

# Kristie J.N. Moergen

Iowa State University, Department of Management and Entrepreneurship  
kjm@iastate.edu | kristiemoergen.com

---

## ACADEMIC POSITIONS

Iowa State University, Ivy College of Business 2023 - present  
Assistant Professor, Department of Management & Entrepreneurship

---

## EDUCATION

Ph.D. University of Arkansas - Fayetteville, AR 2023  
*Doctor of Philosophy in Management*

M.A. Cornerstone University - Grand Rapids, MI 2016  
*Master of Arts in Counseling*

B.A. John Brown University - Siloam Springs, AR 2010  
*Bachelor of Arts in Intercultural Studies*

---

## RESEARCH INTERESTS

Inequality in Organizations; Social Class; Behavioral Ethics

---

## REFEREED PUBLICATIONS

Kolomeitsev, S., **Moergen, K.**, Ridge, J., Worrell, D., & Kuban, S. (2024). Peer Response to Regulatory Enforcement: Lobbying by Non-Sanctioned Firms. *Journal of Management*.  
<https://doi.org/10.1177/01492063231226250>

Bradley, C., **Moergen, K.**, Simon, L., & Roumpi, D. (2023). Don't just tell me, show me: Impacting perceptions of organizational attraction and fit using activating LGBT diversity signals. *Personnel Psychology*. <https://doi.org/10.1111/peps.12595>

Kish-Gephart, J.,\* **Moergen, K.**,\* Tilton, J., & Gray, B. (2023). Social class and work: A review and organizing framework. *Journal of Management*, 49(1), 509–565.  
<https://doi.org/10.1177/01492063221076822>

\*The first two authors contributed equally to the manuscript and are listed alphabetically

**Moergen, K.** & Kish-Gephart, J. (2023). Bringing "class" into the classroom: Addressing social class privilege through management education. *Journal of Management Education*, 47(1).  
<https://doi.org/10.1177/10525629221126129>

Blake, A., Luu, V., M., Petrenko, O., Gardner, W., **Moergen, K.**, & Ezerins, M. E. (2022). Let's agree about nice leaders: A literature review and meta-analysis of agreeableness and its

relationship with leadership outcomes. *Leadership Quarterly*, 33(1),  
<https://doi.org/10.1016/j.leaqua.2021.101593>

\*Finalist for *Leadership Quarterly*'s 2022 Best Paper Award

---

## PRACTIONER MANAGEMENT ARTICLES AND BOOK CHAPTERS

Callander, A., **Moergen, K.**, Sullivant, R., Burley, S. (2023). Fayetteville Roots. In M. Tonelli & A. Heise (Eds). *Case Studies in Arts Entrepreneurship*, Cheltenham: Edward Elgar.  
<https://doi.org/10.4337/9781802209303.00011>

Thomason, B.,\* Chawla, N., Gabriel, A., Greenberg, D., Lampert, C., **Moergen, K.**, Sumpter, D., Umphress, E. (2022) [How organizations can take a lead in protecting reproductive rights](#). *MIT Sloan Management Review*, 64(1), 1-4.

\*Outside of the first author, authors are listed in alphabetical order

---

## WORKS UNDER REVISION AND REVIEW

*Manuscript names altered to protect blind peer review*

Corwin, E., Simon, L., **Moergen, K.**, Zhang, Y., Tilton, J., & Wei, F. *Social Class*.  
*Journal of Applied Psychology*: Revising for 2nd review

Brändle, L., Rönner, A., **Moergen, K.**, Zhao, E. *Social Class Origins and Entrepreneurship*.  
*Journal of Business Venturing*: Under 1st review

---

## CONFERENCE PRESENTATIONS

Kish-Gephart, J., **Moergen, K.** & Tilton, J. *Transitioning into the Workplace: A Qualitative Investigation of Upwardly Mobile College Graduates*. Presented as a part of the Symposium, "Addressing the "Social" in Social Class: An Interpersonal Perspective of Class in Organizations," at the Academy of Management Conference, 2023.

Kingsley, M., **Moergen, K.**, & Cummings, M. *The Joint Effects of Religion and Social Class on Entrepreneurs' Behaviors and Access to Capital*. Presented at the Colloquium on Transitional Entrepreneurship, 2023

**Moergen, K.**, Kingsley, M., & Cummings, M. *Founders' Social Class Background and Venture Performance: A Moderated Mediation Model*. Presented at the Southern Management Association conference, 2022.

\*Awarded *Best Paper* in track: Entrepreneurship and Family Business

\*Awarded *Best Doctoral Student Paper* in track: Entrepreneurship and Family Business

**Moergen, K.**, Blake, A., Doiguchi, T., Petrenko, O., & Sherman, R. *#Happy: Job Seekers' Personality, Happiness on Instagram, and Recruiters' Evaluations of Hireability*. Presented at the Academy of Management Conference, 2022.

Bradley, C., **Moergen, K.**, Simon, L., & Roumpi, D. *Impacting Perceptions of Fit using LGBT Diversity Signals*. Presented as a part of the Symposium, "Exploring Diversity and Inclusion-Business Ethics Interface," at the Academy of Management Conference, 2022.

**Moergen, K.**, Kingsley, M., & Cummings, M. *Entrepreneurship as Cultural-Mismatch: Founders' Social Class Background, Social Identity, and Venture Performance*. Presented at the European Group for Organizational Studies Conference, 2022.

Corwin, E., Simon, L., **Moergen, K.**, & Tilton, J. *Social Class Mobility and Cultural Capital Development*. Presented at the Dismantling Bias Conference, 2022.

Bradley, C., **Moergen, K.**, Simon, L., & Roumpi, D. *Reducing Discrimination of LGBT Individuals by Enhancing Organizational Attraction*. Presented at the Southern Management Association Conference, 2021.

\*Awarded *Best Doctoral Student Paper* in track: Human Resources/Methods

**Moergen, K.** & Kish-Gephart, J. *Punishment's Pain and Pleasure: The Narrative Function of Emotions During Managerial Identity Work*. Presented at the European Group for Organizational Studies Conference, 2021.

Kolomeitsev, S., **Moergen, K.**, Ridge, J., Kubin, S., & Worrell, D. *For Fear and Duty: Peer Firm Lobbying Following Government Sanctions of Competitors*. Presented at the Academy of Management Conference, 2021.

**Moergen, K.**, Kish-Gephart, & J., Tilton, J. *When Threat Governs: An Identity-Based Model of Managerial Punishment*. Accepted at the Academy of Management Conference, 2020

**Moergen, K.** & Johnson, J. *With Frenemies Like These: Social Network Ties and Interpersonal Citizenship Behaviors*. Accepted at the Academy of Management Conference, 2020

**Moergen, K.**, Abdurakhmonov, M., Ridge, J. Hill, & A., Recendes, T. *Narcissism and Real Earnings Manipulation: The Amplifying Role of Functional Background*. Presented at the Society of Strategic Management Conference, 2020

Kish-Gephart, J., **Moergen, K.**, J., & Tilton, J. *Social Class: Understanding Transitions from College to the Workplace*. Presented at the European Group for Organizational Studies Conference, 2020.

Tilton, J. & **Moergen, K.**, *Know-how or Know-who: Sociocultural Upbringing and Organizational Social Networks*. Accepted at the Academy of Management Conference, 2020

---

## OTHER CONFERENCE PARTICIPATION

Brändle, L., **Moergen, K.**, & Zhao, E. (Co-organizers), *Social Class and Entrepreneurship* (sponsored by ENT, DEI, OB, STR, & OMT). Accepted at the Academy of Management Conference, 2024.

Kish-Gephart, J., **Moergen, K.**, Soundararajan, V. (Co-organizers), *Creative Societal Hierarchy: How Creative Ideas and Approaches Disrupt (or Maintain) Social Class and Caste*. Sub-theme at the European Group for Organization Studies, 2025.

**Moergen, K.** & Quan, S. (Co-organizers), *Addressing the “Social” in Social Class: An Interpersonal Perspective of Class in Organizations*. Symposium (sponsored by OB, DEI, and HR divisions) at the Academy of Management Conference, 2023.

O’Leary-Kelly, A. & Rawski, S. (Caucas Supporter) *Sexual harassment research after #MeToo: Opportunities in the shadows and spotlights*. Academy of Management Conference, 2023

**Moergen, K.** & Kish-Gephart, J. (Co-conveners). *Bringing “Class” into the Business Classroom: Addressing Social Class in Management Education*. Professional Development Workshop (sponsored by OB, DEI, and MED divisions) at the Academy of Management Conference, 2022.

---

## GRANT FUNDING

Received with co-authors

Research Mini-grant, Ivy College of Business, Iowa State University, **\$750** (Fall 2023)

Diversity & Inclusion Summer Research Grant, University of Arkansas: *Lost in (Classed)*

*Communication: The Influence of Class Salient Conversations on the Upwardly Mobile’s Socialization in Organizations*, **\$3,000** (2023)

Diversity & Inclusion Summer Research Grant, University of Arkansas: *Entrepreneurship as Cultural Mismatch: Founders’ Social Class Background, Social Identity, and Venture Performance*, **\$4,430** (2022)

Tyson Center Summer Research Grant, University of Arkansas: *The Intersection of Social Class and Religion in Entrepreneurship*, **\$10,000** (2022)

Diversity & Inclusion Summer Research Grant, University of Arkansas: *Women of Color and the Impact of Entrepreneurship in the Wake of Covid-19*, **\$3,000** (2021)

Diversity & Inclusion Summer Research Grant, University of Arkansas: *Online Social Networks and Stereotypes: The Influence of Gender on Raters' Evaluation of Candidates During Hiring*, **\$2,000** (2021)

Diversity & Inclusion Summer Research Grant, University of Arkansas: *Filled with Pride: Reducing Discrimination of LGBT Individuals by Enhancing Organizational Attraction*, **\$5,000** (2020)

Diversity & Inclusion Summer Research Grant, University of Arkansas: *Workplace Punishment & Social Class: An Identity-Based Model of Managerial Punishment*, **\$3,400** (2020)

McMillon Innovation Studio Research Grant, University of Arkansas, **\$2,500** (2019)

Diversity & Inclusion Summer Research Grant, University of Arkansas: *Understanding Transitions from College to the Workplace*, **\$5,000** (2019)

Provost Collaborative Research Grant, University of Arkansas: *Understanding Transitions From College to the Workplace*, **\$2,000** (2019)

---

## TEACHING EXPERIENCE

Iowa State University

*Ethical and Responsible Management*

Fall 2023 (three sections)

Overall instructor rating (weighted average): 4.67/5.00

University of Arkansas - Fayetteville

*Ethics and Corporate Social Responsibility*

Fall 2021, Spring 2021 (two sections), Fall 2022, Spring 2023

Overall instructor rating (average): 4.94/5.00

---

## AWARDS AND HONORS

Winner, Colorado State University's Business for a Better World Dissertation Proposal Competition, 2022

Graduate Student Excellence in Teaching Award, Sam M. Walton College of Business, University of Arkansas, 2022

Frank & Donna Oldham Graduate Fellowship Recipient, Sam M. Walton College of Business, University of Arkansas, 2018 - 2023

---

## PROFESSIONAL DEVELOPMENT

Participant, Reviewing in the Rough PDW, Academy of Management Conference, 2023

Participant, DEI Junior Faculty Consortium, Academy of Management Conference, 2023  
Participant, Fostering Inclusion Workshop, 2023  
Participant, Behavioral Ethics Workshop, 2022  
Participant, DEI Doctoral Consortium, Academy of Management Conference, 2022  
Participant, Ph.D. Workshop, European Group for Organizational Studies, 2022  
Participant, LINKS workshop, Stochastic Models track, Summer 2022  
Participant, CARMA, Introduction to Multilevel Analysis with R, Spring 2022  
Participant, CARMA, Statistical Analysis of Text with R, Spring 2022  
Participant, Late-Stage Doctoral Consortium, Southern Management Association, Fall 2021  
Participant, CARMA, Advanced Data Analysis with R, Summer 2021  
Participant, Strategic Management Society, Doctoral Workshop, Fall 2020  
Participant, Doctoral Seminar on Social-Symbolic Work, Fall 2020  
Participant, New Doctoral Consortium, Academy of Management Conference, 2019

---

## **SERVICE ACTIVITIES**

### *Reviewing Activities*

#### Ad Hoc Reviewer:

Personnel Psychology, 2023 - Present  
Journal of Management Studies, 2023 - Present  
Journal of Business Ethics, 2024 - Present  
Business & Society, 2023 - Present  
Human Resources Management Review, 2023 - Present

#### Conference Reviewer

Southern Management Association Conference, 2022 - Present  
Academy of Management Conference, 2019 - Present

### *Institutional Service*

#### Iowa State University:

Committee Member, Distinguished Scholars Committee, Department of Management & Entrepreneurship, 2023 - Present  
Judge, Food Insecurity Challenge, Pappajohn Center for Entrepreneurship, 2023  
Representative, Majors Fair, Department of Management & Entrepreneurship, 2023  
Presenter, PhD Recruitment Webinar, Department of Management & Entrepreneurship, 2023  
Presenter, Executive Advisory Committee Fall Meeting, Department of Management & Entrepreneurship, 2023

#### University of Arkansas:

Graduate Student Representative, All University Academic Integrity Board, University of Arkansas, 2019 – 2023

Representative, Graduate School and International Education Dean's Advisory Board,  
University of Arkansas, 2022 - 2023  
Judge, EMSON's Nursing Science Day Research Posters, 2023  
Panelist, Ph.D. panel for first-year Ph.D. Students, Walton College of Business, 2023  
Panelist, Ph.D. Panel for first-year Ph.D. students, Walton College of Business, 2022  
Speaker, Women in IT Conference Breakout Session, Executive Education at the Walton  
College of Business, 2022  
Panelist, Ph.D. Panel for Fall Orientation, Walton College of Business, 2021  
Panelist, Student Society of Management Education, Walton College of Business, 2021  
Judge, Social Innovation Challenge, McMillon Innovation Studio, University of Arkansas,  
2019  
Speaker, Heart of the Customer Workshop, McMillon Innovation Studio, 2019  
Representative, Graduate/Professional Student Council, Walton College of Business, 2018 -  
2019  
Representative, Academic Appeals Committee, Graduate Representative, University of  
Arkansas, 2018 – 2019

#### *Field Service*

Reviewer, Best Student Paper Award, Southern Management Association Conference 2023  
Roundtable Leader, "Halfway there, but now what: Advice for pre-dissertation doctoral  
students," Academy of Management Conference, 2023  
Panelist, *Journal of Management Education* Special Issue Webinar, 2023

---

#### **PROFESSIONAL ASSOCIATIONS**

Member, Academy of Management, 2018-Present  
Divisions: Diversity, Equity, and Inclusion; Organizational Behavior; Social Issues in  
Management  
Member, Southern Management Association, 2019 - Present  
Member, European Group for Organizational Studies, 2019 - Present  
Endorser, Responsible Research in Business Management, 2021 - Present  
Center for Positive Organizations' Community of Scholars, 2023 - Present