

# KRISTIE LYNNE MCALPINE

Assistant Professor of Management  
Rutgers University  
School of Business–Camden  
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Camden, NJ 08102  
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## ACADEMIC POSITIONS

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### 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

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**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

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**McAlpine, K.**, Piszczek, M. (in press). Faculty unions as a fourth actor: Two paths to supporting women professors in academia. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. <https://doi.org/10.1017/iop.2023.11>

**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. (2023). Leading virtually. *Annual Review of Organizational Psychology and Organizational Behavior*, 10, 339-362. <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. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5(2), 237-240. <https://doi.org/10.1111/j.1754-9434.2012.01438.x>

## BOOK CHAPTERS

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Dwertmann, D. J. G., **McAlpine, K.** (2023). 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. <https://doi.org/10.1515/9783110743647-013>

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. <https://doi.org/10.1108/S0742-730120190000037005>

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. <https://doi.org/10.1017/9781108649636.016>

## PEER-REVIEWED PROCEEDINGS PUBLICATIONS

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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. <https://doi.org/10.5465/AMBPP.2022.154>

**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. <https://doi.org/10.5465/AMBPP.2018.205>

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

## MANUSCRIPTS UNDER REVIEW

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\*Klein, F., **McAlpine, K.**, McClean, E. Title redacted for peer review. (1<sup>st</sup> revise and resubmit requested: *Academy of Management Journal*) \*Equal contribution among authors

**McAlpine, K.**, Bell, B., Léon, E. Title redacted for peer review. (Under review: *Journal of Organizational Behavior*)

Piszczek, M., **McAlpine, K.** Title redacted for peer review. (Under review: *Journal of Management*)

Dwertmann, D. J. G., Boehm, S. A., **McAlpine, K.**, Kulkarni, M. Title redacted for peer review. (Under review: *Organization Science*)

## **RESEARCH IN PROGRESS**

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**McAlpine, K.**, Piszczek, M., Raghuram, S. Breaks, interruptions, and transitions when working from home. (Writing stage)

\*Livingston, B., **McAlpine, K.** The effect of couple congruence in segmentation preferences. (Writing stage) \*Equal contribution among authors

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

## **INVITED PRESENTATIONS**

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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, Industrial/Organizational Psychology

Michigan State University, School of Human Resources and Labor Relations

## **MEDIA**

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*NPR*

(February 2023). [Reframing your commute.](#)

*The Conversation*

(February 2023). [A journey from work to home is about more than just getting there – the psychological benefits of commuting that remote work doesn't provide.](#) (retitled and republished by: *World Economic Forum, NPR, Fortune, Scientific American, The Philadelphia Inquirer, Chicago Sun-Times*, among others; [translated into Spanish](#))

*BBC*

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

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

*The New York Times*

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

*WalletHub.com*

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

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

## **CONFERENCE CHAIR, PANELIST, & DISCUSSANT ROLES**

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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, 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. *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**

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**McAlpine, K.** & Dwertmann, D. (2023, June). Considering where work happens: An expanded disability contingency framework for the workplace. Presentation accepted for the 9th International Community, Work & Family Conference, Rio de Janeiro, Brazil.

Piszczek, M. M., & **McAlpine, K.** (2023, April). A role transition and psychological recovery perspective of the work-to-home commute. F.A. Dosumu & Y. Li (Co-Chairs). Symposium at the 2023 Society for Industrial and Organizational Psychology Conference, Boston, MA.

- 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).
- Piszczek, 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).
- Piszczek, 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., 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 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 67<sup>th</sup> 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 30<sup>th</sup> 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

Fall 2022 (RR: 62%): Teaching effectiveness: 4.6/5 | Course quality: 4.7/5

*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

Fall 2022 (RR: 50%): Teaching effectiveness: 5.0/5 | Course quality: 4.8/5

*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**

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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**

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2022	Member, HR/OB Tenure-Track Search Committee, Rutgers School of Business–Camden
2020 –	Member, Strategic Planning Committee, Rutgers School of Business–Camden
2020 –	Member, Faculty Awards Committee, Rutgers School of Business–Camden
2020 – 2021	Member, HHMI Driving Change Grant Committee, Rutgers University-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 Student Representative, Social Sciences External Review, 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**

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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, <i>Personnel Psychology</i>
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**

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*Journal of Organizational Behavior*

*Personnel Psychology*

*Community, Work, & Family*

*Work & Occupations*

## **MEMBERSHIPS**

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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