

## Nicole (Nikki) Drader-Mazza

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Department of Management  
G. Brint Ryan College of Business  
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### EDUCATION

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Ph.D. in Management (OBHR), University of North Texas, Expected 2026

M.S. in Accountancy, DePaul University, 2008

B.S. in Nutritional Science, University of Connecticut, 2005

### ACADEMIC POSITIONS

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Ryan College of Business, University of North Texas

*Teaching Fellow* – 2024 to present

*Graduate Assistant* – 2022 to present

The Center for Neurodiversity and Employment Innovation, University of Connecticut

*Research Fellow* – 2024 to present

### RESEARCH INTERESTS & DISSERTATION

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#### Research Interests

Organizational Behavior and Human Resources with an emphasis on stigma and talent management. Other interests: neurodiversity, social networks, and work-family dynamics.

#### Dissertation

Title: I See Difference, You See Defect: A Socio-Evolutionary Perspective of Stigmatization in Organization Studies

Committee: Virginie Lopez-Kidwell (Co-Chair), Samantha Jordan (Co-Chair), Sabrina Volpone, Rhonda Reger, and Marcus Wolfe.

*Abstract: Stigma has long been examined in organizational studies through a predominantly social constructivist lens. While this work has produced critical insights into how stigmatized identities are experienced and managed, it has largely overlooked the underlying structural and evolutionary forces that contribute to the persistence of stigma in modern organizations. In this essay, I propose an integrated model to complement social constructivist perspectives and enrich theoretical understanding of stigma's emergence. Drawing on Goffman's foundational work and the literature on socio-evolutionary theory, this essay argues that by examining stigma not only as a socially constructed phenomenon but also as a product of adaptive mechanisms shaped by evolutionary pressures, management scholars can better explain why stigmatization continues in organizations despite growing awareness and inclusion efforts. Three evolutionary drivers—disgust, distrust, and discord—are introduced and empirically examined as core motives behind stigmatization processes. This integrated perspective responds to critiques of existing literature, particularly its neglect of power dynamics and historical context, and the understudied perspective of stigmatizers and offers a foundation for future empirical research that bridges biology, psychology, and organizational theory.*

Status: Proposal in progress. Defending September 2025.

## **PUBLICATIONS**

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**Drader-Mazza, N.**, Lopez-Kidwell, V., Kanwal, F., Reger, R. K., & Vogus, T. J. (2025). The double empathy problem and person-environment fit: Mutual understanding and bidirectional adjustment in autistic talent acquisition. *Human Resource Management*, 64(1), 181-199.

## **PAPERS UNDER REVIEW\*\***

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**Drader-Mazza, N.\***, Jain, V.\*, Jordan, S., Kidwell, V., Reger, R. Identity in the shadows: Exploring dual identity construction in ambiguous, anonymous, and unaccountable organizational environments. (Proposal accepted for development part of a Special call for qualitative papers at *Journal of Management*, full paper due 10/2025).

Kanwal, F.\*, **Drader-Mazza, N.\***, Short, J., Wolfe, M., & Chandler, J., Johnson, N. (2025). Replicating and extending crowdfunding success in university-based crowdfunding platforms. (accepted for publication at *Journal of Management Scientific Reports*, July 2025).

Millin, A., **Drader-Mazza, N.**, Lopez-Kidwell, V., Badura, K., Munyon, T. The Efficacy of neurodiversity employment programs. (Invited for second review, Point Counterpoint paper, at *Journal of Organizational Behavior*, final decision made by Point-Counterpoint Editor, revised submission not sent back to review team, revision due 08/2025).

Kincaid, P., **Drader-Mazza, N.**, Iqbal, F., Reger, R., & Pfarrer, M. A content analysis of the organizational content analysis literature: A systematic review, best practices, and future research directions. (Proposal invited to revise and resubmit at *Academy of Management Annals*, due 07/2025).

\* Authors contributed equally to the research.

\*\* Titles have been changed for works under review to respect blinding during the peer-review process.

## **WORKING PAPERS**

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**Drader-Mazza, N.**, Millin, A., Lopez-Kidwell, V., Badura, K., Reilly, J. The spillover effects of employer neurodiversity programs (target: *Academy of Management Discoveries*, Special Research Spotlight - Neurodiversity in Management and Organizations due 11/2025, study 1 completed and study 2 ongoing recruitment and data collection).

**Drader-Mazza, N.**, Lopez-Kidwell, V., Jordan, S., Volpone, S., Reger, R. A functional perspective of stigma in organization studies (target: *Academy of Management Review*, Special issue on marginalized identity due 01/2026, Dissertation conceptual paper 1 under development).

Jordan, S., MacCharles, J., **Drader-Mazza, N.**, Webb, J. Investigating the implications of the adoption process for working professionals (target: *Journal of Applied Psychology*, ongoing recruitment and data collection).

Follmer, E., **Drader-Mazza, N.**, Reilly, J. Implications for the well-being of workers hired through neurodiversity employment programs (target: *Harvard Business Review*, ongoing recruitment and data collection).

**Drader-Mazza, N.**, Lopez-Kidwell, V., Jordan, S., & Boulamatsi, A. Autism, proactive behaviors, and institutionalized tactics for newcomer socialization (target: *Journal of Applied Psychology*, study 1/study 2 completed and study 3 ongoing design phase).

**Drader-Mazza, N.**, Jordan, S., MacCharles, J., Webb, J. The business of bonus-parents: Conflict, identity, and stigma at work. (target: *Journal of Applied Psychology*, ongoing design phase).

**Drader-Mazza, N.**, Lopez-Kidwell, V., Jordan, S., Volpone, S., Wolfe, M. Investigating the impact of disgust, distrust, and discord-based stigma at work (target: *Personnel Psychology*, Dissertation empirical paper 2 under development).

Kanwal, F., Jordan, S., Lopez-Kidwell, V., Civit, S., **Drader-Mazza, N.** Meta-analysis of affect in organization studies. (target: *Journal of Applied Psychology*, ongoing first round of coding).

**Drader-Mazza, N.**, Jordan, S., Lopez-Kidwell, V., Reger, R. Network analysis and rigor in the systematic literature review (target: *Organizational Research Methods*, ongoing second round of method testing).

## PROCEEDINGS

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**Drader-Mazza, N.**, Millin, A., Lopez-Kidwell, V., Badura, K., Reilly, J., & DeStefani, S. (2025, July). You get what you give: Spillover effects of managing neurodivergent employees. In. N. Drader-Mazza (coordinator), *The Power of a Proper Propper: Formal and Informal Organizational Support for Neurodiversity* [Symposium]. Paper and symposium accepted for 2025 Academy of Management Annual Meeting, Copenhagen, Denmark.

**Drader-Mazza, N.**, Millin, A., Badura, K., Lopez-Kidwell, V., Reilly, J., & DeStefani, S. (2025). You get what you give: Spillover effects of managing neurodivergent employees. Paper Presented at Neurodiversity at Work Research Workshop, Baltimore, MD.

Kincaid, P., **Drader, N.**, & Reger, R. A Textual analysis of the organizational textual analysis literature: A systematic review, best practices, and future research directions. (2024). Content and Textual Analysis in Organizational Research: Techniques and Applications PDW Presentation Presented at the Academy of Management Annual Meeting, Chicago, IL.

**Drader, N.**, Lopez-Kidwell, V., Jordan, S., & Boulamatsi, A. (2024). Teach A person to fish, feed them for a lifetime: Autism, proactive behaviors, and institutionalized tactics for newcomer socialization. Neurodiversity in the Limelight: Leadership and Social Insights, Symposium Presented at the Academy of Management Annual Meeting, Chicago, IL.

Simon, L., Follmer, E., **Drader, N.**, and colleagues. (2024). Researching neurodiversity at work, Caucus Presented at the Academy of Management Annual Meeting, Chicago, IL.

Vaziri, H., Heydarifard, Z., Gabriel, A., and **Drader, N.** Disclosure of pregnancy loss at work. (2024). Sharing through self-disclosure: Conceptualizations and measurement in organizations, Symposium Presented at the Academy of Management Annual Meeting, Chicago, IL.

**Drader, N.**, Lopez Kidwell, V., Reger, R., & Vogus, T. 2024. What dandelions teach us about daisies: A framework for hiring and socialization supporting neurodivergent talent acquisition, Paper Presented at the Academy of Management Annual Meeting, Chicago, IL.

Johnson, N. E., Kanwal, F., **Drader, N.** 2023. Do linguistic styles hold across contexts? Replicating and extending crowdfunding success in university-based crowdfunding platforms. Accepted for presentation at Southern Management Association Annual Meeting, St. Petersburg, FL.

Kanwal, F., **Drader, N.** 2023. Developing a typology of firm's attention to stakeholders during activism: The role of the activism stages and locations. Accepted for round table discussion at Southern Management Association Annual Meeting, St. Petersburg, FL.

Follmer, E., Comer, D. R., Ott, D. L., Russo, E., Moeller, M., Hurley-Hanson, A., Giannantonio, C. M., Griffiths A. J., Ezerins M. E., Simon, L., Vogus, T., Lenaghan, J. A., Pittarello, A., Motro, D., **Drader, N.**, & Lopez Kidwell,

V. 2023. Please don't let me be misunderstood: Social barriers to inclusive neurodiverse workplaces, Symposium Presented at the Academy of Management Annual Meeting, Boston, MA.

Lopez-Kidwell, V., **Drader, N.**, Kanwal, F., Boulamatsi, A. Cooper, D. & Floyd, T. 2023. Instrumental or expressive, bonding or bridging, weak or strong ties? Recommendations for newcomers, Presented at Sunbelt Conference, International Network for Social Network Analysis, Portland, OR.

**Drader, N.**, & Lopez Kidwell, V. 2023. What dandelions teach us about daisies: Autism, allyship, and inclusive socialization, Paper Presented at Neurodiversity at Work Research Workshop, Seattle, WA.

**Drader, N.**, & Lopez Kidwell, V. 2023. What dandelions teach us about daisies: Autism, allyship, and inclusive socialization, Poster Presented at the Equity & Diversity Conference, University of North Texas, Denton, TX.

## **PAPER DEVELOPMENT WORKSHOPS**

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**Drader-Mazza, N.** 2025. Stigma as a strategy. Oxford University Centre for Corporate Reputation 2025 Symposium. Oxford, England. August 2025.

**Drader-Mazza, N.** 2025. A functional perspective of stigma in organization studies. Academy of Management Review and Academy of Management Annals' Idea Development Workshop (IDW), New York, NY. January 2025.

**Drader, N.**, & Lopez Kidwell, V. 2023. What dandelions teach us about daisies: Autism, allyship, and inclusive socialization. Neurodiversity at Work Conference, University of Washington (in partnership with Carnegie Mellon University), Seattle, WA. June 2023.

## **INVITED PRESENTATIONS**

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Best Practices and Ethical Considerations for Coding Using Large Language Models (LLMs).  
*University of North Texas*, Frisco, TX. June 2025.  
*University of North Texas*, Denton, TX. February 2025.

Workplace Neurodiversity Lunch & Learn Presentation.  
*Raytheon*, McKinney, TX, October 2024.

## **INVITED PANEL DISCUSSIONS**

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Harnessing the Power of Neurodiversity. Session Moderator. HR Collaborative hosted by The People Center. University of North Texas. Frisco, TX. February 2025

Neurodiversity at Work. Panelist. Naveen Jindal School of Management, University of Texas, Dallas, TX. April 2023.

Diversity, Equity, and Inclusion Conference: Neurodiversity Session. Panelist. G. Brint Ryan College of Business, University of North Texas, Denton, TX. March 2023.

Diversity, Equity, and Inclusion Conference: Power Hour C-Suite Panel. Moderator. G. Brint Ryan College of Business, University of North Texas, Denton, TX. March 2023.

## **INVITED PODCASTS**

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**Drader-Mazza, N.** & Lopez-Kidwell, V. The Double Empathy Problem and Person-Environment Fit: Mutual Understanding and Bidirectional Adjustment in Autistic Talent Acquisition. *Good Morning, HR*. January 2025.

## **ACADEMIC HONORS AND DISTINCTIONS**

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### **Honors and Distinctions**

- 2024 Sam and Bonnie Rechter Fellow, University of Louisville College of Business Center for Positive Leadership.
- The Graduate School Academic Achievement Award. 2022-2023 academic year. G. Brint Ryan College of Business, UNT.

### **Funded Projects**

1. PI: Drader-Mazza, N., Lopez-Kidwell, V. An Examination of Positive Leadership and Workplace Neurodiversity. \$5,000, 2024. Funded by the Sam and Bonnie Rechter Fellowship, University of Louisville College of Business Center for Positive Leadership.
2. PI: Drader-Mazza, N. I See Difference, You See Defect: A Socio-Evolutionary Perspective of Stigmatization in Organization Studies. \$1,250, 2024-2025 academic year. Funded by The People Center, Department of Management, G. Brint Ryan College of Business, UNT.
3. PI: Drader-Mazza, N. Teach A Person to Fish, Feed Them for a Lifetime: Autism, Proactive Behaviors, and Institutionalized Tactics for Newcomer Socialization. \$1,000, 2023-2024 academic year. Funded by G. Brint Ryan College of Business, UNT.

## **TEACHING EXPERIENCE**

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### **Teaching Interests**

Organizational Behavior, Human Resources, General Management.

### ***Undergraduate Level Classes***

- Power, Influence, and Politics in Organizations.
  - Spring 2025, Hybrid, Evaluation: 5.0/5.0.
- Organizational Behavior.
  - Summer 2025, Online, Evaluation: 4.8/5.0.
  - Fall 2024, Online, Evaluation: 4.2/5.0.

## **SERVICE**

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### **Department Service**

- CARMA Doctoral Student Representative, Department of Management, UNT, 2023 – present.
- Doctoral Student Council Representative, Department of Management, UNT, 2023 – 2024.
- Behavioral Lab Manager, Department of Management, UNT, 2022 -2023.

### **Professional Service**

- Communications Committee Student Ambassador, AOM, 2024 – present.
- Ad-hoc Reviewer: *Human Resource Management Review*, *Organization Management Journal*.

## **PROFESSIONAL EXPERIENCE**

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Goldman Sachs, Dallas, TX

Vice President, Consumer and Wealth Management Division, Wealth Management Operations

April 2017 – August 2022

Goldman Sachs, Jersey City, NJ

Vice President, Tax Technology Office

April 2010 – April 2017

KPMG LLP, New York, NY  
Tax Associate, Financial Services Real Estate Group  
June 2008 – April 2010

## **PROFESSIONAL AFFILIATION**

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### **Membership**

- The Academy of Management (2022 to Present).
- The Society of Industrial and Organizational Psychology (2023 – Present).
- Southern Management Association (2023 – Present).

### **Media**

- University of North Texas: <https://cob.unt.edu/people/nikki-drader.html>
- Google Scholar: <https://scholar.google.com/citations?user=lrf-occAAAAJ&hl=en>
- Research Gate: <https://www.researchgate.net/profile/Nikki-Drader-2>
- Linked-In: <https://www.linkedin.com/in/nikki-drader-mazza-a3173a78/>

## **DOCTORAL COURSES**

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EPSY 6010: Statistics for Education Research  
EPSY 6210: Multiple Regression  
EPSY 6290: Multivariate Statistics  
MGMT 6010: Scholar Development Seminar  
MGMT 6020: Research Proposal Seminar  
MGMT 6030: Seminar in Strategic Management  
MGMT 6040: Research Methods Practicum  
MGMT 6050: Contemporary Topics in Macro Management Theory  
MGMT 6100: Seminar in Organizational Behavior  
MGMT 6820: Seminar in Organizational Theory  
MGMT 6860: Seminar in Human Resource Management  
MGMT 6880: Seminar in Entrepreneurship  
MGMT 6900: Contemporary Topics in Micro Management Theory  
MGMT 6950: Dissertation  
CARMA Research Methods and Education Program (RMEP) Preview of Research Methods Module 0  
CARMA Research Methods and Education Program (RMEP) Basics of Research Methods Module 1  
CARMA Research Methods and Education Program (RMEP) Basics of Research Methods Module 2

## **REFERENCES**

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