

# KRISTIE LYNNE MCALPINE

Assistant Professor of Management  
Rutgers University  
School of Business–Camden  
227 Penn Street  
Camden, NJ 08102  
kristie.mcalpine@rutgers.edu

## ACADEMIC POSITIONS

---

### Rutgers University

School of Business–Camden

- Tenure-Track Assistant Professor, September 2018 –  
(On parental leave: February 2021 – February 2022)

### Michigan State University

School of Human Resources and Labor Relations

- Tenure-Track Assistant Professor, August 2017 – August 2018

## EDUCATION

---

### Ph.D.

**Cornell University, 2017**

School of Industrial and Labor Relations

*Major:* Human Resource Studies, *Minor:* Statistics

### M.S.

**Cornell University, 2014**

School of Industrial and Labor Relations

*Major:* Human Resource Studies, *Minor:* Organizational Behavior

### MHRLR

**Michigan State University, 2011**

School of Human Resources and Labor Relations

*Majors:* Human Resources and Labor Relations

### B.A.

**Kalamazoo College, 2009**

*Major:* Psychology (Honors), *Minor:* Spanish Language and Literature,

*Concentration:* Women's Studies

## PEER-REVIEWED JOURNAL PUBLICATIONS

---

**McAlpine, K.**, Piszczek, M. (in press). Along for the ride through liminal space: A role transition and recovery perspective on the work-to-home commute. *Organizational Psychology Review*. <https://doi.org/10.1177/20413866221131394>

Bell, B., **McAlpine, K.**, N. S. Hill. (in press). Leading virtually. *Annual Review of Organizational Psychology and Organizational Behavior*. <https://doi.org/10.1146/annurev-orgpsych-120920-050115>

Kossek, E. E., Piszczek, M. M., **McAlpine, K.**, Hammer, L., Burke, L. (2016). Work schedulers as job crafters of employment practice in long-term health care. *Industrial and Labor Relations Review*, 69(4), 961-990. <https://doi.org/10.1177/0019793916642761>

**McAlpine, K.** (2015). The ripple effect of schedule control: A social network approach. *Community, Work, & Family*, 18(4), 377-394.  
<https://doi.org/10.1080/13668803.2015.1080662>

❖ *Winner of 2014 Work and Family Researchers Network Junior Scholar Award*

Dragoni, L., **McAlpine, K.** (2012). Leading the business: The criticality of global leaders' cognitive complexity in setting strategic directions. *The Society of Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5(2), 237-240.  
<https://doi.org/10.1111/j.1754-9434.2012.01438.x>

## **PEER-REVIEWED PROCEEDINGS PUBLICATIONS**

---

Klein, F., **McAlpine, K.**, McClean. (2022). Does it pay to stand out? Examining the effect of gender dissimilarity on women's pay in tech. *Academy of Management Best Paper Proceedings*, Briarcliff Manor, New York, NY.

**McAlpine, K.** (2018). Flexible work and the effect of informal communication on idea generation and innovation. *Academy of Management Best Paper Proceedings*, Briarcliff Manor, New York, NY.

❖ *Winner of 2018 Best Dissertation Paper Award, Academy of Management, Gender and Diversity in Organizations Division*

## **BOOK CHAPTERS**

---

Dwertmann, D. J. G., **McAlpine, K.** (in press). A disability contingency framework for the workplace. In J. E. Beatty, S. Hennekam, & M. Kulkarni (Eds.), *De Gruyter Handbook of Disability and Management*. Berlin, Germany: De Gruyter.

Capitano, J., **McAlpine, K.**, Greenhaus, J. (2019). Organizational influences on employee boundary permeability control: A multidimensional perspective. In M. R. Buckley, A. R. Wheeler, & J. R. B. Halbesleben (Eds.) *Research in Personnel and Human Resources Management*. UK: Emerald Group Publishing Limited.

Bell, B., **McAlpine, K.**, N. S. Hill. (2019). Leading from a distance: Advancements in virtual leadership research. In R. N. Landers (Ed.), *Cambridge Handbook of Technology and Employee Behavior*. New York, NY: Cambridge.

## **MANUSCRIPTS UNDER REVIEW**

---

**McAlpine, K.**, Bell, B., Léon, E. Title masked for review purposes.

## **RESEARCH IN PROGRESS**

---

\*Klein, F., **McAlpine, K.**, McClean, E. Does it pay to stand out? Examining the effect of gender dissimilarity on women's pay in tech (Writing stage; target journal: *Academy of Management Journal*) \*Equal contribution among authors

Piszczek, M., **McAlpine, K.** Role transitions and role recovery during the commute. (Writing stage; target journal: *Journal of Management*)

Dwertmann, D. J. G., Boehm, S. A., **McAlpine, K.**, Kulkarni, M. How disability diverse teams can drive innovation through mutual perspective taking. (Writing stage; target journal: *Academy of Management Journal*)

**McAlpine, K.**, Piszczek, M., Raghuram, S. Breaks, interruptions, and transitions when working from home. (Writing stage; target journal: *Journal of Management*)

\*Livingston, B., **McAlpine, K.** The effect of couple congruence in segmentation preferences. (Writing stage; target journal: *Academy of Management Journal*) \*Equal contribution among authors

**McAlpine, K.**, Piszczek, M., Raghuram, S. Craft your commute: Commuting as liminal time and space. (Data collection stage)

## INVITED PRESENTATIONS

---

NFI Industries

Oak Street Health

Roche Diagnostics Santa Clara

Temple University, Fox School of Business

University of Wisconsin—Madison, School of Business

The Ohio State University, Fisher College of Business

University of Pittsburgh, Katz School of Business

Rutgers University, School of Business—Camden

Kalamazoo College

Michigan State University, Department of Industrial/Organizational Psychology

Michigan State University, School of Human Resources and Labor Relations

## MEDIA

---

*BBC*

(September 2022). [Where the Boss-Worker Power Struggle Goes Next](#).

(August 2022). [Why Workers Just Won't Stop Quitting](#).

*WalletHub.com*

(January 2022). [States with the Highest Job Resignation Rates](#).

(June 2021). [Best & Worst States for Working Dads](#).

*The New York Times*

(September, 2021). [When Chance Encounters at the Water Cooler Are Most Useful](#).

## CONFERENCE CHAIR, PANELIST, & DISCUSSANT ROLES

---

Panelist (2021, August). Halfway there, but now what? Advice for pre-dissertation doctoral students. Professional Development Workshop at the 2021 Academy of Management Conference (virtual).

Panelist (2020, August). Halfway there, but now what? Advice for pre-dissertation doctoral students. Professional Development Workshop at the 2020 Academy of Management Conference (virtual).

\*Co-Chair (2020). Casting a light on interpersonal dynamics in work-family scholarship Symposium at the 2020 Work and Family Researchers Network Conference, New York City, NY. \*Canceled due to COVID-19

Panelist (2019, August). Halfway there, but now what? Advice for pre-dissertation doctoral students. Professional Development Workshop at the 2019 Academy of Management Conference, Boston, MA.

Panelist (2018, August). Halfway there, but now what? Advice for pre-dissertation doctoral students. Professional Development Workshop at the 2018 Academy of Management Conference, Chicago, IL.

Panelist (2014, June). Work-life integration and social network analysis: How can the two fields benefit from each other? Symposium at the 2014 Work and Family Researchers Network Conference, New York City, NY.

Co-Chair (2014, August). Trust in leadership: New insights and empirical evidence. Symposium at the 2014 Academy of Management Conference, Philadelphia, PA.

Co-Chair (2012, August). Work-family resources: Integrating new theory and perspectives. Symposium at the 2012 Academy of Management Conference, Boston, MA.

## CONFERENCE PRESENTATIONS

---

Klein, F., **McAlpine, K.**, McClean, E (2022, August). Does it pay to stand out? Examining the effect of gender dissimilarity on women's pay in tech. Paper at the 2022 Academy of Management Conference, Seattle, WA.

❖ *Selected for the annual Academy of Management conference best paper proceedings (among the top 10% best accepted papers)*

**McAlpine, K.**, Piszczek, M., Raghuram, S. (2022, August). Spillover effects of cross-domain work and family interruptions during remote work. S. Raghuram (Chair). Symposium at the 2022 Academy of Management Conference, Seattle, WA.

❖ *Selected as a special showcase symposium*

**McAlpine, K.**, Piszczek, M., Raghuram, S. (2022, June). Spillover effects of work and family interruptions during remote work. Paper at the 2022 Work and Family Researchers Network Conference, New York, NY.

❖ *Nominated for the WFRN Suzan Lewis Best Conference Paper Award*

Klein, F., **McAlpine, K.**, McClean, E (2022, March). Does it pay to stand out? Examining the effect of gender dissimilarity on women's pay in tech. Paper at the 3<sup>rd</sup> Dismantling Bias in Organizations conference, Krannert School of Management, Purdue University.

Boehm, S., Dwertmann, D., **McAlpine, K.** (2021, August). How disability diverse teams can drive innovation through mutual perspective taking. Paper at the 2021 Academy of Management Conference (virtual).

❖ *Selected to be featured in the "Team Composition" Organizational Behavior division virtual round table discussion on "hot topics" in Organizational Behavior*

- Klein, F., **McAlpine, K.** (2020, December). Does it pay to stand out? Examining the effect of demographic dissimilarity on gender and racial pay gaps. Paper in plenary series at the People & Organizations Conference, Wharton, University of Pennsylvania (virtual).
- Piszczyk, M., **McAlpine, K.** (2020, August). On the road again: The mitigating effects of commuting on work-family negative spillover. Paper at the 2020 Academy of Management Conference (virtual).
- \*Piszczyk, M., **McAlpine, K.** (2020). The bright side of commuting: Effects of psychological detachment on negative work-family spillover. Paper at the 2020 Work and Family Researchers Network Conference. *\*Canceled due to COVID-19*
- \*Livingston, B., **McAlpine, K.**, Vanderpool, C. (2020). Couple congruence in gender role traditionalism: The effects on daily work-family negotiation tactics. Paper at the 2020 Work and Family Researchers Network Conference. *\*Canceled due to COVID-19*
- Nishii, L., **McAlpine, K.** (2018, August). A social networks lens to understanding the relationship between inclusive climates and outcomes. M. Yoon (Chair). Symposium at the 2018 Academy of Management Conference, Chicago, IL.
- McAlpine, K.** (2018, August). Flexible work and the effect of informal communication on idea generation and innovation. Paper at the 2018 Academy of Management Conference, Chicago, IL.
- ❖ *Selected for the annual Academy of Management conference best paper proceedings (among the top 10% best accepted papers)*
- McAlpine, K.**, Bell, B., Léon, E. (2018, June). The longitudinal effects of telecommuting on individual and team outcomes. Paper at the 2018 Work and Family Researchers Network Conference, Washington, DC.
- Bell, B., **McAlpine, K.**, Léon, E. (2018, May). The longitudinal effects of telework program users. Paper at the 2018 Distances in Organizations Conference, McGill University, Montréal, CAN.
- McAlpine, K.**, Bell, B., Léon, E. (2018, April). Not all telework is created equal: A closer look at the nature of telework. Poster at the 33<sup>rd</sup> Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- McAlpine, K.**, Bell, B., Léon, E. (2016, June). Unpacking the context of telework: The role of team teleworking density. Paper at the 2016 Work and Family Researchers Network Conference, Washington, DC.
- Livingston, B., **McAlpine, K.**, Vanderpool, C., Hernandez, K. (2016, June). Pulling back the curtain on career negotiation and caregiving: How couples make decisions about work and family. Paper at the 2016 Work and Family Researchers Network Conference, Washington, DC.
- Kossek, E. E., Piszczyk, M., **McAlpine, K.**, Hammer, L., Burke, L. (2016, May). Filling the holes: Work schedulers as job crafters of employment practice in long-term health care. Paper at the 68<sup>th</sup> Labor & Employment Relations Conference, Minneapolis, MN.
- McAlpine, K.**, Rubineau, B., Silbey, S., Seron, C. (2016, March). Gendered peer effects on work-family conflict in male-dominated occupations. Paper at the 2016 Eastern

Sociological Society Meeting, Boston, MA.

- McAlpine, K.** (2016, February). Do flexible work arrangements reduce innovation? Paper at the 2016 International Doctoral Workshop in Industrial Relations at the University of Copenhagen, Copenhagen, Denmark.
- Rubineau, B., Nishii, L., **McAlpine, K.**, Bruyère, S. (2015, October). Returns to workplace social capital for people with disabilities: Evidence from a downsizing large firm. Paper at the People & Organizations Conference, The Wharton School of the University of Pennsylvania, Philadelphia, PA.
- McAlpine, K.**, Bell, B., Léon, E. (2015, May). The consequences of telework: An examination of individual and contextual moderators. Paper at the 67th Labor and Employment Relations Conference, Pittsburgh, PA.
- McAlpine, K.**, Nishii, L., Bruyère, S. (2015, April). To tell or not? Disability disclosure decisions and outcomes. Poster at the 30th Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- McAlpine, K.**, Park, H., Park, H., Dragoni, L. (2014, August). Gender differences in the effectiveness of trust repair efforts of leaders. H. Park & K. McAlpine (Chairs). Symposium at the 2014 Academy of Management Conference, Philadelphia, PA.
- McAlpine, K.** (2014, June). The ripple effect of schedule control. Paper at the 2014 Work and Family Researchers Network Conference, New York City, NY.
- Kossek, E. E., Piszczek, M., **McAlpine, K.**, Hammer, L. (2014, March). Filling the holes: Work schedulers and schedule support (and control) in organizations. Paper at the 2014 Employment Relations in Healthcare Conference (in conjunction with a special issue at *Industrial and Labor Relations Review*), New Brunswick, NJ.
- Kossek, E. E., Piszczek, M., **McAlpine, K.**, Burke, L., Hammer, L. (2013, October). Filling the holes: Work schedulers and schedule support (and control) in organizations. Paper at the People & Organizations Conference, Wharton, Philadelphia, PA.
- Livingston, B., **McAlpine, K.**, Vanderpool, C. (2013, August). Gender, gender role and crossover: How partners in dual-career couples react to work-family conflict. Paper at the 2013 Academy of Management Conference, Orlando, FL.
- Bell, B., Léon, E., **McAlpine, K.** (2013, August). The consequences of telework: An examination of individual and contextual moderators. In N. Tong & S. S. Masterson (Chairs), Symposium at the Academy of Management Conference, Orlando, FL.
- Rubineau, B., Nishii, L., Bruyère, S., **McAlpine, K.**, Dwertmann, D. (2013, July). Social capital effects of workplace accommodations. Paper at the Structuring Work in and Around Organizations workshop at the 2013 EGOS meeting, Montréal, Quebec, Canada.
- Kossek, E., Piszczek, M., **McAlpine, K.**, Hammer, L., Buxbaum, L. (2013, May). Work schedulers and schedule flexibility in organizations. In L. Hammer & S. E. Van Dyck (Chairs), Symposium at the 10th Conference on Occupational Stress & Health, Los Angeles, CA.
- McAlpine, K.**, Park, H., Park, H., Dragoni, L. (2013, April). Gender differences in the effectiveness of trust repair efforts. Poster at the 28th Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Kossek, E.E., **McAlpine, K.**, Piszczek, M.M., Hammer, L. (2012, August). Schedule support: A new perspective on scheduling. In E.E. Kossek, M.M. Piszczek, & K. McAlpine (Chairs), Symposium at the 2012 Academy of Management Conference, Boston, MA.

Boatwright, K., Brainerd, R., **McAlpine, K.**, Nestor, S., (2009, March). Changes in college women's leadership aspirations during their college experience. Poster at the Association for Women in Psychology (AWP) Conference, Newport, RI.

## TEACHING

*\*Partially/Fully Remote due to COVID-19*

### **Rutgers University**, School of Business–Camden

*Talent Management (52:533:463:90)* – Undergraduate (online):

Fall 2018 (Response rate: 53%): Teaching effectiveness: 4.6/5 | Course quality: 4.5/5

Fall 2019 (RR: 56%): Teaching effectiveness: 4.2/5 | Course quality: 4.1/5

Fall 2020 (RR: 41%): Teaching effectiveness: 4.8/5 | Course quality: 4.8/5

Spring 2022 (RR: 50%): Teaching effectiveness: 4.4/5 | Course quality: 4.3/5

*Talent Management (52:533:463:01)* – Undergraduate (in-person):

Spring 2019 (RR: 59%): Teaching effectiveness: 4.3/5 | Course quality: 4.2/5

Fall 2019 (RR: 49%): Teaching effectiveness: 4.1/5 | Course quality: 4.0/5

Spring 2020\* (RR: 57%): Teaching effectiveness: 4.5/5 | Course quality: 4.3/5

Fall 2020\* (RR: 30%): Teaching effectiveness: 4.2/5 | Course quality: 4.5/5

Spring 2021\* (RR: 44%): Teaching effectiveness: 4.3/5 | Course quality: 4.5/5

*Leading Innovation & Creativity (53:533:527:90)* – MBA (online):

Spring 2019 (RR: 80%): Teaching effectiveness: 4.3/5 | Course quality: 4.4/5

Spring 2020 (RR: 67%): Teaching effectiveness: 4.5/5 | Course quality: 4.5/5

Spring 2021 (RR: 62%): Teaching effectiveness: 4.2/5 | Course quality: 4.1/5

Spring 2022 (RR: 61%): Teaching effectiveness: 4.6/5 | Course quality: 4.6/5

### **Michigan State University**, School of Human Resources and Labor Relations

*Research Methods and Analysis (HRLR315)* – Undergraduate (in-person):

Spring 2018 (RR: 67%): Instructor rating: 4.4/5

Fall 2017 (RR 83%): Instructor rating: 4.6/5

### **Cornell University**, School of Industrial and Labor Relations

*Work, Family, and Organizations (ILRHR4655)* – Undergraduate (in-person):

Spring 2015 (RR: 61%): Instructor rating: 4.7/5

## HONORS, AWARDS, AND GRANTS

2021 - 2022	Rutgers School of Business Summer Research Grant
2019	Digital Teaching Fellow, Rutgers University-Camden
2018	Best Dissertation Paper Award, GDO Division, Academy of Management
2018	Early Career Fellow, Work and Family Researchers Network
2013 – 2016	Travel Grant, Cornell Center for Advanced Human Resources, Cornell University
2012 – 2016	Travel Grant, ILR School, Cornell University
2012 – 2016	Travel Grant, Graduate School, Cornell University
2015	Benjamin Miller Fellowship Winner, ILR School, Cornell University

- 2014 Junior Scholar Award, Work and Family Researchers Network
- 2014 Benjamin Miller Fellowship Finalist, ILR School, Cornell University
- 2014 Service Award, GDO Division, Academy of Management
- 2013 & 2014 Best Reviewer Award, GDO Division, Academy of Management
- 2010 Michael L. Moore Endowed Student Leadership Award, SHRLR, MSU
- 2010 Graduate Office Fellowship, Michigan State University
- 2010 Study Abroad Scholarship to China, Michigan State University
- 2009 Shell Scholarship, SHRLR, Michigan State University
- 2009 Donald VanLiere Prize, Distinguished Research in Psychology, Kalamazoo College
- 2009 Donald VanLiere Prize, Distinguished Coursework in Psychology, Kalamazoo College
- 2009 Lucinda Hinsdale Stone Prize for Impressive Scholarship and Research in Women's Studies, Kalamazoo College
- 2009 Senior Leadership Award, Kalamazoo College
- 2009 Honors in Psychology Major (1 of 3 recipients), Kalamazoo College
- 2008 Honors, Senior Individualized Project (1 of 3 recipients), Kalamazoo College
- 2008 Field Internship Student Research Grant, Kalamazoo College
- 2005 – 2009 Dean's List, Kalamazoo College
- 2005 – 2009 Honors Scholarship, Kalamazoo College
- 2006 First-Year Prize in Psychology, Kalamazoo College

## UNIVERSITY SERVICE

---

- 2020 – Member, Strategic Planning Committee, Rutgers School of Business–Camden
- 2020 – Member, Faculty Awards Committee, Rutgers School of Business–Camden
- 2020 – Member, HHMI Driving Change Grant Committee, Rutgers University-Camden
- 2020 Guest speaker: “Business Ethics,” *Debating Ethical Issues Across the Disciplines*, Department of Philosophy and Religion, Rutgers-Camden
- 2019 Panelist: “Gender Wage Gap,” Honors College, Rutgers-Camden
- 2019 Speaker, 2019 Chancellor's New Faculty Research Symposium, Rutgers-Camden
- 2019 Speaker: “Strategic Human Resource Management,” Bloomberg Summer Program, Rutgers School of Business–Camden
- 2018 – 2020 Member, Teaching Committee, Rutgers School of Business–Camden
- 2018 Member, Master's Program Admissions Committee, School of Human Resources and Labor Relations, Michigan State University
- 2017 – 2018 Member, Undergraduate Curriculum Committee, School of Human Resources and Labor Relations, Michigan State University
- 2017 PhD Representative, External Review of Social Sciences, Cornell University
- 2015 – 2016 Member, Research Excellence Committee, ILR School, Cornell University
- 2010 – 2011 President, MSU Chapter, Society for Human Resource Management (SHRM)
- 2007 – 2009 Student Director, Stephanie Vibbert Women's Leadership Research Center, Kalamazoo College



## **PROFESSIONAL SERVICE**

---

- 2019 – Committee Member, Work-Family Researchers Network Membership Committee  
2012 – Reviewer, HR and GDO Divisions, AOM  
2019 – 2020 Committee Member, GDO Best Student Paper Award, AOM  
2015 & 2019 Committee Member, GDO Best Paper Based on a Dissertation Award, AOM  
2018 – 2019 Committee Member, HR Best Student Paper Award, AOM  
2014 – 2016 Editorial Assistant, *Personnel Psychology*  
2013 – 2016 Student Representative, HR Division, AOM  
2013 – 2014 Associate Editor, 2014 GDO Scholarly Program, AOM  
2012 – 2013 Division Chair Assistant, 2013 GDO Professional Development Program, AOM

## **AD HOC REVIEWER**

---

*Journal of Organizational Behavior*  
*Personnel Psychology*  
*Community, Work, & Family*  
*Work & Occupations*

## **MEMBERSHIPS**

---

Academy of Management (AOM)  
Work and Family Researchers Network (WFRN)  
Society for Industrial/Organizational Psychology (SIOP)  
Labor & Employment Relations Association (LERA)  
Society for Human Resource Management (SHRM)  
Phi Beta Kappa, National Honor Society for Outstanding Liberal Arts Graduates  
Phi Beta Delta, National Honor Society for Scholarly Achievement in International Education