

CATHERINE E. KLESHINSKI

Assistant Professor | Kelley School of Business | Indiana University

1309 E 10th Street, Bloomington, IN 47405

ckleshin@iu.edu | catherinekleshinski.com

Updated March 2025

EDUCATION

Ph.D., Purdue University, Krannert School of Management (2021)
Organizational Behavior and Human Resource Management

B.S., University of Dayton, School of Business, *magna cum laude* (2011)
Majors: Marketing and International Business
Minor: French
Honors program with research thesis

ACADEMIC EMPLOYMENT

Indiana University, Kelley School of Business, Bloomington, Indiana
Assistant Professor (2021-present), Department of Management and Entrepreneurship

RESEARCH INTERESTS

Interpersonal relationships, dyadic methods (e.g., actor-partner interdependence modeling, social relations modeling), work-nonwork interface, communication, organizational justice

REFEREED PUBLICATIONS

Kleshinski, C. E., Wilson, K. S., Stevenson-Street, J. M., & Rosokha, L. M. (2024). Coping with work–nonwork stressors over time: A person-centered, multistudy integration of coping breadth and depth. *Journal of Applied Psychology*, *109*, 1765–1793.
<https://doi.org/10.1037/apl0001207>

Zhang, K., Li, Yixuan, Yin, K., & **Kleshinski, C. E.** (2024). Perceived leader inclusion and employee work-to-family conflict: A daily diary study. *Journal of Managerial Psychology*, *39*, 1030-1045. <https://doi.org/10.1108/JMP-07-2023-0421>

Watkins, T., **Kleshinski, C. E.**, Longmire, N. H., & He, W. (2023). Rekindling the fire and stoking the flames: How and when workplace interpersonal capitalization facilitates pride and knowledge sharing at work. *Academy of Management Journal*, *66*, 953-978.
<https://doi.org/10.5465/amj.2021.1022>

Kleshinski, C. E., Wilson, K. S., DeRue, D. S., & Conlon, D. E. (2023). Does justice need to be in the eyes of both beholders? Examining face-to-face and virtual negotiators' interactional justice congruence. *Negotiation and Conflict Management Research*, *16*, 100-131. <https://lps.library.cmu.edu/NCMR/article/id/555/>

Li, Yixuan, **Kleshinski, C. E.**, Wilson, K. S., & Zhang, K. (2022). Age differences in affective responses to inclusion experience: A daily diary study. *Personnel Psychology*, 75, 805-832. <https://doi.org/10.1111/peps.12484>

*2023 Top 10 most cited articles in *Personnel Psychology*.

Wilson, K. S., **Kleshinski, C. E.**, & Matta, F. K. (2021). You get me: Examining the implications of couples' depersonalization agreement for employee recovery. *Personnel Psychology*, 74, 265-293. <https://doi.org/10.1111/peps.12410>

Kleshinski, C. E., Wilson, K. S., Stevenson-Street, J. M., & Scott, B. A. (2021). Principled leader behaviors: An integrative framework and extension of why leaders are fair, ethical, and non-abusive. *Academy of Management Annals*, 15, 1-36.

<https://doi.org/10.5465/annals.2019.0029>

*Lead article.

*2021 Top 10 Most Read and Cited: <https://aom.org/research/journals/journal-information/most-read-and-cited-2021>

REVISE & RESUBMIT AND UNDER REVIEW [Title redacted to protect blind review]

† Indicates current IU PhD student

Kleshinski, C. E., †Asay, S. L., Watkins, T., Lee, S., & Krishnan, S. (2nd round R&R.) *Journal of Applied Psychology*.

Li, Yixuan, **Kleshinski, C. E.**, Lu, B., Methot, J. R., Tang, G., & Huang, C. (Under review.) *Organizational Behavior and Human Decision Processes*.

Kleshinski, C. E., Li, Yixuan, Watkins, T., Methot, J. R., Wilson, K. S., Tang, G., & Huang, C. (Under review.) *Personnel Psychology*.

WORKING PAPERS

Schabram, K., Trzebiatowski, T.*, **Kleshinski, C. E.***, Tosti-Kharas, J., & Wrzesniewski, A. [Interpersonal effects of calling.] Target journal: *Journal of Applied Psychology*. *2nd & 3rd authors contributed equally.

Rosokha, L. M.*, **Kleshinski, C. E.***, Wilson, K. S., Chen, J. (P.), & Baumann, H. M. [Dual earner couples.] Target journal: *Organization Science*. (*Shared 1st author). Planning additional data collection.

Kleshinski, C. E., Wilson, K. S., & Methot, J. R. [Blended talk.] Target journal: *Journal of Management*.

SELECTED CURRENT RESEARCH PROJECTS

† Indicates current IU PhD student

Zipay, K. P., **Kleshinski, C. E.**, Wilson, K. S., & †Asay, S. L. (Writing stage). [Leisure coordination in dual-earner couples.] Target journal: *Academy of Management Journal*.

Zhan, Y., **Kleshinski, C. E.**, Chung, S., & Noe, R. (Data analysis stage). [Employee learning and knowledge sharing.] Target journal: *Academy of Management Journal*.

Kleshinski, C. E., Li, S., & Li, Yujia. (Data analysis stage). [Workplace disclosures.] Target journal: *Academy of Management Journal*.

Kleshinski, C. E., Frank, E., Wilson, K. S., Matta, F. K., & †Ghafourian, T. (Data analysis stage). [Justice motives.] Target journal: *Academy of Management Journal*.

Longmire, N. H., Watkins, T., **Kleshinski, C. E.**, & He, W. (Data analysis stage). [Leader disclosures.]

Kleshinski, C. E., Wilson, K. S., Muir, C. & Dunford, B. B. (Field study data analyzed; planning additional data collection). [Justice and leadership.] Target journal: *Organizational Behavior and Human Decision Processes*.

Kleshinski, C. E., Watkins, T., Diab, H., & †Asay, S. L. (Author order TBD; ideation stage). [Positive workplace disclosures.] Target journal: *Academy of Management Journal*.

CONFERENCE PRESENTATIONS

Kleshinski, C. E., Asay, S. L. (presenter), Watkins, T., Lee, S., & Krishnan, S. 2024, August. Countervailing Reputational Implications of Sharing Personal Good News at Work. In S. Asay and C. Kleshinski (chairs), *Human Conversations at Work: Exploring Responses to Personal Communication Across Work Relationships*. Symposium conducted at the annual meeting of the Academy of Management. Chicago, IL.

Kleshinski, C. E. & Wilson, K. S. 2024, August. Coworkers' Cross-Domain Conversations: Energizing and Preoccupying Effects of COVID-19 Talk. In A. Colbert and M. Mucci-Ferris (chairs) and E. Heaphy (discussant), *The Implications of Increasingly Porous Boundaries for Workplace Relationships*. Symposium conducted at the annual meeting of the Academy of Management. Chicago, IL.

Kleshinski, C. E., Wilson, K. S., Stevenson-Street, & Rosokha, L. M. 2023, August. Latent transitions of coping with work-nonwork stressors. In B. M. Fogel and A. Bartels (chairs) and J. Trougakos (discussant), *Exploring Work-Nonwork Recovery: Dynamics Across Individuals, Couples, and Contexts*. Symposium conducted at the annual meeting of the Academy of Management. Boston, MA.

*Finalist for Organizational Behavior Division Best Symposium Award

Zipay, K., **Kleshinski, C. E.**, & Conder (Asay), S. 2023, August. Understanding parallel & synchronized leisure practices for couples & influence on career outcomes. In B. M. Fogel and A. Bartels (chairs) and J. Trougakos (discussant), *Exploring Work-Nonwork Recovery: Dynamics Across Individuals, Couples, and Contexts*. Symposium conducted at the annual meeting of the Academy of Management. Boston, MA.

*Finalist for Organizational Behavior Division Best Symposium Award

Kleshinski, C. E., Li, Yixuan, Huang, C., Wilson, K. S., & Tang, G. 2023, August. Benefiting

- from balance: Positive nonwork event disclosure in the workplace. In C. Du and T. Watkins (chairs) and D. Liu (discussant), *Can I Tell You Something? Implications of Event Disclosures at Work for Disclosers and Responders*. Symposium conducted at the annual meeting of the Academy of Management. Boston, MA.
- Schabram, K. F., Trzebiatowski, T., **Kleshinski, C. E.**, Tosti-Kharas, J., & Wrzesniewski, A. 2022, August. Considering the “We” in “Me”aningfulness: The Impact of Called Members on Team Conflict. In L. Hedden (chair) and M. G. Pratt (discussant), *Meaningful Work Across Levels of Analysis*. Symposium conducted at the annual meeting of the Academy of Management. Seattle, WA.
*Finalist for Managerial and Organizational Cognition Division Best Symposium Award
- Watkins, T., **Kleshinski, C. E.**, Longmire, N., & He, W. 2022, August. How and When Employees Proactively Extend the Benefits of Past Positive Work Events to Coworkers. Paper presented at the annual meeting of the Academy of Management. Seattle, WA.
- Rosokha, L. M., Wilson, K. S., Baumann, H. M., & **Kleshinski, C. E.** 2022, June. The carryover of social evaluations at home to self-evaluations at work: Distinct mechanisms for men and women. Paper presented at the biannual conference of the Work and Family Researchers Network. New York, New York.
- Kleshinski, C. E.**, Wilson, K. S., & Methot, J. R. 2022, April. Dyadic cross-domain conversations: Energizing and preoccupying effects of COVID-19 talk. In S. Yoon, N. Chawla, K. Zipay (chairs), and M. M. Butts (discussant), *Navigating the Work-Life Interface during the COVID-19 Pandemic*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Li, Yixuan, **Kleshinski, C. E.**, Wilson, K. S., & Zhang, K. 2021, August. Age differences in affective responses to daily inclusion: A daily diary method. Paper virtually presented (asynchronous) at the annual meeting of the Academy of Management.
*Best Paper (among top 10% of accepted papers submitted to GDO Division); published in the Proceedings of the 2021 Academy of Management Meeting.
- Zipay, K. P., **Kleshinski, C. E.**, & Wilson, K. S. 2021, August. Examining the emotional and behavioral effects of dyadic leisure practices in dual-income couples. In M. L. Ganster and A. S. Gabriel (chairs), *Rethinking Work-Nonwork Spillover: The Critical Role of Work and Nonwork Relationships*. Virtual symposium (synchronous) conducted at the annual meeting of the Academy of Management.
- Stevenson-Street, J. M., **Kleshinski, C. E.**, & Dineen, B. R. 2021, August. Alleviating pandemic panic: The role of organizations in reducing job insecurity and COVID-19 fear. Paper virtually presented (synchronous) at the annual meeting of the Academy of Management.
- Kleshinski, C. E.**, Wilson, K. S., & Dunford, B. B. 2020, August. Am I being fair? Implications of dyadic justice agreement for leader well-being, health, and performance. In M. Montanye and J. Nielsen (chairs), *Don't Forget About the Leader: Illuminating the Link*

Between Leader Behaviors and Leader Well-Being. Virtual symposium (asynchronous) conducted at the annual meeting of the Academy of Management.

Rosokha, L. M., Wilson, K. S., Baumann, H. M., & **Kleshinski, C. E.** 2020, August. Social undermining in couples: The role of recovery and impact on family-work conflict and performance. In E. E. Kossek, C. E. Kleshinski, and L. M. Rosokha, *Interpersonal Perspectives on Work-Nonwork Dynamics: Theoretical and Empirical Explorations*. Symposium accepted for the annual meeting of the Academy of Management.

Rosokha, L. M., Wilson, K. S., Baumann, H. M., & **Kleshinski, C. E.** 2020, June. Is recovery better for men or women? The impact of recovery on dual-earner couples' work outcomes following negative interactions at home. In H. M. Baumann and L. M. Rosokha, *Couples' Work-Family Experiences: Exploring Gender Role Dynamics*. Symposium accepted for the biannual conference of the Work and Family Researchers Network.

Kleshinski, C. E. 2019, October. The company we keep: The implications of coworker friendships for employee resources, well-being, and work outcomes. *Krannert PhD Research Symposium*. Purdue University, West Lafayette, IN.

*Runner-up for Best Presentation in session by Krannert faculty judges.

Wilson, K. S., & **Kleshinski, C. E.** (presenter). 2019, August. You get me: Examining the implications of couples' depersonalization agreement for employee recovery. In Z. Chen, *Stressors in the Work-Family Interface: An Exploration through Multiple Levels*. Symposium conducted at the annual meeting of Academy of Management. Boston, MA.

*Designated Showcase Symposium (among top 10% of symposia).

Kleshinski, C. E. 2018, November. Does fairness need to be in the eye of *both* beholders? Investigating negotiators' similarity in interpersonal justice across negotiation mediums. *Krannert PhD Research Symposium*. Purdue University, West Lafayette, IN.

Kleshinski, C. E., & Wilson, K. S. 2018, August. Family supportive supervision intervention and trajectories of work-family conflict and burnout. In S. Pichler and Y. Park, *Improving Work-Family Life through Family-Supportive Supervisor Behaviors*. Symposium conducted at the annual meeting of the Academy of Management. Chicago, IL.

Conlon, D. E., Wilson, K. S., & **Kleshinski, C. E.** 2018, July. Justice congruence in virtual and face-to-face negotiation dyads. In A. Amit, *Seeing the Other Side: Antecedents and Consequences of Actual and Perceived Counterpart's Personality*. Symposium conducted at the annual conference of the International Association for Conflict Management. Philadelphia, PA.

Kleshinski, C. E., & Wilson, K. S. 2018, June. You feel me? Examining the implications of couples' burnout agreement on employee outcomes at work and home. In H. Baumann, *Situational, Individual, and Interpersonal Factors Relating to Engagement in or Disengagement from Work and Nonwork Roles*. Symposium conducted at the biannual conference of the Work and Family Researchers Network. Washington, D. C.

Kleshinski, C. E., & Wilson, K. S. 2018, March. Leader-member exchange and belongingness: The role of gender dissimilarity in leaders' and members' citizenship behaviors. *Breaking Bias: Leadership Excellence and Gender in Organizations Symposium*, Purdue University, West Lafayette, IN.

Kleshinski, C. E. 2017, November. You feel me? An examination of burnout agreement in romantic couples. *Krannert PhD Research Symposium*. Purdue University, West Lafayette, IN.

*Designated Best Presentation in the session by Krannert faculty judges.

Kleshinski, C. E., Wilson, K. S., & Kossek, E. E. 2017, August. Dyadic work-nonwork mechanisms and outcomes: A relational approach. In H. M. Baumann and C. E. Kleshinski, *We're in This Together: The Influence of Employees' Work-Family Experiences on Other Individuals*. Symposium conducted at the annual meeting of the Academy of Management. Atlanta, GA.

*Designated Showcase Symposium by the OB division (among top 10% in division).

*Nominated for Academy of Management Careers Division Best Symposium Award.

Kleshinski, C. E. 2016, March. Gender and interpersonal power in organizations: The role of perceived trustworthiness. Poster presented at the *Leadership Excellence and Gender Symposium*, Purdue University, West Lafayette, IN.

CHAired CONFERENCE SESSIONS

Asay, S. L., & **Kleshinski, C. E.** 2024, August. *Human Conversations at Work: Exploring Responses to Personal Communication Across Work Relationships*. Academy of Management, Chicago, IL.

Kossek, E. E., **Kleshinski, C. E.**, & Rosokha, L. M. 2020, August. *Interpersonal Perspectives on Work-Nonwork Dynamics: Theoretical and Empirical Explorations*. Symposium accepted for the annual meeting of the Academy of Management, Vancouver, Canada.

Baumann, H. M., & **Kleshinski, C. E.** 2017, August. *We're in This Together: The Influence of Employees' Work-Family Experiences on Other Individuals*. Academy of Management, Atlanta, GA.

*Designated Showcase Symposium by the OB division (among top 10% in division).

*Nominated for Academy of Management Careers Division Best Symposium Award.

TEACHING

Indiana University, Kelley School of Business

Leadership—Honors (BUS-Z 304)

Fall 2021, Spring 2022, Spring 2023, Fall 2023, Spring 2024, Fall 2024

*Nominee, Sauvain Undergraduate Teaching Award (2025)

In-person, required for Business Honors undergraduate students, and previously required for Liberal Arts and Management Program (LAMP) Honors Certificate

Named by at least one senior in Class of 2024 in the Kelley School's Undergraduate Senior Exit Survey as "someone who made a significant difference in their journey"

Featured by IU Kelley School's Instagram: Collaboration with IU Jacobs School of Music jazz quartet team dynamics demonstration (Fall 2023):

<https://www.instagram.com/p/CzWWOjftow1/>

See also: <https://vimeo.com/901604148/cd6124bba3?share=copy>

HR Systems and Organizational Effectiveness (BUS-Z 540)

Spring 2023 (Second 7-week session)

Synchronous Online, required for Masters of Healthcare Management program

Featured in Faculty Spotlight for the MSHM program:

<https://blogs.iu.edu/mshm/spotlights/faculty-spotlights/professor-catherine-e-kleshinski/>

Purdue University, Krannert School of Management

Introduction to Organizational Behavior (OBHR 330), Instructor of Record

Spring 2017

*Awarded with Krannert Certificate for Distinguished Teaching

Leadership (OBHR 662), Teaching Assistant/Grader for Dr. Kelly Wilson

Fall 2018 and Fall 2019: Weekend MBA Program, Online Hybrid

Fall 2017 and Spring 2019: Masters and Weekend MBA programs

PROFESSIONAL SERVICE ACTIVITIES AND AFFILIATIONS

Editorial Review Board Member, *Personnel Psychology* (January 2025-present)

Ad-hoc Reviewer

Academy of Management Review (2023-present)

Journal of Applied Psychology (2022-present)

Organization Science (2024-present)

Personnel Psychology (2024)

Organizational Behavior and Human Decision Processes (2022-present)

Group & Organization Management (2024-present)

Journal of Managerial Psychology (2025-present)

Journal of Organizational Behavior (2016)

Conference Reviewer

Academy of Management, OB Division (2017-present)

Invited Round Table Discussant, *Halfway There, But Now What? Advice for Pre-Dissertation*

Doctoral Students (13th Annual), Annual Meeting of the Academy of Management

(August 2021)

Panelist, *Junior and Senior Faculty Career Advice Panel*, Inaugural IU-Purdue OBHR

Gathering, West Lafayette, IN (May 2024)

Student Representative, 2-Year Term, OB Division of the Academy of Management (2018-2020)
 2020, Spring. Moderated and contributed to planning of AOM OB Division Webinar
*Successfully Navigating COVID-19 as a Doctoral Student – A Q&A with the OB
 Division Executive Team*, https://www.youtube.com/watch?v=W_3Q2nTKgrg
 2018 and 2019, Summer. Assisted with planning and execution of the *OB Doctoral
 Consortium*

Discussion Facilitator, National Science Foundation Workshop for *Fostering Gender and Work-
 Life Inclusion for Faculty in Understudied Contexts: An Organizational Science Lens*.
 Purdue University, West Lafayette, IN (October 2018)

Affiliations

Academy of Management (2015-present)
Society for Industrial and Organizational Psychology (2015-present)
Work and Family Researchers Network (2018-present)
Center for Positive Organizations Community of Scholars (2021-present)

UNIVERSITY SERVICE

Indiana University, Kelley School of Business

Member, Dissertation Committee, Savannah Asay (2025-present)
 Member, Dissertation Committee, Jaewook Lee (2024)
 Grader, First Year Paper for Management and Entrepreneurship PhD program, Tania
 Ghafourian (Fall 2024)
 Member, Kelley Behavioral Research Taskforce (2023-present)
 Panelist, Preregistration Discussion, PhD Seminar on Experiments (Spring 2024)
 Member, OBHR Faculty Recruiting Committee (Fall 2023)
 Organizer, Management and Entrepreneurship Department Junior Faculty and Doctoral
 Student Writing Group (Summer 2023-present)
 Faculty Coordinator, Management and Entrepreneurship Department Undergraduate
 Subject Pool/Research Participation for D270 (Summer-Fall 2023)
 Faculty Judge, Center of Excellence for Women & Technology Undergraduate Research
 Hackathon (February 2023)
 Faculty Judge, Kelley Direct (Online MBA), Kelley on Campus Strategy Blitz (May
 2022, May 2023)

Purdue University, Krannert School of Management

Invited Presenter, Management Department Job Market Experiences and Advice (July
 2021)

AWARDS AND GRANTS

Kelley Research Funds Recipient (Fall 2023: \$2,047; Summer 2024: \$3,750; Fall 2024: \$5,160)

2023 ‘Best Reviewer’ Award, Organizational Behavior Division, Academy of Management

Recipient of the 2020 Lee Hakel Graduate Student Scholarship (\$3,500), *Society for Industrial
 and Organizational Psychology*

The Blake Family Fund for Ethics, Leadership and Governance (\$6,700), Krannert School of Management, Purdue University (2019-2021)

Krannert Doctoral Research Funds, Krannert School of Management, Purdue University
 2021: For proposal *Do Leaders Know They Are Fair (Or Unfair)? Examining Leader Self-Awareness of Fairness Behaviors* (\$2,320)
 2020: For proposal *The Company We Keep: Implications of Coworker Friendship for Employees* (\$3,500)

OBHR Area PhD Student Research Grants, Krannert School of Management, Purdue University
 (2020: \$1,600; 2019: \$500; 2018: \$250; 2017: \$1,000)

Purdue Research Foundation Grant, Krannert School of Management, Purdue University (Spring and Summer, 2018)

Purdue Graduate Student Government Travel Grant (\$500), Purdue University (2018)

PhD Research Symposium, Krannert School of Management, Purdue University
 Runner-Up for Best Presentation in Session (2019)
 Best Presentation in Session (2017)

Krannert Certificate for Distinguished Teaching, Krannert School of Management, Purdue University (2017)

Nominated by Academy of Management Careers Division for Best Symposium, co-chaired with H. M. Baumann, *We're in This Together: The Influence of Employees' Work-Family Experiences on Other Individuals*, Academy of Management (2017)

BRIEF TALKS

Kleshinski, C. E. 2020, December. YouTube video accompanying *Academy of Management Annals* article entitled *Principled leader behaviors: An integrative framework and extension of why leaders are fair, ethical, and non-abusive*. Produced by the Krannert School of Management. <https://youtu.be/0mmurTakvIQ>

Kleshinski, C. E. 2018, November. YouTube video: *PhD student Catherine Kleshinski discusses her research on the impact of work relationships*. Produced by the Krannert School of Management. https://www.youtube.com/watch?v=jQ_lE5itIjY

Kleshinski, C. E., & Rosokha, L. M. 2018, August. *Peer accountability at work: How to maximize performance without breaking bridges*. Presented at annual staff training at France A. Córdoba Recreational Sports Center, Purdue University, West Lafayette, IN.

MEDIA MENTIONS

Dissertation research featured by Purdue Graduate School News (November 2020):
<https://www.purdue.edu/gradschool/news-events/2020/11/Graduate-students-seek-pandemic-silver-lining.html#studying>

OTHER WORK EXPERIENCE

Rockfish Interactive – *E-commerce analytics and research*, Cincinnati, OH (2013-2015)

Barefoot Proximity – *Web and e-commerce analytics*, Cincinnati, OH (2012-2013)

POSSIBLE – *Research and analytics*, Cincinnati, OH (2011-2012)

MeadWestvaco – *Market/retail research internship*, Dayton, OH (2010-2011)