

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 –

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

Major: 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. (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*

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.

McAlpine, K. (2015). The ripple effect of schedule control: A social network approach. *Community, Work, & Family*, 18(4), 377-394.

❖ 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.

BOOK CHAPTERS

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.

RESEARCH IN PROGRESS

Piszczek, M. & **McAlpine, K.** Title blinded for review purposes. (Under review)

McAlpine, K., Bell, B., Léon, E. Title blinded for review purposes. (Under review)

Boehm, S. A., Dwertmann, D. J. G., **McAlpine, K.** & Kulkarni, M. Changing the lens to increase innovation: The effect of disability diversity on the continuous improvement mechanism at a premium manufacturer. (Writing stage)

McAlpine, K., & Nishii, L. Don't abandon the water cooler yet: Flexible work arrangements and the unique effect of face-to-face informal communication on idea generation and innovation. (Writing stage)

Nishii, L., **McAlpine, K.**, & Rubineau, B. A social networks lens to understanding the relationship between inclusive workgroup climates and group outcomes. (Writing stage)

Rubineau, B., Hollister, M., Bruyère, S., **McAlpine, K.**, Nishii, L. Effects of workplace social capital among people with disabilities: Evidence from a downsizing firm. (Writing stage)

Livingston, B., **McAlpine, K.**, Vanderpool, C., Hernandez, K. Pulling back the curtain on couple negotiation: The effects of gender role congruity. (Data analysis stage)

Bell, B., **McAlpine, K.**, Léon, E. The longitudinal effects of telework program users. (Data analysis stage)

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

Livingston, B., **McAlpine, K.**, Vanderpool., C. Couple congruence in gender role traditionalism: The effects on daily work-family negotiation tactics. (Data collection stage)

INVITED TALKS

- 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
- Michigan State University, Department of Industrial/Organizational Psychology
- Michigan State University, School of Human Resources and Labor Relations

CONFERENCE SESSION CHAIR, PANELIST, & DISCUSSANT ROLES

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

Co-Chair (2020, June). Casting a light on interpersonal dynamics in work-family scholarship. Symposium at the 2020 Work and Family Researchers Network Conference, New York City, NY.

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

Piszczek, M. & **McAlpine, K.** (2020, June). The bright side of commuting: Effects of psychological detachment on negative work-family spillover. Paper to be presented at the 2020 Work and Family Researchers Network Conference, New York, NY.

Livingston, B., **McAlpine, K.**, Vanderpool., C. Couple congruence in gender role traditionalism: The effects on daily work-family negotiation tactics. Paper to be presented at the 2020 Work and Family Researchers Network Conference, New York, NY.

Nishii, L., **McAlpine, K.** (2018, August). A social networks lens to understanding the relationship between inclusive climates and outcomes. M. Yoon (Chair). Symposium conducted 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 presented at the 2018 Academy of Management Conference, Chicago, IL.
- McAlpine, K., Bell, B., Léon, E.** (2018, June). The longitudinal effects of telecommuting on individual and team outcomes. Paper presented 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 presented 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 to be presented at the 33rd 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 presented 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 presented at the 2016 Work and Family Researchers Network Conference, Washington, DC.
- Kossek, E. E., Piszczek, 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 presented at the 68th 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 presented at the 2016 Eastern Sociological Society Meeting, Boston, MA.
- McAlpine, K.** (2016, February). Do flexible work arrangements reduce innovation? Paper presented 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 presented at the 8th People and 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 presented 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 presented 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 presented 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 presented 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 presented at the 6th 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 presented 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 presented 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 presented 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 presented at the Association for Women in Psychology (AWP) Conference, Newport, RI.

TEACHING

Rutgers University, School of Business–Camden

- Undergraduate: **Talent Management** (52:533:463)
 - Online:
 - Fall 2018 (Response rate: 53%): Teaching effectiveness: 4.6/5 | Course quality: 4.5/5
 - Fall 2019 (Response rate: 56%): Teaching effectiveness: 4.2/5 | Course quality: 4.1/5
 - Face-to-Face:
 - Spring 2019 (Response rate: 59%): Teaching effective.: 4.3/5 | Course quality: 4.2/5
 - Fall 2019 (Response rate: 49%): Teaching effectiveness: 4.1/5 | Course quality: 4/5

- **MBA: Leading Innovation & Creativity (53:533:527)**
 - Online:
 - Spring 2019 (RR 80%): Teaching effectiveness: 4.3/5 | Course quality: 4.4/5

Michigan State University, School of Human Resources and Labor Relations

- Undergraduate: **Research Methods and Analysis (HRLR 315)**
 - Face-to-Face:
 - Spring 2018 (Response rate: 67%): Instructor rating: 4.4/5
 - Fall 2017 (RR 83%): Instructor rating: 4.6/5

Cornell University, School of Industrial and Labor Relations

- Undergraduate: **Work, Family, and Organizations (ILRHR 4655)**
 - Face-to-Face:
 - Spring 2015 (Response rate: 61%): Instructor rating: 4.7/5

HONORS, AWARDS, AND GRANTS

2018	Best Dissertation Paper Award, GDO Division, Academy of Management
2018	Early Career Fellow, Work-Family Researchers Network (WFRN)
2013 – 2016	Travel Grant, Cornell Center for Advanced HR (CAHRS), 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 (WFRN)
2014	Benjamin Miller Fellowship Finalist, ILR School, Cornell University
2014	Service Award, GDO Division, Academy of Management
2013	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

- 2018 – Teaching committee, School of Business–Camden, Rutgers University
2018 Master’s Program Admissions Committee, School of Human Resources and Labor Relations, Michigan State University
2017 – 2018 Undergraduate Curriculum Committee, School of Human Resources and Labor Relations, Michigan State University
2017 External Review of Social Sciences at Cornell University, PhD Representative
2015 – 2016 Research Excellence Committee, ILR School, Cornell University
2010 – 2011 President, MSU Chapter of the Society for Human Resource Management
2007 – 2009 Student Director of the Stephanie Vibbert Women’s Leadership Research Center, Kalamazoo College

PROFESSIONAL SERVICE

- 2019 – Committee Member, Work-Family Researchers Network Membership Committee
2018, 2019 Committee Member, HR Best Student Paper Award, AOM
2015, 2019 Committee Member, GDO Best Paper Based on a Dissertation Award, AOM
2012 – Reviewer, HR and GDO Divisions, 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

MEMBERSHIPS

Academy of Management (AOM)
Work and Family Researchers Network (WFRN)
Society for Industrial/Organizational Psychology (SIOP)

REFERENCES

Dr. Bradford S. Bell

Professor
Human Resource Studies
ILR School
Cornell University
162 Ives Hall
Ithaca, NY 14853
607-254-8054
brad.bell@cornell.edu

Dr. Ellen E. Kossek

Basil S. Turner Professor
of Management
Krannert School
Purdue University
100 S. Grant Street
West Lafayette, IN 47907
(765) 494-6852
ekossek@purdue.edu

Dr. Lisa H. Nishii

Associate Professor
Human Resource Studies
ILR School
Cornell University
171 Ives Hall
Ithaca, NY 14853
607-255-3062
LHN5@cornell.edu