

Curriculum Vitae
DOROTHEA ROUMPI

School of Labor and Employment Relations
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ACADEMIC APPOINTMENTS

Assistant Professor of Human Resource Management (July 2018 – present)
School of Labor and Employment Relations
The Pennsylvania State University, University Park, PA

EDUCATION

Ph.D. in Management (August 2013 – June 2018)
Sam M. Walton College of Business, University of Arkansas, Fayetteville, AR
Emphasis: Human Resource Management/Strategy
Dissertation title: Retaining Valued Human Capital: Investigating the Demand Side of the Labor Market
Dissertation committee members: John E. Delery (chair), Alan E. Ellstrand, Jason W. Ridge
Awarded the Strategic Research Foundation Research Grant in 2017

M.Sc. in Human Resource Management (November 2009 – February 2011)
Athens University of Economics and Business, Athens, Greece

B.Sc. in Economics (September 2005 – June 2009)
Department of Economics, Athens University of Economics and Business, Athens, Greece
Concentration: Economic Theory and Policy

RESEARCH INTERESTS

Strategic human resource management, Strategic human capital, Upper echelons, Inclusive human resource practices, Turnover, Non-compete agreements

AWARDS & GRANTS

School of Labor and Employment Relations Research Initiation Grant (\$1,500), The Pennsylvania State University, 2019 (Phillips, J. M., Hatemi, P. K., & Roumpi, D. The moderating role of personality on the relationship between employer signals of liberalism/conservatism and the attraction of job applicants.)

Strategic Research Foundation (SRF) Dissertation Research Grant (\$10,000), Strategic Management Society, 2017-2018

Research Grant (£7,300 – approximately \$10,500), Coventry University, UK (with Solon Magrizos), 2016

Diversity and Inclusion Summer Grant (\$4,000), Sam M. Walton College of Business, University of Arkansas (with Christine M. Manno), 2016

First Place in the “Act on Your Research” session (\$500), **Southern Management Association**, St. Pete Beach, FL, 2015

PUBLICATIONS

Roumpi, D., Magrizos, S., & Nicolopoulou, K. (accepted). Virtuous circle: Human capital and human resource management in social enterprises. ***Human Resource Management.***

Roumpi, D., Giannakis, P., & Delery, J. E. (in press). Adoption of LGBT-friendly practices: The effects of institutional pressures and strategic choice. ***Human Resource Management Journal.***

Delery, J. E., & Roumpi, D. (forthcoming). The role of firm-specificity in retaining valued human capital. In T. P. Moliterno & A. J. Nyberg (Eds.), ***The Handbook of Research on Strategic Human Capital Resources.*** Edgar Elgar Publishing.

Roumpi, D. & Delery, J. E. (2019). Strategic HRM: Where do we go from here? In A. Wilkinson, N. Bacon, D. Lepak, & S. Snell (Eds.), ***The Sage Handbook of Human Resource Management: 423-438,*** Thousand Oaks: Sage.

Delery, J. E., & Roumpi, D. 2017. Strategic human resource management, human capital, and competitive advantage: Is the field going in circles? ***Human Resource Management Journal,*** 27(1): 1-21.

Reid, M., Roumpi, D., & O'Leary-Kelly, A. M. 2015. Spirited women: The role of spirituality in the work lives of female entrepreneurs in Ghana. ***Africa Journal of Management,*** 1(3): 264-283.

CONFERENCE PRESENTATIONS

Aydinliyim, L. & Roumpi, D. Looking back or looking ahead: Employee non-compete enforceability and the temporal focus of executives. ***Strategic Management Society Annual International Conference,*** 2019, Minneapolis, MN.

Delery, J. E., Roumpi, D., Conroy, S. A., & Gupta, N. Human capital mobility: Examining the case of returning employees. ***Strategic Management Society Annual International Conference,*** 2019, Minneapolis, MN.

- Roumpi, D., Giannakis, P., & Delery, J. E. Executive compensation: The role of human capital and geographical preferences. *XI International Workshop on Human Resource Management*, 2018, Seville, E.
- Roumpi, D. & Delery, J. E. Keep your hands off my employees! Myths and realities of demand side mobility constraints. *Strategic Management Society Annual International Conference*, 2018, Paris, F.
- Conroy, S. A., Roumpi, D., Delery, J. E., & Gupta, N. Individual pay variability over time and turnover outcomes in the trucking industry. *Annual Meeting of the Academy of Management*, 2018, Chicago, IL.
*Selected to be included in the Academy of Management Best Paper Proceedings but was not published by authors' choice.
- Roumpi, D., Giannakis, P., & Delery, J. E. To adopt or not to adopt LGBT-friendly initiatives? Institutional pressures and strategic choice. *Strategic Management Society Annual International Conference*, 2017, Houston, TX.
- Giannakis, P., Roumpi, D., & Cothren, J. D. Distance matters! The effects of proximity on the creation of interlock ties. *Strategic Management Society Annual International Conference*, 2017, Houston, TX.
- Roumpi, D., & Delery, J. E. Supply- and demand-side employee mobility constraints: A critical review and research agenda. *Annual Meeting of the Academy of Management*, 2017, Atlanta, GA.
- Roumpi, D., Giannakis, P., & Johnson, J. L. Diffusion of organizational LGBT-friendliness through an interlocking directory network. *Annual Meeting of the Academy of Management*, 2017, Atlanta, GA.
- Roumpi, D., Magrizos, S., & Nicolopoulou, K. Nature or nurture? Caring social enterprises managing their unique workforce. *Annual Meeting of the Academy of Management*, 2017, Atlanta, GA.
- Roumpi, D., Giannakis, P., & Delery, J. E. Settling for less or asking for more? A human capital and geographical preferences theory approach to executive compensation. *Strategic Management Society Special Conference*, 2017, Milan, IT.
- Roumpi, D., Pestonjee, D. D., & Delery, J. E. Line manager implementation of HR practices: An AMO approach. *Annual Meeting of the Southern Management Association*, 2016, Charlotte, NC.
- Roumpi, D. & Delery, J. E. Retaining valued human capital in competitive labor markets: Insights from headhunters. *Strategic Management Society Annual International Conference*, 2016, Berlin, Germany.

- Giannakis, P., Roumpi, D., & Johnson, J. L. Organizational LGBT-friendliness: Diffusion in an interlocking directory network. ***Strategic Management Society Annual International Conference***, 2016, Berlin, Germany.
- Roumpi, D., Giannakis, P., Pestonjee, D. D., & Cothren, J. D. Determinants of LGBT-friendliness: An institutional theory approach. ***Annual Meeting of the Academy of Management***, 2016, Anaheim, CA.
- Roumpi, D. & Delery, J. E. Applicant attraction: Offering the right information to the right people. ***Annual Conference of the Society for Industrial and Organizational Psychology***, 2016, Anaheim, CA.
- Roumpi, D. Negotiating family-friendly idiosyncratic deals: A social networks approach. ***Annual Meeting of the Southern Management Association***, 2015, St. Pete Beach, FL.
*First place in the “Act on Your Research” session.
- Delery, J. E. & Roumpi, D. Strategic human resource management, human capital, and competitive advantage: Exploring the conceptual logic. ***Strategic Management Society Annual International Conference***, 2015, Denver, CO.
- Roumpi, D. Effects of CEO political ideology on the provision and inclusiveness of work-family policies. ***Annual Meeting of the Academy of Management***, 2015, Vancouver, BC, Canada.
- Roumpi, D. & Yochum, E. J. Conceptualizing identity-based work-family conflict. ***Annual Conference of the Society for Industrial and Organizational Psychology***, 2015, Philadelphia, PA.
- Apospori, E. & Roumpi D. The role of HR manager in employees’ taking up inclusive work-life practices. ***6th Equality, Diversity, & Inclusion Conference***, 2013, Athens, Greece.
- Apospori, E. & Roumpi D. The multiple roles of HR managers in employees’ use of work-family/life policies: A multilevel approach. ***10th Student Conference on Management Science and Technology***, 2013, Athens University of Economics and Business, Athens, Greece.
- Apospori, E. & Roumpi D. The multiple roles of HR managers in employees’ use of work-family/life policies: A multilevel approach. ***6th International HR Conference: HRM in Europe***, 2012, Athens, Greece.
- Apospori, E. & Roumpi D. The role of HR manager and organization in employees’ use of work-life policies. ***International HR Conference on Work and Family: Innovations in Work-Family Research and Practice***, 2011, IESE Business School, Barcelona, Spain.

OTHER CONFERENCE ACTIVITIES

PDW (participating as a facilitator). Mind the gap: Gender, embodiment and identity in organizations. ***Annual Meeting of the Academy of Management***, 2019, Boston, MA.

PDW (participating as a facilitator). Isms in academia: Exploring how to foster an inclusive culture inside and outside the classroom. ***Annual Meeting of the Academy of Management***, 2019, Boston, MA.

Session Chair. Research on human capital. ***Annual Meeting of the Academy of Management***, 2017, Atlanta, GA.

PDW (participating as a facilitator). Elevating research & collaboration: Developing a research agenda in and on Africa. ***Annual Meeting of the Academy of Management***, 2016, Anaheim, CA.

Caucus (participating as a facilitator). Research in and on Africa: Opportunities and challenges in data collection and publishing. ***Annual Meeting of the Academy of Management***, 2015, Vancouver, BC, Canada.

SELECTED WORK IN PROGRESS

Conroy, S. A., Roumpi, D., Delery, J. E., & Gupta, N. ***Individual pay variability and turnover*** (abbreviated title).

Roumpi, D. & Delery, J. E. ***Retaining valued human capital in competitive labor markets: Insights from headhunters.***

Aydinliyim, L. & Roumpi, D. ***Looking back or looking ahead: Employee non-competence enforceability and the temporal focus of executives.***

Delery, J. E., Roumpi, D., Conroy, S. A., & Gupta, N. ***Human capital mobility: Examining the case of returning employees.***

Roumpi, D., & Delery, J. E. ***Human resource management strategy – The internal alignment of HRM practices.***

Phillips, J. M., Hatemi, P. K., & Roumpi, D. ***The moderating role of personality on the relationship between employer signals of liberalism/conservatism and the attraction of job applicants.***

Giannakis, P., Roumpi, D., & Delery, J. E. ***HRM systems: A machine learning approach.***

Bradley, C., Moergen, C., Simon, L. S., & Roumpi, D. ***Filled with pride: Reducing discrimination of LGBT individual by enhancing organizational attraction.***

Roumpi, D., Giannakis, P., & Johnson, J. L. ***Organizational LGBT-friendliness: Diffusion in an interlocking directory network.***

Roumpi, D., & Delery, J. E. ***Supply- and demand-side employee mobility constraints: A critical review and research agenda.***

Roumpi, D. & Delery, J. E. ***Line managers implementing SHRM practices: Inhibitors, enablers, or scapegoats?***

Roumpi, D., Giannakis, P., & Delery, J. E. ***Settling for less or asking for more? A human capital and geographical preferences theory approach to executive compensation.***

Roumpi, D. ***Negotiating family-friendly idiosyncratic deals: A social networks approach.***

Giannakis, P., & Roumpi, D. A ***multi-dimensional proximity approach on board interlocks.***

Aydinliyim, L. & Roumpi, D. ***A network theory perspective on non-solicitation clauses in employment contracts.***

Nicolopoulou, K., Georgiadou, A., Magrizos, S., & Roumpi, D. ***Diversity and inclusion in social enterprises: The case of disempowered employees.***

Rawski, S. L., Roumpi, D., & O'Leary-Kelly, A. M. ***Sexual harassment and HR strategic partners*** (abbreviated title).

TEACHING

LER 505: Human Resource Management Seminar, The Pennsylvania State University, Fall 2019

LER 427: Organizational Context for Human Resource Management and Employment Relations Professionals, The Pennsylvania State University, Spring 2019 – Fall 2019
Teaching evaluations range between 6.29/7.00 and 6.75/7.00

LER 403: International Human Resource Studies, The Pennsylvania State University, Fall 2018 - Fall 2019
Teaching evaluations: 6.29/7.00

MGMT 2103: Managing People and Organizations, University of Arkansas, Spring 2015 – Spring 2018
Teaching evaluations range between 4.00/5.00 and 4.63/5.00

Human Resource Management, Business Administration, IEK XINIS, Greece, Fall 2012

SERVICE

Professional Service - Peer Reviewed Journals:

- Academy of Management Perspectives – Ad hoc reviewer
- Human Resource Management Journal – Ad hoc reviewer
- International Journal of Selection and Assessment – Ad hoc reviewer

Professional Service - Academic Conferences:

- Academy of Management, HR Division, Social media volunteer (2018 – present)
- Membership Interview Committee, Human Capital Interest Group, Strategic Management Society (2018)
- Center for International HR Studies, Member of the Faculty Advisory Committee, The Pennsylvania State University (2018 – present)
- Academy of Management Annual Meeting, Reviewer (2014 – present)
- Strategic Management Society Annual Conference, Reviewer (2019 – present)
- 4th Global Conference on International HRM, Reviewer (2018)
- Southern Management Association Annual Meeting, Reviewer (2016)
- Strategic Management Society Special Conference Milan, IT, Reviewer (2016)

University/Department Service:

- Schreyer Honors College Selection Committee, The Pennsylvania State University (2019-2020)
- Undergraduate Committee, School of Labor and Employment Relations, The Pennsylvania State University (2018-present)
- Tenure Track Search Committee, School of Labor and Employment Relations, The Pennsylvania State University (2018-present)
- Guest Lecturer, Strategic Human Resource Management, LER 100: Introduction to Labor and Employment Relations, The Pennsylvania State University (Spring 2019)

Thesis Supervisor/Thesis Committee Member:

- Bruggemeier, G. Recruitment and training programs of public school teachers in low income communities and impact on retention. Honors thesis. The Pennsylvania State University. Thesis supervisor (2019-present).
- Cai, J. The differences between Chinese and U.S. training programs and reasons behind them. Master's thesis. MSc in Human Resources and Employment Relations. The Pennsylvania State University. Thesis committee member (2019).
- Papadaki, S. Exploring the “black box” of the high-performance work systems and work engagement relationship. Master's thesis. MSc in Human Resource Management. Athens University of Economics and Business. Thesis supervisor (2019).

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM) – Division Affiliations: Human Resources, Business Policy and Strategy, Gender and Diversity in Organizations, and Organizational Behavior

Strategic Management Society (SMS)

PROFESSIONAL DEVELOPMENT

Academy of Management HR Division New Faculty Consortium, Boston, MA, 2019

Strategic Management Society Doctoral Workshop, Milan, Italy, 2017

Academy of Management HR Division Doctoral Consortium, Anaheim, CA, 2016

Academy of Management HR Middle-stage Consortium, Vancouver, Canada, 2015

Academy of Management New Doctoral Student Consortium, Philadelphia, PA, 2014

Mid-South Management Consortium, University of Alabama, 2014

Bridging Bedlam Management Research Conference, OSU Tulsa, 2014

NON-ACADEMIC PUBLICATIONS

Mierop, M, Oudmaijer, S, Tol, T., Zografos, K. G., Vimmr, T., Villatoro, O., Kroon, R., Mommers, B., Madas, M., Tsanos, C., Roumpi, D., Stergiou, E., van Hulst, H., Bywater, M., Kasbergen, P., & Kasbergen, T. 2013. Connect & Construct: Market Analysis. *European Commission, DG Enterprise and Industry*, Brussels, Belgium.

Roumpi, D. 2011. Line Manager: Ally or opponent in the pursuit of work-life balance? *HR Professional*, 80: 72-73 (in Greek).

<http://www.hrpro.gr/default.asp?pid=9&la=1&clD=4&arId=2820>

Giannakis, P., Roumpi, D., & Apospori, E. 2011. Work Life Balance. KARRIERA.GR (in Greek).

<https://hiring.kariera.gr/work-life-balance/>

WORK EXPERIENCE

University of Arkansas, Department of Arkansas, Fayetteville, AR, 2013-2018

Position: **Senior Graduate Assistant**

Athens University of Economics and Business, Athens, Greece, 2013

Position: **Researcher at the Transportation Systems and Logistics Laboratory**

Project: Connect & Construct

Athens University of Economics and Business, Athens, Greece, 2011-2012

Position: **Researcher at the Athens Laboratory of Research in Marketing (A.L.A.R.M.)**

Project: Exploring the campaigns of the political parties for the 2012 Greek legislative elections

PepsiCo, Athens, Greece, 2010

Position: **HR Assistant**