

**Curriculum Vitae**  
**DOROTHEA ROUMPI**

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

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**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

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**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

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**RESEARCH INTERESTS**

Strategic human resource management

Strategic human capital

Turnover

Diversity and Inclusion

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## AWARDS & GRANTS

**NSF Grant** - Collaborative Research: FW-HTF-RL: Addressing the Challenges of Human-Machine Teaming for Next-Generation Public Transit Systems (Role: Co-PI, Amount Requested: \$887,551; Status: Pending)

**McCourtney Institute for Democracy Research Grant** – The Pennsylvania State University (Amount Requested: \$7,200; Status: Pending)

**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

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**REFEREED PUBLICATIONS AND BOOK CHAPTERS**

- Magrizos, S. **Roumpi, D.**, & Rizomyliotis, I. (accepted). Talent orchestration and boomerang talent: Seasonally employed chefs' evaluation of talent management practices. *International Journal of Contemporary Hospitality Management*.
- Magrizos, S., **Roumpi, D.**, Georgiadou, A., Kostopoulos, I., & Vrontis, D. (accepted). The dark side of meaningful work-from-home: A non-linear approach. *European Management Review*.
- Phillips, J. M., **Roumpi, D.**, & Carter, K. M. (in press). Communicate with clarity, conciseness, and consistency. In E. A. Locke and C. L. Pearce (Eds.), *Handbook of Principles of Organizational Behavior* (3rd ed.). Hoboken, NJ: Wiley.
- 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.
- 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.** (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.

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.

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## CALLS FOR SPECIAL ISSUES

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

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## UNDER REVIEW

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. **Conditionally Accepted in *Personnel Psychology*.**

Zahoor, N., Tarba, S., **Roumpi, D.**, Arslan, A., & Gölgeci, I. Employee resilience: The strategic role of inclusive practices and digitalization. **Under 2<sup>nd</sup> Round Review at *Journal of Organizational Behavior*.**

Magrizos, S., **Roumpi, D.**, Phillips, J. M., Aydinliym, L. E., & Delery, J. E. Special Issue Proposal – The loud voice of quiet quitters: Understanding and applications of a recent trend in HRM scholarship and practice. **Under Review at *Human Resource Management*.**

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## SELECTED WORK IN PROGRESS

Roumpi, D., Magrizos, S., Phillips, J. M., & Moraes, C. **The tipping point: The compounding effects of existing employer exploitation behaviors when tough business decisions must be made.** Targeted journal: *Journal of Managerial Psychology*.

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.**

Aydinliym, L. E., Roumpi, D., & Warren, D. E. **When organizational allyship initiatives backfire: How pronoun disclosure policies lead to moral outrage and turnover intentions.** Targeted journal: *Journal of Management*.

- Georgiadou, A., Magrizos, S., Roumpi, D., & Tarba, S. **Inclusion for redemption: Organizational identification and well-being in the COVID-19 era.** Targeted journal: Journal of Business Research.
- Phillips, J. M., Roumpi, D., Magrizos, S., & Moraes, C. **The effect of perceived organizational support, turnover intentions, and ease of leaving on retaliation intentions after increased COVID-19 risk.** Finalizing manuscript. Targeted journal: Personnel Psychology.
- Roumpi, D., Dlugos, K., Carter, K. M., Phillips, J. M., & Manning, C. **Micro-foundations of isolating mechanisms: A scale development and validation study.** Data analysis in progress. Targeted journal: Journal of Applied Psychology.
- Dlugos, K., Roumpi, D., Carter, K. M., Phillips, J. M., & Manning, C. **Job search: A scale development and validation study.** Data analysis in progress. Targeted journal: Human Resource Management.
- Delery, J. E., Roumpi, D., Conroy, S., & Doiguchi, T. **Returning employees: They are back but are they here to stay?** Data analysis in progress. Targeted journal: Academy of Management Discoveries.
- Conroy, S. A., Roumpi, D., Delery, J. E., & Doiguchi, T. **Meta-analysis of the relationship between turnover and compensation.** Data collection in progress. Targeted journal: Academy of Management Journal.
- 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.** Editing manuscript. Targeted journal: Human Resource Management Review.
- Roumpi, D. & Delery, J. E. **Line managers implementing SHRM practices: Inhibitors, enablers, or scapegoats?** Editing manuscript. Targeted journal: Human Resource Management Review.
- Roumpi, D., Giannakis, P., Aydinliyim, L. E., & Caligiuri, M. **Transgender-friendly organizational practices: Diffusion in an interlocking directory network.** Data collection in progress.
- Roumpi, D., Giannakis, P., & Tarba, S. **Board interlocks: A multi-dimensional proximity approach.** Data analysis in progress. Targeted journal: Journal of Business Research.
- Georgiou, K. Manno, C. M., & Roumpi, D. **Gamified selection tools and perceived inclusion climate.**  
**\*Proposal presented at the Paper Development Workshop, HRMJ, 2020.**
- Roumpi, D. & Delery, J. E. **Retaining valued human capital in competitive labor markets: Insights from headhunters.**
- Piyanontalee, R., Farndale, E., Ozcelik\*, G., Roumpi\*, D., & Yahiaoui\*, D. **Global study of HRM systems, cultural values, and individual outcomes.**  
 \*In alphabetical order.

## CONFERENCE PRESENTATIONS

Aydinliyim, L. E., **Roumpi, D.**, & Giannakis, P. LGBT-inclusive HRM: Regulation and organizational leaders' KSAOs. ***Under review for the Strategic Management Society Annual International Conference***, Toronto, CA, 2023.

Piyanontalee, R., Farndale, E., **Roumpi, D.**, Özçelik, G., & Yahiaoui, D. Cultural values as predictors of congruence between employee and supervisor HR strength perceptions. ***Accepted for presentation at the Annual Meeting of the Academy of Management***, Boston, MA, 2023.

Aydinliyim, L. E., **Roumpi, D.**, & Angelidis, M. I. Looking back while moving forward: How executive mobility and non-compete agreements affect temporal focus. ***15<sup>th</sup> Annual People & Organizations Conference***, Philadelphia, PA, 2022.

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***, London, UK, 2022.

***\*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***, Seattle, WA, 2022.

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***, Seattle, WA, 2022.

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. ***5<sup>th</sup> Global Conference on International Human Resource Management***, New York, NY, 2022.

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. ***13<sup>th</sup>-14<sup>th</sup> 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. *6<sup>th</sup> 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. *10<sup>th</sup> 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. *6<sup>th</sup> 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.

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#### OTHER CONFERENCE ACTIVITIES

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

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

Symposium (co-organizer with Aydinliyi, 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.

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## TEACHING

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

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 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/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

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## SERVICE

### **Professional Service - Peer Reviewed Journals:**

- Human Resource Management – Editorial Review Board (2022– present)
- Human Resource Management Review – Editorial Review Board (2020 – present)
- Academy of Management Perspectives – Ad hoc reviewer
- Human Resource Management Journal – Ad hoc reviewer
- Human Resource Management – Ad hoc reviewer

- British Journal of Management – Ad hoc reviewer
- Human Resource Management Review – Ad hoc reviewer
- Journal of Business Research – Ad hoc reviewer
- Personnel Review – 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
- International Journal of Contemporary Hospitality Management – Ad hoc reviewer

#### **Professional Service - Academic Conferences:**

- Academy of Management, HR Division, Assistant Program Chair (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)
- Strategic Management Society, Special Conference, Milan, IT, Reviewer (2022)
- 5<sup>th</sup> Global Conference on International HRM, Reviewer (2022)
- Academy of Management, HR Division, Assistant Program Chair (2021)
- 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)
- 4<sup>th</sup> Global Conference on International HRM, Reviewer (2018)
- Southern Management Association Annual Meeting, Reviewer (2016)
- Strategic Management Society Special Conference Milan, IT, Reviewer (2016)

#### **Guest Lectures/Invited Guest Talks:**

- 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:**

- Judge for the 2023 Graduate Exhibition, 38th Annual Graduate Exhibition, The Pennsylvania State University, 2023
- Study Abroad Program Advisor, School of Labor and Employment Relations, The Pennsylvania State University (2021-2023)
- Labor and Employment Relations Director Search Committee, The Pennsylvania State University (2020)
- Schreyer Honors College Selection Committee, The Pennsylvania State University (2019-2020)
- 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:**

- Caligiuri, M. D. Geographic mobility among lesbian, gay, and bisexual professionals and the impact on willingness to relocate over time. The Pennsylvania State University. **Doctoral dissertation committee member** (2021-2023).
- Phelps, L. E. Pay gap in the upper echelons. MSc in Human Resources and Employment Relations. The Pennsylvania State University. Thesis committee member (2023-2024).
- 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 for 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).

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## NON-ACADEMIC PUBLICATIONS/REPORTS/MEDIA

**Roumpi, D.** (July 3, 2022). Radio interview about 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](https://wallethub.com/edu/states-employers-hiring/101730#expert=Dorothea_Roumpi)

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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/>

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## PROFESSIONAL AFFILIATIONS

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

Strategic Management Society (SMS) – Strategic Human Capital Track

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## PROFESSIONAL DEVELOPMENT

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

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## 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**