

Curriculum Vitae
DOROTHEA ROUMPI

School of Labor and Employment Relations
The Pennsylvania State University, University Park, PA 16802
email: dzr352@psu.edu

ACADEMIC APPOINTMENTS

LER Alumni Endowed Early Career Professor and Assistant Professor of Human Resource Management (August 2022 – present; 3-year appointment)

School of Labor and Employment Relations
The Pennsylvania State University, University Park, PA

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

Sam M. Walton College of Business, University of Arkansas, Fayetteville, AR

Emphasis: Human Resource Management and 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 (SRF) Dissertation Research Grant in 2017

M.Sc. in Human Resource Management

Athens University of Economics and Business, Athens, Greece

B.Sc. in Economics

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

Emphasis: Economic Theory and Policy

RESEARCH INTERESTS

Strategic human resource management

Strategic human capital

Turnover

Diversity, Equality, and Inclusion

AWARDS & GRANTS

2024 Excellence in Reviewing Award for Human Resource Management Review (HRMR)

Outstanding Reviewer Award in the 2024 Emerald Literati Awards, Journal of Global Responsibility.

2023 Excellence in Reviewing Award for Human Resource Management Journal (HRMJ)

Research Grant (status – pending; \$1,467,313), ReDDDoT Phase 2: Community-in-the-Loop Approach for Responsible Artificial Intelligence in Public Transportation, National Science Foundation.

Research Grant (status – pending; € 199,432.288 -approximately \$216,930.477), Quiet quitting in the emerging Greek work ecosystem, Hellenic Foundation for Research & Innovation (led by Georgios Theriou, with Leda Panayotopoulou, Foteini Kravariti, and Kostantinos Tasoulis).

2022 Excellence in Reviewing Award for Human Resource Management (HRM)

Roy C. Buck Award for the paper Roumpi, D. (2022). Untangling the role of CEOs' political ideology in the provision and inclusiveness of work-family policies: A multi-level conceptual model. *Equality, Diversity and Inclusion: An International Journal*, 41(4), 624-647. – The Pennsylvania State University, 2023

McCourtney Institute for Democracy Research Grant (\$3,000) – The Pennsylvania State University, 2023

Finalist for the “SMS Strategic Human Capital Interest Group Best Paper Award”, Strategic Management Society (led by Lauren E. Aydinliyim, with Danielle E. Warren), 2022

Nominated for the “SMS Annual Conference Responsible Research Paper Prize” award, Strategic Management Society (led by Lauren E. Aydinliyim, with Danielle E. Warren), 2022

Research Grant (\$3,500), The College of Liberal Arts, The Pennsylvania State University, 2022

Research Grant (\$2,000), The College of Liberal Arts, The Pennsylvania State University, 2021

Best Doctoral Student Paper in Human Resources/Research Methods Track award, Annual Meeting of the Southern Management Association, New Orleans, LA, (paper led by Cody Bradley, with Kristie Moergen, and Lauren Simon), 2021

Finalist for the “Best Interdisciplinary Paper” award, Strategic Human Capital track of the Strategic Management Society (with Panagiotis Giannakis and John E. Delery), 2020

Diversity and Inclusion Summer Grant (\$5,000), Sam M. Walton College of Business, University of Arkansas (with Cody Bradley, Kristie Moergen, and Lauren Simon), 2020

School of Labor and Employment Relations Research Initiation Grant (\$1,500), The Pennsylvania State University (with Jean M. Phillips, and Pete K. Hatemi), 2019

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

REFEREED PUBLICATIONS

Phillips, J. M., **Roumpi, D.**, Magrizos, S., & Moraes, C. (accepted). Examining retaliation intentions among stuck employees. *Journal of Business and Psychology*.

Zahoor, N., **Roumpi, D.**, Tarba, S., Arslan, A., & Gölgeci, I. (accepted). The role of digitalization and inclusive climate in building a resilient workforce: An Ability-Motivation-Opportunity approach. *Journal of Organizational Behavior*.

Medcalfe, S., Hasija, D., Ehrlich, J. A., & **Roumpi, D.** (accepted). Diversity and team performance: Evidence from the Indian Premier League. *American Behavioral Scientist*.

Bradley, C., Moergen, K. J., **Roumpi, D.**, & Simon, L. S. (2024). Don't just tell me, show me: Impacting perceptions of organizational attraction and fit using activating LGBT diversity signals. *Personnel Psychology*. 77: 1025-2053.

* Media coverage: Travis, J. & Simon, L. (2023). Put your money where your mouth is:

Recruiting a diverse workforce. <https://walton.uark.edu/insights/posts/put-your-money-where-your-mouth-is-recruiting-a-diverse-workforce.php> ;

Cramer, R. (2023). Show, don't tell: Attracting a diverse workforce, <https://www.news.iastate.edu/news/2023/09/27/signals-websites> ;

<https://phys.org/news/2023-09-dont-diverse-workforce.html?deviceType=desktop> ;

<https://www.miragenews.com/show-dont-tell-attracting-diverse-workforce-1092921/> ;

<https://www.nationaltribune.com.au/show-don-t-tell-attracting-diverse-workforce/> ;

Cramer, R. (2023). LGBTQ+ job seekers want action, not symbols.

[https://www.futurity.org/lgbtq-job-seekers-2980442-](https://www.futurity.org/lgbtq-job-seekers-2980442-2/?utm_source=rss&utm_medium=rss&utm_campaign=lgbtq-job-seekers-2980442-2)

[2/?utm_source=rss&utm_medium=rss&utm_campaign=lgbtq-job-seekers-2980442-2](https://www.futurity.org/lgbtq-job-seekers-2980442-2/?utm_source=rss&utm_medium=rss&utm_campaign=lgbtq-job-seekers-2980442-2)

- Magrizos, S. **Roumpi, D.**, & Rizomyliotis, I. (2023). Talent orchestration and boomerang talent: Seasonally employed chefs' evaluation of talent management practices. *International Journal of Contemporary Hospitality Management*, 35(8): 2755-2772.
- Magrizos, S., **Roumpi, D.**, Georgiadou, A., Kostopoulos, I., & Vrontis, D. (2023). The dark side of meaningful work-from-home: A non-linear approach. *European Management Review*, 20(2): 228-245.
***One of the ten most cited papers of the journal for 2023.**
***Among the journal's most downloaded papers for 2022.**
- Roumpi, D.** (2023). Rethinking the strategic management of human resources: Lessons learned from COVID-19 and the way forward in building resilience. *International Journal of Organizational Analysis*, 31(1): 215-231.
- Conroy, S. A., **Roumpi, D.**, Delery, J. E., & Gupta, N. (2022). Pay volatility and employee turnover in the trucking industry. *Journal of Management*, 48(3): 605-629.
- Roumpi, D.** (2022). Untangling the role of CEOs' political ideology in the provision and inclusiveness of work-family policies: A multi-level conceptual model. *Equality, Diversity and Inclusion: An International Journal*, 41(4): 624-647.
***Roy C. Buck Award – The Pennsylvania State University (2023)**
- Magrizos, S. & **Roumpi, D.** (2020). Doing the right thing or doing things right? The role of ethics of care and ethics of justice in the human resource management of social enterprises. *Strategic Change*, 29(4): 485-496.
- Roumpi, D.**, Magrizos, S., & Nicolopoulou, K. (2020). Virtuous circle: Human capital and human resource management in social enterprises. *Human Resource Management*, 59(5): 401-421.
- Roumpi, D.**, Giannakis, P., & Delery, J. E. (2020). Adoption of LGBT-friendly practices: The effects of institutional pressures and strategic choice. *Human Resource Management Journal*, 30(4): 604-623.
 * Media coverage: Mahowald, L. (2022), LGBTQI+ Nondiscrimination Laws Improve Economic, Physical, and Mental Well-Being, <https://www.americanprogress.org/article/lgbtqi-nondiscrimination-laws-improve-economic-physical-and-mental-well-being/>
- 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.
*** Among the journal's top cited papers published between 2017 and 2018.**
- 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.

BOOK CHAPTERS

Phillips, J. M., Carter, K. M., & **Roumpi, D.** (2023). Clarity, conciseness, and consistency are the keys to effective communication. In E. A. Locke and C. L. Pearce (Eds.), *Handbook of Principles of Organizational Behavior* (3rd ed.) (pp. 429-442). Hoboken, NJ: Wiley.

Delery, J. E., & **Roumpi, D.** (2019). Retaining valued human capital: A commentary on the role of firm-specificity as a mobility constraint. In A. J. Nyberg & T. P. Moliterno & (Eds.), *The Handbook of Research on Strategic Human Capital Resources* (pp. 169-182). Northampton, MA: Edward 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* (pp. 423-438). Thousand Oaks, CA: Sage.

CALLS FOR SPECIAL ISSUES

Delery, J. E., Magrizos, S., **Roumpi, D.**, Aydinliyim, L. E., & Phillips, J. M. (2023). Call for papers - The loud voice of quiet quitters: Understanding and applications of a recent trend in HRM scholarship and practice. *Human Resource Management*.

Georgiadou, A., **Roumpi, D.**, Magrizos, S., & McDonnell, A. (2022). Call for papers - Re-imagining the workplace of the future. *European Management Review*.

UNDER REVIEW

Doiguchi, T., Delery, J. E., **Roumpi, D.**, & Conroy, S. A. Boomerang trajectories: Exploring time-varying impacts in comparison with new hires. **Under 2nd Round Review at *Academy of Management Journal*.**

Piyanontalee, R., Farndale, E., **Roumpi, D.**, Özçelik, G., & Yahiaoui, D. Congruence in employee and manager perceptions of the HRM system: The role of cultural values. **2nd Round Revise & Resubmit at *Human Resource Management*.**

Georgiadou, A., Magrizos, S., **Roumpi, D.**, & Tarba, S. Perceived inclusion climate, organizational identification, and subjective well-being: Examining serial mediation mechanisms and employee outcomes of remote workers. **Under 2nd Round Review at *European Management Review*.**

Giannakis, P., **Roumpi, D.**, Aydinliyim, L. E., & Delery, J. E. Executive compensation: The role of human capital and geographic preferences. **Under 2nd Round Review (minor revision) at *Compensation & Benefits Review*.**

Aydinliyim, L. E., **Roumpi, D.**, & Warren, D. E. Balancing inclusion, choice and privacy: Employee reactions to pronoun disclosure policies. **Under Review at *Journal of Business Ethics*.**

Phillips, J. M., Carter, M. K., Dlugos, K., **Roumpi, D.**, & Manning, C. The development and validation of an internal job search scale. **Under Review at *Journal of Vocational Behavior*.**

Roumpi, D., Magrizos, S., Phillips, J. M., & Moraes, C. The compounding effects of existing employer exploitation perceptions when tough business decisions must be made. **Under Review at *European Management Review*.**

SELECTED WORK IN PROGRESS

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

Caligiuri, M. D., Jolly, P. M., & Roumpi, D. ***“Say gay” in the workplace: An integrative framework of the LGBTQ+ literature.***

Park, H. M., Roumpi, D. Hur, Y. S., Small, M., & Crowley, M. ***Socially responsible entrepreneurship: Examining the relationship between entrepreneurs’ competency, race, and fair pay practices in small ventures.***

Roumpi, D., Dlugos, K., Carter, K. M., Phillips, J. M., & Manning, C. ***Micro-foundations of isolating mechanisms: A scale development and validation study.***

Conroy, S. A., Roumpi, D., Delery, J. E., & Doiguchi, T. ***Meta-analysis of the relationship between turnover and compensation.***

Li, P., Roumpi, D., & Cooke, F. L. ***Human resource management and organizational resilience: A human capital reemergence framework.***

Xu, L., Roumpi, D., & Abdurakhmonov, M. ***Government customer-specific knowledge as an employee mobility constraint: Evidence from government contract dependence and employee turnover.***

Roumpi, D., Aydinliyim, L. E., & Giannakis, P. ***The ties that help you strike a deal: A social networks approach to the negotiation of idiosyncratic deals.***

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

Roumpi, D., Giannakis, P., & Aydinliyim, L. E. ***Transgender-friendly organizational practices: Diffusion in an interlocking directory network.***

CONFERENCE PRESENTATIONS

- Aydinliyim, L. E., **Roumpi, D.**, & Warren, D. E. Employee reactions to “woke” DEI policies. *Accepted for presentation at the Strategic Management Society Annual Conference*, 2024, Istanbul, TR.
- Aydinliyim, L. E., **Roumpi, D.**, & Warren, D. E. Balancing inclusion, choice and privacy: Employee reactions to pronoun disclosure policies. *17th People and Organizations Conference*, 2024, Philadelphia, PA.
- Doiguchi, T., Delery, J. E., **Roumpi, D.**, & Conroy, S. A. Boomerang trajectories: Exploring time-varying impacts in comparison with new hires. *Annual Meeting of the Academy of Management*, 2024, Chicago, IL.
- Aydinliyim, L. E., Gough, M. D., & **Roumpi, D.** Beyond the signature: The impact of post-employment restrictive covenants on newly-hired employees. *Annual Meeting of the Academy of Management*, 2024, Chicago, IL.
- Aydinliyim, L. E., **Roumpi, D.**, Warren, D. E. Employee responses to “woke” DEI policies. *Annual Meeting of the Academy of Management*, 2024, Chicago, IL.
- Aydinliyim, L. E., **Roumpi, D.**, & Warren, D. E. Balancing inclusion and privacy: Employee reactions to pronoun disclosure policies. *Annual Meeting of the Society for Business Ethics*, 2024, Chicago, IL.
- Aydinliyim, L. E., **Roumpi, D.**, & Warren, D. E. Employee reactions to organizational pronoun disclosure policies. *DEI in Business: Legal & Ethical Issues Workshop, Wharton School of Business, University of Pennsylvania*, 2024, Philadelphia, PA.
- Aydinliyim, L. E., **Roumpi, D.**, & Warren, D. E. Employee reactions to organizational pronoun disclosure policies. *Strategic Management Society Special Conference*, 2024, Washington, DC.
- Piyanontalee, R., Farndale, E., **Roumpi, D.**, Özçelik, G., & Yahiaoui, D. Congruence in employee and manager HRM system strength perceptions: The role of cultural values. *6th Global Conference on International Human Resource Management*, 2024, Gothenburg University, Sweden.
- Giannakis, P., **Roumpi, D.**, & Delery, J. E. Diffusion of organizational LGBT-friendly practices and geography: The role of localized LGBT-friendliness density. *10th Annual International Conference on Geography*, 2024, Athens, GR.
- Dlugos, K., Phillips, J. M., Carter, K. M., **Roumpi, D.** & Manning, C. E. The development and validation of an internal job search scale. *Annual Conference of the Society for Industrial and Organizational Psychology*, 2024, Chicago, IL.

- Aydinliyim, L. E., **Roumpi, D.**, & Giannakis, P. LGBT-inclusive HRM: Regulation and organizational leaders' KSAOs. *Strategic Management Society Annual International Conference*, 2023, Toronto, CA.
- Piyanontalee, R., Farndale, E., **Roumpi, D.**, Özçelik, G., & Yahiaoui, D. Cultural values as predictors of congruence between employee and supervisor HR strength perceptions. *Annual Meeting of the Academy of Management*, 2023, Boston, MA.
- Aydinliyim, L. E., **Roumpi, D.**, & Angelidis, M. I. Looking back while moving forward: How executive mobility and non-compete agreements affect temporal focus. *15th Annual People & Organizations Conference*, 2022, Philadelphia, PA.
- Aydinliyim, L. E., **Roumpi, D.**, & Warren, D. E. Diversity, equality, and inclusion initiatives and human capital turnover: Exploring pronoun disclosure policies. *Strategic Management Society Annual International Conference*, 2022, London, UK.
 **Finalist for the "SMS Annual Conference Responsible Research Paper Prize" award.*
 **Nominated for the "SMS Strategic Human Capital Interest Group Best Paper Award".*
- Bradley, C., Moergen, K. J., **Roumpi, D.**, & Simon, L. S. Impacting perceptions of fit using LGBT diversity signals. *Annual Meeting of the Academy of Management*, 2022, Seattle, WA.
- Aydinliyim, L. E., **Roumpi, D.**, & Warren, D. E. Pronoun disclosure policies: Promoting diversity climate or causing moral outrage? *Annual Meeting of the Academy of Management*, 2022, Seattle, WA.
- Hasija, D., Medcalfe, S., Ehrlich, J. A., & **Roumpi, D.** Cross-cultural teams: Exploring the effect of surface-level diversity and deep-level similarity on team performance. *5th Global Conference on International Human Resource Management*, 2022, New York, NY.
- Bradley, C., Moergen, K. J., **Roumpi, D.**, & Simon, L. S. Don't just tell me, show me: A signaling perspective on for perceptions of LGBTQ+ individuals. *Annual Meeting of the Southern Management Association*, 2021, New Orleans, LA.
 * *"Best Doctoral Student Paper in the Human Resources/Research Methods Track" award.*
- Phillips, J. M., **Roumpi, D.**, Magrizos, S., & Moraes, C. Employee deviance: Retaliation after employer's response to COVID-19. *Annual Meeting of the Academy of Management*, 2021, virtual conference.
- Georgiadou, A., Magrizos, S., & **Roumpi, D.** Inclusion for redemption: Organizational identification and well-being in the COVID-19 era. *13th-14th Equality, Diversity and Inclusion International Conference*, 2021, Bern, Switzerland, hybrid conference.
- Roumpi, D.**, Giannakis, P., & Delery, J. E. The pursuit of internal fit in HRM systems: Comparing alternative measurement approaches. *Strategic Management Society Annual International Conference*, 2020, virtual conference.
 **Finalist for the "Best Interdisciplinary Paper" award.*

- Delery, J. E., **Roumpi, D.**, & Conroy, S. Returning employees: They are back but are they here to stay? *Annual Meeting of the Academy of Management*, 2020, virtual conference.
***Part of the Showcase Symposium entitled: "Moving Out and Back In: Unpacking Boomerang Employment and its Consequences."**
- Giannakis, P. & **Roumpi, D.** Geography strikes back: The evolution of geographic effects on inter-organizational networks. **Accepted for presentation at the American Association of Geographers Annual Conference**, 2020, Denver, CO.
*The conference was canceled due to COVID-19.
- Aydinliyim, L. E. & **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 panelist). Navigating the unprecedented workplace challenges with compensation research. **Accepted at the Annual Meeting of the Academy of Management**, 2024, Chicago, IL.

Virtual Conference (co-organizer and facilitator). Delery, J.E., Magrizos, S., Roumpi, D., Aydinliyim, L., Phillips, J. M., & Porter, C. (2023). **Human Resource Management quiet quitting special issue virtual idea and paper incubator workshop**. November 13 & 16, 2024, Virtual.

PDW (participating as a panelist). Calibrating lens of research in compensation: Professional development workshop. **Annual Meeting of the Academy of Management**, 2023, Boston, MA.

PDW (participating as a panelist). HR Division New Faculty Consortium. **Annual Meeting of the Academy of Management**, 2023, Boston, MA.

Symposium (co-organizer with Aydinliyim, L.E.). Exploring the diversity and inclusion – business ethics interface. **Annual Meeting of the Academy of Management**, 2022, Seattle, WA.

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.

TEACHING

HRER 865: Diversity and Ethics in the Workplace (graduate level), The Pennsylvania State University – **author of the online course** (Fall 2024)

HRER 505: Human Resource Management Seminar (graduate level), The Pennsylvania State University – **co-author of the online course** (Fall 2023)

HRER 505: Human Resource Management Seminar (graduate level), The Pennsylvania State University

Fall 2024 (in person) – pending

Fall 2023 (in person) – Teaching evaluations: 5.00/5.00

Fall 2022 (in person) – Teaching evaluations: 7.00/7.00

Fall 2021 (in person) – Teaching evaluations: 7.00/7.00

Fall 2020 (synchronous online) – Teaching evaluations: 6.83/7.00

Fall 2019 (in person) - Teaching evaluations: 6.71/7.00

LHR/LER 427: Organizational Context for Human Resource Management and Employment Relations Professionals (undergraduate level), The Pennsylvania State University

Spring 2024 (in person) – Teaching evaluations: 5.00/5.00

Spring 2022 (in person – section 1) – Teaching evaluations: 7.00/7.00

Spring 2022 (in person – section 2) – Teaching evaluations: 7.00/7.00

Spring 2021 (synchronous online) – Teaching evaluations: 6.86/7.00

Spring 2020 (in person and synchronous online) - Teaching evaluations: 6.67/7.00

Fall 2019 (in person) – Teaching evaluations: 6.75/7.00

Spring 2019 (in person – section 1) – Teaching evaluations: 6.75/7.00

Spring 2019 (in person – section 2) – Teaching evaluations: 6.23/7.00

LHR 499: Comparative Labor Relations and Human Resources: The Greek Experience (undergraduate level), The Pennsylvania State University

Spring 2024 (in person) – Teaching evaluations: 5.00/5.00

Maymester 2024 (study abroad program)

LHR/LER 403: International Human Resource Studies (undergraduate level), The Pennsylvania State University

Spring 2022 (in person) – 7.00/7.00

Fall 2019 (in person) – Teaching evaluations: 6.50/7.00

Fall 2018 (in person) – Teaching evaluations: 6.29/7.00

MGMT 2103: Managing People and Organizations (undergraduate level), University of Arkansas

Spring 2015 – Spring 2018 (7 sections, in person) - Teaching evaluations range between 4.00/5.00 and 4.63/5.00

SERVICE

Professional Service – Editorial Review Board Membership and Guest Editor Role:

- Human Resource Management – Editorial Review Board (2022– present)
- Human Resource Management Review – Editorial Review Board (2020 – present)
- Compensation & Benefits Review – Editorial Review Board (2023 – present)
- Human Resource Management – Special Issue Guest Editor: The loud voice of quiet quitters: Understanding and applications of a recent trend in HRM scholarship and practice.
- European Management Review – Special Issue Guest Editor: Re-imagining the workplace of the future.

Professional Service – Ad hoc Reviewer for Peer Reviewed Journals:

- Journal of Business Ethics – Ad hoc reviewer
- Academy of Management Perspectives – Ad hoc reviewer
- Human Resource Management Review – Ad hoc reviewer
- Human Resource Management – Ad hoc reviewer
- Human Resource Management Journal – Ad hoc reviewer
- Journal of Organizational Behavior – Ad hoc reviewer
- British Journal of Management – Ad hoc reviewer
- Journal of Business Research – Ad hoc reviewer
- Personnel Review – Ad hoc reviewer
- Employee Relations – Ad hoc reviewer
- Equality, Diversity and Inclusion: An International Journal – Ad hoc reviewer
- International Journal of Selection and Assessment – Ad hoc reviewer
- International Journal of Management Reviews – Ad hoc reviewer
- Production & Manufacturing Research – Ad hoc reviewer
- Economic and Business Letters – Ad hoc reviewer
- Journal of Homosexuality – Ad hoc reviewer
- Journal of Global Responsibility - Ad hoc reviewer
- International Journal of Contemporary Hospitality Management – Ad hoc reviewer
- Journal of Organizational Effectiveness: People and Performance
- Business & Society Review – Ad hoc reviewer
- Long Range Planning - Ad hoc reviewer

Professional Service - Academic Conferences and Other:

- Strategic Management Society Doctoral Mentoring Program, Mentor (2024-2025)
- Strategic Management Society Doctoral Mentoring Program, Virtual Panel: In the head of the hiring committee, Co-panelist (2024)
- Society for Business Ethics Annual Meeting, Reviewer (2024)
- 6th Global Conference on International HRM, Reviewer (2024)
- 2023 Wayne F. Placek Grants, American Psychological Foundation, American Psychological Association, Review Committee Member (2023)
- Co-organizer of virtual workshop: “HRM Special Issue Virtual Idea & Paper Incubator Workshop on Quiet Quitting” (2023)
- Academy of Management, HR Division, Assistant Program Chair (2021; 2022)
- Committee Member for HR Division’s Best Student Convention Paper Award, HR Division, Academy of Management (2022)
- Strategic Management Society Annual Conference, Shareholder Strategy Interest Group, Reviewer (2022)
- 5th Global Conference on International HRM, Reviewer (2022)
- Committee Member for the Ralph Alexander Best Dissertation Award, HR Division, Academy of Management (2020)
- Academy of Management, HR Division, Social media volunteer (2018 – 2019)
- Membership Interview Committee, Human Capital Interest Group, Strategic Management Society, Interviewer (2018)
- Academy of Management Annual Meeting, Reviewer (2014 – present)
- Strategic Management Society Annual Conference, Strategic Human Capital Interest Group, Reviewer (2018 – 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)

Non-Academic Professional Service:

- HR Awards, Committee Member/Judge, Greece (2024-2025)

Guest Lectures/Invited Guest Talks:

- Guest Lecture: “The Art of Working in Teams”, ENVSE 480: Environmental Systems Engineering Process Design, The Pennsylvania State University, University Park, PA (March, 2024)
- Guest Lecture (virtual): “Strategic Human Resource Management”, Executive MSc in Human Resource Management, Athens University of Economics and Business, Athens, Greece (October 2022)

- Guest Lecture (virtual): “Strategic Human Resource Management”, Executive MSc in Human Resource Management, Athens University of Economics and Business, Athens, Greece (November 2021)
- Guest Lecture (virtual): “Employee Separation & Retention”, Executive MSc in Human Resource Management, Athens University of Economics and Business, Athens, Greece (November 2021)
- Guest Speaker (virtual): “Turnover and Compensation”, Department of Politics, People & Place, De Montfort University, Leicester, UK (March 2021)
- Guest Lectures: “Organizational culture and leadership”, LER 497: Human Resource Management in Tech Firms, The Pennsylvania State University, University Park, PA (February 2021 – 2 lectures)
- Guest Speaker (virtual): “Turnover: The Critical Role of Compensation”, MSc in Human Resource Management, Athens University of Economics and Business, Athens, Greece (January 2021)
- Guest Lecture (virtual): “Strategic Human Resource Management”, Executive MSc in Human Resource Management, Athens University of Economics and Business, Athens, Greece (November 2020)
- Guest Lecture (virtual): “Employee Separation & Retention”, Executive MSc in Human Resource Management, Athens University of Economics and Business, Athens, Greece (November 2020)
- Guest Lecture: “Strategic Human Resource Management”, LER 100: Introduction to Labor and Employment Relations, The Pennsylvania State University, University Park, PA (Spring 2019)

University/College/Department Service:

- Faculty Advisory Committee Member, School of Labor and Employment Relations, The Pennsylvania State University (2024-present)
- Lead faculty for the Diversity, Ethics, and Leadership Graduate Certificate, School of Labor and Employment Relations, The Pennsylvania State University (2024-present)
- Case Competition Coach, School of Labor and Employment Relations, The Pennsylvania State University (2024-present)
- Schreyer Honors College Selection Committee, The Pennsylvania State University (2019-2020; 2023-2024; 2024-2025)
- Judge for the 2023 Graduate Exhibition, 38th Annual Graduate Exhibition, The Pennsylvania State University (2023)
- Search Committee Member, Center for International HR Studies, The Pennsylvania State University (2020, 2023)
- Study Abroad Program Advisor, School of Labor and Employment Relations, The Pennsylvania State University (2021-present)
- Labor and Employment Relations Director Search Committee, The Pennsylvania State University (2020)

- Center for International HR Studies, Member of the Faculty Advisory Committee, The Pennsylvania State University (2018 – present)
- Graduate Committee, School of Labor and Employment Relations, The Pennsylvania State University (2019-present)
- Tenure Track Search Committee, School of Labor and Employment Relations, The Pennsylvania State University (2018-present)
- The Stan Gully Student Development Program, Assessor, The Pennsylvania State University (2018-2019)
- Undergraduate Committee, School of Labor and Employment Relations, The Pennsylvania State University (2018-2019)

Dissertation/Thesis Supervisor/Committee Member/Independent Studies Advisor:

- Winslow, C. Unspecified Title. Smeal College of Business, The Pennsylvania State University. **DBA dissertation advisor** (2023-present).
- Miller, S. Unspecified Title. Smeal College of Business, The Pennsylvania State University. **Culminating research project (DBA dissertation) committee member** (2024-present).
- Pardali, T. Unspecified Title. University of Piraeus, Greece. **Doctoral dissertation committee member** (2024-present).
- Womble, J. C. K. Unspecified Title. The Pennsylvania State University. **Independent study advisor** (2024-present).
- Manning, C. Unspecified Title. The Pennsylvania State University. **Doctoral dissertation committee member** (2023-present).
- Phelps, L. E. A literature review and qualitative exploration of the barriers to female career advancement and mitigating organizational characteristics. MSc in Human Resources and Employment Relations. The Pennsylvania State University. **Thesis committee chair** (2023-2024).
- Caligiuri, M. D. The impact of job embeddedness on employees' willingness to relocate: A sexual minority perspective. The Pennsylvania State University. **Doctoral dissertation committee member** (2021-2023).
- Hendrick, S. A. How support affects the risk-taking behaviors of graduate women in STEM. MSc in Human Resources and Employment Relations. The Pennsylvania State University. **Thesis committee chair** (2022-2023).
- Harlan, K. Everyone deserves coverage: A scope on support for transgender coverage and benefits from companies. MSc in Human Resources and Employment Relations. The Pennsylvania State University. **Thesis committee chair** (2022-2023).
- Hendrick, S. A. Master's-level independent study. Support and risk-taking behaviors. The Pennsylvania State University. **Independent study advisor** (2022-2023).

- Harlan, K. Master's-level independent study. Transgender-friendly practices and generational differences. The Pennsylvania State University. **Independent study advisor** (2022-2023).
- Tirrell, B. K. Challenging veteran stereotypes: An investigation around veteran status and its influence on aggression, ostracism, stress, and counterproductive work behaviors. MSc in Human Resources and Employment Relations. The Pennsylvania State University. **Thesis committee member** (2022).
- Schlegel, K. M. Virtual work and the organizational socialization process: Perspectives of female employees. The Pennsylvania State University. **Honors thesis supervisor** (2021-2022).
- Schlegel, K. M. Virtual work after the COVID-19 pandemic. The Pennsylvania State University. **Independent study advisor** (2021-2022).
- Levine, R. M. The relationship between virtual work, person-organization fit, and organizational attractiveness. **Honors thesis supervisor** (2020-2021).
- Catania, A. Generation Z perspectives on work in the context of COVID-19. **Honors thesis supervisor** (2020-2021).
- Kampouri, S. Empowering “disempowered” employees: An exploration of HRM in social enterprises. Master's thesis. MSc in Human Resource Management, Athens University of Economics and Business, Greece. **Thesis supervisor** (2020-2021).
- Amanatidou, C. Signaling mindfulness and employer attractiveness. Master's thesis. MSc in Human Resource Management, Athens University of Economics and Business, Greece. **Thesis supervisor** (2020-2021).
- Kontos, K. Unionization and employer attractiveness. Master's thesis. MSc in Human Resource Management, Athens University of Economics and Business, Greece. **Thesis supervisor** (2020-2021).
- Fakinou, M. E. Diversity and employer attractiveness. Master's thesis. MSc in Human Resource Management, Athens University of Economics and Business, Greece. **Thesis supervisor** (2020-2021).
- Bruggemeier, G. Recruitment and training programs of public-school teachers in low-income communities and impact on retention. Honors thesis. The Pennsylvania State University. **Honors thesis supervisor** (2020).
- Kelly, J. Personality traits and ethical behavior in the workplace. **Independent study advisor**. (2020)
- Srinivasan, H. Master's-level independent study. Remote work. **Independent study advisor** (2020).
- Miller, L. Development of a course on Human Resource Management Information Systems. **Independent study advisor**. (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, Greece. **Thesis supervisor** (2019-2020).
- 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).
- Bruggemeier, G. Undergraduate-level independent study. Recruitment and selection. **Independent study advisor** (2019).

NON-ACADEMIC PUBLICATIONS/REPORTS/MEDIA

Georgiadou, A. Magrinos, S., & Roumpi, D (May 3, 2024). Balancing act: finding meaning and wellbeing in the era of remote work. *People Management (CIPD)*.

<https://www.peoplemanagement.co.uk/article/1871373/balancing-act-finding-meaning-wellbeing-era-remote-work>

Roumpi, D. (2023). Changes in the Unemployment Rate by State. *WalletHub*, Expert Commentary. https://wallethub.com/edu/states-unemployment-rates/74907#expert=Dorothea_Roumpi

Roumpi, D. (April 5, 2023). How is the job market good when it seems bad? *Fidelity Smart Money*, Expert Commentary. <https://www.fidelity.com/learning-center/smart-money/current-job-market>

Roumpi, D. (July 3, 2022). Radio interview about the “The Great Resignation Era and Gen Z”. *RealFM* (in Greek).

Roumpi, D. (June, 2022). “The Great Resignation Era”: The Post COVID-19 Era and Changes in the Workplace. *AUEB News* (in Greek). <https://www.aueb.gr/el/opanews/i-epohi-tis-megalis-paraitisis>

Roumpi, D. (2022). States Where Employees Are Struggling the Most in Hiring. *WalletHub*, Expert Commentary. https://wallethub.com/edu/states-employers-hiring/101730#expert=Dorothea_Roumpi

* Quoted in: Howard M. (2022), Kentucky ranked second only to Alaska for employers’ struggle to hire. Here’s why. *Lexington Herald Leader*,

<https://www.kentucky.com/news/state/kentucky/article263064618.html>

* Quoted in: Birgy, B. (2022), Here’s why Kentucky ranks 8th worst when it comes to filling jobs. *WBKR 92.5 The Country Station!*, <https://wbkr.com/heres-why-kentucky-ranks-8th-worst-when-it-comes-to-filling-jobs/>

* Quoted in: Howard M. (2022), IL employers are struggling to hire. Why the state ranked in top 10 for unfilled openings. *Belleville News-Democrat*, <https://www.bnd.com/news/state/illinois/article263109983.html>

* Quoted in: N.A. (2022) N.H. employers have 3rd biggest hiring struggle in U.S., study finds. *The Rochester Voice*, <https://www.therochestervoice.com/n-h-employers-have-3rd-biggest-hiring-struggle-in-u-s-study-finds-cms-18455>

Delery, J. E. & **Roumpi, D.** (2017). *Employee Engagement Report*. (Conducted for a bank in Northwest Arkansas, US).

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 (C&C): Market Analysis of the Construction Supply Chain. *European Commission, DG Enterprise and Industry*, CapGemini Nederland.

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&cID=4&arId=2820>

Giannakis, P., **Roumpi, D.**, & Apospori, E. (2011). Work Life Balance. *KARRIERA.GR* (in Greek).
<https://hiring.kariera.gr/work-life-balance/>

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM) – Division Affiliations: Human Resources and Gender and Diversity in Organizations

Strategic Management Society (SMS) – Strategic Human Capital Track

PROFESSIONAL DEVELOPMENT

BUILD@Penn State Track 2 – Adopting an Inclusion Mindset at Work, The Pennsylvania State University, February 2024

Webinar: “Unlocking the Power of AI: How Tools Like ChatGPT Can Make Teaching Easier and More Effective”, Harvard Business Publishing Education, 2023

BUILD@Penn State Track 1 – Recognizing the Importance of Inclusion in the Workplace, The Pennsylvania State University, February 2023

HR Division, Junior Scholar Mentoring Program, Academy of Management, 2022-2023

Strategic Human Capital Interest Group, Junior Scholar Mentoring Program, Strategic Management Society, 2021-2022

Short Course: “Systematic Reviews and Meta-Analysis in R”, CARMA Live Short Courses, January 2021

Strategic Human Capital Interest Group, Junior Scholar Mentoring Program, Strategic Management Society, 2020-2021

Paper Development Online Workshop, Human Resource Management Journal, 2020

Academy of Management HR Division New Faculty Virtual Consortium, 2020

Webinar: “The Role of Data Analytics in Strategy & Organization Design”, Strategic Management Society, 2020

Webinar: “Designing a Curriculum for Online and Hybrid Classes”, Harvard Business Publishing Education, 2020

International HRM Webinar: “Looking Beyond the Pandemic: What’s Next for International HRM?”, Center for International Human Resource Studies, 2020

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

Workshop: “Mentoring Graduate Students: Old & New Challenges”, The Pennsylvania State University, 2018

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

WORK EXPERIENCE

University of Arkansas, Department of Management, 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 parties during the 2012 Greek legislative elections

PepsiCo, Athens, Greece, 2010
Position: **HR Intern**