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### **ACADEMIC POSITION**

**Georgia Institute of Technology, Scheller College of Business**  
Assistant Professor, Organizational Behavior, July 2016-Present

### **EDUCATION**

#### **Pennsylvania State University**

Ph.D., Smeal College of Business, Department of Management and Organization, 2016

#### **University of Illinois at Urbana-Champaign**

Ph.D., School of Labor & Employment Relations, 2010-2012

Master of Human Resources and Industrial Relations, 2010

B.A. Spanish and International Studies, 2007

### **RESEARCH AND PUBLICATIONS**

1. **Johnson, T.D.**, Joshi, A., Kreiner, G. Bridgework: A Model of Brokering Relationships Across Social Boundaries in Organizations. *Organization Science (in press)*
2. Tai, K., Lee, K., Kim, E., **Johnson T.D.**, Wang, W., Duffy, M., & Kim, S. 2021. Gender, Bottom-line Mentality, and Workplace Mistreatment: The Roles of Gender Norm Violation and Team Gender Composition. *Journal of Applied Psychology*.
3. Lyons, B., Lynch, J., & **Johnson, T.D.** 2020. Disclosure Threats in the Workplaces. *Organizational Behavior and Decision Making Processes* .
4. **Johnson, T.D.**, Joshi, A., & Hogan, T. 2020. On the Front Lines of Disclosure: A Conceptual Framework of Disclosure Events. *Organizational Psychology Review*.
5. Gray, B., **Johnson, T.**, Kish-Gephart, J., & Tilton, J. 2017. Identity Work by First-Generation College Students to Counteract Race and Class-Based Micro-aggressions. *Organization Studies*.
6. **Johnson, T.D.** & Joshi, A. 2016. Dark Clouds or Silver Linings? A Stigma Threat Perspective on the Implications of an Autism Diagnosis for Workplace Well-Being. *Journal of Applied Psychology*, 101(3): 430-449.
7. **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*.
8. **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.

9. Kramer, A., Bhawe, 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:**

1. **Johnson, T.D.**, Joshi, A., Kreiner, G., & Speach M.E. *Name of paper and journal removed to protect anonymity in review process.*
2. Nelson, J., & **Johnson, T.D.** *Name of paper and journal removed to protect anonymity in review process.*
3. Ghosh, R., Roberts Gibson, K., Lyons, B., **Johnson, T.D.**, & Pek, S. *Name of paper and journal removed to protect anonymity in review process.*

### **Research in Progress:**

1. **Johnson, T.D.** Stigma and relationships in workplaces. (preparing for submission)
2. **Johnson, T.D.**, Forrester, J., & Reed, N.D. Healing Race and Gender Based Trauma from Work Events. (preparing for submission)
3. Lyons, B., **Johnson, T.D.**, Pek, S., Ghosh, R., & Roberts Gibson, K. Subversive Inclusion. (preparing for submission)
4. Forrester, J. & **Johnson, T.D.** Negotiations and Equity in Workplaces (preparing for submission)

### **CONFERENCE PRESENTATIONS AND SYMPOSIA (Proceedings Marked with \*):**

1. **Johnson, T.D. 2021** (August), In Gibson, K & Longmire N (co-chairs) Symposium: How Much Do I Tell You? The Interpersonal Dynamics of Self-Disclosure at Work. 81<sup>st</sup> Annual Academy of Management Meeting (Remote due to global pandemic)
2. **Johnson, T.D. 2021** (August), In Johnson, E., Khatija, P., & Liu, H. (co-chairs) Symposium: Intersectional Trauma of Women of Color in Academe: Cultivating Trauma-informed Organizations. 81<sup>st</sup> Annual Academy of Management Meeting (Remote due to global pandemic)
3. **Johnson, T.D. 2021** (August). *Presenter* In Edwardson, N., Jennings, J., Silvera G. (co-chairs), Professional Development Workshop (PDW): Organizational Determinants of Health: Conceptualizing Diversity & Inclusion in Healthcare Mgmt. 81<sup>st</sup> Annual Academy of Management Meeting (Remote due to global pandemic)
4. **Johnson, T.D. 2020** (August), In McCluney, C., Seegars, L., Cha, S., & Warren, M (co-chairs), Professional Development Workshop (PDW): Bridging Positive Organizational Scholarship and Diversity, Equity, and Inclusion. 80<sup>th</sup> Annual Academy of Management Meeting, Vancouver (changed to remote annual meeting due to the global pandemic)
5. **Johnson, T.D. 2020** (August), In, Johnson, E., Khatija, P., & Liu, H. (co-chairs). Resilience of Women of Color in Academe: Mitigating the Double Bind. 80<sup>th</sup> Annual Academy of Management Meeting, Vancouver (changed to remote annual meeting due to the global pandemic)
6. **Johnson, T.D.** 2019 (April), In Houston, L. (Chair), SIOP Doctoral Consortium Professional Development Workshop : Qualitative Research Roundtable. Society for Industrial-Organizational Psychologists, Washington DC.

7. **Johnson, T.D.** 2018 (August), In Baldrige, D., & Ng, E. (co-chairs), GDO Doctoral Consortium Professional Development Workshop : Realistic Job Preview Panel. Academy of Management Meeting, Chicago, IL.
8. **Johnson, T.D.**, Joshi, A., & Kreiner, G.E. 2017 (August). Scaling Cliffs, Crossing Chasms: A Process of 'Localized De-stigmatization' in Organizations. Academy of Management Meeting, Atlanta, GA.
9. Lashley, K. & **Johnson, T.D.** 2017 (August) (Symposium Co-Chairs). Evaluating Social Evaluations: All Different, But Similar, Or Maybe It Just Depends? Academy of Management Meeting, Atlanta, GA.
10. Humphrey, S., **Johnson, T.D.**, Aime, F., & Macy, R. 2017 (August). The Rise of the Celebrity Employee: How Permeable Organizational Boundaries Unlock Celebrity. Academy of Management Meeting, Atlanta, GA.
11. **Johnson, T.D.** 2017 (April) Creating Inclusive Workplaces by Dismantling Stigma: A Case of Autism Job Coaches. In Jones, K., & Sawyer, K. (Symposium Chair), *Mental Illness at Work: Individual Experiences and Organizational Support* (Symposium). Society of Industrial Organizational Psychologists, Orlando, FL.
12. **Johnson, T.D.** 2017 (April) Go Betweens and Disclosure Dynamics. In Lyons, B. & Volpone, S. (Symposium Co-Chairs), *Don't ask, I'll tell: New considerations in stigma disclosure research* (Symposium). Society of Industrial Organizational Psychologists, Orlando, FL.
13. **Johnson, T.D.** 2016 (December). Going Between: A Framework for De-Stigmatization in Organizations. Half-Baked: The Research Group Brown Bag Series.
14. **Johnson, T.D.** 2016 (December). Going Between: A Framework for De-Stigmatization in Organizations. Compassion Lab Brown Bag Series.
15. **Johnson, T.D.** 2016 (August). Bridge Work: Examining the Compassion-Stigma Interplay through the Lens of Autism Job Coaches. In Livne-Tarandach, R. (Symposium Chair), *Empowering Compassion: Exploring How and Why Compassion Can Be Expanded and Leveraged (Showcase Symposium)*. Academy of Management Meeting, Anaheim, CA.
16. **Johnson, T.D.**, & Lyons, B.J. 2016 (August) (Symposium Organizers) *Bridging the Gap: Shedding Light on New Frontiers of Diversity and Inclusion Research*. Academy of Management Meeting, Anaheim, CA.
17. Jones, K., **Johnson, T.D.**, & Houston, L. 2016 (August). Can You See Me Now? Social Invisibility and Career Success for the Black Professional Class. In Kish-Gephart & **Johnson, T.D.** (Symposium co-chairs), *Peeling Back the Layers: Social Class and Inequality at Work*. Academy of Management Meeting, Anaheim, CA.
18. **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.
19. 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.
20. \***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.
21. **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.

22. 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.
23. **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
24. Joshi, A., **Johnson T.D.**, & Kreiner, G.E. 2014 (August). Beast or God? Unpacking an Autistic Identity in Organizations. In Johnson, Kreiner, & Joshi (Symposium Co-Chairs) Identity Work on the Fringes: Creating and Maintaining Identity Legitimacy. Academy of Management Annual Meeting, Philadelphia, PA.
25. **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.
26. **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.
27. **Johnson, T. D.** & Joshi, A. 2013 (August) More than meets the eye: Unpacking the complexity of invisible stigmas and their disclosure.
28. **Johnson, T.D.** & Joshi, A. 2013 (August) Stigma on the Spectrum: A model of (non)disclosure for autistic individuals in the workplace. Symposium presentation.
29. **Johnson, T.D.**, & Joshi, A. 2013 (October). Stigma on the Spectrum: A model of (non)disclosure for autistic individuals in the workplace. Department Presentation.
30. 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.

## **HONORS AND AWARDS**

- Georgia Tech Diversity and Inclusion Fellow (2020-2021)
- Georgia Power Professor of Excellence (2018-2019)
- 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 (\*indicates courses that I created)**

- Work, Equity, and Wellness - Undergraduates\* (Georgia Tech)
  - Spring 2022- 1 section
- Work, Equity, and Wellness- MBAs\* (Georgia Tech)
  - Summer 2021 – 1 section
- Organizational Theory PhD Seminar (Georgia Tech)
  - Fall 2018 – 1 section

- Organizational Behavior (Georgia Tech)
  - Fall 2016 – 2 sections
  - Fall 2017 – 3 sections
  - Fall 2018 – 2 sections
  - Fall 2019 – 3 sections
  - Spring 2021 – 2 sections
  - Spring 2022- 1 section
- Human Resources (Georgia Tech)
  - Spring 2021 – 1 section
- Business Ethics & Society (MGMT 451W)
  - Spring 2015
  - Fall 2013
- Organizational Behavior (MGMT 326)
  - Fall 2014

## **PROFESSIONAL AFFILIATIONS**

- Society of Industrial and Organizational Psychology (2013-Present)
- PhD Project/MDSA (2012-2016)
- Midwest Academy of Management (2011-2012)
- Academy of Management (2011-Present)

## **PROFESSIONAL SERVICE ACTIVITIES**

### **Presentations**

- Presenter – PhD Project/MDSA Conference (August 2020)
  - Mental Health and Wellness Session
- INFORMS Dissertation Competition Reviewer (August 2019)
- Final Presentation Judge – OMED Summer Program (July 2019)
- Scheller College of Business Faculty Research Presentation (Feb 2019)
- Panelist - OMED/AAMI Academic Empowerment Fair (Feb 2019)
- Panelist – PhD Project Annual Conference (November 2017)
- Presenter – PhD Project/MDSA Conference (August 2017)
  - Dissertation Boot Camp – The Nuts and Bolts of the Dissertation Process
  - PhD Life Lab- Treat it Like a Job
- Presenter – PhD Project/MDSA Conference (August 2018)
  - Being Mindful and Intentional as a PhD Student
  - Getting to the Finish Line: Managing and Completing Your Dissertation

### **Reviews:**

- INFORMS Dissertation Competition Reviewer (August 2019)
- Ad Hoc Reviewer, Organizational Behavior and Human Decision Processes (2018)
- 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:**

- Co-chair, OB Area Distinguished Speaker Series (Fall 2017 – Present)
- Member, Scheller College of Business Honors Committee (Spr 2019)
- GDO Best Student Conference Paper Award Committee Member (*ad hoc*): Academy of Management Annual Meeting (2014)
- PhD Project Sub-Committee Member (2013-2016)
- GDO Best Student Conference Paper Award Committee Member (*ad hoc*): Academy of Management Annual Meeting (2012)

### **PUBLIC AND COMMUNITY SERVICE**

- Institute for Good Work, Founder (2017- Present)
- Smart Girls on Campus, Advisory Board Member (2017 – 2019)
- Red Clay Yoga, Inc., Volunteer and Teacher (2017 – Present)
- Alpha Kappa Alpha Sorority, Inc. (2008 – Present)

### **OTHER EXPERIENCE**

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

- May 2019 – June 2020, *Yoga and Meditation Teacher*: Sacred Chill West
- 2004-2010 *Project Manager*: MetLife Auto & Home Insurance Co.

#### **Languages:**

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