

Curriculum Vitae

Esther L. Jean, PhD



EDUCATION

Doctor of Philosophy in Business Administration Management August 2022
University of Texas at Arlington, Arlington, TX

Dissertation title: “Three essays examining organizational influences on employee identity construction”

Committee: Wendy Casper (co-chair), Alison V. Hall (co-chair), Wayne Crawford, Brianna Caza, Heather Vough

Master of Education in College Student Affairs Administration May 2011
University of Georgia, Athens, GA

Bachelor of Science in Communication June 2009
Majors in Communication Studies and Political Science, Minor in Sociology
University of Miami, Coral Gables, FL

RESEARCH INTERESTS

Identity, leadership, employee well-being, research methods

TEACHING INTERESTS

Leadership, human resources, organizational behavior

PROFESSIONAL EXPERIENCE

Researcher, People Analytics December 2021-Present
Google, Miami, FL

Analyst & Training Consultant June 2018 – Present
Training Bridge Institute, Miami, FL

Assistant Director, Toppel Career Center November 2013-July 2017
University of Miami, Coral Gables, FL

Program Manager, Illinois Leadership® Center August 2011-November 2013
University of Illinois at Urbana-Champaign, Urbana, IL

PUBLICATIONS

- Jean, E. L.**, Taylor, N., Crawford, W. S., Hall, A. V., Vaziri, H., Casper, W. J., & Johnson, L. U. (2024). Identity work support perceptions (IWSP): Development of a construct and measure. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001177>
- White, M. L., Wayne, J. H., Casper, W.J., Matthews, R.A., Odle-Dusseau, H., & **Jean, E. L.** (2023) A self-determination theory perspective on work and family. *Journal of Organizational and Occupational Psychology*. <https://doi.org/10.1111/joop.12473>
- Aguinis, H., Beltran, J., Archebold, E.*, **Jean, E.L.***, & Rice, D.B.* (2022). Thought Experiments: Review and Recommendations. *Journal of Organizational Behavior*. <https://doi.org/10.1002/job.2658>
- Taylor, N., **Jean, E.L.**, & Crawford, W.S. (2022), Walking the Tightrope: How and When the Paradoxical Act of Breaking Character Leads to Resilience. In Perrewé, P.L., Harms, P.D. and Chang, C.-H.(D). (Ed.) *Examining the Paradox of Occupational Stressors: Building Resilience or Creating Depletion. Research in Occupational Stress and Well Being*, 20(pp. 51-78), Emerald Publishing Limited. <https://doi.org/10.1108/S1479-355520220000020006>
- Crawford, W. & **Lamarre Jean, E.** (2021). Structural Equation Modeling. In *Oxford Research Encyclopedia of Business and Management*. Oxford University Press. <https://doi.org/10.1093/acrefore/9780190224851.013.232>
- McFadyen, M.A., Lavelle, J.J. and **Lamarre, E.** (2020). Exchange Relationship. In *The Blackwell Encyclopedia of Sociology*, G. Ritzer (Ed.). doi:10.1002/9781405165518.wbeos1490
- Crawford, W.S., **Lamarre, E.**, Kacmar, K.M., & Harris, K., (2019). Organizational politics and deviance: Exploring the role of political skill. *Human Performance*, 32(2), 92-106. <https://doi.org/10.1080/08959285.2019.1597100>
- Poindexter, D. R. & **Lamarre, E.** (2013). While assessment is important, follow-through is crucial. *Campus Activities Programming*, 45(6), 21-23.

MANUSCRIPTS IN PREPARATION

- Jean, E.L.**, Taylor, N.L., & Crawford, W.S. Company Response to COVID-19 Recommendations: The Supervisor Effect. Preparing for submission to *Journal of Vocational Behavior*.
- Jean, E.L.**, Hyde, S., Bell, M.P., & Cocchiara, F.K. Comparing “Apples to Apples”? The Disentanglement of Pay Communication Constructs. Preparing for submission to *Human Resource Management*.

Jean, E.L., Miller, C.D., Crawford, W.S., & Hall, A.V. Racial similarity, LMX and subordinate outcomes: Does it matter if you're black or white? Preparing for submission to *Journal of Vocational Behavior*.

Castille, C. M., Crawford, W.S., Simmering, M., & **Jean, E.L.** You gotta keep em' separated: The efficacy of proximal remedies for method variance. Preparing for submission to *Journal of Management*.

Jean, E.L. & Crawford, W.S. The Mediating Role of Safety Compliance on the Relationship Between Stress and Work Outcomes. Current stage: Writing/Data analysis. Target: *Journal of Occupational Health Psychology*

Taylor, N.L., Crawford, W.S., & **Jean, E. L.** Breaking character at work. Current stage: Writing/Data Analysis. Target: *Journal of Applied Psychology*.

CONFERENCE PRESENTATIONS

Jean, E.L., Taylor, N.L., & Crawford, W.S. (2021, November). Company Response to COVID-19 Recommendations: The Supervisor Effect. Accepted for presentation at the annual meeting of the Southern Management Association, New Orleans, LA.

Jean, E.L. & Crawford, W.S. (2020, August). *Understanding Identity Processes in the Workplace: A Review of Identity Work in the Work Context* (symposium paper). In S. Hyde, Construction and measurement of contemporary work identities. Accepted for presentation at the virtual annual meeting of the Academy of Management.

Jean, E.L. (2019, October). *Linking organizational typology to typologies of corruption*. Paper presented at the annual meeting of the Southern Management Association, Norfolk, VA.

Jean, E.L., Miller, C.D., & Crawford, W.S. (2019, August). *Racial similarity, LMX and subordinate outcomes: Does it matter if you're black or white?* Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Jean, E.L., Hyde, S., & Bell, M.P. (2019, August). *Pay communication revisited: Disentangling pay secrecy, pay openness, and pay transparency*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Lamarre, E. & Hyde, S. (2018, October). *Pay communication revisited: Why pay transparency, pay openness, and pay secrecy are not all the same*. Paper presented at the annual meeting of the Midwest Academy of Management, St. Louis, MO.

Lamarre, E. (2018, April). *Will they apply? The role of pay level on position self-efficacy and organizational attractiveness and job pursuit intentions*. Paper presented at the PhD Project – Baruch College Research Symposium, New York City, NY.

Lamarre, E., & Poindexter, D.R. (2016, March). *#SocialMediaAdvocacy in a changing higher education environment*. Presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Indianapolis, IN.

Lamarre, E. (2015, April). *Communication for a global workplace*. Presented at Miami Heat Training & Development Series. Miami, FL.

Lamarre, E., & Poindexter, D.R. (2013, March). *New generation strategies: Marketing to digital natives (Gen Z)*. Presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Orlando, FL.

Lamarre, E., Nelson, E.T., Torres, M., Importante, K. (2013, March). *Shared experiences: New professionals of color in student affairs*. Presented at the annual meeting of the National Association of Student Personnel Administrators (NASPA), Orlando, FL.

Lamarre, E. (2012, October). *Communication and feedback: What, how, when*. Presented at University of Illinois i-Promise conference session, Urbana, IL.

Lamarre, E. (2011, October). *Anatomy of me! And purposeful leadership*. Presented at University of Illinois Illini Union Leadership Conference, Urbana, IL.

Lamarre, E. (2011, February). *Rolling the dice on you!: Leadership styles, decision making, & conflict management*. Presented at Georgia Collegiate Leadership Conference, Athens, GA.

Lamarre, E. (2008, September). *Career planning, goal setting, & developing healthy relationships*. Session panelist at National Coalition of 100 Black Women Empowerment Breakfast, Miami, FL.

AWARDS & GRANTS

- Zelda Ramsey Memorial Endowed Doctoral Scholarship (2021)
- Business Deans Restricted Research Grant, UTA College of Business (2020)
- Joseph Rosenstein Endowed Research Award, UTA College of Business (2019)
- Best Student Paper, Midwest Academy of Management (2018)
- Ed Gerloff & Jerry Wofford Award, UTA College of Business (2018)
- Phi Kappa Phi Honor Society, Member, UTA (2018)
- Advisor of the Year, Illinois Fraternity & Sorority Affairs (2012-2013)

TEACHING EXPERIENCE

University of Miami, 2023 – present

(Full Courses)

MGT 600: Managing for Employee Engagement

Mean rating – Fall 2023 (23 students): TBD (*online*)

University of Texas at Arlington, 2017 – Present

(Full Courses)

MANA 4325: Leadership in Organizations

Mean rating – Fall 2020 (32 students): 4.6/5.0 (*online*)

MANA 3320: Human Resources Management

Mean rating – Summer 2021 (32 students): (*online*)

MANA 3318: Managing Organizational Behavior

Mean rating – Summer 2021 (29 students): 4.5/5.0 (*online*)

Mean rating – Summer 2020 (42 students): 4.6/5.0 (*online*)

Mean rating – Fall 2019 (59 students): 4.3/5.0

(Teaching Assistant)

BSAD 6311: Experimental Design (*Doctoral-level*)

BSAD 6321: Structural Equation Modeling (*Doctoral-level*)

MANA 5329: HR Metrics & Analytics (*Masters-level*)

(Guest Lectures)

BSAD 6311: Experimental Design

18 approx. students – Spring 2021

MANA 4326: Diversity in Organizations

30 approx. students – Fall 2018

University of Miami, 2014 – 2017

(Full Courses)

UMX 100: Career & Leadership

Mean rating – Spring 2017 (10 students): 4.1/5.0

Mean rating – Fall 2016 (15 students): 4.9/5.0

Mean rating – Fall 2015 (34 students): 4.8/5.0

Mean rating – Fall 2014 (18 students): 4.5/5.0

University of Illinois at Urbana-Champaign, 2011 – 2013

(Full Courses)

AGED 360: Advanced Leadership Studies (*Co-instructor*)

30 approx. students – Spring 2013

(Guest Lectures)

AHS 365: Civic Engagement in Wellness

40 approx. students - Fall 2012

40 approx. students - Fall 2011

AHS 199: I-LEAP Freshman Seminar

30 approx. students - Fall 2012

GE 361: Leadership and Emotional Intelligence

60 approx. students - Fall 2011

ACADEMIC SERVICE

Committees

- PhD Project, Management Doctoral Student Association, Secretary 2020-2021
- Academy of Management New Doctoral Student Consortium Committee 2018-2019
- Illinois Leadership Coordinating Committee 2011-2013
- Student Affairs Student Leadership Awards Committee 2011-2013

Ad hoc Reviewer

- Academy of Management Annual Conference
- Southern Management Association Annual Meeting
- Equality, Diversity, & Inclusion Journal

Session Facilitator

- Illinois Leadership® i-Programs 2012

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Southern Management Association
- PhD Project Management Doctoral Student Association
- Midwest Academy of Management

PROFESSIONAL DEVELOPMENT

- 2021 Responsible Research in Business & Management
- 2021 AOM Research Methods Division-CARMA Doctoral Student & Junior Faculty Consortium
- 2020 UTA Software Carpentry Workshop (Git & R): Arlington, TX
- 2019 Southern Management Association Late-Stage Doctoral Consortium: Norfolk, VA
- 2018 PhD Project – Baruch College Research Symposium: New York City, NY

- 2018 Academy of Management New Doctoral Student Consortium: Chicago, IL
- 2016 Southern Management Association Pre-Doctoral Consortium: Charlotte, NC

CERTIFICATIONS & TRAININGS

- MyersBriggs Type Indicator
- StrengthsQuest™
- Strong Interest Inventory