

Ekonkar Kaur

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EDUCATION

Foster School of Business, University of Washington

expected 2025

PhD in Organizational Behavior/Human Resource Management

Dissertation: In this research, I seek to better understand how the experience of handling a mental health challenge intersects with different facets of the modern workplace. In the first chapter* of my dissertation, I investigate the unique costs and benefits of virtual work for employees who experience depression. For this project, I utilize data from recent archival sources, such as the 2022 National Well-Being Survey. In the second chapter, I explore the consequences of sharing mental health information with third parties, and when this sharing can help or harm relationships.

**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/>,

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

Dissertation Committee:

Ryan Fehr (chair), 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: I'm broadly interested in understanding how employees' work and nonwork lives (especially personal mental & physical health) are intertwined in the modern era. I aspire to develop interdisciplinary research in the following topic areas:

- ❖ employee well-being
- ❖ work-nonwork interface & virtual work
- ❖ future of work & technology

Publications

Kaur, E., Barnes, C.M., Butts, M.M., & Gabriel, A.S. (2024). Domain Switch Theory: A Deeper Understanding of Transitions Between Work and Nonwork Domains in Modern Work Life. *Academy of Management Review*. <https://doi.org/10.5465/amr.2022.0485>

- Press: <https://www.psychologytoday.com/intl/blog/human-sustainability/202410/the-challenges-of-switching-between-work-and-family>

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>

- 2024 Best Published Article Award from the Organizational Neuroscience Interest Group

Research in the Review Process

Kaur, E., Mariam, M., & Barnes, C.M. [job design, job crafting, and psychological well-being]. (Proposal was accepted, and full paper is invited for submission at *Journal of Management*).

Research Work in Progress

Kaur, E. [Dissertation chapter: virtual work and depression]. (Writing, preparing for submission to Spring 2025 special issue call for papers on remote/hybrid work at *Organization Science*).

Kaur, E. [Dissertation chapter: mental health information sharing with third parties]. (Data collection, preparing for Fall 2025 submission. Target Journal: *Journal of Applied Psychology*).

Kaur, E. & Fehr, R. [Mental health disclosure and leader stigma]. (Data collection, targeting early 2026 journal submission).

Kaur, E., Barnes C.M., & Tauscher, J. [Digital well-being app and work outcomes]. (Preparing for randomized month-long experiment, targeting early 2026 journal submission). ** *Includes interdisciplinary coauthor Dr. Justin Tauscher from psychiatry & behavioral sciences at UW Medicine*

Kaur, E. [Complacency and resistance to change]. (Writing proposal for integrative conceptual review. Target Journal: *Journal of Applied Psychology*).

Khan, U.A. & Kaur, E. [Utilization of well-being resources and social class attributions]. (Ideation for empirical paper).

Mariam, M. & Kaur, E. [Organizational culture and employee well-being]. (Ideation for theoretical paper).

CONFERENCE INVOLVEMENT

Academy of Management Primary Division Participation

- Human Resources
- Organizational Behavior

AOM Organized Symposia (I recruited researchers with relevant projects):

- Coordinator for Symposium: Novel Research Along a Continuum of Mental Well-Being in the Modern Workplace (Academy of Management, August 2024 in Chicago, IL)
- Co-Coordinator for Symposium: No Pain, No Gain: Novel Insights into a Spectrum of Well-Being 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 at the following academic events):

- Presenter for Symposium: Mental Health and Well-being in the Workplace (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)

Practitioner Presentations (I was invited to speak at the following practitioner events):

- Lake Washington Human Resource Association 2024 Symposium: Navigating the Future of Work (October 2024 in Seattle, WA).

Other Involvement (I attended these events relevant to my research program):

- Moderator for PDW "Helping the Helpers: A Multidisciplinary Approach to the Mental Health of Healthcare Workers" (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 course curriculum and increased the average class rating from 3.2/5 (under prior instructor) to 4.5/5 after my 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
National University of Singapore
University of Washington
chris24b@nus.edu.sg

Dr. Jonathan Kanter

Associate Professor (Clinical Psychology)

CSSC Director

Behavioral Scientist at UW Medicine

University of Washington

jonkan@uw.edu

Dr. Marcus Butts

Professor of Management

Professor of Psychology

Edwin L. Cox School of Business

Southern Methodist University

mbutts@smu.edu