

Robert J. Chico

Doctoral Student, Organizational Behavior
Foster School of Business, University of Washington
rchico@uw.edu • [Personal Website](#)

EDUCATION

- PhD** University of Washington, Foster School of Business Expected June 2028
Business Administration (Organizational Behavior)
Minors: Research Methods; Social Statistics
Dissertation: Tentative (Being interrupted when speaking)
Committee: Tentative (Crystal Farh (chair), Ryan Fehr, Jessica Li, Elijah Wee)
- MS** Arizona State University, Organizational Leadership (*with Distinction*) December 2022
Thesis: *How empowering leaders influence employee voice behaviors: The roles of Sense of Power, Coworker Support, and Psychological Contract Violations*
Committee: Dr. Mai Trinh (chair), Dr. Jeffery LePine, Dr. Paula Veach
- MBA** Aurora University, Business Administration May 2020
- BA** Knox College, Psychology June 2015
Minors in Biology and Neuroscience

RESEARCH INTERESTS

voice; gender and leadership; mentorship; research methods

PUBLICATIONS

Peer-reviewed journal articles

Trinh, M. P., **Chico, R. J.**, Reed, R. M. (2023). How fun overcame fear: The gamification of a graduate-level statistics course. *Journal of Management Education*.
<https://doi.org/10.1177/10525629231181120>

This paper received the **Global Forum Best Paper Award** from the Management Education and Development Division of the Academy of Management in 2023, which recognizes the submission that best creates the opportunity to address global issues (universal or broad topics applicable to all) of significance to management education and/or development.

Media coverage by: *Business and Management Ink*

Editorially-reviewed book chapter

Chico, R. J., Thomas, S. R., Wagadia, T., & Aurora, S. R. (Conditionally accepted). Mentoring: An evidence-based approach to leader development. In D. Rosch, S. Allen, and D. Jenkins (Eds.), *Moving the needle: Evidence-based strategies for developing leader capacity*. Information Age Publishing.

RESEARCH UNDER REVIEW

Wu, I.-H., Keeler, K. R., **Chico, R. J.**, Barnes, C. M. (Proposal Accepted). [Experience Sampling Method Review] (Writing manuscript; *Journal of Applied Psychology*).

RESEARCH IN PROGRESS

Chico, R. J., Lester, G. V., & Aurora, S. R. [Role-playing and voice behaviors] (Writing; targeted for the *Journal of Management Education*).

Aurora, S. R. & **Chico, R. J.** [Peer coaching and leadership development] (Data analysis; targeted for the *Academy of Management Learning and Education*).

Aurora, S. R., van Esch, C., Castillo, E. A., & **Chico, R. J.** [Time use, gender, and career-related outcomes] (Data analysis Study 2; targeted for the *Academy of Management Discoveries*).

Mitchell, R. L., Decker, M. W., **Chico, R. J.**, & Lacerenza, C. N. [Team-level factors and female leaders] (Idea development; targeted for the *Journal of Applied Psychology*).

RESEARCH AWARD

Global Forum Best Paper Award, *How fun overcame fear: The gamification of a statistics course*, Management Education and Development Division, Academy of Management, 2023.

REFEREED CONFERENCE PRESENTATIONS

Trinh, M. P., **Chico, R. J.**, & Reed, R. M. (August 2023). *How fun overcame fear: The gamification of a statistics course*. Paper to be presented at the annual meeting of the Academy of Management, Boston, MA.

Management Education & Development Division's Global Forum Best Paper Award

Chico, R. J. (March 2023). *How empowering leaders influence employee voice behaviors: The roles of Sense of Power, Coworker Support, and Psychological Contract Violations*. Paper presented at the annual meeting of the Western Academy of Management, Reno, NV.

Chico, R. J. & Trinh, M. P. (October 2022). *Teaching promotive and prohibitive voice using skits: An experiential exercise*. Paper presented (by Robert) at the annual meeting of the Southern Management Association, Little Rock, AR.

Chico, R. J. (October 2022). *Leader humility weakens the indirect relationship between prohibitive voice behavior and undesirable employee behaviors via anxiety*. Paper presented at the annual meeting of the Midwest Academy of Management, Dearborn, MI.

Chico, R. J. (October 2022). *Meeting employees' post-pandemic needs: The importance of empowering employees, being mindful of emotions, and creating a learning culture*. Paper presented at the annual meeting of the Midwest Academy of Management, Dearborn, MI.

PROFESSIONAL/PAPER DEVELOPMENT WORKSHOPS

Panelist. (August 2023). *Mentoring Students Online: Best Practices and New Horizons*. Professional Development Workshop at the annual meeting of the Academy of Management, Boston, MA.

Trinh, M. P., Thomas, S., **Chico, R. J.**, & Wagadia, T. (March 2023). *Best Practices for Mentoring Graduate Students in Online Degree Programs*. Professional Development Workshop (led by Robert) at the annual meeting of the Western Academy of Management, Reno, NV.

Chico, R. J. (March 2023). *Employee gender moderates the relationships between manager participative decision-making behavior and employee voice behaviors via employee received respect and personal sense of power: A moderated serial mediation model*. Paper Development Workshop at the annual meeting of the Western Academy of Management, Reno, NV.

Chico, R. J. (August 2022). *A sequential mediation model of the cycle of employee voice behaviors*. Organizational Behavior Division Research Incubator Paper Development Workshop at the annual meeting of the Academy of Management, Seattle, WA.

ACADEMIC TRAINING AND OTHER RESEARCH EXPERIENCE

Research Assistant, Dr. Rebecca Mitchell, University of Colorado Boulder	2023
Research Assistant, Dr. Mai Trinh, Arizona State University	2022-2023
IRB Certification, CITI Program	Dec 20, 2023
<ul style="list-style-type: none"> Human Research: Human Subjects Learners, Basic Course 	

TEACHING EXPERIENCE

Teaching Assistant, Foster School of Business, University of Washington

- MGMT 411 Spring 2024: Recruiting, Hiring, and Retaining Talent (undergraduate)
- MGMT 300 Winter 2023: Leadership and Organizational Behavior (core undergraduate course)

PROFESSIONAL DEVELOPMENT

Academy of Management Review Bridge Reviewer Program. 2024.

New Doctoral Student Consortium at the annual meeting of the Academy of Management, Boston, MA, August 4-8, 2023.

WAM Doctoral Consortium at the annual meeting of the Western Academy of Management, Reno, NV, March 22-25, 2023.

On Reviewing: The Art and Craft of AOM Reviews. Managerial and Organizational Cognition (MOC) Division. Virtual, January 18, 2023.

The Ph.D. Project Annual Conference, Chicago, IL, November 16-17, 2022.

CARMA Ask the Experts Session. *Moderation and Mediation Analysis*. Virtual, October 28, 2022.

The Kauffman Foundation Early-Stage Researcher Professional Development Series.
Speaker: Dr. Emily Landry, Washington and Lee University. Virtual, October 28, 2022.

SMA Pre-Doctoral Consortium at the annual meeting of the Southern Management Association, Little Rock, AR, October 18-22, 2022.

How to Use Storytelling in Your Academic Writing: Structure, Tools, and Techniques.
Speaker: Dr. Tim Pollock, University of Tennessee – Knoxville. Virtual, October 5, 2022.

The Kauffman Foundation Early-Stage Researcher Professional Development Series.
Speaker: Dr. Rachel Atkins, New York University. Virtual, September 30, 2022.

Managerial and Organizational Cognition (MOC) Division’s *Diamonds in the Rough* Professional Development Workshop at the annual meeting of the Academy of Management, Virtual, July 27, 2022.

SMA-CARMA Workshop Series. *Method-Related Best Practices in the Publication Process*. Virtual, July 25, 2022.

CARMA Launch Pad Session. Sponsored by Women in Research Methods (WRM). *Writing Methods Papers & Integrating Methods into Your Career*. Virtual, June 17, 2022.

PROFESSIONAL SERVICE

Ad-hoc Reviewer

- Academy of Management (AOM) Annual Meeting 2023-present
 - Diversity, Equity, and Inclusion (DEI) Division
 - Managerial and Organizational Cognition (MOC) Division
 - Organizational Behavior (OB) Division
- Midwest Academy of Management Annual Meeting 2022-2023
 - Outstanding Reviewer (2022)
- Western Academy of Management Annual Meeting 2023
- Southern Management Association Annual Meeting 2022
- Frontiers in Psychology (Organizational Psychology specialty area) 2022

Academy of Management

- Member of the Best Paper Award Review Panel for the Management Education and Development (MED) Division (2024)
- Member of the Fundraising Activities Committee for the Diversity, Equity, and Inclusion (DEI) Division (2022-2023)

Conference Session Chair

- Midwest Academy of Management (2022), Business Practitioner Track

Administrative Science Quarterly

- The ASQ Student Blog, Contributor, 2024

Leeds School of Business, University of Colorado Boulder

- Doctoral student panelist for Leeds' Diverse Doctorates in Business Program (2023)

PROFESSIONAL AFFILIATIONS

Academy of Management	2022-present
<i>Divisions:</i> Diversity, Equity, and Inclusion (DEI), Managerial and Organizational Cognition (MOC), Organizational Behavior (OB), Research Methods (RM)	
Management Doctoral Student Association, The PhD Project	2023-present
Southern Management Association	2022-present
Western Academy of Management	2023
Midwest Academy of Management	2022-2023

PROFESSIONAL EXPERIENCE

Data Governance Manager, USAble Life	2022-2023
<ul style="list-style-type: none"> • Led data governance strategy, projects, and system implementation 	
Global Data Manager, Sensient Technologies Corporation	2020-2022
<ul style="list-style-type: none"> • Oversaw data governance activities in North America, Latin America, and Europe 	
Data Manager, Sensient Technologies Corporation	2019-2020
<ul style="list-style-type: none"> • Established and implemented a comprehensive data governance program 	
Data Specialist, Sensient Technologies Corporation	2018
<ul style="list-style-type: none"> • Ensured the integrity of customer, supplier, and product data 	
Data Synchronization Specialist, Wilton Brands, LLC.	2017-2018
<ul style="list-style-type: none"> • Managed internal and external data requests from customers, brokers, and sales members 	
Operations Support Specialist, Ecolab, Inc.	2015-2017
<ul style="list-style-type: none"> • Performed high-level and deep-dive data analyses for executive review presentations 	

REFERENCES

S.R. Aurora (also known as Mai P. Trinh), Ph.D.

Assistant Professor
 College of Integrative Sciences and Arts
 Arizona State University
 (480) 727-0416
 mp Trinh@asu.edu

Christopher M. Barnes, Ph.D.

Professor of Management
 Foster School of Business
 University of Washington
 (206) 221-4719
 chris24b@uw.edu

Jeffery A. LePine, Ph.D.
Professor & PetSmart Chair in Leadership
W. P. Carey School of Business
Arizona State University
(480) 965-8652
jeff.lepine@asu.edu