

## 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 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

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Organizational Behavior; Social Differences and Belonging; Status and Identity; Collaboration; Organizational Interventions; Experiments, Field Interventions, 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. *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

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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

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### **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

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

## TEACHING EXPERIENCE

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### **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**

2017

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

**SERVICE**

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**The University of Texas at Austin**

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| • McCombs Representative, Ph.D. Project Conference                       | 2024      |
| • Volunteer, <a href="#">UT Strive Grad Prep Academy</a>                 | 2023-2025 |
| • Ph.D. Student Assembly Organizer, UT Management Department             | 2023-2025 |
| • Volunteer Mentor, <a href="#">UT Horns Helping Horns</a>               | 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, especially swimming and spending time near water, staying active through Pilates, and exploring new cultures through travel