

# JOHN WILEY LYNCH

Department of Managerial Studies  
University of Illinois at Chicago  
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## ACADEMIC EXPERIENCE

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University of Illinois, Chicago 2016–Present  
• Assistant Professor in Managerial Studies

## EDUCATION

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Ph. D. University of Georgia 2016  
Management (Organizational Behavior)  
Committee: Jessica Rodell (chair), Jason Colquitt, Marie Mitchell, and Laura Little

M. A. University of Maryland, College Park 2005  
Counseling and Personnel Services

B. S. University of Georgia 2003  
Psychology  
Elected Phi Beta Kappa

## RESEARCH INTERESTS

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- Identity work in the workplace
- Stigma's influence in the employee experience
- Employee volunteering

## JOURNAL ARTICLES

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Lyons, B., Lynch, J. W., & Johnson, T. D. (In Press). Gay and lesbian disclosure and heterosexual identity threat: The role of heterosexual identity commitment in shaping de-stigmatization. *Organizational Behavior and Human Decision Processes*.

Colquitt, J. A., Zipay, K. P., Lynch, J. W., & Outlaw, R. (2018). Bringing “The Beholder” center stage: On the propensity to perceive overall fairness. *Organizational Behavior and Human Decision Processes*, 148, 159–177.

Lynch, J. W., & Rodell, J. B. (2018). Blend in or stand out? Interpersonal outcomes to managing concealable stigmas at work. *Journal of Applied Psychology, 103*, 1307–1323.

*\*Received the 2019 Saroj Parasuraman Outstanding Publication Award from Academy of Management Gender & Diversity in Organizations Division*

Rodell, J. B., Booth, J. E., Lynch, J. W., & Zipay, K. P. (2017). Corporate volunteering climate: Mobilizing employee passion for societal causes and inspiring future charitable action. *Academy of Management Journal, 60*, 1662–1681.

Little, L. M., Hinojosa, A. S., & Lynch, J. W. (2017). Make them feel: How the disclosure of pregnancy to a supervisor leads to changes in perceived supervisor support. *Organization Science, 28*, 618–635.

Vogel, R. M., Rodell, J. B., & Lynch, J. W. (2016). Engaged and productive misfits: How job crafting and leisure activity mitigate the negative effects of value incongruence. *Academy of Management Journal, 59*, 1561–1584.

Rodell, J. B., & Lynch, J. W. (2016). Perceptions of employee volunteering: Is it “credited” or “stigmatized” by colleagues? *Academy of Management Journal, 59*, 611–635.

Shutt, M. D., Garrett, J. M., Lynch, J. W., & Dean, L. A. (2012). An assessment model as best practice in student affairs. *Journal of Student Affairs Research and Practice, 49*, 65–82.

## **WORKING PAPERS**

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Lynch, J. W. How employees manage their private information amongst their colleagues. Data analysis stage. Target Journal: *Academy of Management Journal*.

Lynch, J. W., Mitchell, M. S., Vogel, R. M., Tepper, B. J., & Palmer, N. F. When are supervisors unlikely to abuse poor performing subordinates? Data analysis stage. Target Journal: *Academy of Management Journal*.

Lynch, J. W., Mitra, A., & Xu, H. Allies of employees with stigmas. Data collection stage.

Lynch, J. W., & Zhang, J. Transparency comfort in the workplace. Data collection stage.

Nielson, J., Ptashnik, T., Colbert, A., & Lynch, J. W. Leader stress management and leader development. Data collection stage.

Lynch, J. W., Wayne, S. J., Xu, H., & Tao, S. Volunteering and leadership development. Data collection stage.

Lynch, J. W., Sun, U. Y., Jones, K., & Follmer, K. Stigma dimensions. Data collection stage.

Lynch, J. W., Buis, B., Outlaw, R., & Smallfield, J. Generating a mystique at work. Measurement development stage.

Lynch, J. W., Sun, U. Y., & Little, L. M. Identity blind spots. Writing stage (conceptual paper).

DuFour, L., Banoun, A., Lynch, J. W., Booth, J. E., & Xu, H. Shared volunteer experiences. Development and planning stage.

Lynch, J. W., Booth, J. E., & Xu, H. Expectations in volunteering. Development and planning stage.

## CONFERENCE PAPERS

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Lynch, J. W., Follmer, K., Sun, U. Y., & Jones, K. (2020, August). Understanding the dimensionality of stigma: Scale development and workplace disability implications. In D. Baldridge and M. Kulkarni (Chair), *Broadening our Sight: New Directions in Disability Research*. Paper accepted as part of symposium session at Academy of Management. Vancouver, British Columbia, Canada.

Xu, H., Lynch, J. W., Wayne, S. J., & Tao, S. (2020, August). Volunteering as a Training Ground for Servant Leadership. In J. Hu (Chair), *The Antecedents and Influences of Servant Leadership*. Paper accepted as part of symposium session at Academy of Management. Vancouver, British Columbia, Canada.

Nielson, J., Ptashnik, T., Colbert, A., & Lynch, J. W. (2020, August). Examining the Threatened Manager: Effects of and Responses to Leader Identity Threat. Paper accepted for Divisional Paper session at Academy of Management. Vancouver, British Columbia, Canada.

Lyons, B., Lynch, J. W., & Johnson, T. (2020, April). Heterosexual employees' intimacy responses to gay/lesbian disclosure. In A. Decoste and S. L. D. Restubog (Chairs), *Confronting Stigma Among LGBT Workers: New Developments in Stigmatization at Work*. Paper symposium accepted for annual meeting of the Society for Industrial & Organizational Psychology. Austin, Texas.

Nielson, J., Ptashnik, T., Colbert, A., & Lynch, J. W. (2019, October). Examining the Threatened Manager: Effects of and Responses to Leader Identity Threat. Paper presented at Southern Management Association. Norfolk, Virginia.

Lyons, B., Lynch, J. W., & Johnson, T. (2019, August). Heterosexual employees' identity threat responses to gay/lesbian disclosure. In J. W. Lynch and B. Lyons (Chairs), *(De)Stigmatization and The Inclusive Organization*. Paper symposium at the annual meeting of the Academy of Management. Boston, Massachusetts.

- Lynch, J. W., & Mitra, A. (2018, April). Multiple pathways to becoming and acting as an ally. In K. K. Dray and I. E. Sabat (Chairs), *Workplace allies: Exploring the stages in becoming an effective and vocal ally*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Chicago, Illinois.
- Lynch, J. W. (2017, August). Drawing the curtain: How employees manage their private information. In J. W. Lynch (Chair), *Information of Many Types*. Paper presentation at the annual meeting of the Academy of Management. Atlanta, Georgia.
- Booth, J. E., Rodell, J. B., Lynch, J. W., & Zipay, K. P. (2015, August). Employee volunteer climate: How passionate employees can create a warmer climate for everyone. In J. B. Rodell and H. Breitsohl (Chairs), *Giving time and money to strangers: Examining the ultimate prosocial actions*. Paper symposium at the annual meeting of the Academy of Management. Vancouver, British Columbia, Canada.
- Lynch, J. W., & Rodell, J. B. (2015, April). Beyond disclosures: How employees manage impressions of their concealable stigmas. In I. E. Sabat and L. R. Martinez (Chairs), *Intra- and interpersonal antecedents and outcomes of stigmatized identity management*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Philadelphia, Pennsylvania.
- Colquitt, J. A., Lynch, J. W., Outlaw, R., & Zipay, K. P. (2015, April). But you think everything's fair: An examination of fairness propensity. In J. A. Colquitt and K. P. Zipay (Chairs), *New directions in justice: Forming and reacting to overall fairness*. Symposium conducted at the annual meeting of the Society for Industrial & Organizational Psychology. Philadelphia, Pennsylvania.
- Rodell, J. B., & Lynch, J. W. (2013, August). Workplace reputation of volunteers. In J. B. Rodell and J. W. Lynch (Chairs), *Employee reputation: What we know and where we are headed*. Paper symposium at the annual meeting of the Academy of Management. Orlando, Florida.
- Lynch, J. W., & Vandenberg, R. J. (2013, April). Attitudinal and performance outcomes of investments in employee development. Poster presentation at the annual meeting of the Society for Industrial & Organizational Psychology. Houston, Texas.

## **PROFESSIONAL ACTIVITIES**

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### ***Journal Reviewer***

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| ▪ Journal of Organizational Behavior       | Editorial Board, 2020–2022 |
| ▪ Journal of Applied Psychology            | Ad hoc                     |
| ▪ Journal of Management                    | Ad hoc                     |
| ▪ Journal of Vocational Behavior           | Ad hoc                     |
| ▪ Journal of Business Ethics               | Ad hoc                     |
| ▪ Nonprofit and Voluntary Sector Quarterly | Ad hoc                     |

- Journal of Strategy and Management Ad hoc

### **Conference Reviewer**

- Academy of Management 2013–2018
- SIOP 2015–2017
- Southern Management Association 2012–2015

### **Other Conference Activities**

- Co-chair. *(De)stigmatization and the inclusive organization*. Annual meeting of the Academy of Management. Boston, MA. (2019)
- Session Chair. *Information of Many Types*. Annual meeting of the Academy of Management. Atlanta, GA. (2017)
- Roundtable facilitator. In M. Baer, N. Wellman, M. Kuenzi, & C. P. Zapata (Chairs), *Halfway there, but now what? Advice for pre- dissertation doctoral students*. Annual meeting of the Academy of Management. Anaheim, CA. (2016)
- Co-chair. *Employee reputation: What we know and where we are headed*. Annual meeting of the Academy of Management. Orlando, Fl. (2013)

### **Professional Affiliations**

- Academy of Management (AOM)
- Society for Industrial and Organizational Psychology (SIOP)

## **TEACHING EXPERIENCE**

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### **University of Illinois at Chicago**

#### *Doctoral:*

- MGMT 575: Human Resource Management (Rating: 5.00/5.00) 2019
- MGMT 587: The Work-Life Interface (Rating: 5.00/5.00) 2019
- MGMT 575: Human Resource Management (Rating: 4.75/5.00) 2017
- MGMT 587: The Work-Life Interface (Rating: 5.00/5.00) 2017

#### *Master of Business Administration:*

- MGMT 541: Organizational Behavior (Rating: 4.77/5.00) 2019
- MGMT 541: Organizational Behavior (Rating: 4.78/5.00) 2018
- MGMT 541: Organizational Behavior (Rating: 4.71/5.00) 2018
- MGMT 541: Organizational Behavior (Rating: 4.77/5.00) 2018
- MGMT 541: Organizational Behavior (Rating: 4.65/5.00) 2017
- MGMT 541: Organizational Behavior (Rating: 4.82/5.00) 2016

### **University of Georgia**

#### *Undergraduate:*

- MGMT 5820: Human Resource Management (Rating: 4.79/5.00) 2016
- MGMT 5920: Organizational Behavior (Rating: 4.80/5.00) 2015
- MGMT 5820: Human Resource Management (Rating: 4.74/5.00) 2012

## **Emory University**

### *Undergraduate:*

- EDS 472: Advanced Peer Counseling 2010
- EDS 472: Peer Counseling 2007–2009

## **University of Maryland, College Park**

### *Undergraduate:*

- EDCP 317: Introduction to Leadership 2004

## **DISSERTATION COMMITTEE SERVICE**

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- Arjun Mitra, University of Illinois at Chicago (co-chair) 2019–Present
- Meng Zhong, University of Illinois at Chicago (committee member) 2019–Present
- Eric Michel, University of Illinois at Chicago (committee member) 2017–18
- Jarvis Smallfield, University of Illinois at Chicago (committee member) 2017–18

## **OTHER UNIVERSITY SERVICE**

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- Department Curriculum Review Committee 2019–Present
- Department Faculty Advisory Committee 2018–Present
- Business Scholars Faculty Mentor 2017–Present
- Business College Undergraduate Academic Program Committee 2017–Present
- Honors College Faculty Fellow 2017–Present
- Chancellor’s Committee on the Status of Persons with Disabilities 2017–2019

## **AWARDS AND RECOGNITION**

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- Saroj Parasuraman Award, GDO Division of Academy of Management 2019
- ACUHO-I/EBI Assessment Award 2011
- Emory University, Campus Life: Research and Publication Award 2009
- NASPA (Southeastern Region) Research Grant 2008
- Emory University, Campus Life: Prolific Professional Award 2008
- NASPA LGBT Issues Research Award and Grant for thesis research 2005
- University of Maryland, College Park: McEwen Research Grant for thesis research 2005

## **OTHER PEER-REVIEWED PUBLICATIONS AND CONFERENCE PRESENTATIONS**

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Lynch, J., Perlman, B., Wilson, A. (2010). Best laid plans: The politics of assessment. Presentation given at Emory University Student Affairs Assessment Conference. Atlanta, GA.

- Lynch, J. & Wilson, A. (2010). Long term outcomes of a residential sophomore program. Presentation given at 2010 NASPA Annual Conference, Chicago, IL.
- Lynch, J. W. (2009). The Second Year at Emory program: Assessing a residential second-year initiative. First-Year Assessment Listserv Essay. National Resource Center for The First-Year Experience and Students in Transition, Columbia, SC.
- Lynch, J., & Perlman, B. (2009). Assessing student transition programs: Developing a comprehensive plan. Presentation given at 16th National Conference on Students in Transition. Salt Lake City, UT.
- Lynch, J., & Page, B. (2008). Connecting the dots: Linking first-year, sophomore, and upperclass residential programs. Presentation given at 15th National Conference on Students in Transition. Columbia, SC.
- Perlman, B., Lynch, J., & Page, B. (2008). The Second Year at Emory program: Assessing a residential second-year initiative. Presentation given at 15th National Conference on Students in Transition. Columbia, SC.
- Lynch, J. (2008, April). Using assessment to advise student organizations: Strategies that have worked. Presentation given at 2008 ACPA Annual Convention, Atlanta, GA.
- Lynch, J. W. (2006, March). The relationship between lesbian and gay identity development and involvement in lesbian, gay, bisexual, and transgender student organizations. In K. Renn (chair), *Current research on GLBT issues in Student Affairs and Higher Education*. Presentation given at 2006 NASPA Annual Conference, Washington, D.C.

## **INSTITUTIONAL ASSESSMENT REPORTS**

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- Lynch, J. W., & Mitra, A. (2019). Allies and safe spaces. A report generated for Chicago area universities.
- Lynch, J. W., & Xu, H. (2018). Make Mondays matter and day of service. Internal report written at University of Illinois at Chicago.
- Lynch, J. W. (2010). Participation and learning outcomes in the second year at Emory. Internal report written at Emory University, Atlanta, GA.
- Lynch, J. W., Williams, K. D. (2010). Oxford Continuee social transition into the residence halls. Internal report written at Emory University, Atlanta, GA.
- Lynch, J. W., Pannell, J., Perlman, B., Dyer, L., Roche, R., & Wilson, A. (2009). Living and learning in the residence halls: An assessment report. Internal report written at Emory University, Atlanta, GA.

Lynch, J. W. (2009). The needs and interests of the rising second years. Internal report written at Emory University, Atlanta, GA.

Lynch, J. W. (2007). The effects of “going Greek” on academic performance. Internal report written at Oglethorpe University, Atlanta, GA.

Lynch, J. W. (2007). Perceptions and accomplishments of the Greek Life community: A quantitative analysis. Internal report written at Oglethorpe University, Atlanta, GA.

Lynch, J. W. (2006). The perceptions of Greek Life, A qualitative analysis. Internal report written at Oglethorpe University, Atlanta, GA.

## **WORK EXPERIENCE**

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- Emory University, Atlanta, GA 2007–2011
  - *Area Director, Residence Life and Housing*
  
- Oglethorpe University, Atlanta, GA 2005–2007
  - *Residence Life Coordinator for Greek Affairs*
  
- University of Maryland, College Park, MD 2004–2005
  - *Student Affairs Residential Fellow, Greek Life* 2004
  - *Interim Coordinator, Art and Learning Center* 2003–2004
  - *Graduate Assistant, Art and Learning Center*
  
- United Way of Metropolitan, Atlanta, GA 1999–2000
  - *Staff Advisor for Youth Volunteer Board*