

# Virginie (Ginny) Lopez-Kidwell

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## EDUCATION

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Ph.D. Management, University of Kentucky, 2013

*Dissertation: The Heart of Social Networks: The Ripple Effect of Emotional Abilities in Relational Well-Being*

M.S. Economics, University of Kentucky, 2007

B.S. Finance, Virginia Tech, 2001

*Magna cum laude*

## ACADEMIC POSITIONS

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Ryan College of Business, University of North Texas

*Director of Professional Graduate Programs – 2023 to present*

*Associate Professor of Management – 2020 (June) to present*

*Assistant Professor of Management - 2017 to 2020*

College of Business, Florida International University

*Visiting Assistant Professor of Management - 2015 to 2017*

Naveen Jindal School of Management, The University of Texas at Dallas

*Assistant Professor of Management - 2013 to 2015*

## PUBLICATIONS

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### *Peer-Reviewed Articles*

1. Millin, A., N. Drader-Mazza, K. Badura, V. Lopez-Kidwell, and T. Munyon. (2026). Neurodiversity Right: The Case for Neurodiversity Employment Programs. *Journal of Organizational Behavior*, 47(1): 166-178. *Point-counterpoint on neurodiversity at work.*
2. Kanwal, F., Putri, N., Jordan, S. L., Lopez-Kidwell, V., Sawhney, G., Reger, R. K., & Bijlani, A. (2026). The ABCs of Quiet Quitting: A Bifurcated Framework of Its Passive and Deliberate Types. *Human Resource Management*, 65(1): 5-38. *Special issue on quiet quitting in the workplace.*
3. 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. *Special issue on neuro-divergence in the workplace.*
4. Kidwell, B., Lopez-Kidwell, V., Blocker, C., & Mas, E. (2020). Birds of a Feather Feel Together: Emotional Ability Similarity in Business Interactions. *Journal of Consumer Research*, 47(2): 215– 236.

5. Okeke, N.L., Webel, A.R., Bosworth, H.B., Aifah, A., Bloomfield, G.S., Choi, W.E., Gonzales, S., Hale S, Hileman CO, Lopez-Kidwell V., Muiruri C, Oakes M, Schexnayder J, Smith V, Vedanthan R, Longenecker, C.T. (2019). Rationale and Design of a Nurse-led Intervention to Extend the HIV Treatment Cascade for Cardiovascular Disease Prevention Trial (EXTRA-CVD). *American Heart Journal*, 216: 91-101.  
*Authorship is alphabetical; Work funded by the grant NIH/NHLBI-U01HL142099 from the National Institutes of Health.*
6. Lopez-Kidwell, V., Niven, K., & Labianca, G. (2018). Predicting workplace relationship dynamics using a relational model of affect. *Journal of Organizational Behavior*, 39(4): 1129-1141. *Special issue on dynamics research in organizational behavior.*
7. Grosser, T.J., Obstfeld, D., Choi, W. E., Whoeler, M. L., Lopez-Kidwell V., Labianca, G., & Borgatti, S. P. (2018). A sociopolitical perspective on employee innovativeness and performance: The role of political skill and network structure. *Organization Science*, 29(4): 547-753.
8. Hasford J., Kidwell, B., & Lopez-Kidwell, V. (2018). Happy wife, happy life: Food choices in romantic relationships. *Journal of Consumer Research*, 44(6): 1238-1256.
9. Smith, J., Halgin, D., Lopez-Kidwell, V., Labianca, G., Brass, D., & Borgatti, S. (2014). Power in politically charged networks. *Social Networks*, 36: 162-176.
10. Lopez-Kidwell, V., Grosser, T., Dineen, B., & Borgatti, S. (2013). What matters when: A multi-stage examination of factors contributing to job search effort. *Academy of Management Journal*, 56 (6): 1655-1678.
11. Sterling, C., Lopez-Kidwell, V., Labianca, G., & Moon, H. (2013). Managing sequential task portfolios in the face of temporal atypicality and task complexity. *Human Performance*, 26 (4): 327-51.
12. Grosser, T., Lopez-Kidwell, V., Labianca, G., & Ellwardt, L. (2012). Hearing it through the grapevine: Positive and negative workplace gossip. *Organizational Dynamics*, 41 (1), 52-61.
13. Grosser, T., Lopez-Kidwell, V., & Labianca, G. (2010). A social network analysis of positive and negative gossip in organizational life. *Group & Organization Management*, 35 (2): 177-214. *Paper cited in the Harvard Business Review, Sept. 2010.*

### **Book Chapters**

14. Mehra, A., Borgatti, S., Soltis, S., Floyd, T., Ofem, B., Halgin, D., and Lopez-Kidwell, V. (2014). Imaginary worlds: Using visual network scales to capture perceptions of social networks. In S. Borgatti, D. Brass, D. Halgin, G. Labianca & A. Mehra (Eds.), *Research in the Sociology of Organizations: Contemporary Perspectives on Organizational Social Networks*, 40. Emerald Group Publishing Ltd.
15. Borgatti, S., & Lopez-Kidwell, V. (2011). Network theory. In, Peter Carrington and John Scott (Eds.), *Handbook of Social Network Analysis*, London: Sage. *Work funded by the grant HDTRA1-08-1-0002P00002 from the Defense Threat Reduction Agency (DTRA).*

### **Best Paper Proceedings**

16. Piplani, R. S., Grosser, T., Lopez-Kidwell, V., Dineen, B. R., & Borgatti, S. P. (2022). The Effect of Team Co-membership Change on Changes in Interpersonal Affect in the Workplace. Best Paper Proceedings, 82<sup>nd</sup> annual Academy of Management Conference, Seattle, WA.

17. Lopez-Kidwell, V., Grosser, T., & Dineen, B. (2011). What matters when: A multi-stage examination of factors contributing to job search effort. Best Paper Proceedings, 71<sup>st</sup> annual Academy of Management conference, San Antonio, IL.
18. Sterling, C., Lopez-Kidwell, V., & Labianca, G. (2009). Task transition and pacing: The role of temporal atypicality, task complexity, and individual time orientation. Best Paper Proceedings, 69<sup>th</sup> annual Academy of Management Conference, Chicago, IL.

## **PAPERS IN THE REVIEW PROCESS**

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Leung, C., Bosworth, H., Webel, A., Aifah, A., Akwanalo, C., Bloomfield, G., Choi, E., Gripshover, B., Hileman, C., Kamano, J., Lopez-Kidwell, V., Muiruri, C., Njuguna, B., Lance Okeke, N., Longenecker, C., Vedanthan, R. Reciprocal Innovation in Implementation Science and Global Health: Reflections from the EXTRA-CVD Study. Invited for 2<sup>nd</sup> review at *BMC Global and Public Health*. Authorship is alphabetical.

Penney, C., Vardaman, J., Lopez-Kidwell, V. & Antwiler, B. An Emotional Attachment Theory Perspective on Next-Generation Engagement in Family Firms. Invited Reject & Resubmit at *Family Business Review*.

Rohit, P., Grosser, T., Lopez-Kidwell, V., Dineen, B. & Borgatti, S. Teammates no More: How the Conclusion of Team Co-Membership Changes Interpersonal Affect Between Colleagues under review at *Journal of Organizational Behavior*.

Drader, N., Millins, A., Moore, K., Lopez-Kidwell, V., & Badura, K. An Examination of Positive Leadership and Workplace under review at the *Academy of Management Discovery*. Special highlight on neurodiversity in the workplace.

## **WORKING PAPERS**

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Freddy, I., & Lopez-Kidwell, V. VLeaders Simulation and Leadership Development Resource Review (target: *Academy of Management Learning & Education*, 03/2026).

Kincaid, P.A., Reger, R.K., & Lopez-Kidwell, V. Gaslighting: How bad personalities flourish in organizations and how misconduct persists over time (target: *Academy of Management Journal*, 04/2026).

Drader-Mazza, N., Jain, V., Jordan, S., Hyde, S., Kidwell, V., Reger, R. Identity in the Shadows: Exploring Dual Identity Construction in Ambiguous, Anonymous, and Unaccountable Organizational Environments (target: *Academy of Management Journal*, 05/2026).

Kanwal, F., Lopez-Kidwell, V., Boulamatsi, A. Strength in Social Connections: A Study of Employee Resilience from the Lens of Network Theory of Social Capital (target: *Journal of Applied Psychology*, 06/2026).

Freddy, I., Lopez-Kidwell, V., Jordan, & S., Hancock, J. Emotional Calibration and Employability (target: *Journal of Vocational Behavior*, 09/2026).

Antwiler, B., Lopez-Kidwell, V., & Kanwal, F. Affect asymmetry at the individual level (target: *Journal of Organizational Behavior*, 09/2026).

Drader-Mazza, N., Lopez-Kidwell, V., Jordan, S., & Boulamatsi, A. Autism, proactive behaviors, and institutionalized tactics for newcomer socialization (target: *Journal of Applied Psychology*, 09/2026).

Peter A., Cooper D., Lopez-Kidwell V., & Struckell, E. Who's the Leader Anyway? Paradox Theory and Shared Leadership in Teams, (target: *Human Performance*, 12/2026).

Peter A., Cooper D., Lopez-Kidwell V., & Hancock, J. Embedding Roles and Social Identities during Socialization: An Intrapersonal Identity Network Perspective (target: *Group and Organization*, 12/2026).

Lopez-Kidwell, V., Woehler, M., V, Charles, C. & Grosser, T. Avoiding social tradeoffs and enhancing performance: An examination of the social worlds of individuals with higher emotional abilities (target: *Organizational Science*, 12/2026).

Lopez-Kidwell, V., Kanwal, F. To thrive or to give up? Mindsets for coping with goal setbacks (target: *Human Resources Management*, 12/2026)

Lopez-Kidwell, V. The cost of emotional intelligence in the workplace: Providing others with emotional resources to one's own detriment (target: *Journal of Applied Psychology*, 12/2026).

### **Work in Progress**

Kanwal, F., Drader-Mazza, N., Jain, V., Lopez-Kidwell, & V., Rees, L., Artificial intelligence, positive affect, and humanness (target: *Human Relations*, special issue call on AI and Humanity, data collection).

Freddy, I., Civit, S., Rahimian, S., Lopez-Kidwell, V., Chandler, J., & Wolfe, M. Power and Status in Crowdfunding (target: *Journal of Business Venturing*, data collection).

Kanwal, F., Lopez-Kidwell, V., Shen, W., Reger, R. K., Unpacking the Hiring Outcomes for Job Applicants with Nonnative English Accents: The Role of Impression Management Strategies (target: *Academy of Management Journal*, data collection).

Freddy, I., & Lopez-Kidwell. Who Knew That Leadership Was Hard? Lessons from a Virtual Simulation (target: *Academy of Management Learning & Education*, data collection).

Kanwal, F., Lopez-Kidwell, V., Shen, W., Reger, R. K., Chandler, J. A., Sounding Unique: Exploring the influence of nonstandard accents on crowdfunding performance (target: *Journal of Business Venturing*, data collection).

Kanwal, F., Lopez-Kidwell, V., Chandler, J. A., Reger, R. K., Shen, W., Bound by My Voice: How Nonnative Accents Influence Career Outcomes Through Self-Perceptions of Status and Social Network Activation (target: TBD, data collection).

Jordan, S. Kanwal, F. Lopez-Kidwell, V., Drader-Mazza, N., & Civit, S. Meta Analysis on Positive Affect (target *T.B.D*, data collection).

Kincaid, P., Kanwal, F., Lopez-Kidwell, V., & Cooper, D. Resilience following traumatic events in organizations: Informal role-identity adoption as a form of post-traumatic growth (target: *T.B.D*, data analysis).

### **FUNDED PROJECTS**

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1. PI: Drader, N. & Lopez-Kidwell, V. An Examination of Positive Leadership and Workplace Neurodiversity. \$5000, 2024. Funded by the Sam and Bonnie Rechter Fellowship College of Business Center for Positive Leadership, University of Louisville.

2. PI: Lopez-Kidwell, V., Lending a Hand: An Application of Social Network Analysis on Employee Resilience in Organizations. \$10,000, Summer 2023. Funded by G. Brint Ryan College of Business, UNT.
3. PI: Lopez-Kidwell, V., To thrive or to give up? Mindsets for coping with goal setbacks, \$5000, Summer 2023. Funded by The People Center, Department of Management, G. Brint Ryan College of Business, UNT. \$10,000, Summer 2022. Funded by G. Brint Ryan College of Business, UNT.
4. PI: Lopez-Kidwell, V., Boulamatsi, A., Cooper, D., Co-PI., Developing Smart Networks for Newcomers in their first year on the job. \$5,000/PI, Summer 2022. Funded by The People Center, Department of Management, G. Brint Ryan College of Business, UNT.
5. PI: Jordan, S., Boulamatsi, A., Vaziri, H., Cooper, D., Lopez-Kidwell, V. & Hancock, J., Co-PI. To mask or not to mask? Examining the daily antecedents and consequences of mask-wearing decisions at work, \$10,000, Spring 2022, Research grant seed, funded by the Division of Research and Innovation, UNT.
6. *Not Funded.* PI: Cooper, D., Lopez-Kidwell, V., Boulamatsi, A., Vaziri, H., Jordan, S. & Hancock, J., Co-PI. Relational Perspective on Compliance with COVID-19 Pandemic Protocols: The Role of Anticipated Stigmatization and Authentic Expression, submitted to National Science Foundation, for \$203,020, Spring 2022.
7. *Not Funded.* PI: Cooper, D., Jordan, S., Boulamatsi, A., Vaziri, H., Lopez-Kidwell, V. & Hancock, J., Co-PI. COVID-19 Pandemic Protocols and the Surfacing of Political Identities at Work: Effects of Divergent Beliefs on Employee Experiences and Workplace Relationships, Fall 2021. Submitted to Russell Sage Foundation for \$35,000.
8. PI: Lopez-Kidwell, V., The cost of emotional intelligence in the workplace: Providing others with emotional resources to one's own detriment, \$10,000, Summer 2021. Funded by G. Brint Ryan College of Business, UNT.
9. PI: Lopez-Kidwell, V., Avoiding tradeoffs and improving performance: An examination of the social worlds of individuals with higher emotional abilities, \$10,000, Summer 2020. Funded by G. Brint Ryan College of Business, UNT.
10. *Not Funded.* PI: Lopez-Kidwell, V. & Cooper Annamalai, D. "A longitudinal in-depth investigation of organizational and individual well-being", submitted to UNT HS, Strategy and Innovation unit, for \$60,000, Fall 2018. Submitted to UNT Health Science Strategic Planning. Role: Organizational Behavior Consultant affiliated with the Professional Development Institute (PDI), College of Business, UNT. \*Project suspended due to change in executive team.
11. PI: Longenecker, C. "NIH/NHLBI U01HL142099: A Nurse-led intervention to extend the HIV treatment cascade for cardiovascular disease prevention", Funded by National Institutes of Health, for \$1,960,213, 2018-2021. Role: Lopez-Kidwell, V. & Choi, E.W., Social Network Consultants affiliated with the Professional Development Institute (PDI), College of Business, UNT.
12. *Not Funded.* PI: Li, X., Lopez-Kidwell, V., Mehta, G., Lin, L., & Namuduri, K., Co-PI. IGE: Educating Engineering Doctoral Students to Become Tomorrow's Entrepreneurs, Innovators, and Technology Leaders; You do not have access to modify this field. IGE: Educating Engineering Doctoral Students to Become Tomorrow's Entrepreneurs, Innovators, and Technology Leaders, submitted to National Science Foundation, for \$483,974, Summer 2017.

13. PI: Choi, E. W. & Lopez-Kidwell, V., Co-PI. "Change in social networks and innovation." Funded by Cardio Vascular Institute (name withheld for research confidentiality) & University of Texas Dallas, for \$52,000, 2015-2017. Role: Social Network Consultant affiliated with the University of Texas Dallas.
14. PI: Kenneth G. F. Co-PIs: S. Rose, Y. Darici, M. Heithaus, & R. Jung. "ADVANCE Institutional Transformation Award #1629899: To develop institutional structures, processes, and climate that builds an affirming and fair workplace for women and underrepresented groups", Funded by National Science Foundation, for \$3.2M, 2016-2021. Role: Lopez-Kidwell, V., Key Personnel, Social Network Consultant.
15. PI: Borgatti, S., Merha, A. & D. Halgin, D. "Integrated Adversarial Network Theory." grant HDTRA1-08-1-0002-P00002 from the Defense Threat Reduction Agency (DTRA), for \$450,000, 2009-2010. Role: Lopez-Kidwell, V., Research Assistant.

## RESEARCH PRESENTATIONS

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### *Proceedings*

Kanwal, F., Putri, N., Lopez-Kidwell, V., Sawhney, G., Bijlani, A. 2025. Understanding Quiet Quitting: An Exploratory Study of the Concept. Presented at the Academy of Management Conference, Copenhagen, Denmark.

Drader-Mazza, N., Millin, A., Lopez-Kidwell, V., Badura, K., Reilly, J., & DeStefani, S. 2025. You get what you give: Spillover effects of managing neurodivergent employees. In *The Power of a Proper Propper: Formal and Informal Organizational Support for Neurodiversity*, Symposium Presented at the 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 the Neurodiversity at Work Research Workshop, Baltimore, MD.

Drader, N., Lopez-Kidwell, V. 2024. Teach a Person to Fish, Feed Them for a Lifetime: Neurodiversity and Newcomer Socialization, Presented at the Academy of Management Annual Meeting, Chicago, IL.

Drader, N., Lopez-Kidwell, V. N., Reger, R. K., Vogus, T., 2024. What Dandelions Teach Us about Daisies: A Framework for Hiring and Socialization Supporting Neurodiversity, 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. In *Neurodiversity in the Limelight: Leadership and Social Insights*, Symposium Presented at the Academy of Management Annual Meeting, Chicago, IL.

Lags, A., Longenecker, C., Choi, E, Lopez-Kidwell, V. 2024. An egocentric social network analysis of patient-provider trust, communication, and relationship quality with cardiovascular risk factor control among people living with HIV, Presented at Sunbelt Conference, International Network for Social Network Analysis, Edinburgh, Scotland, United Kingdom.

- Lopez-Kidwell, V., Troncozo, I., Kidwell, B., Mas, E. 2024. Sunbelt Conference, "Bonding and bridging social ties influence on consumer behaviors: Who we know impacts what we buy," Presented at Sunbelt Conference, International Network for Social Network Analysis, Edinburgh, Scotland, United Kingdom
- Kanwal, F. & Lopez-Kidwell, V. 2023. Lending a Hand: An Application of Social Network Analysis on Employee Resilience in Organizations, Presented at the Academy of Management Annual Meeting, Boston, MA.
- Kincaid, P.A., Reger, R.K, Lopez-Kidwell, V., & Neumann, C.S. 2023. Gaslighting: The dark side of trust in organizations, Presented at the Academy of Management Annual Meeting, Boston, MA.
- 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, Poster Presented at the Equity & Diversity Conference, University of North Texas, Denton, TX.
- Piplani, R. S., Grosser, T., Lopez-Kidwell, V., Dineen, B. R., & Borgatti, S. P. 2022. Effect of Team Co-membership Change on Change in Interpersonal Affect in the Workplace, Presented at the Academy of Management Conference, Seattle, WA. *Best Paper Proceedings, Organizational Behavior Division.*
- Antwiler, B. L., Lopez-Kidwell, V., & Cooper, D. 2022. Perception Asymmetry of Affect: How Do You Think We Feel? Presented at the Academy of Management Annual Meeting, Seattle, WA.
- Arena, D. DuBois, H., Robinson, A., Scott Teschner, R., Vaziri, H., Boulamatsi, A., Cooper, D., Guo, N., Hancock, J., Jones, K., Lopez-Kidwell, V., Landay, K., Lindsey, A., Smith, S.G., & Takeuchi, R. 2022. Office Warfare: Exploring the Role of Employee Political Affiliation in the Workplace, Symposium Presented at the Academy of Management Annual Meeting, Seattle, WA.
- Lopez-Kidwell, V. 2022. The Cost of Emotional Intelligence in The Workplace: Providing Others with Emotional Resources to One's Own Detriment. Presented at the Sunbelt International Network of Social Network Analysis Conference, Virtual, 2022.
- Antwiler, B., Lopez-Kidwell, V., Cooper D., Ashkanasy, N.M., Barsade, S., Chi, N.W., Dasborough, M., & Troth, A. 2021. Taking Stock of Group Affective Tone, Emotional Climate, and Emotional Culture in Organizations. Panel Symposium Presented at the Academy of Management Annual Meeting, Virtual.
- Anzollitto P., Cooper D., Lopez-Kidwell V., & Struckell, E. 2021. "Who's the Leader Anyway? Paradox Theory and Shared Leadership in Teams", Presented at the Academy of Management Annual Meeting, Virtual.

Anzollitto P., Cooper D., Lopez-Kidwell V., & Hancock, J. 2021. "Embedding Roles & Social Identities during Socialization: An Intrapersonal Network Perspective", Presented at the Academy of Management Annual Meeting, Virtual.

Lopez-Kidwell, V., Niven, K., Ashkanasy, N.M., Barsade, S., Elfenbein, H.A., Labianca, G., Sanchez-Burks, J. & Van Kleef, G.A. 2018. The Social Nature of Affect in Interpersonal Relationships and Social Networks. Panel Symposium Presented at the Academy of Management Annual Meeting, Chicago, IL.

*Showcase Best Symposium, Organization and Management Theory Division & Organizational Behavior Division.*

Lopez-Kidwell, V., Woehler, M. & Miller, C. D. 2018. Avoiding tradeoffs and improving performance: An examination of the social worlds of individuals with higher emotional abilities. Paper presented at the Annual International Sunbelt Social Network Conference, Utrecht, Netherlands.

Kidwell, B., Blocker C., & Lopez-Kidwell, V. 2017. More than meets the eye: The power of emotional similarity in customer interaction. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA.

Choi, E. W., Lopez-Kidwell, V., Markoczi, L. & Wu, J. 2016. As time goes by: The signaling role of top management team heterogeneity on firm outcomes. Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.

Lopez-Kidwell, V., Niven, K., Gerbasi, A., Tonellato, M. & Labianca, G. 2016. What do we feel inform who we chose to work with: A study of the circumplex model of affect in advice and leadership networks Paper presented at the Academy of Management Annual Meeting, Anaheim, CA.

Choi, W. E., Lopez-Kidwell, V., Markoczi, L. & Wu, J. 2015. As time goes by: The changing role of informational and social heterogeneity of top management teams. Paper presented at the Strategic Management Society, Denver, CO.

Lopez-Kidwell, V., Niven, K., & Labianca, G. 2015. Affective relational theory (ART): when affect theory meets social network theory in the study of dyadic organizational relational dynamics. Paper presented at the Academy of Management Annual Meeting, Vancouver, Canada.

Lopez-Kidwell, V., Charles, C., & Woehler, M. 2015. I feel therefore I connect: The social network world for employees with higher emotional abilities. Paper presented at the Academy of Management Annual Meeting, Vancouver, Canada.

Gerbasi, A., Lopez-Kidwell, V., & Labianca, G. 2015. Who stays, who leaves? Political independence's role in employee turnover. Paper presented at the Sunbelt Conference, Brighton, UK.

Gerbasi, A., Tonellato, M. & Labianca, G. & Lopez-Kidwell, V. 2015. Exploring the network dynamics of the affective relational theory: A multi-group study of the circumplex model of affect in intra-organizational networks. Paper presented at the Sunbelt Conference, Brighton, UK.

Lopez-Kidwell, V., Brass, D. & Borgatti, S. 2015. Relational well-being in the workplace: a social perspective of how the recipient benefits but the provider suffers. Paper presented at the Positive Organizational Scholarship Research Conference, Lake Buena Vista, FL.

Kidwell, B., Blocker C., & Lopez-Kidwell, V. 2014. More than meets the eye: The power of emotional synergy. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.

Lopez-Kidwell, V. 2014. Two sides of the same coin: how generating well-being in others can benefit the recipients while harming the givers. Paper presented at the Sunbelt Conference, St. Pete Beach, FL.

Gerbasi, A., Labianca, G. & Lopez-Kidwell, V. 2014. Powerful nodal positions in politically charged networks: A political independence perspective. Paper presented at the Sunbelt Conference, St. Pete Beach, FL.

Lopez-Kidwell, V. 2012. The heart of social networks: The ripple effect of emotional abilities in relational dynamics. Paper presented at the Academy of Management Annual Meeting, Boston, MA. *Doctoral NSF Fellowship awarded by the Doctoral Consortium OCIS Division.*

Smith, J., Lopez-Kidwell, V., Halgin, D., Labianca, G., & Brass, D. 2012. Power in politically charged networks. Paper presented at the Sunbelt Conference, Redondo Beach, CA.

Lopez-Kidwell, V., Grosser, T., & Dineen, B. 2011. What matters when: A multi-stage examination of factors contributing to job search effort. Paper presented at the Academy of Management Annual Meeting, San Antonio, Texas. *Best Student Convention Award, and Best Paper Proceedings, Human Resource Division.*

Smith, J., Lopez-Kidwell, V., Halgin, D., & Labianca, G. 2011. Political independence index: Node favorability in politically charged networks. Paper presented at the Annual Political Networks Conference, Ann Arbor, Michigan. *Doctoral NSF Fellowship awarded by University of Michigan.*

Ofem, B., Lopez-Kidwell, V., Grosser, T., Dineen, B., & Borgatti, S. 2010. Good and bad apples: The effects of single individuals on student team outcomes. Paper presented at the Academy of Management annual meeting, Montreal, Canada. *Barry Armandi Award for Best Student Paper, Management Education Research Division.*

Halgin, D., Borgatti, S., Lopez-Kidwell, V., & Grosser, T. 2010. Perceptual congruence in a top management team. Paper presented at the Sunbelt Conference, Trento, Italy.

Mehra, A., Borgatti, S., Soltis, S., Lopez-Kidwell, V., & Floyd, T. 2010. Seeing networks: Implications of perceived ego networks for satisfaction, leadership, and organizational commitment. Paper presented at the Intra-Organizational Networks (ION) Conference, Lexington, KY.

Labianca, G., Borgatti, S., Lopez-Kidwell, V., & Smith, J. 2010. Measuring political independence. Paper presented at the Intra-Organizational Networks (ION) Conference, Lexington, KY.

Sterling, C., Lopez-Kidwell, V., & Labianca, G. 2009. Task transition and pacing: The role of temporal atypicality, task complexity, and individual time orientation. Paper presented at the Academy of Management annual meeting, Chicago, IL. *Best Paper Proceedings, Organizational Behavior Division.*

Grosser, T., Lopez-Kidwell, V., Dineen, B., & Borgatti, S. 2009. A turn for the better: The mediating role of interaction for improving network ties. Paper presented at the Academy of Management annual meeting, Anaheim, Chicago, IL.

Ofem, B., Lopez-Kidwell, V., Grosser, T., Dineen, B., & Borgatti, S. 2009. Attribute and network approaches to understanding team outcomes: A synthesis. Paper presented at the Sunbelt Conference, San Diego, CA.

Grosser, T., Lopez-Kidwell, V., Dineen, B., & Borgatti, S. 2009. Do first impressions matter? A longitudinal analysis of affective tie formation. Paper presented at the Sunbelt Conference, San-Diego, CA.

Lopez-Kidwell, V., & Labianca, G. 2008. The role of employees' emotional intelligence in their social network. Paper presented at the Academy of Management annual meeting, Anaheim, CA.

Grosser, T., Lopez-Kidwell, V., Labianca, G., & Andrevski, G. 2008. A social network analysis of positive and negative gossip in organizational life. Paper presented at the European Group of Organizational Studies colloquium, Amsterdam, Netherlands.

### ***Invited Presentations***

Drader, N., & Lopez Kidwell, V. 2023. What Dandelions Teach Us about Daisies: Autism, Allyship, and Inclusive Socialization. Invited:

*Diversity, Equity, and Inclusion Conference, Spring 2023, G. Brint Ryan College of Business, University of North Texas, Denton, TX; Neuro-diversity at Work Event, Spring 2023, Naveen Jindal School of Management, University of Texas, Dallas, TX. Neurodiversity at Work Research Workshop, Summer 2023, University of Washington, Seattle.*

Lopez-Kidwell, V. The cost of emotional intelligence in the workplace: Providing others with emotional resources to one's own detriment. Invited:

*Wharton, University of Pennsylvania, Fall 2019; University of South Florida, Spring 2019; University of North Texas, Fall 2016; University of Nevada Reno, Fall 2016.*

Choi, E. & Lopez-Kidwell, V. Hidden power of social network. Invited:

*HR Southwest Conference, Dallas, TX, Fall 2019.*

Lopez-Kidwell, V. Emotional abilities, Team & Communication in the Workplace. Invited:

*Division of Institutional Equity & Diversity, University of North Texas, Summer 2018.*

Lopez-Kidwell, V. Relational well-being in the workplace: a social perspective of how the recipient benefits but the provider suffers. Invited:

*Florida International University, Fall 2015; University of Texas Dallas, Spring 2013; Louisiana State University, Spring 2013; Michigan State University, Spring 2013.*

### **AWARDS AND HONORS**

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- Top 10% of Authors on SSRN by total new downloads, 2016-present
- The People Center Research Fellowship, G. Brint Ryan College of Business, UNT, 2022-Present
- Best service award, Management, G. Brint Ryan College of Business, UNT, 2025
- Sam and Bonnie Rechter Fellowship, College of Business Center for Positive Leadership, University of Louisville, 2024.
- Summer Research Grant, G. Brint Ryan College of Business, UNT, 2020-2023
- Best paper proceeding, AoM, OB division, HR division, 2009, 2011, 2023
- Junior Outstanding Researcher Award, G. Brint Ryan College of Business, UNT, 2020
- Junior Outstanding Researcher nomination, G. Brint Ryan College of Business, UNT, 2019
- DC fellows program nomination, G. Brint Ryan College of Business, UNT, 2019
- Best researcher award, Management, G. Brint Ryan College of Business, UNT, 2019
- Best teacher award, Management, G. Brint Ryan CoB, UNT, 2019
- Wharton Organizational Behavior Junior Faculty conference, University of Pennsylvania, 2014-2019
- Best showcase symposium, OMT & OB Division, AoM, 2018
- Junior Faculty Consortium, Organizational Behavior Division, AoM, 2014.
- Doctoral Research Challenge Trust Fund II Fellowship, University of Kentucky, 2009, 2012

- NSF Fellowship, Doctoral Consortium OCIS Division, AoM, 2012
- Best Student Convention Award, Human Resource Division, AoM, 2011
- Doctoral Consortium: OCIS Division, AoM 2012 & OB Division, AoM 2011
- NSF Fellowship, Political Networks workshop and conference, University of Michigan, 2011
- Lockett Fellowship, University of Kentucky, 2009, 2011
- Barry Armandi Award for Best Student Paper, Mgmt Education Research Div., AoM, 2010
- Women's Club Fellowship, University of Kentucky, 2009

## **TEACHING EXPERIENCE**

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

- Power, Influence and Politics in Organizations
- Organizational Behavior
- International Business Negotiation/ Decision-Making & Negotiations
- Organization and Management/Introduction to Management/Management Principles
- Market Yourself in Today's Competitive Environment

### ***MBA Level Classes***

- Managing Organizational Design and Change
- Organizational Behavior & Analysis
- International Management

### ***Ph.D., D.B.A, Executive & Professional Seminars***

- \*Leadership Seminar (D.B.A)
- \*Philosophy of science (D.B.A)
- Organizational Behavior Seminar (Ph.D.)
- Research Proposal Seminar (Ph.D.)
- Special Problem/Research Practicum Independent Study/Dissertation Study
- Professional Development Institute (P.D.I) Executive Workshop (Communication, Emotional Intelligence, Conflict Resolution)
- LINKS Center Annual Summer Social Network Professional Workshop

*\*Currently Teaching*

## **SERVICE**

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### ***Doctoral Committees***

- Dissertation Chair (or \*Co-Chair), G. Brint College of Business, UNT:
  - o *\*Imelda Freddy*. Self-Deprecating Humor in Organization, Doctor of Philosophy (Management), May 2027. Placement: *TBD*
  - o *Bre'Charia Frazier*. Examining The Relationship Between Extrinsic Motivation, Dark Triad, And Toxic Leadership In The Workplace, Doctorate of Business Administration (DBA), May 2026. Placement: *TBD*
  - o *\*Ashley Martin-Peiser*. *Equity Through Exposure; The Role of Salary Transparency in Addressing the Gender Pay Gap in U.S. Public Firms*. Doctorate of Business Administration (DBA), May 2026. Placement: *TBD*
  - o *Fizza Kanwal*. Unpacking the Hiring Outcomes for Job Applicants with Nonnative English Accents: The Role of Impression Management Strategies, Doctor of Philosophy (Management), May 2026. Placement: Fulbright Scholar

- *Brandon Antwiler*. Multi-level model of Perception Affect Asymmetry: Intra, Inter and Group dynamics, Doctor of Philosophy (Management), May 2022. Placement: University of Illinois at Chicago
- Dissertation Committee Member, G. Brint College of Business, UNT:
  - *Nikki Drader*, The Strategic Use of Stigma in Organization Studies, Doctor of Philosophy (Management), May 2027. Placement: T.B.D
  - *Jessica Chapman*, Donor Communication Matters X & Y Generation, Doctorate of Business Administration, (DBA), Fall 2026, Placement: Administration, Higher Education.
  - *Paula Kincaid*, Workplace Gaslighting, Dissertation, Doctor of Philosophy (Management), May 2023. Placement: University of Texas at Tyler.
  - *Peter Anzollitto*. Social Influences & Identity in Organizations, Doctor of Philosophy (Management), May 2021. Placement: University of Montana
  - *Erick, Mas*. Social Class and Consumer Behaviors. Dissertation, Doctor of Philosophy (Marketing), July 2019. Placement: Vanderbilt University
  - *Niusha Jones*. The Best of Both Worlds: Androgyny in Consumer Choice. Dissertation, Doctor of Philosophy (Marketing), May 2019. Placement: Boise State University
- Second year comprehensive exam research paper Ph.D. Committee Chair (or \*Co-Chair), Management, G. Brint Ryan College of Business, UNT:
  - *Imelda Freddy*, Emotional Calibration and Employability. 2024-2025.
  - *Nicole Drader*. Teach a Man to Fish, Feed Him for a Lifetime: Neurodiversity, Proactive Behaviors, and Institutionalized Tactics for Newcomer Socialization. 2023-2024.
  - *Kanwal, Fizza*. Lending a Hand: An Application of Social Network Analysis on Employee Resilience in Organizations, 2022-2023.

### ***Doctoral Student Advising***

- Special Problems Independent Study Advisor, Dept. of Management, G. Brint Ryan College of Business, UNT, 2018-present.
- Research Practicum Summer Independent Study Advisor, Dept. of Management, G. Brint Ryan College of Business, UNT, Summer 2018-2020.
- Research Assistant Advisor, Dept. of Management, G. Brint Ryan CoB, UNT, Fall 2017-present
- Research Assistant Advisor, Business School, Florida International University, Fall 2015-2017.
- Research Assistant Advisor, Dept. OSIM, Naveen Jindal SoM, UT Dallas, Fall 2013-2015.

### ***Departmental Service***

- Faculty facilitator, HR Collaborative with practitioners in DFW area, Bridging the gap between HR practice and research, Dept. of Management, The People Center, UNT, May 2017-present.
- Faculty representative graduation ceremony, Dept. of Management, UNT Fall 2017-present.
- Faculty mentor, Department of Management, UNT, Fall 2018-present.
- Comprehensive exams grader, Dept. of Management, UNT, Summer 2018-present.
- Personnel Affair Committee member, Department of Management, UNT, Fall 2021-present.
- Doctoral Committee member, Department of Management, UNT, Fall 2018-present.
- Speaker Research Series Co-Organizer, Dept. of Management, UNT, Spring 2019-2024.
- Executive Committee member, Department of Management, UNT, Fall 2022-2023.
- Personnel Affair Committee Chair, Department of Management, UNT, Fall 2022-2023.
- OBHR faculty search committee member, Department of Management, UNT, Spring 2020 \*Search was cancelled after first round interview due to Covid19 crisis.
- ENT faculty search committee member, Department of Management, UNT, Fall 2019.
- OBHR faculty search committee member, Department of Management, UNT, Fall 2018.
- Faculty Judge, Business Case Competition-BUSI 4940, UNT, Spring 2018.

### ***University Service***

- Media Expert, G. Brint Ryan College of Business, UNT, Spring 2018-present.
- Executive/Professional Consultant, Professional Development Institute (PDI), G. Brint Ryan College of Business, UNT, Spring 2018-present.
- Doctoral Business Administration (DBA) Committee member, G. Brint Ryan CoB, UNT, Fall 2022-present.
- Master Program Committee member, G. Brint Ryan College of Business, UNT, Fall 2022-2024.
- PSYC faculty search committee external member, Dept. of Psychology, College of Liberal Arts & Social Sciences, UNT, Fall 2022.
- Faculty member, Undergraduate Committee, Naveen Jindal School of Management, UT Dallas, 2013-2015.

### ***Professional Service***

- Executive Doctoral Business Administration Council (EDBAC) Board Member: 2025-Present.
- Editorial Review Board:  
*Journal of Organizational Behavior*, 2020-2024  
*Group and Organizations Management*, 2020-present
- Ad hoc reviewer:  
*Academy Management Review*, *Strategic Management Journal*, *Organization Science*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Business Ethics*, *Human Resource Management*, *Human Relation*, *Journal of Vocational Behavior*, *Group & Organization Management*, *Social Networks*, *Journal of Retailing*, *Academy of Management Annual Conference*
- Session Chair, OB Division, Academy of Management Annual Meeting, Atlanta, GA, 2017.
- Committee Chair, Best Student Convention Paper award, HR Division, AoM, Boston, MA, 2012.
- Session Chair, 5th Intra-Organizational Networks Conference, Lexington, KY. 2012.
- Session Chair, 4th Intra-Organizational Network Conference, Lexington, KY, 2011.

### **ADDITIONAL EXPERIENCE AND EMPLOYMENT**

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- Independent organizational consultant, 2007-present
- Research board advisor member for Cor Foundation, 2016-2020
- Graduate research/teaching assistant, University of KY, 2006-2012; Kansas State University, 2004-2005
- Claims appraiser specialist, Progressive Casualty Insurance, Blacksburg, VA, 2003-2004
- Financial services branch manager, American Cash Exchange, Christiansburg, VA, 2002-2003
- Account manager specialist, Bank of America, Blacksburg, VA, 2002

### **PROFESSIONAL AFFILIATION**

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#### ***Membership***

- Academy of Management
- International Network for Social Network Analysis
- Beta Gamma Sigma.

#### ***Media***

- University of North Texas: <https://cob.unt.edu/people/virginie-kidwell.html>
- Google Scholar: <https://scholar.google.com/citations?user=DQMA1GsAAAAJ&hl=en&oi=ao>
- Research Gate: [https://www.researchgate.net/profile/Virginie\\_Lopez-Kidwell](https://www.researchgate.net/profile/Virginie_Lopez-Kidwell)
- SSRN: [https://papers.ssrn.com/sol3/cf\\_dev/AbsByAuth.cfm?per\\_id=2153567](https://papers.ssrn.com/sol3/cf_dev/AbsByAuth.cfm?per_id=2153567)
- Linked-In <https://www.linkedin.com/in/ginnykidwell/>