

## Education:

### **: Doctor of Philosophy**

Smeal College of Business, Pennsylvania State University

-Expected Graduation: May 2016

-Department: Management and Organization

-Dissertation: Scaling Cliffs and Chasms: Examining Micro-processes of Inclusion through the Lens of Autism Job Coaches

\*\*INFORMS/Organization Science Dissertation Proposal Competition Finalist (Fall 2015)

-Dissertation Committee: Aparna Joshi (Chair), Glen Kreiner, Forrest Briscoe, David McNaughton

School of Labor & Employment Relations, University of Illinois at Urbana-Champaign

-Doctoral Student of Human Resources and Industrial Relations, *August 2010-May 2012*

### **: Master of Human Resources and Industrial Relations**

University of Illinois at Urbana-Champaign, *May 2010*

### **: Bachelor of Arts**

University of Illinois at Urbana-Champaign, *May 2007*

-Major: Spanish/ Minor: International Studies/Concentration in Latin America & the Caribbean

## Research and Publications:

*Johnson, T.D.* & Joshi, A. Dark Clouds or Silver Linings? Implications of an Autism Diagnosis for Workplace Well-Being. *Journal of Applied Psychology* (In Press)

*Johnson, T.D.* & Joshi, A. 2015. On the Front Lines of Disclosure: Unpacking the Identity Work of Disclosure Recipients. In John Humphreys (Ed.), *Proceedings of the Seventy-fifth Annual Meeting of the Academy of Management*.

*Johnson, T.D.* & Joshi, A. 2014. Disclosure on the Spectrum: Understanding Disclosure among Employees on the Autism Spectrum. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7: 278-281.

Kramer, A., Bhave, D., & *Johnson, T.D.* 2013. Personality and group performance: The importance of group personality composition & task characteristics. *Personality and Individual Differences*, 58: 132-137.

### **Manuscripts Under Review:**

Joshi, A., *Johnson, T.D.*, & Kreiner, G. Beast or God? Unpacking a Bounded Sociality in Organizations through an Autistic Lens. *Administrative Science Quarterly* (Revise & Re-submit)

Gray, B., & *Johnson, T.D.*, Kish-Gephart, J., & Tilton, J. The Double Whammy of Class and Race: Negotiating social mobility among first-to-college students. *Organization Studies* (Under Review)

*Johnson, T.D.* & Joshi, A. On the Front Lines of Disclosure: A Relational Framework for Understanding Disclosure Responses in Diverse Workplaces. *Academy of Management Review* (Under Review)

## Research in Progress:

Humphrey, S., **Johnson, T.D.**, Aime, F., & Macy, R. (*Data collection/analysis stage*). Rise of the Celebrity Employee: How A Permeable Organizational Form Produces Celebrity in the Age of the Long Tail. (*Target journal: Administrative Science Quarterly*)

**Johnson, T.D.**, Jones, K.S., Houston, L. (*Model development stage*). Seen but Not Seen: Re-framing 'Visibility' of Stigmatized Identities in the Workplace. (*Target journal: Academy of Management Review*).

Jones, K.S., **Johnson, T.D.**, & Houston, L. (*Data collection/analysis stage*) Make the Jump to Get the Bump: Managing Stigma and Negotiating Status as African American Professionals. (*Target journal: Academy of Management Journal*)

## Conference Presentations and Symposia (Proceedings Marked with \*):

**Johnson, T.D.** 2015 (August). Going Between: Strategies for-and Effects of-Dismantling Stigma in Organizations. In Wareham, J.D. & Kreiner, G. (Symposium co-chairs), *Out of the Shadows: Shedding New Light on Stigmatized Work and Workers*. Academy of Management Meeting, Vancouver, Canada.

Gray, B., **Johnson, T.D.**, & Kish-Gephart, J. 2015 (August). Class, Race and Intersectional Barriers to Identity Development in Socially Mobile College Students in the U.S. In Kish-Gephart, J., & Gray, B. (Symposium Co-Chairs), *Understanding the Implications of Social Class at Work*. Academy of Management Meeting, Vancouver, Canada.

\***Johnson, T.D.** & Joshi, A. 2015 (August). On the Front Lines of Disclosure: Unpacking the Identity Work of Disclosure Recipients. Paper Presentation. Academy of Management Meeting, Vancouver, Canada.

**Johnson, T.D.**, & Joshi, A. 2015 (August). Uncovering the Root Causes of Gender Inequity: Developing an Agenda for Actionable Research. Co-chairs of PDW to be conducted at the Academy of Management Annual Meeting, Vancouver, Canada.

Gray, B., **Johnson, T.D.**, & Kish-Gephart, J. 2015 (July). The double whammy of class and race: intersectional hurdles to social mobility. In Sub-theme 34: Inequality, Institutions and Organizations. European Group for Organizational Studies, Athens, Greece.

**Johnson, T.D.**, Kreiner, G.E., & Joshi, A. 2014 (August). Organizers of the symposium (*Showcase*)-Identity Work on the Fringes: Creating and Maintaining Identity Legitimacy. Academy of Management Annual Meeting, Philadelphia, PA. August 2014

Joshi, A., **Johnson T.D.**, & Kreiner, G.E. 2014 (August). Beast or God? Unpacking an Autistic Identity in Organizations. To be presented as part of the symposium-Identity Work on the Fringes: Creating and Maintaining Identity Legitimacy. Academy of Management Annual Meeting, Philadelphia, PA.

**Johnson, T.D.** 2014 (August). Diagnosis Matters: Employment Implications of Early Diagnosis among Autistic Adults. Presented at the 74<sup>th</sup> Academy of Management Annual Meeting, Philadelphia, PA.

**Johnson, T.D.** & Joshi, A. 2014 (May). Stigma on the spectrum: disclosure experiences among individuals with autism. Poster presented at the Society for Industrial and Organizational Psychology, Honolulu, HI.

**Johnson, T. D.** & Joshi, A. 2013 (August) More than meets the eye: Unpacking the complexity of invisible stigmas and their disclosure.

**Johnson, T.D.** & Joshi, A. 2013 (August) Stigma on the Spectrum: A model of (non)disclosure for autistic individuals in the workplace. Symposium presentation.

**Johnson, T.D.**, & Joshi, A. 2013 (October). Stigma on the Spectrum: A model of (non)disclosure for autistic individuals in the workplace. Department Presentation.

Kramer, A., Bhawe, D., & *Johnson, T.D.* 2011 (October) Personality and group performance: The importance of group personality composition & task characteristics.” Paper presented at Midwest Academy of Management.

### **Research Assistance**

- Research Assistant, LER (Penn State), Professor Niki Dickerson vonLockette, June 2015-Present
- Research Assistant, Smeal College of Business (Penn State) Professor Aparna Joshi, August 2012-Present
- Research Assistant, LER (Illinois), Professor Aparna Joshi, June 2011-May 2012
- Research Assistant, LER (Illinois), Professor Amit Kramer, August 2010-May 2011
- Research Assistant, Center for Prevention Research & Development, Spring 2007

### **Honors and Awards**

- INFORMS/Organization Science Dissertation Proposal Competition Finalist (Fall 2015)
- Ossian R. MacKenzie Outstanding Teaching Award (Spring 2015)
- Smeal Small Research Grant (Spring 2015)
- Pennsylvania State University’s Africana Research Center Grant (Fall 2014)
- Smeal Small Research Grant (Fall 2014)
- Smeal Small Research Grant (Spring 2014)
- FLAS Fellowship (Summer 2010)
- James Aiken Scholarship Recipient (Spring 2006)

### **Teaching Experience**

- Business Ethics & Society (MGMT 451W)
  - Spring 2015 (instructor evaluation- 6.44/7)
  - Fall 2013 (instructor evaluation- 6.64/7)
- Organizational Behavior (MGMT 326)
  - Fall 2014 (instructor evaluation- 6.76/7)

### **Professional Associations**

- Society of Industrial and Organizational Psychology (2013-Present)
- Midwest Academy of Management (2011-2012)
- Academy of Management (2011-Present)

### **Professional Service Activities**

#### **Reviews:**

- Reviewer: Academy of Management Annual Meeting (GDO; 2015)
- Reviewer: Academy of Management Annual Meeting (GDO; 2014)
- Reviewer: Academy of Management Annual Meeting (GDO/OB; 2013)
- Reviewer: Academy of Management Annual Meeting (GDO/OB/HR; 2012)

#### **Committee Membership:**

- GDO Best Student Conference Paper Award Committee Member (*ad hoc*): Academy of Management Annual Meeting (2014)
- PhD Project Sub-Committee Member (2013-Present)
- GDO Best Student Conference Paper Award Committee Member (*ad hoc*): Academy of Management Annual Meeting (2012)

### **Languages**

- Spanish (Verbal, Reading, Writing)
- Portuguese (Verbal, Reading, Writing)
- English (Verbal, Reading, Writing)

### **Past Work Experience (Non-Academic)**

- 2004-2010 *Project Manager*: MetLife Auto & Home Insurance Co.