

Christina B. Hymer, Ph.D.
Curriculum Vitae

Department of Management and Entrepreneurship
Haslam College of Business
University of Tennessee

Email: chymer@utk.edu

ACADEMIC WORK EXPERIENCE

Assistant Professor of Management and Entrepreneurship Aug 2021 - Present
University of Tennessee
Haslam College of Business

EDUCATION

Ph.D. in Business Administration May 2021
Darla Moore School of Business, University of South Carolina
Concentration: OB/HR

Bachelor of Science, Industrial and Labor Relations May 2012
School of Industrial and Labor Relations, Cornell University

One-Year Direct Enrollment Study Abroad, London School of Economics May 2011
Concentration: Human Resources Management

RESEARCH

Interests

Identity; Callings; Work arrangements

Publications

Hymer, C. B., Csillag, B., & Cockburn, B. Who's behind the red suit? Exploring role prototypicality within calling enactment among professional Santas. *In press at Academy of Management Journal*. [*100+ media mentions]

Hymer, C. B., & Smith, A. D. 2024. Making exceptions exceptional: A cross-methodological review and future research agenda. *Journal of Management*, 50(6): 2374-2402.

Jones, J. J., **Hymer, C. B.**, Roccapiore, A., & Smith, B. 2024. Does religion matter to angels? Understanding entrepreneurial investor decision-making. *Small Business Economics*, 62(4): 1337-1360.

Thatcher, S. M. B., **Hymer, C. B.**, & Arwine, R. 2023. Pushing back against power: Using a multilevel power lens to understand intersectionality in the workplace. *Academy of Management Annals*, 17(2): 710-750

Weller, I., **Hymer, C. B.**, Nyberg, A., & Ebert, J. 2019. How matching creates value: Cogs and wheels for human capital resources research. *Academy of Management Annals*, 13(1): 188-214.

Liu, X., Park, J., **Hymer, C. B.**, & Thatcher, S. M. B. 2019. Multidimensionality: A cross-disciplinary review and integration, *Journal of Management*, 45(1): 197-230.

***Bailey, C. C.**, & Dragoni, L. 2013. Repatriation after global assignments: Current HR practices and suggestions for ensuring successful repatriation, *People and Strategy*, 36(1): 48-57.

*Denotes maiden name

Works in Progress

Hymer, C. B., Maltarich, M. A., & Thatcher, S. M. B. [Flexible work arrangements]. *4th R&R at Organization Science*.

Hymer, C. B., Raineri, T. J., Steinbach, A., & Schepker, D. J. [CEO non-work identities]. *Under 3rd review at Academy of Management Journal*.

Dragoni, L., **Hymer, C. B.**, Woodruff, T., Yoon, S., LePine, J., Young, L., Li, H. [Team performance]. *Under 3rd review at Journal of Applied Psychology*.

Hymer, C. B., Havrylyshyn, H., Cockburn, B., Yakushko, N., & Thatcher, S. M. B. [Identity events]. *2nd R&R at Journal of Management*.

Ray, C., **Hymer, C. B.**, & Thatcher, S.M.B, [Multiple identities]. *Under review at Administrative Science Quarterly*.

Hymer, C. B., Kautz, J., & Bolumole, Y. [Identity switching]. *Preparing for submission to Personnel Psychology*.

Conference Presentations

Haddox, A., Hymer, C. B., & Smith, A. D. 2025. Generalizability in interpretive qualitative research: A review and way forward. EGOS Annual Conference, Athens, Greece.

Jones, E.J., & Hymer, C.B. 2024. Follow your polar star, reboot, or be a nomad? Career change profiles in pursuit of meaningful work. Academy of Management Annual Conference, Chicago, IL. Note: This presentation was presented at the following symposium: "Navigating career transitions: Early development, alternative paths, and late career-perspective." *Winner of AOM Best Career Division Symposium

Jones, J.J., Hymer, C.B., Roccapiore, A.Y., & Smith, B.R. 2024. Does religion matter to angels? Exploring the influence of religion in entrepreneurial investor decision-making. Annual LIFE (Leading the Integration of Faith and Entrepreneurship) Conference, virtual.

Raineri, T.J., Hymer, C.B., Steinbach, A., & Schepker, D.J. 2024. The impact of CEO parenthood status on flexible work policies and employee leave and turnover decisions. Work and Family Researchers Network Conference, Montral, Canada.

Arwine, R., Hymer, C. B., & Cardon, M. 2023. "The Catch-22 of Coworking Climates." Babson College Entrepreneurship Research Conference, Knoxville, TN.

Hymer, C. B., Smith, A. D. 2022. "Harnessing the Positive Side of Negative Cases: Exemplars and Queries for Qualitative Researchers." Academy of Management Annual Conference, Seattle, WA. (Received Best Paper Award for the Research Methods Division)

Liu, X., Hymer, C. B., & Nsair, V. 2022. "The Impact of Asymmetry in Interrole Conflict Perceptions within Couples on Workers' Outcomes." Academy of Management Annual Conference, Seattle, WA. Note: This presentation was presented at the following symposium: "Novel Perspectives on Employees' Work-Family Dynamics."

- Hymer, C. B., Liu, X., Savage, J., & Thatcher, S. M. B. 2021. "Who I'm going to become is no longer clear! COVID-19's impact on future professional identity clarity." Academy of Management Annual Conference (virtual).
- Hymer, C. B., Ray, C. & Thatcher, S. M. B. 2021. "Words as a conveyor of internal strife: Tales from working mothers during COVID-19." Academy of Management Annual Conference (virtual).
- Hymer, C. B., Brown, S., & Thatcher, S. M. B. 2021. "Perceptions of virtual team communication effectiveness: The role of team member identity motives and media characteristics." Presented at Hawaii International Conference on System Sciences, Kauai, Hawaii (virtual).
- Hymer, C. B. & Ravlin, E. C. 2020. "Unpacking particularized relational identity development among boundary spanners." Academy of Management Annual Conference, Vancouver, Canada (virtual).
- Ravlin, E. C., & Hymer, C. B., 2020. "Unpacking relational identity development among B2B sellers." Society for Industrial and Organizational Psychology Annual Conference, Austin, TX (virtual)
- Thatcher, S. M. B., Brown, S., & Hymer, C. B. 2019. "Virtual identity communication in computer-mediated communication (CMC) teams." INGRoup Annual Conference, Lisbon, Portugal.
- Hymer, C. B. 2019. "Extending conceptualizations of identity threat: The effect of identity threat(s) on the self." Academy of Management Annual Conference, Boston, MA.
- Hymer, C. B., Liu, X., & Park, J. 2019. "Managing multiple identities in response to identity threat and enhancement: The moderating role of team faultlines." Academy of Management Annual Conference, Boston, MA.
- Hymer, C. B., Korsgaard, M.A., & Bliese, P. 2019. "Longitudinal leadership transitions: Seeing myself as a leader (or not)." Academy of Management Annual Conference, Boston, MA. Note: This presentation was presented at the following symposium: "Managing identities across time: The influence of past, present, and future identities on the self."
- Hymer, C. B., & Ravlin, E. C. 2018. "Identity work behaviors after an international experience." Academy of Management Annual Conference, Chicago, IL. Note: This presentation was presented at the following symposium: "Identity transitions: Advancing theories on when and how individuals evolve their sense of self."
- Hymer, C. B. 2018. "A holistic understanding of shared workspaces: A guiding typology and framework." Academy of Management Annual Conference, Chicago, IL.

Chaired Symposia and Professional Development Workshops

- "Navigating parenthood in academia: Crafting your career and village as a parent academic" Professional development workshop at the 2025 Academy of Management Annual Conference, Copenhagen, Denmark.

“From the minivan to the empty nest: Navigating parenthood in academia” Professional development workshop at the 2024 Academy of Management Annual Conference, Chicago, IL. *Received AOM Best Community Building PDW Award

“Managing identities across time: The influence of past, present, and future identities on the self” Symposium at the 2019 Academy of Management Annual Conference, Boston, MA.

“Identity transitions: Advancing theories on when and how individuals evolve their sense of self” Symposium at the 2018 Academy of Management Annual Conference, Chicago, IL

Technical Reports

Wright, P., Schepker, D., Nyberg, A., Cragun, O., & Hymer, C. (2017). CFO and CHRO Succession: Comparing and Contrasting the Roles.

Wright, P., Nyberg, A., Schepker, D., Cragun, O., & Hymer, C. (2017). Inside the C-Suite: The CEO, the Board, and the ELT.

Wright, P., Nyberg, A., Schepker, D., Cragun, O., & Hymer, C. (2017). Diversity in CEO Succession Pools: Present State, Past Obstacles, and Future Solutions.

TEACHING EXPERIENCE

Instructor, Strategic Performance Management, HRM535 (graduate), Spring 2026
Haslam College of Business, University of Tennessee

Instructor, Negotiations and Conflict Management, MGT470 (undergraduate), Spring 2026
Haslam College of Business, University of Tennessee

Instructor, Leadership Styles/Situational Leadership, Academic Leadership Academy with University of Tennessee Graduate School of Medicine, July 2026

Instructor, Conflict Negotiation, Academic Leadership Academy with University of Tennessee Graduate School of Medicine, February 2026

Instructor, Negotiations and Conflict Management, MGT470 (undergraduate), Fall 2025
Haslam College of Business, University of Tennessee (4.94/5.00)

Instructor, Strategic Performance Management, HRM535 (graduate), Spring 2025
Haslam College of Business, University of Tennessee (4.29/5.00)

Instructor, Introduction to Business Management, MGMT 202 (undergraduate), Fall 2024
Haslam College of Business, University of Tennessee (4.50/5.00)

Instructor, Introduction to Business Management, MGMT 202 (undergraduate), Fall 2024
Haslam College of Business, University of Tennessee (4.38/5.00)

Instructor, Introduction to Business Management, MGMT 202 (undergraduate), Fall 2024
Haslam College of Business, University of Tennessee (4.27/5.00)

Instructor, Strategic Performance Management, HRM535 (graduate), Summer 2024
Haslam College of Business, University of Tennessee (4.60/5.00)

Instructor, Introduction to Business Management, MGMT 202 (undergraduate), Spring 2024
Haslam College of Business, University of Tennessee (4.45/5.00)

Instructor, Introduction to Business Management, MGMT 202 (undergraduate), Spring 2024
Haslam College of Business, University of Tennessee (4.29/5.00)

Instructor, Introduction to Business Management, MGMT 202 (undergraduate), Fall 2023
Haslam College of Business, University of Tennessee (4.34/5.00)

Instructor, Strategic Performance Management, HRM535 (graduate), Summer 2023
Haslam College of Business, University of Tennessee (4.15/5.00)

Instructor, Introduction to Business Management, MGMT 202 (undergraduate), Spring 2023
 Haslam College of Business, University of Tennessee (4.49/5.00)

Instructor, Introduction to Business Management, MGMT 202 (undergraduate), Spring 2022
 Haslam College of Business, University of Tennessee (4.39/5.00)

Instructor, Introduction to Business Management, MGMT 202 (undergraduate), Spring 2022
 Haslam College of Business, University of Tennessee (4.43/5.00)

Instructor, Introduction to Business Management, MGMT 202 (undergraduate), Fall 2021
 Haslam College of Business, University of Tennessee (4.41/5.00)

Instructor, Organizational Behavior, MGMT 376 (undergraduate), Spring 2021
 Darla Moore School of Business, University of South Carolina (4.47/5.00)

Teaching assistant (under the guidance of Dr. Mark Maltarich), Human Resources Metrics and
 Research, MGMT 725 (graduate), Fall 2020
 Darla Moore School of Business, University of South Carolina

Teaching assistant (under the guidance of Dr. Robert Ployhart), HR Experiential Project
 (Advanced HR Metrics), MGMT 737 (graduate), Fall 2020
 Darla Moore School of Business, University of South Carolina

Instructor, Principles of Management, MGMT 371 (undergraduate), Summer 2019
 Darla Moore School of Business, University of South Carolina (4.66/5.00)

SERVICE

Institution

Supervision

SEO PhD Summer Research Project – Annabelle Gallup (Summer 2025)

GLS Undergraduate Thesis – Meg Wisheart '25

SEO PhD Summer Research Project – Janelle Bremer (Summer 2024)

Department Representative

OB/HR Tenure/Tenure-track search committee	2025-2026
Department Head search committee	2025
New building committee	2022 - present
MSMHR curriculum review committee	2023 - present
Judge, OB case competition	2021

Co-chair (University of South Carolina)

Doctoral Student Roundtable, Darla Moore School of Business	2017 – 2018
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Department Representative (University of South Carolina)

Doctoral Student Association, Darla Moore School of Business	2016 – 2021
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Academic Research Assistant (University of South Carolina)

University of South Carolina, Columbia, SC

Dr. Robert Ployhart and Dr. Mark Maltarich, Fall 2020; Spring 2021

Dr. Audrey Korsgaard, Spring 2019 – Summer 2020

Dr. Elizabeth Ravlin, Fall 2017 – Summer 2018

Dr. Sherry Thatcher, Fall 2016 – Summer 2017; Fall 2018

Professional

Editorial Review Board

Journal of Organizational Behavior (2025-present)

Reviewer

Academy of Management: OB Division, 2017 – present

*Best Reviewer Award (2025)

Ad hoc reviewer

Academy of Management Journal

Academy of Management Review

Human Resource Management Review

Journal of Business Venturing

National Science Foundation

Strategic Organization

ILR Review

Management Science

Gender, Work, and Organization

HIGHLIGHTED MEDIA MENTIONS

The Heart of Christmas: Compassion, Calling, and Care. 2025. *JustLove Sirius XM Radio*.

<https://justloveblog.org/2025/12/20/the-heart-of-christmas-compassion-calling-and-care/>

The Adults Who Devote Their Lives to Being Santa Claus. 2025. *Vice*.

<https://www.vice.com/en/article/the-adults-who-devote-their-lives-to-being-santa-claus/>

The Three Types of Santa Claus Revealed. 2025. *Newsweek*. <https://www.newsweek.com/three-types-professional-santa-claus-revealed-father-christmas-11174644>

What makes a true Santa is inside – and comes with the red suit. 2025. *The Conversation*. (5,549 reads as of 01/06/2026): <https://theconversation.com/what-makes-a-true-santa-is-inside-and-comes-with-the-red-suit-269569>

Grab your laptop and pull up a chair at these coworking sites in the Rock Hill area. 2024. *Post and Courier*. https://www.postandcourier.com/rock-hill/business/shared-spaces-coworking-wfh-office-rock-hill-employees/article_8739d1e2-a9aa-11ee-84da-8b0b246a7686.html

What is intersectionality? A scholar of organizational behavior explains. 2023. *The Conversation*. (18,386 reads as of 01/06/2026): <https://theconversation.com/what-is-intersectionality-a-scholar-of-organizational-behavior-explains-215508> **selected for inclusion in McGraw Hill's Actively Learn program for students.

Understanding the role of intersectionality in the workplace. 2023. University of Tennessee Haslam College of Business Media. <https://haslam.utk.edu/news/understanding-the-role-of-intersectionality-in-the-workplace/>

UT expert breaks down paid family leave research after new Knox County policy. *WATE6*: <https://www.wate.com/news/tennessee/expert-breaks-down-paid-family-leave-research-after-new-knox-county-policy/>

AWARDS & GRANTS

Best Reviewer Award (Organizational Behavior Division), 2025 Academy of Management Annual Conference

Best AOM Career Division Symposium Award (participant). ‘Navigating career transitions: Early development, alternative paths, and late-career perspective’. *2024 Academy of Management Annual Conference*.

Best Community Building PDW Award (co-organizer). ‘From the minivan to the empty nest: Navigating parenthood in academia’. *2024 Academy of Management Annual Conference*.

Early Career Research Fellow: *2024 Work Family Research Network*: <https://wfrn.org/early-career-fellowship/>

Promising Researcher Award, Darla Moore School of Business (2020)
https://www.sc.edu/study/colleges_schools/moore/about/press_room/news_and_announcements/2020/phdawards2020.php

PhD Student Spotlight, Darla Moore School of Business (2020)
https://www.sc.edu/study/colleges_schools/moore/about/press_room/news_and_announcements/2020/christinahymer2020.php

Co-PI, Darla Moore School Research Grant, University of South Carolina. 2019. “Identity threat resilience” (\$3,600)

Co-PI, Darla Moore School Research Grant, University of South Carolina. 2019. “Identity dynamics in start-up collaboration teams” (\$5,000)

Co-PI, Darla Moore School Research Grant, University of South Carolina. 2019. “Multilevel investigation of intra- and inter-organizational collaboration”. (\$5,000)

Co-PI, Moore School Research Grant Program, University of South Carolina. 2018. “Examining the trajectories of employee attitudes in response to an office move” (\$2,839)

Co-PI, Riegel & Emory HR Center Research Grant, University of South Carolina. 2018. “The role of identity in successful leadership transitions: Qualitative coding support” (\$2,500)

Co-PI, Moore School Research Grant Program, University of South Carolina. 2017. “Identity work behaviors after an international experience” (\$5,000)

Co-PI, Riegel & Emory HR Center Research Grant, University of South Carolina. 2017. “Exploring the intersection between work and flexible space within shared workspaces” (\$3,140)

INVITED TALKS AND PRESENTATIONS

Strathmore University (Nairobi, Kenya; Invited Research Talk), October 2025

Stevens Institute of Technology (Invited Research Talk), April 2025

Walmart Supply Chain Leadership Program (Leadership Diversity), Fall 2023, Spring 2024, Summer 2024, Fall 2024, Spring 2025, Summer 2025

North Carolina State University (Dr. Patrick Flynn; MBA Consulting Course), November 2023

NON-ACADEMIC WORK EXPERIENCE

Deloitte Consulting , New York, NY and Nashville, TN <i>Consultant</i> , HR Transformation (SAP/SuccessFactors) <i>*Promoted to Senior Consultant</i> , effective October 2016	2014-2016
<i>Analyst</i> , HR Transformation (SAP/SuccessFactors; HR Service Delivery)	2012-2014
Goldman Sachs , London, United Kingdom <i>Summer Human Capital Analyst</i>	2011
Morningstar Europe , London, United Kingdom <i>Human Resources Intern</i>	2011
N Street Village , Washington, DC. <i>Education and Employment Center Intern</i>	2010
U.S. House of Representatives , Washington, DC. <i>Congressional Intern (Rahm Emanuel – 5th Congressional District, IL)</i>	2008