

YURIANNA S. KIMMONS

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Academic Positions

Assistant Professor Oklahoma State University, Spears School of Business
2018 - present

Education

PhD University of Texas at Austin, 2018
Management (Organizational Behavior)

MS University of Texas at Austin, 2014
Management (Organizational Behavior)

BBA University of Notre Dame, 2008
Management Consulting and Anthropology, *Summa Cum Laude*

Journal Publication

Burris, E. R., Martins, L. L., & Kimmons, Y. (2022). Mixed Messages: Why managers (do not) endorse employee voice. *Organizational Behavior and Human Decision Processes*, 172, 104185. <https://doi.org/10.1016/j.obhdp.2022.104185>

Burris, E. R., Rockmann, K. W., & Kimmons, Y. (2017). The value of voice (to managers): Employee identification and the content of voice. *Academy of Management Journal*, 60(6), 2099-2125. <https://doi.org/10.5465/amj.2014.0320>

Work In Progress

Kimmons, Y. Killing ideas without killing future possibilities: Managing employee voice rejection.

Harrison, D. A., Martins, L. L., & Kimmons, Y. Does difference = distance? Experiencing diversity as psychological construal of teams.

Kimmons, Y., & Howell, T. The consequences of female impression management and backlash concerns on the choice to voice.

Kimmons, Y., Martins, L. L., & Burris, E. R. The “how’s” and “why’s” behind voice evaluation: The effect of construal fit on endorsement of voice.

Conference Presentations (*Presenter asterisked)

*Kimmons, Y. (2020). Gender effects on prohibitive voice behaviors and evaluations. Academy of Management annual meeting (online only), August.

*Kimmons, Y. (2019). The aftermath of “no”: The effects of managerial idea rejection on employee voice. Academy of Management annual meeting, Boston, MA, August.

- *Kimmons, Y. (2016). Killing ideas without killing future possibilities: Managing employee voice rejection. Academy of Management annual meeting, Anaheim, CA, August.
- *Kimmons, Y. (2016). The impact of gender on impression concerns and voice. Academy of Management annual meeting, Anaheim, CA, August.
- Harrison, D. A., Martins, L. L., & *Kimmons, Y. (2016). Diversity experienced as psychological distance: Insights and data on team member differences via construal level theory. Academy of Management annual meeting, Anaheim, CA, August.
- *Kim, Y. (2015). Little resources to spare: The consequences of female TMT members' impression management and voice. INGROU annual meeting, Pittsburgh, PA, July.
- *Kim, Y, Burris, E. R., & Martins, L. L. (2014). Tailoring the pitch: The impact of idea framing and regulatory fit on endorsement of voice. Academy of Management annual meeting, Philadelphia, PA, August.
- Burris, E. R., Rockmann, K., & *Kim, Y. (2014). The value of voice (to managers): Employee identification and the content of voice. Academy of Management annual meeting, Philadelphia, PA, August.
- Harrison, D. A., Martins, L. L., & *Kim, Y. (2014). Does difference = distance? Experiencing diversity as psychological construal of teams in time. Academy of Management annual meeting, Philadelphia, PA, August.

Chaired Conference Symposia

- Kimmons, Y. (2016). An exploration of team and managerial effects on employee voice frequency and quality. Academy of Management annual meeting, Anaheim, CA, August.
- Kimmons, Y. (2016). An exploration of promotive/prohibitive content and diversity effects on voice. Academy of Management annual meeting, Anaheim, CA, August.
- Kim, Y. (2014). The power of speaking up in organizations: An exploration of outcomes of voice. Academy of Management annual meeting, Philadelphia, PA, August.

Awards and Grants

- 2016 Fred Moore Assistant Instructor Award for Teaching Excellence Department Nomination
- 2016 William W. and Ruth F. Cooper Endowed Presidential Fellowship, University Graduate Continuing Fellowship
- 2014 & 2015 David Bruton, Jr. Graduate School Fellowship
- 2014 Best Symposium Award, Organizational Behavior Division, Academy of Management annual conference
- 2012 Eugene and Dora Bonham Memorial Fund Research Award for Psychological Distance Questionnaire Development project

Teaching

Oklahoma State University

Negotiations MGMT4713 (hybrid online), Spring 2022	4.7/5
Organizational Behavior MGMT 3123 (OSU-Tulsa, evening class), Spring 2022	3.6/5
Negotiations MGMT4713 (online), Spring 2021	4.84/5
Negotiations MGMT4713 (online at half semester), Spring 2020	4.9/5 instructor; 3.7/4 course
Organizational Behavior MGMT 3123, Fall 2019	4.6/5 instructor; 3.4/4 course
Organizational Behavior MGMT 3123, Spring 2019	4.6/5 instructor; 3.4/4 course
Organizational Behavior MGMT 3123, Fall 2018	4.3/5 instructor; 3.1/4 course

University of Texas at Austin

Organizational Behavior MAN336, Fall 2017	4.8/5 instructor; 4.3/5 course
Organizational Behavior MAN336, Summer 2015	4.5/5 instructor; 4.3/5 course

Professional Service

Ad-hoc Reviewing

Journal of Organizational Behavior (2021-present)

Conference Reviewing and Service

OB division reviewer, Academy of Management annual conference (2013-present)

New Doctoral Student Consortium Program Planning Committee member, Academy of Management annual conference (2014-2015)

University Service

Spears School of Business Diversity Equity and Inclusion Council, Committee member (2021-present)

Ph.D. Project annual conference, University of Texas Management Department Representative (2015)

Other Service

Committee for Asian Americans in Business Academia, Invited Panelist (2021)

East Asian Women of Management Group, Co-Chair (2018-2019)

Prior Organizational Work Experience

Assistant Director of Advisory Councils and Special Projects, University of Notre Dame, University Relations, Fall 2011 – Summer 2012

Assistant Director to the Vice President of University Relations, University of Notre Dame, University Relations, Summer 2010 – Fall 2011

Business Planning Associate, Frozen Brands, General Mills, Sales, Fall 2009 – Summer 2010

Business Management Associate, Frozen Brands, General Mills, Sales, Fall 2008 – Fall 2009