M.T. & Pratt, M.G. Affiliation and Identity Formation: Consequences for Identification Management. Third International Conference of the Corporate Identity/Associations Research Group, April.

COURSES TAUGHT

- University of Illinois, Labor and Employment Relations 567, *Negotiation in HR Decisions* (in-person and online formats)
- University of Illinois, Labor and Employment Relations 591, *Employment Relations Systems* (in-person and online formats)
- University of Illinois, Labor and Employment Relations 590NPH and 535NPH, *Negotiation Principles in an HR Context* (online format)
- University of Illinois, Business Administration 313, *Human Resource Management*
- University of Illinois, Business Administration 310, *Management and Organizational Behavior*

STUDENT SUPERVISION

PhD Student Advisor

Megan Bergman, 2023-present; Michelle Checketts, 2021-present; Grisel Lopez-Alvarez, 2019-present, Yun-Kyoung Kim, 2018-2020, Brandon Grant, 2013–2015; Gentz Franz, 2010-2013; Jooyeon Son, 2009-2010

PhD Dissertation Committees

Sohee Kim, Michelle Checketts (co-Chair), Grisel Lopez-Alvarez (co-Chair), Hoon-Sang Lee, Yun-Kyoung Kim (co-Chair), Justin Wiegand, Gentz Franz

PhD Specialization Examination Committees

Patricia Tabarani, Fall 2024; Grisel Lopez-Alvarez, Spring 2023; Gentz Franz, Spring 2013; Eun Kyung Lee, Fall 2009

Master's Student Thesis Committee

Francesca Brumm, Spring 2017

Master's Student Independent Study

Ran Ahn, Spring 2021; Lauren Neiswender, Fall 2020; Yiluyi Zeng, 2015; Jordan Whicker, Spring 2013; Bingqing Wu, Spring 2011; Dipti Gorur, Spring 2010

Other Research Supervision:

PhD – Patricia Tabarani, 2024-present; Adaora Ubaka, 2020-2022; Elisabeth (Bu Duel) Yang, 2019-2020; Sanghoon Lee, 2017; Christina Frye, 2012-2013; Jenna Moore, 2012-2013; **Master's** – Elisabeth (Bu Duel) Yang, 2017-2019; Yiluyi Zeng, Fall 2015; Yoon-Jee Lee, Spring 2014; Brandon Grant, 2011-2013; Jordan Whicker, 2011-2012; Daewoo Kim, 2010; Katie Majewski, 2010-2011; Bingqing Wu, 2010-2011; Rohini Jalan, 2009-2011

PROFESSIONAL SERVICE

Professional Membership: Academy of Management (AOM), 2003-present

Service to AOM:

- Managerial and Organizational Cognition (MOC) Division Executive Committee, 2020-present
 - Past Division Chair, 2023-present
 - Division Chair, 2022-2023
 - Program Chair, 2021-2022
 - PDW Chair, 2020-2021
- MOC Best Student Led Paper Committee, 2020, 2021
- MOC Best Qualitative Paper Committee, 2023

PROFESSIONAL SERVICE (cont'd)

Professional Membership: Academy of Management (AOM), 2003-present

Service to AOM:

- Co-Organizer (with H. Vough & H. Parani, H). MOC Connecting: Sharing Expertise on MOC Hot Topics, 2018, 2019
- Associate Editor, MOC Division Submissions, 2018
- Organizational Behavior (OB) Division, Ambassador & Adopt-a-Mentor Volunteer, 2017, 2018
- Reviewer for MOC and OB Division Submissions (ongoing)

Associate Editor

Journal of Organizational Behavior, 2024-present

Editorial Boards

Administrative Science Quarterly, 2021-present

Journal of Organizational Behavior, 2021-2024

Journal of Vocational Behavior, 2018-present

Academy of Management Journal, 2015-2019

Ad Hoc Reviewer

Academy of Management Review, *Journal of Management*, *Organization Science*

Special Issue Guest Editor, *Journal of Vocational Behavior*, Special Issue on Methodology, 2018-2020

2019 Best Paper Award Committee, *Academy of Management Journal*, 2020

UNIT SERVICE

Select committees:

LER Executive Committee, 2015-2018, 2019-2021, 2023-present

LER Curriculum Innovation Task Force, Chair, 2023-present

LER Investment for Growth Grant Committee, 2022

LER Undergraduate Major/Minor Curriculum Committee

LER Academic Affairs Committee, Chair and Member

LER Institutional Review Board Officer, 2013-2015

LER Promotion and Tenure Committees, Chair and Member

LER International Committee

LER Admissions Committee

LER Search Committees

LER 558 Lecture Series, Chair and Member

CAMPUS-LEVEL SERVICE

UIUC Planning Committee and Evaluation Core Lead/co-PI for NIH FIRST Grant Proposal, 2021-2023
UIUC College of Education Early Career Faculty Study Committee, Chair, 2021-2022
UIUC Search Committee for School of Labor and Employment Relations Dean, 2019-2020
UIUC Summer Research Opportunities Program (SROP), Faculty Mentor, 2019
UIUC Five Year Review Committee for Director of University Laboratory High School, 2019
UIUC Teaching Advancement Board, 2018-2019
UIUC LER Dean Reappointment Review, Chair, Spring 2018
UIUC Faculty Women in the Classroom Committee, 2018-2019
UIUC Campus Review Board, Reviewer, 2016-2018
UIUC Assessment of the Illinois Doctoral Experience (AIDE) Committee, 2017-2018
UIUC Committee to submit Illinois ADVANCE Proposal to NSF, 2015, 2017
UIUC Panel on Negotiating your First Job, College of Engineering, 2014-2016
UIUC New Faculty Orientation, Mentoring Session Facilitator, August, 2020.

SELECT PROFESSIONAL KNOWLEDGE SHARING

- *The Status Leveling Burden among Women Physicians. Invited expert for *Physicians on Purpose* podcast, April, 2023.
- *Negotiating a Job Offer. Invited guest speaker for Psych 296 Essential Skills course, April, 2023.
- *Gender Issues in the Workplace. Presentation to LER Student LIRA Workshop, April, 2021.
- *Career Paths in Academia. Presentation to UIUC's Undergraduate Psychology Association and Psi Chi Fraternity, October, 2019.
- *The Experience of Women in Engineering. Invited expert for *Harvard Business Review Women at Work* podcast, December, 2019.
- *Female Engineers & Gendered Career Paths: Implications for Engineers and the Organizations that Employ Them. Webinar for Alumni and Corporate Partners, UIUC School of Labor and Employment Relations, May, 2017.
- *Fostering Work Meaningfulness: Strategies for Individuals and Organizations. *Meet the Expert Series*, Business Administration 508, UIUC, March, 2017.
- *Meaningful Work. *Meet the Expert Series*, Business Administration 508, UIUC, March, 2016.
- *Negotiating Salary and Job Benefits. Panel sponsored by Department of Civil and Environmental Engineering, UIUC, October, 2014.
- *(with G. Franz) Doing Good and Causing Harm: The Implications of Work's Impact. Webinar for Alumni and Corporate Partners, UIUC School of LER, April, 2013.
- *Negotiating Salary and Job Benefits. Panel sponsored by Department of Civil and Environmental Engineering, UIUC, October, 2012.
- *Women Don't Ask: How to Become an Effective Negotiator. Panel sponsored by UIUC Women in Science, UIUC, April, 2012.
- *Viewing Work as a "Calling." Illinois High School Association (IHSA) Journalism Competition, UIUC, April, 2012.
- *Creating the Conditions of Meaningful Work: The Role of Leadership. Women in Leadership Conference, University of Illinois, September, 2010.