

## Brooke Graham, PhD

School of Labor and Employment Relations  
The Pennsylvania State University

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### ACADEMIC APPOINTMENT

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2026 - present                      Assistant Teaching Professor of Human Resource Management and Organizational Leadership, School of Labor and Employment Relations, The Pennsylvania State University

### EDUCATION

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Dec 2024                              PhD in Organizational Science and Strategic Leadership – James Madison University

Dec 2014                              MS in Management and Organization (Leadership emphasis) – University of Colorado Denver

Dec 2012                              MBA (Human Resource Management emphasis) – University of Colorado Denver

Dec 2007                              BA Psychology – University of Nevada

### ACADEMIC PUBLICATIONS

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Vanhove, A. J., **Graham, B. Z.**, Titareva, T., & Udomvisawakul, A. (2025). Classification Performance of Supervised Machine Learning to Predict Human Resource Management Outcomes: A Meta-Analysis Using Cross-Classified Multilevel Modeling. *Human Resource Management*. <https://doi.org/10.1002/hrm.70012>

Vanhove, A. J., **Graham, B. Z.**, & Thornton III, G. C. (2023). Moderators of Sex-and Race-Based Subgroup Differences in Assessment Center Ratings: A Meta-Analysis. *International Journal of Selection and Assessment*, 31(1), 63-91. <https://doi.org/10.1111/ijsa.12411>

Robbins, J., **Graham, B. Z.**, Garman, A. N., Hall, R. S., & Simms, J. (2022). Closing the Gender Gap in Healthcare Leadership: Can Administrative Fellowships Play a Role?. *Journal of Healthcare Management*, 67(6), 436-445. <https://doi.org/10.1097/JHM-D-21-00314>

**Graham, B. Z.**, Cascio, W. F. (2018). The Employer-Branding Journey: Its Relationship with Cross-Cultural Branding, Brand Reputation, and Brand Repair. *Management Research: Journal of the Iberoamerican Academy of Management*, (16)4, 363-379. <https://doi.org/10.1108/MRJIAM-09-2017-0779>

Cascio, W. F., & **Graham, B. Z.** (2016). New Strategic Role for HR: Leading the Employer-Branding Process. *Organization Management Journal*, 13(4),182-192. <https://doi.org/10.1080/15416518.2016.1244640>

## **CONFERENCE PRESENTATIONS**

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**Graham, B. Z.**, (2025, February 13-14). (chair and reviewer) Exploring Leadership Style in Practice Session of the Leading Change Conference at James Madison University. Harrisonburg, VA.

Vanhove, A. J., **Graham, B. Z.**, Titareva, T. N., & Udomvisawakul, A. (2023, August 4-8). Classification Performance of Supervised Machine Learning to Predict HRM Outcomes: A Meta-Analysis Using Cross-Classified Multilevel Modeling. Research presented at the Academy of Management Conference, Boston, MA.

Robbins, J., **Graham, B. Z.**, Garman, A. N., Hall, R. S., & Simms, J., (2022, October 13-16). Closing the Gender Gap in Healthcare Leadership: Can administrative fellowships play a role? Research presented at the International Leadership Association Conference, Washington D.C.

Sloan, M.F., Charles, C., & **Graham, B. Z.**, (2022, April 25). An Explanatory Mixed Methods Test of the Impact of Membership Dues Structures and Mission Orientation on Association Donations. Research presented at Masaryk University Economic Seminars (MUES) Research Seminar Series, Brno, Czech Republic.

**Graham, B. Z.**, (2021, February 17-19). (chair) Leading Change Conference, Technological Advances in Leadership Session. James Madison University. Harrisonburg, VA. <https://www.jmu.edu/leadership/leadcc21/agenda.shtml#undefined>

Vanhove, A. J., **Graham, B. Z.**, & Thornton, G. C. III. (2020, April 23-25). Subgroup Differences in Assessment Center Ratings: A Meta-Analysis of Moderators. Poster presented at the Society for Industrial and Organizational Psychology. Austin, TX.

Vanhove, A. J., **Graham, B. Z.**, & Thornton, G. C. III. (2020, April-May). Moderators of Racial and Gender Subgroup Differences in Assessment Center Ratings: A Meta-Analysis.

Poster presented at the Showcase of Graduate Student Scholarship and Creative Activity, James Madison University. Harrisonburg, VA.

Schapiro, S., Carpenter, A., **Zahedi, B.**, Silcott, K., Luna, M., & Donohue, B. (2006, April 27-30). The Development and Initial Psychometric Support of the Athlete Relationship Scale. Poster Presented at the Western Psychological Association Conference. Palm Springs, CA.

## TEACHING EXPERIENCE

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| Spring 2026 – present | The Pennsylvania State University, School of Labor and Employment Relations   |
|                       | <ul style="list-style-type: none"><li>• <i>Organizational Theory and Functions for Leaders</i> – OLEAD 201 (undergraduate)</li><li>• <i>Collective Decision Making</i> – OLEAD 465 (undergraduate)</li><li>• <i>Ethics in the Workplace</i> – LHR 460 (undergraduate)</li></ul>               |
| 2019 – 2025           | James Madison University, Management Department   |
|                       | <ul style="list-style-type: none"><li>• <i>Managing and Retaining Human Capital</i> – MGT 475 (undergraduate)</li><li>• <i>Organizational Behavior and Human Resource Management</i> – MGT 305 (undergraduate)</li><li>• <i>Organizational Leadership</i> – MGT 390 (undergraduate)</li></ul> |
| 2011 – 2025           | Teaching Assistant<br>University of Colorado Denver, Management Department  |
|                       | <ul style="list-style-type: none"><li>• <i>Strategic Human Resource Management</i>, Executive MBA Program (Graduate)</li><li>• <i>Compensation and Benefits</i>, Management Department (Graduate)</li></ul>   |

- *Investing in People: Human Resource Analytics*, Management Department (Graduate)
- *Leading Global Talent*, Management Department (Undergraduate)
- *Organization Design*, Management Department (Undergraduate)
- *Leading Individuals and Teams*, MBA Program (Graduate)
- *Leadership Behavior*, Honors and Leadership Program (Undergraduate)

## **SERVICE and LEADERSHIP EXPERIENCES**

2025 Reviewer and Chair of the Exploring Leadership Style in Practice Session  
Leading Change Conference, School of Strategic Leadership, James Madison University

2021 Faculty Search Committee Member of the Management Department, James Madison University

2021 Chair of the Technological Advances in Leadership Session  
Leading Change Conference, School of Strategic Leadership, James Madison University

2019 Selection Committee Member of Graduate Travel Grant Awards  
Graduate School, James Madison University

2018 Selection Committee Member of Graduate Global Scholarship Awards  
Graduate School, James Madison University

## **AWARDS and RECOGNITION**

2023 Academy of Management, HR Division, Best Conference Paper Proceeding

2022 Graduate School Travel Grant Award, James Madison University

2020 Graduate School Travel Grant Award, James Madison University

2012 National Merit Award, The Society for Human Resource Management (SHRM)  
University of Colorado