

## ADAORA UBAKA

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Ph.D. Candidate, OB & Human Resources  
University of Illinois at Chicago  
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### EDUCATION

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Ph.D. Organizational Behavior & Human Resource Management, University of Illinois at Chicago, Chicago, IL 2022  
(Expected)

- **Dissertation:** Extending Symbols of Safety: Psychological Contract Fulfillment to Employees in the Aftermath of Mega-Threat Events
- **Dissertation Committee:** Sandy J. Wayne (Chair), Evan Apfelbaum, Linda Skitka, Bob Liden, Zhenyu Yuan

M.A. Industrial-Organizational Psychology, Seattle Pacific University, Seattle, WA 2011

B.A. Philosophy, University of Florida, Gainesville, FL 2008

### RESEARCH INTERESTS

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Leadership, Implicit Beliefs/Intergroup Processes in the Workplace, Psychological Safety, Work-Life Management Strategies

### PUBLICATIONS IN REFEREED JOURNALS

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- 1 **Ubaka, A.**, Lu, X., Gutierrez, L. (conditional acceptance). [Protected for Final Review]  
\* Best Student Conference Paper Award, GDO Division, 80th Annual Academy of Management Conference (Vancouver, Canada/Virtual)

### MANUSCRIPTS UNDER REVIEW

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- 1 Wayne, S., Sun, K., Kluemper, D. Cheung, G., **Ubaka, A.** Managing Impressions for Black Employees. (Invited to submit full manuscript to *Journal of Applied Psychology*)
- 2 **Ubaka, A.**, Cardador, T., and Wayne, S. Deactivating Threat in Imaginative Play: A Process Model of Interpersonal Threat Reduction in Racially Diverse Spaces. (Preparation for *Organizational Science*)
- 3 Cardador, T. & **Ubaka, A.** Women's Career Pathways in Engineering. (preparation for submission to *Journal of Organizational Behavior*).

### RESEARCH IN PROGRESS

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- 1 **Ubaka, A.**, Lu, X. Transcending Our Tribes: Leader Behaviors that Support Employees in Maximizing Joint Outcomes Across Functional Areas (Idea stage)

### FELLOWSHIPS, HONORS & AWARDS

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- 2020 **Graduate College's Award for Graduate Research**, University of Illinois at Chicago  
(Research Award, \$1,750, awarded to 18 students from various academic disciplines within the graduate college)
- 2020 **Janessa Shapiro Graduate Research Award**, Society of Personality and Social Psychology  
(Research Award, \$1,000)
- 2020 **Best Student Conference Paper Award**, Gender & Diversity Division, 80th Annual Academy of Management Conference (Vancouver, Canada/Virtual)
- 2020 **Selected as Ph.D. Project/Baruch College Research Fellow** (New York, NY)
- 2018-2022 **Awarded Graduate College Pipeline to an Inclusive Faculty (PIF) Fellowship**, Graduate College of University of Illinois at Chicago
- 2017-2022 **Liautaud College of Business Graduate Fellowship**, University of Illinois at Chicago

## REFEREED CONFERENCE/SYMPOSIA PRESENTATIONS

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- February 2021 Society of Personality & Social Psychology, Annual Convention, **Virtual**  
Paper Presentation: Testing the Generalizability of the White Leadership Standard in the Post-Obama Era (with XinXin Lu & Lyangela Gutierrez)
- August 2020 Academy of Management, 80<sup>th</sup> Annual Meeting, **Virtual/Vancouver, Canada**  
Paper Presentation: Testing the Generalizability of the White Leadership Standard in the Post-Obama Era (with XinXin Lu & Lyangela Gutierrez)
- May 2020 Annual Distances in Organizations (DIOS) Conference, **Virtual/Montreal, Canada**  
Doctoral Student Presentation: Forming Ensemble, A Gateway to Integrated Psychological Safety Across Racial Differences

## CHAired OR FACILITATED SYMPOSIA AND WORKSHOPS

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- August 2018 Academy of Management, 78<sup>th</sup> Annual Meeting, **Chicago, IL**  
Professional Development Workshop Facilitator: Moving Beyond the Conversation: Building a Research Agenda to Create More Inclusive Organizations PDW (Sponsors: GDO Division)

## TEACHING EXPERIENCE

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### Undergraduate Teaching:

- Organizational Behavior, Instructor of Record, Ratings: 4.0 out of 5.0 (Fall, 2020 – Online Class)  
Organizational Behavior, Instructor of Record, Ratings: \_\_ out of 5 (Spring, 2021 – Online Class)

## SERVICE – UNIVERSITY, COLLEGE & DEPARTMENT

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- Organizer & Facilitator, Managerial Dept. Research Incubator Presentations (Spring 2021)
- Panelist for UIC Graduate College Orientation (Fall 2020)
- Academy of Management Conference Reviewer, 2017-present
- Management Doctoral Student Association (MDSA)
  - Co-Chair of Networking Committee, 2020-present
  - Writing Group Facilitator, 2020-present

- Membership Committee, 2020-present
- Service Committee, 2017-2018

## PROFESSIONAL AFFILIATIONS

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- Academy of Management, 2017- present
  - Divisions: OB, HR, MOC
- Society for Personality and Social Psychology (SPSP); 2018-present
- Ph.D. Project/Management Doctoral Student Association (MDSA), 2014-present

## REFERENCES

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- **Sandy J. Wayne, Ph.D., Professor, Associate Dean**  
Managerial Studies Department  
Liautaud College of Business, University of Illinois at Chicago  
[sjwayne@uic.edu](mailto:sjwayne@uic.edu)
- **Teresa Cardador, Ph.D., Associate Professor**  
School of Labor and Employment Relations, University of Illinois at Urbana-Champaign  
[tcardador@illinois.edu](mailto:tcardador@illinois.edu)
- **Linda Skitka, Ph.D., Professor, Department Head of Social Psychology**  
Psychology Department  
Graduate College, University of Illinois at Chicago  
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- **Michael Popowits, Director of the Institute for Leadership Effectiveness and Development**  
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