

## KENDALL YAMAMOTO

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### ACADEMIC APPOINTMENTS

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#### University of Virginia, Batten School of Leadership and Public Policy

Postdoctoral Research Associate

July 2025 - Present

### EDUCATION

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#### The University of Texas at Austin, McCombs School of Business

Ph.D., Organizational Behavior

2025

M.S., Management

2022

**Dissertation:** "What's in It for Me?": Towards the Personal Case for Diversity as an Organizational Tool for Eliciting Broad-Based Diversity Support

**Chairs:** Insiya Hussain, Shefali Patil

**Awards:** Academy of Management HR Division Dissertation Proposal Award (2024), McCombs Research Excellence Grant (2025)

#### University of Washington, Seattle

B.A., Psychology; Minor, Business, Entrepreneurship, *Cum Laude*

2017

### RESEARCH INTERESTS

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Organizational Behavior; Diversity and Belonging; Status and Identity; Team Collaboration; Gender and Entrepreneurship; Experimental and Qualitative Methods

### PUBLICATIONS AND INVITED REVISIONS

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*\*Denotes equal authorship*

Gray, S. M.\*, Howell, T.\*, Strassman, J.\*, **Yamamoto, K.\*** (2024). Credentials or chemistry? Entrepreneur gender and cofounder selection. *Academy of Management Journal*.

**Yamamoto, K.\***, Wee, E. X. M.\*, Rhee, Y., & Avolio, B. (2<sup>nd</sup> R&R). [Topic: Improv, dynamic status hierarchies, and team creativity]. *Organization Science*.

### RESEARCH IN PROGRESS

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**Yamamoto, K.** & Hussain, I. "What's in it for me?": Towards the personal case for diversity as an organizational tool for eliciting broad-based diversity support. *Working paper*.

Hussain, I., **Yamamoto, K.**, & Kakkar, H. Voice dilution: Why more arguments aren't always better when pitching ideas to the manager. *Working paper*.

**Yamamoto, K.**, Dobson, K., & Morales, V. Social worth in public service workers. *Data collection*.

### INVITED RESEARCH PRESENTATIONS

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INSEAD, Organisational Behaviour Area

2025

Vanderbilt University, Owen Graduate School of Management

2025

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|--------------------------------------------------------------------------------------------------|------|
| University of Virginia, Batten School of Leadership and Public Policy                            | 2025 |
| Cornell University, School of Industrial and Labor Relations, Organizational Behavior Department | 2024 |
| University College London, School of Management                                                  | 2024 |
| Arizona State University, Department of Management and Entrepreneurship                          | 2024 |

## CONFERENCE PRESENTATIONS & SYMPOSIA

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| <b>Co-Organized New Perspectives on Allyship Promotion Symposium – "What's in it for me?": Towards the personal case for diversity as an organizational tool for eliciting broad-based diversity support</b> |      |
| • Annual Meeting of the Academy of Management, Chicago, IL                                                                                                                                                   | 2024 |
| <b>Co-Organized Hierarchy and Teams Symposium – The mindset of “yes-and” effects on team creativity: The paradoxical effect of improv principles in teams</b>                                                |      |
| • Annual Meeting of the Academy of Management, Boston, MA                                                                                                                                                    | 2023 |
| <b>The mindset of “yes-and” effects on team creativity: The paradoxical effect of improv principles in teams</b>                                                                                             |      |
| • 2023 INGroup Conference, Bellevue, WA                                                                                                                                                                      | 2023 |
| <b>To thine own self be true: Entrepreneur gender, self-construal, and team formation strategies</b>                                                                                                         |      |
| • East Coast Doctoral Conference, New York, NY                                                                                                                                                               | 2023 |
| <b>To thine own self be true: Entrepreneur gender, self-construal, and team formation strategies</b>                                                                                                         |      |
| • Texas McCombs Ph.D. Conference, Austin, TX.                                                                                                                                                                | 2022 |
| <b>Leader implicit diversity theories: How leaders’ beliefs about diversity affect inclusive leadership and team performance</b>                                                                             |      |
| • The Trans-Atlantic Doctoral Conference, Virtual                                                                                                                                                            | 2021 |
| <b>Leader beliefs about the value of diversity and information elaboration behaviors in teams</b>                                                                                                            |      |
| • Annual Meeting of the Academy of Management, Virtual                                                                                                                                                       | 2020 |
| <b>Validating a measure of strategic thinking</b>                                                                                                                                                            |      |
| • Society for Industrial-Organizational Psychology Annual Conference, National Harbor, MD                                                                                                                    | 2019 |

## PRESS FEATURES

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[Texas McCombs Big Ideas](#) (2024), [Phys.org](#) (2024), [Knowridge](#) (2024)

## TEACHING EXPERIENCE

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|--------------------------------------------------------------------------------------|-------------|
| <b>McCombs School of Business, The University of Texas at Austin</b>                 |             |
| Organizational Behavior (Undergraduate Course)                                       | Spring 2025 |
| • Instructor Rating: 4.8/5                                                           |             |
| Organizational Behavior (Undergraduate and Masters Course)                           | Summer 2023 |
| • Instructor Rating: 5/5                                                             |             |
| Inclusive Classrooms Leadership Certificate Seminar for Excellence in Teaching       | 2022        |
| <b>Foster School of Business, The University of Washington, Seattle</b>              | 2017        |
| Learning Leadership in Theory and Practice (Section Leader for Undergraduate Course) |             |

## **SERVICE**

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### **Academic Service**

- Reviewer
  - Strategic Entrepreneurship Journal (SEJ)
  - Academy of Management (AOM) Annual Meeting

### **The University of Texas at Austin**

- McCombs Representative, Ph.D. Project Conference 2024
- Volunteer, [UT Strive Grad Prep Academy](#) 2023-2025
- Ph.D. Student Assembly Organizer, UT Management Department 2023-2025
- Volunteer Mentor, [UT Horns Helping Horns](#) 2022-2025
- Management Department Representative, McCombs Ph.D. Student Council 2022-2023
- Ph.D. Student Community Engagement Organizer, UT Management Department 2021-2022

## **HONORS & AWARDS**

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|---------------------------------------------------------------|------|
| McCombs Research Excellence Grant                             | 2025 |
| Academy of Management HR Division Dissertation Proposal Award | 2024 |
| Spring Start Dissertation Writing Fellowship                  | 2024 |
| P.E.O. Scholar Award Nominee                                  | 2023 |
| Sawtooth Academic Grant                                       | 2023 |

## **OTHER PROFESSIONAL EXPERIENCE**

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|----------------------------------------------------------------------------------|-----------|
| Research Consultant, The Center for Leadership & Strategic Thinking, Seattle, WA | 2017-2019 |
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## **NON-ACADEMIC INTERESTS**

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Enjoying the outdoors, swimming and spending time near water, staying active through reformer Pilates, and exploring new cultures through travel