

Christina B. Hymer, Ph.D.
Curriculum Vitae

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

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ACADEMIC WORK EXPERIENCE

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

EDUCATION

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

Bachelor of Science, Industrial and Labor Relations	May 2012
<i>School of Industrial and Labor Relations, Cornell University</i>	

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

RESEARCH

Interests

Professional identity; Intersectionality; Multiple identities; Work arrangements

Publications

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.

Works in Progress

Thatcher, S. M. B., **Hymer, C. B.**, & Arwine, R. [Intersectionality]. *3rd round R&R at Academy of Management Annals*.

Hymer, C. B., & Smith, A. D. [Methodological article for review issue]. *1st round R&R at Journal of Management*

Hymer, C. B., Maltarich, M. A., & Thatcher, S. M. B. [Flexible work arrangements]. *1st round R&R at Organization Science*.

Jones, J. J., **Hymer, C. B.**, Roccapiore, A., & Smith, B. [Venture faith integration]. *1st round R&R at Small Business Economics*

Hymer, C. B., Csillag, B., & Cockburn, B. [Identity/Image]. *Finalizing manuscript for submission to Academy of Management Journal*.

Dragoni, L., Li, H., Woodruff, T., LePine, J., **Hymer, C. B.**, Young, L. [Team adaptive performance]. *Finalizing manuscript for submission to Journal of Applied Psychology*.

Hymer, C. B. & Schepker, D. J. [CEO work/family demands]. *Preparing manuscript for submission to Journal of Management*

Ray, C., **Hymer, C. B.**, & Thatcher, S. M. B. [Mixed-race experiences at work]. *Preparing manuscript for submission to Academy of Management Journal*.

Hymer, C. B., Kautz, J., & Bolumole, Y. [Identity translations]. *Data collection*.

Arwine, R., **Hymer, C. B.**, & Cardon, M. [Motivation climate]. *Study design*.

Hymer, C. B., & Munyon, T., [Mindfulness]. *Study design*.

Fuller, R., & **Hymer, C. B.** [Small talk]. *Study design*.

Conference Presentations

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

"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, 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

Co-chair

Doctoral Student Roundtable, Darla Moore School of Business 2017 – 2018

Management Department Representative

Doctoral Student Association, Darla Moore School of Business 2016 – 2021

Academic Research Assistant

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

Reviewer

Academy of Management: OB Division, 2017 – present

Ad hoc reviewer

Academy of Management Review

Human Resource Management Review

Journal of Organizational Behavior

Strategic Organization

AWARDS & GRANTS

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)

NON-ACADEMIC WORK EXPERIENCE

Deloitte Consulting, New York, NY and Nashville, TN

Consultant, HR Transformation (SAP/SuccessFactors) 2014-2016

**Promoted to Senior Consultant*, effective October 2016

Analyst, HR Transformation (SAP/SuccessFactors; HR Service Delivery) 2012-2014

Goldman Sachs, London, United Kingdom

Summer Human Capital Analyst 2011

Morningstar Europe, London, United Kingdom

Human Resources Intern 2011

N Street Village, Washington, DC.

Education and Employment Center Intern 2010

U.S. House of Representatives, Washington, DC.

Congressional Intern (Rahm Emanuel – 5th congressional district, IL) 2008