

KENDALL YAMAMOTO

kendall.yamamoto@virginia.edu | kendallyamamoto.com

ACADEMIC APPOINTMENTS

University of Virginia, Batten School of Leadership and Public Policy

Postdoctoral Research Associate

July 2025 - Present

EDUCATION

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 Best Dissertation Proposal Award (2024)*, *McCombs Research Excellence Grant (2025)*

University of Washington, Seattle

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

2017

RESEARCH INTERESTS

Organizational Behavior; Social Differences and Belonging; Status and Identity; Collaboration; Organizational Interventions; Experiments, Field Interventions, and Qualitative Methods

PUBLICATIONS AND INVITED REVISIONS

*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. (2nd R&R). [Topic: Improv, dynamic status hierarchies, and team creativity]. *Organization Science*.

RESEARCH IN PROGRESS

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. *Preparation for submission*.

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

Yamamoto, K., Dobson, K., & Morales, V. Reengaging the in-between: How leader response norms restore belonging and engagement. *Data collection*.

Yamamoto, K.*, Lisnek, J.*., Adams, G., Brown-Iannuzzi, J., Labels larger than life: The effect of labeling on endorsement of systemic racism. *Data collection*.

INVITED RESEARCH PRESENTATIONS

INSEAD, Organisational Behaviour Area	2025
Vanderbilt University, Owen Graduate School of Management	2025
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

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

- Annual Meeting of the Academy of Management, Chicago, IL 2024

Co-Organized Hierarchy and Teams Symposium – The mindset of “yes-and” effects on team creativity: The paradoxical effect of improv principles in teams

- Annual Meeting of the Academy of Management, Boston, MA 2023

The mindset of “yes-and” effects on team creativity: The paradoxical effect of improv principles in teams

- 2023 INGRoup Conference, Bellevue, WA 2023

To thine own self be true: Entrepreneur gender, self-construal, and team formation strategies

- East Coast Doctoral Conference, New York, NY 2023

To thine own self be true: Entrepreneur gender, self-construal, and team formation strategies

- Texas McCombs Ph.D. Conference, Austin, TX. 2022

Leader implicit diversity theories: How leaders' beliefs about diversity affect inclusive leadership and team performance

- The Trans-Atlantic Doctoral Conference, Virtual 2021

Leader beliefs about the value of diversity and information elaboration behaviors in teams

- Annual Meeting of the Academy of Management, Virtual 2020

Validating a measure of strategic thinking

- Society for Industrial-Organizational Psychology Annual Conference, National Harbor, MD 2019

PRESS FEATURES

[Academy of Management Insights](#) (2025), [Texas McCombs Big Ideas](#) (2024), [Phys.org](#) (2024), [Knowridge](#) (2024)

TEACHING EXPERIENCE

Batten School of Leadership and Public Policy, University of Virginia Psychology for Leadership (Graduate Online Course)

Fall 2025

- Instructor Rating: 4.9/5

McCombs School of Business, The University of Texas at Austin

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

Foster School of Business, The University of Washington, Seattle

Learning Leadership in Theory and Practice (Section Leader for Undergraduate Course)

2017

SERVICE

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

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

Research Consultant, The Center for Leadership & Strategic Thinking, Seattle, WA 2017-2019

NON-ACADEMIC INTERESTS

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