

Ekonkar Kaur

PhD Candidate, University of Washington
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EDUCATION

Foster School of Business, University of Washington

expected 2025

PhD in Organizational Behavior/Human Resource Management

Dissertation: Remotely well: Investigating the unique costs and benefits of virtual work for employees who experience depression.*

*Winner of the 2023 Business for a Better World Dissertation Proposal Competition sponsored by Colorado State University College of Business, for more information see:

>> <https://biz.source.colostate.edu/doctoral-dissertation-proposal-contest-awards-18k/>

>> <https://magazine.foster.uw.edu/people/remotely-well/>

Committee Members: Ryan Fehr, Christopher Barnes, Crystal Farh, and graduate representative: Jonathan Kanter (Clinical Psychology & Behavioral Science) ** *Interdisciplinary advisory member*

Fowler College of Business, San Diego State University

May 2016

MBA, Marketing Specialization

College of Arts and Sciences, University of Oregon

Mar 2013

BA, Humanities, *magna cum laude*

RESEARCH

Research Interests

- ❖ mental health & well-being
- ❖ work-nonwork interface
- ❖ future of work

Publications

Kaur, E., Barnes, C.M., Butts, M.M., & Gabriel, A.S. Domain Switch Theory: A Deeper Understanding of Transitions Between Work and Nonwork Domains in Modern Work Life. Accepted for publication in 2024 at *Academy of Management Review*.

Barnes, C. M., Guarana, C., Lee, J., & Kaur, E. (2023). Using wearable technology (closed loop acoustic stimulation) to improve sleep quality and work outcomes. *Journal of Applied Psychology*, 108(8), 1391–1407. <https://doi.org/10.1037/apl0001077>

Research Work in Progress

Kaur, E. & Fehr, R. [Mental health disclosure and leader stigma]. (Data collection. Target Journal: *Journal of Applied Psychology*).

Kaur, E. [Dissertation: costs and benefits of virtual work for employees who experience depression]. (Data collection. Target Journal: *Journal of Applied Psychology*).

Kaur, E., Barnes C.M., & Tauscher, J. [Digital therapeutics and work outcomes]. (Preparing for data collection. Target Journal: *Journal of Applied Psychology*). ** *Includes interdisciplinary coauthor Dr. Justin Tauscher from psychiatry & behavioral sciences at UW Medicine*

Kaur, E., Mariam, M., & Barnes, C.M. [Mental health spirals]. (Writing proposal for integrative review paper. Target Journal: *Journal of Management*).

Kaur, E. [Follow-up to dissertation: work-relevant predictors of mental health activities & preventative behaviors for well-being]. (Conducting pilot studies).

Kaur, E. [Follow-up to dissertation: gender effects, mental health, virtual work]. (Conducting pilot studies).

Khan, U.A. & Kaur, E. [Mental health talk and social class-driven attributions]. (Ideation).

CONFERENCE INVOLVEMENT

Organized Symposia: *I recruited researchers with relevant projects and developed the symposium proposal:*

- Coordinator for Symposium: Novel Research Along a Continuum of Mental Well-Being in the Modern Workplace (*upcoming* Academy of Management, August 2024 in Chicago, IL)
- Co-Coordinator for Symposium: No pain, no gain: Novel insights into a spectrum of wellbeing across vulnerable work experiences (Academy of Management, August 2023 in Boston, MA)
- Coordinator for Symposium: Novel Perspectives on Mental Health in the Workplace (Academy of Management, August 2022 in Seattle, WA)

Paper Presentations: *I presented my own research projects in each of these paper presentation symposia:*

- Presenter for Symposium: Mental Health and Well-being in the Workplace (*upcoming* Academy of Management, August 2024 in Chicago, IL)
- Presenter for Breakout Session on Navigating Identities & Equality for Minoritized Group Members (Workplace Digitization Conference (Purdue University, March 2024 in Lafayette, IN)
- Presenter for Business for a Better World Research Symposium (Colorado State University, October 2023, virtual)
- Presenter for Symposium: Employee Mental Illness, Interpersonal Discrimination at Work, and How Human Resources Can Help (Academy of Management, August 2023 in Boston, MA)
- Presenter for Symposium: Novel Perspectives on Employees' Work-Family Dynamics (Academy of Management, August 2022 in Seattle, WA)

Other involvement: *I attended these events that were relevant to my research interests & progress:*

- Moderator for PDW “Helping the Helpers: A Multidisciplinary Approach to the Mental Health of Healthcare Workers” (*upcoming* Academy of Management Conference, August 2024 in Chicago, IL)
- Attended Workplace Mental Health Conference (University of Michigan, August 2023, virtual)
- Participated in Organizational Behavioral Doctoral Consortium (Academy of Management Conference, August 2023 in Boston, MA)
- Participated in PDW “Shaping the Research Agenda on the Future of Work” (Academy of Management Conference, August 2022 in Seattle, WA)

TEACHING EXPERIENCE

Foster School of Business, University of Washington 2019-present

- Sole Instructor Experience
 - MGMT 300 Leadership & Organizational Behavior (Undergraduate Core Class)
 - Evaluations: 4.0/5 for Spring 2022, improved to a 4.3/5 in Winter 2023
- Graduate Teaching Experience
 - TA for 521 Executive MBA Organizational Leadership Class (4 sections over 2 terms)
 - Managed/independently led four help sessions per term, independently assisted executive-level students with a trimester-long research/consulting project at their respective organizations.
- Other Teaching Assistant Experience
 - TMMBA 510 (technology MBA leadership class), MGMT 300 (undergraduate organizational behavior), MGMT 411 (undergraduate human resources), MGMT 579 (MBA elective: leading across cultures), MGMT 500 (core MBA leadership & organizational behavior class)

College of Design, University of Oregon Sep 2016-Jun 2019

Instructor / Adjunct Faculty

- Solo instructor for one credit, online, asynchronous Individual Branding Strategies course for students primarily in architecture and related arts disciplines, taught every term for three years (10 classes total)
- Adjusted and modernized branding strategies curriculum, increased average class rating from 3.2/5 (under prior instructor) to 4.5/5 after first term of teaching, and achieved a 4.5/5 average over 10 terms

UNIVERSITY ADMINISTRATIVE EXPERIENCE

Fowler College of Business, San Diego State University Aug 2014-Jun 2016

Graduate Advisor

- Worked 20 hours per week for two years to assist with graduate admissions and advising processes for graduate business degrees, including MBA, MSIS, and MSA programs.
- Conducted MBA benchmarking analysis for director of Graduate Programs to help determine direction and differentiation for future graduate programs.

INDUSTRY EXPERIENCE

Mountain Rose Herbs, Eugene, Oregon

Nov 2016-Jun 2019

full-time Marketing Strategist for midsize natural foods ecommerce company

Almetta Foods, Eugene, Oregon

Summer 2016

part-time Marketing Intern for natural foods company, family startup

REFERENCES

Dr. Ryan Fehr

Professor of Management
Foster School of Business
University of Washington
rfehr@uw.edu

Dr. Christopher Barnes

Professor of Management
Foster School of Business
University of Washington
chris24b@uw.edu

Dr. Jonathan Kanter

Associate Professor (Clinical Psychology)
CSSC Director
Behavioral Scientist at UW Medicine
University of Washington
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Dr. Marcus Butts

Professor of Management
Professor of Psychology
Edwin L. Cox School of Business
Southern Methodist University
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