

Gonzalez, Katerina (Associate Professor)

Refereed Journal Articles

Journal Article, Academic Journal

- Kanitz, R., Reinwald, M., Gonzalez, K., Burmeister, A., Song, Y., Hoegl, M. (2024). Supportive, resistant, or both? A person-centric view on employee responses to diversity initiatives. *Journal of Applied Psychology*, 109(10), 1635-1658. <https://doi.org/10.1037/apl0001190>
- Hagl, C., Kanitz, R., Gonzalez, K., Hoegl, M. (2024). Change management interventions: Taking stock and moving forward. *Human Resource Management Review*, 34(1), 101000. <https://doi.org/10.1016/j.hmr.2023.101000>
- Kanitz, R., Gonzalez, K., Berger, S., Reinwald, M., Huettermann, H., Franczak, J. (2023). Am I the only one? Consequences of change championing (a)symmetry on group- and individual-level change outcomes. *Journal of Organizational Behavior*, 44(7), 1048-1065. <https://doi.org/10.1002/job.2683>
- Gonzalez, K., Portocarrero, F., Ekema-Agbaw, M. (2023). Disposition activation during organizational change: A meta-analysis. *Personnel Psychology*, 76(3), 829-883. <https://doi.org/10.1111/peps.12513>
- McCartney, J., Franczak, J., Gonzalez, K., Jordan, S., Hall, A., Hockwarter, W., Wikhamn, W., Babalola, M., Kahn, A. K. (2023). Supervisor off-work boundary infringements: Perspective-taking as a resource for after-hours intrusions. *Work and Stress*, 37(3), 373-396. <https://doi.org/10.1080/02678373.2023.2176945>
- Portocarrero, F. F., Gonzalez, K., Ekema-Agbaw, M. (2020). A meta-analytic review of the relationship between dispositional gratitude and well-being. *Personality and Individual Differences*, 164, 110101. <https://doi.org/10.1016/j.paid.2020.110101>
- Gonzalez, K., Tillman, C. J., Holmes, J. J. (2020). Coming home: Why veterans with disabilities withhold workplace accommodation requests. *Human Relations*, 73(10), 1439-1466. <https://doi.org/10.1177/0018726719875810>
- Gonzalez, K., Winkler, C. (2019). The entrepreneurial breaking point: Undergoing moments of crisis. *Management Decision*, 57(11), 2853-2868. <https://doi.org/10.1108/md-10-2017-1057>
- Gigliotti, R., Vardaman, J., Marshall, D. R., Gonzalez, K. (2019). The role of perceived organizational support in individual change readiness. *Journal of Change Management*, 19(2), 86-100. <https://doi.org/10.1080/14697017.2018.1459784>
- Ogbonnaya, C., Tillman, C. J., Gonzalez, K. (2018). Perceived organizational support in health care: The importance of teamwork and training for employee well-being and patient satisfaction. *Group & Organization Management*, 43(3), 475-503. <https://doi.org/10.1177/1059601118767244>
- Tillman, C. J., Gonzalez, K., Crawford, W. S., Lawrence, E. R. (2018). Affective responses to abuse in the workplace: The role of hope and affective commitment. *International Journal of Selection and Assessment*, 26(1), 57-65. <https://doi.org/10.1111/ijasa.12203>

Tillman, C. J., Gonzalez, K., Whitman, M. V., Crawford, W. S., Hood, A. C. (2018). A multi-functional view of moral disengagement: Exploring the effects of learning the consequences. *Frontiers in Psychology*, 8(2286), 1-14.

Book Chapters

Book, Chapter in Scholarly Book-New

Gonzalez, K., Kanitz, R. (2023). Employee responses to technological change: A retrospective review to broaden our view. In S. Oreg, A. Michel, and R. By (Eds.), *The Psychology of Organizational Change* (2nd ed.). Cambridge: Cambridge University Press.

Non-Refereed Journal Articles

Journal Article, Academic Journal

Gonzalez, K., Kanitz, R., Briker, R. (2024). "AI Can't Steal My Soul": In the Age of AI, the Human Touch is Paramount for the Craft of Managing Change. *The Journal of Applied Behavioral Science*, 60(4), 589-602. <https://doi.org/10.1177/00218863241279916>

Kanitz, R., Gonzalez, K., Briker, R., Straatmann, T. (2023). Augmenting organizational change and strategy activities: Leveraging generative artificial intelligence. *The Journal of Applied Behavioral Science*, 59(3), 345-363. <https://doi.org/10.1177/00218863231168974>

Kanitz, R., Gonzalez, K. (2021). Are we stuck in the predigital age? Embracing technology-mediated change management in organizational change research. *The Journal of Applied Behavioral Science*, 57(4), 447-458. <https://doi.org/10.1177/00218863211042896>

Journal Article, Professional Journal

Kanitz, R., Reinwald, M., Gonzalez, K., Burmeister, A., Song, Y., Hoegl, M. (2024). 4 ways employees respond to DEI initiatives. *Harvard Business Review*. <https://hbr.org/2024/07/research-4-ways-employees-respond-to-dei-initiatives>

Presentations

Kanitz, Rouven, Reinwald, Max, Gonzalez, Katerina, Burmeister, Anne, Li, Yifan, Annual Meeting of the Academy of Management (AOM), "Employee responses to diversity initiatives: A tripartite view and latent profile analysis," AOM HR Division, Boston. (August 2023).

Kanitz, Rouven, Gonzalez, Katerina, Burger, Stefan, Huettermann, Hendrik, Annual Meeting of the Academy of Management (AOM), "Consequences of change championing (a)symmetry on group- and individual-level change outcomes," AOM ODC Division, Seattle. (August 2022).

Gonzalez, Katerina (Panelist), Dobbin, Frank (Panelist), Kuan, Jennifer (Panelist), Ryan, Ann Marie (Panelist), Vojnovic, Igor (Panelist), Hall, Angela (Moderator), Conference on Leadership Accountability in Diversity, Equity and Inclusion, "Research in DEI Session," Michigan State University (ANDIE Lab), Virtual. (April 2022).

Gonzalez, Katerina, Franczak, Jennifer, Hall, Angela, McCartney, Jacob, Klein, Janina (Co-Chair), Pavez, Ignacio (Co-Chair), Gonzalez, Katerina (Co-Chair), Do, Boram (Co-Chair), Oswick, Cliff (Discussant), Annual Meeting of the Academy of Management (AOM),

"Turning poison into medicine: Leveraging technology to stimulate diversity and inclusion," AOM - ODC Division, Virtual. (August 2021).

Gonzalez, Katerina (Co-Chair), Kanitz, Rouven (Co-Chair), Bartunek, Jean (Panelist), Oreg, Shaul (Panelist), Rafferty, Alannah (Panelist), Rousseau, Denise M. (Panelist), Seo, Myeong-Gu (Panelist), Annual Meeting of the Academy of Management (AOM), "Exploring the Research Frontier on Individual Responses to Organizational Change," AOM - ODC Division, Virtual. (August 2020).

Kanitz, Rouven, Gonzalez, Katerina, Venkatesh, Viswanath, Annual Meeting of the Academy of Management (AOM), "Redirecting the Trajectory of Research on the Human Side of Change: Bridging Across Disciplines," AOM ODC Division, Virtual. (August 2020).

Gonzalez, Katerina, Annual Meeting of the Eastern Academy of Management (EAM), "Managerial Territoriality in Work Organizations," Eastern Academy of Management, Virtual. (May 2020).

Gonzalez, Katerina, Portocarrero, Florencio F, Ekema-Agbaw, Michael L, Annual Meeting of the Southern Management Association (SMA), "Dispositions and situational strength during organizational change: A meta-analysis," SMA, Norfolk, Virginia. (October 2019).

Gonzalez, Katerina, Carter, Ashli, Annual Meeting of the Academy of Management (AOM), "Distance makes losses less painful: Distance and construal on reactions to change.," AOM - ODC Division, Boston, MA. (August 2019).

Gonzalez, Katerina, Mmbaga, Nick, Mobasser, Sanaz, Annual Meeting of the PhD Project Management Doctoral Student Association, "Job Market Panel: Applicant's Perspective," PhD Project, Boston, MA. (August 2019).

Gonzalez, Katerina, Zhang, Ting, Annual Meeting of the PhD Project Management Doctoral Student Association, "Nailing the Campus Visit & Job Talk: What to Do and What Not to Do," PhD Project, Boston, MA. (August 2019).

Kanitz, Rouven, Gonzalez, Katerina, Vakola, Maria (Co-Chair), Van Dam, Karen (Co-Chair), Fugate, Mel (Discussant), European Association of Work and Organizational Psychology (EAWOP) Congress, "Synthesizing research on organizational change reactions: A systematic review," EAWOP, Turin, Italy. (May 2019).

Portocarrero, Florencio, Gonzalez, Katerina, Valenzuela, Ana, Annual Meeting of the International Association for Business and Society (IABS), "No gratitude no gain: How do (unexpected) employee benefits influence pro-social and pro-organization intentions and attitudes?," IABS, San Diego, CA. (March 2019).

Gonzalez, Katerina, Portocarrero, Florencio F, Rothstein, Hannah, Ekema-Agbaw, Michael L., Annual Meeting of the Academy of Management (AOM), "A meta-analysis of organizational change predictors: Psychological resources and dispositions.," AOM – OB Division, Chicago, IL. (August 2018).

Hart, Courtney (Co-Chair), Seegars, Lumumba (Co-Chair), Gutierrez, Lyangela (Co-Chair), Palmer, Catrina (Co-Chair), Domingo, Monique A. (Co-Chair), Gonzalez, Katerina (Co-Chair), Ubaka, Adaora (Co-Chair), Ali, Abdifatah A. (Panelist), McCluney, Courtney (Panelist), Rabelo, Veronica (Panelist), Annual Meeting of the Academy of Management (AOM), "Moving beyond the conversation: Building a research agenda to create more inclusive organizations," AOM – GDO, D&ITC, & OB Divisions, Chicago, IL. (August 2018).

- Portocarrero, Florencio, Gonzalez, Katerina, Ekema-Agbaw, Michael L., Rothstein, Hannah, Awtrey, Eli (Co-Chair), Fehr, Ryan (Co-Chair), Cameron, Kim (Discussant), Annual Meeting of the Academy of Management (AOM), "The grateful disposition and psychological wellbeing: A meta-analytic review," AOM – GDO Division, Philadelphia, PA. (August 2018).
- Gonzalez, Katerina, Tillman, C. J., Holmes, Jeanne J., Annual Meeting of the Academy of Management (AOM), "Why do disabled veterans withhold workplace accommodation requests?," AOM – GDO Division, Chicago, IL. (August 2018).
- Portocarrero, Florencio F, Ekema-Agbaw, Michael L., Gonzalez, Katerina, Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP), "The grateful disposition and psychological well-being: A meta-analytic review," SIOP, Chicago, IL. (May 2018).
- Gonzalez, Katerina, Carter, Ashli, 'Distances in Organizations' Workshop, "The effects of temporal distance and abstract construal on change adoption decisions," McGill University, Montreal, QC, Canada. (May 2018).
- Gonzalez, Katerina, Tillman, C. J., Holmes, Jeanne J., Annual Meeting of the Southern Management Association (SMA), "Don't ask, don't receive: The relationships among identity strain, invisible disability, and climate for inclusion on veteran workplace accommodation requests," SMA, St. Petersburg Beach, FL. (October 2017).
- Gonzalez, Katerina (Co-Chair), Minfee, Ishva (Co-Chair), Portocarrero, Florencio (Co-Chair), Speights, Sabrina (Co-Chair), Fuller, Nicole (Co-Chair), Hogan, Toschia M. (Co-Chair), Jones, Danielle (Co-Chair), Huff, Anne S. (Panelist), Addae, Issac (Panelist), Young-Hunter, Tammy (Panelist), Annual Meeting of the Academy of Management (AOM), "The friction of sociopolitical change: Organizational responsiveness with inclusion practices," AOM – ODC, D&ITC, & GDO Divisions, Anaheim, CA. (August 2017).
- Gonzalez, Katerina, Sommer, Kristin, Pesner, Erik, Kern, Mary, Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP), "When ostracism leads to turnover: The moderating role of attachment style," SIOP, Orlando, FL. (May 2017).
- Gonzalez, Katerina, Mercado, Brittany, Dilchert, Stephan, Annual Meeting of the Academy of Management (AOM), "Does hair hurt career marketability? Investigating the influence of hairstyle on hiring decisions," AOM - HR Division, Anaheim, CA. (August 2016).
- Gonzalez, Katerina, Tillman, C. J., Crawford, Wayne S., Lawrence, Ericka, McClellan, Jeffrey S., Annual Meeting of the Academy of Management (AOM), "Emotions and the bad boss," AOM - OB Division, Anaheim, CA. (August 2016).
- Gonzalez, Katerina, Winkler, Christoph, Annual Meeting of the Academy of Management (AOM), "Moments of duress during venture formation: The entrepreneurial breaking point," AOM - ENT Division, Anaheim, CA. (August 2016).
- Pesner, Erik, Gonzalez, Katerina, Kern, Mary, Sommer, Kristin, Annual Meeting of the American Psychological Association (APA), "The impact of power and group membership on moral hypocrisy," APA, Denver, CO. (August 2016).
- Boncoeur, O. Dorian, Gonzalez, Katerina, Tillman, C. J., Crawford, Wayne S., AKempor Annual Conference (Research Group on Empirical Management and Organizational Studies), "The impact of perceived performance asymmetry on ethical behavior intention," Research Group on Empirical Management and Organizational Studies, Lüneburg, Germany. (November 2015).

Tillman, C. J., Boncoeur, O. Dorian, Gonzalez, Katerina, Crawford, Wayne S., Annual International Vincentian Business Ethics Conference (IVBEC), "The impact of perceptual performance asymmetry on ethical behavior: Does agreement matter?," IVBEC, New York, NY. (October 2015).

Tillman, C. J., Lawrence, Ericka R., Boncoeur, O. Dorian, Gonzalez, Katerina, Annual Meeting of the Southern Management Association (SMA), "Good people, bad choices: The multiple roles of self-regulatory systems," SMA, St. Pete Beach, FL. (October 2015).

Lawrence, Ericka, Gonzalez, Katerina, Boncoeur, O. Dorian, Tillman, C. J., Annual Meeting of the Academy of Management (AOM), "Abusive supervision and turnover intentions: A person-environment fit perspective," AOM - OB Division, Vancouver, BC, Canada. (August 2015).

Loyd, Denise L., Kern, Mary C., Gonzalez, Katerina, Annual Meeting of the Society for Personality and Social Psychology (SPSP), "Are Black Women stereotypically black?: Exploring the intersection of race and gender," SPSP, Long Beach, CA. (February 2015).

Loyd, Denise L., Kern, Mary C., Gonzalez, Katerina, Martin, Ashley (Co-Chair), Phillips, Katherine W. (Co-Chair), McGinn, Kathleen L. (Discussant), Annual Meeting of the Academy of Management (AOM), "Navigating the labyrinth: Examining the importance of context and stereotypes in gender research," AOM – GDO Division, Philadelphia, PA. (August 2014).