

Robert J. Chico

Doctoral Student, Organizational Behavior
Foster School of Business, University of Washington
rchico@uw.edu

EDUCATION

- Ph.D.** University of Washington, Foster School of Business June 2028 (Expected)
Business Administration (Organizational Behavior)
Minors: Research Methods; Social Statistics
Dissertation: Developmental Relationships (Target: *JAP*)
Committee: Ryan Fehr (chair), Scott Reynolds, Chris Barnes & Elizabeth Sanders (Educational Psychology Department)
- MS** University of Washington, Foster School of Business December 2025
Business Administration (*awarded upon completion of Ph.D. coursework*)
- MS** Arizona State University, Organizational Leadership (*with Distinction*) December 2022
Thesis Topic: Empowering Leadership and Voice
Committee: Dr. Mai Trinh (chair), Dr. Jeffery LePine, Dr. Paula Veach
- MBA** Aurora University, Business Administration May 2020
- BA** Knox College, Psychology June 2015

RESEARCH INTERESTS

developmental relationships; ethics & morality; social construction (e.g., rhetoric, sensegiving)

REFEREED PUBLICATIONS

- 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>
– Selected as best paper to address global issues in management education, AOM MED Division
– Media coverage by *Business and Management Ink*
– MED Division coverage: *Celebrating Excellence: Leveraging Insights from MED Award Winners for Your Own Research*, Webinar, June 6, 2024.

BOOK CHAPTER

- Chico, R. J.**, Thomas, S. R., Wagadia, T., & Aurora, S. R. (2025). Mentoring: An evidence-based approach to leader development. In D. M. Rosch, S. J. Allen, and D. M. Jenkins (Eds.), *Moving the Needle: What We Know (and Don't Know) About Developing Leaders*. Emerald Group Publishing.

MANUSCRIPTS UNDER REVIEW & INVITED FOR REVISE AND RESUBMIT

Fehr, R., Heng, Y. T., Boncoeur, O. D., Kong, D. T., & **Chico, R. J.** [Institutionalization of work-specific solitude]. Under 2nd round of review at *Academy of Management Review*.

Rhee, Y. W., Reynolds, S. J., Dang, C., & **Chico, R. J.** [Moral feedback]. 1st round R&R at *Journal of Applied Psychology*.

RESEARCH IN PROGRESS

Lv, B., Xiao, J., Men, C., **Chico, R. J.**, & Fehr, R. [Abusive supervision, immoral judgment, and whistleblowing] (Writing; targeted for *Academy of Management Journal*).

Reynolds, S. J., Leavitt, K., & **Chico, R. J.** [Practical implications of ethics research review]. (Writing; targeted for *Journal of Applied Psychology*).

Aurora, S. R. & **Chico, R. J.** [Peer coaching and humility development] (Study 2 Data Analysis and Writing; targeted for *Personnel Psychology*).

Chico, R. J.*, Rituraj, V.*, Fehr, R., & Gupta, A. [Political ideology, dissent, moral language] (Study 1 complete; targeted for *Organizational Behavior and Human Decision Processes*).

* denotes equal contribution

Aurora, S. R., van Esch, C., Castillo, E. A., & **Chico, R. J.** [Time use, gender, and career outcomes] (Study 1 data analysis; targeted for *Organization Science*).

Chico, R. J., Ma, E., & Wee, E. X. M. [Accommodation request framing] (Pilot 1 data collection in preparation; targeted for *Administrative Science Quarterly*).

Chico, R. J. [Dissertation: Developmental Relationships] (Idea development; targeted for *Journal of Applied Psychology*).

Chico, R. J. [Moralization of mentorship] (Idea development; targeted for *Academy of Management Review*).

Chico, R. J., Antoine, G., & Reynolds, S. J. [Moral emotions meta] (Idea development; targeted for *Journal of Applied Psychology*).

Chico, R. J., Fehr, R., & Guarana, C. L. [Family rhetoric] (Idea development; targeted for *Academy of Management Journal*).

HONORS & AWARDS

University of Washington PhD Fellowship, 2023-2028.

Graduate Student Equity and Excellence Award (\$4,500), University of Washington, 2023.

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

Outstanding Reviewer, Midwest Academy of Management Annual Meeting, 2022.

Selected for The PhD Project Annual Conference, Chicago, IL, November 16-17, 2022.

ORGANIZED SYMPOSIA & CONFERENCE PRESENTATIONS (*DENOTES PRESENTER)

Cateo, J., Blocker, V. E., Smith, S. N., Rivera-Piedra, D., **Chico, R. J.**, Garcia, A. L., De La Haye, DC., Reddick, J. J., Simon, A., Thomas, S. A., & Turner, S. R. (Co-organizer, July 2025). *Expanding DEI Horizons: Broader Approaches to Diversity, Equity, and Inclusion Management Research*. Professional Development Workshop at the annual meeting of the Academy of Management, Copenhagen, Denmark.

Fehr, R., Heng, Y. T., Boncoeur, O. D., Kong, D. T.*, & **Chico, R. J.** (July 2025). *Solitude at work*. Paper presented at the annual colloquium of the European Group for Organizational Studies, Athens, Greece.

Chico, R. J.*, Lester, G. V., & Aurora, S.R. (October 2024). *Teaching voice behaviors using role-play*. Paper presented at the annual meeting of the Southern Management Association, San Antonio, TX.

Aurora, S.R.*, van Esch, C., Castillo, E. A., & **Chico, R. J.** (August 2024). *How gender-based micro-inequities lead to macro-inequalities: An examination of time usage in the U.S. before and after COVID-19 and implications on career advancements*. In S. R. Thomas (chair), Using of agent-based modeling across management research. Paper symposium at the annual meeting of the Academy of Management, Chicago, IL.

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

Management Education & Development Division 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 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.

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*. Led Professional Development Workshop at the annual meeting of the Western Academy of Management, Reno, NV.

RESEARCH ASSISTANT EXPERIENCE

Research Assistant, Dr. Chris Barnes, University of Washington	Spring 2026
Research Assistant, Dr. Ryan Fehr, University of Washington	Summer 2025
Research Assistant, Dr. Elijah Wee, University of Washington	2024-2025
Research Assistant, Dr. Rebecca Mitchell, University of Colorado Boulder	2023
Research Assistant, Dr. Mai Trinh, Arizona State University	2022-2023

TEACHING EXPERIENCE

Instructor, Foster School of Business, University of Washington

- MGMT 300 Winter 2026: Leadership and Organizational Behavior (50 students, X.X/5)

Teaching Assistant, Foster School of Business, University of Washington

- MGMT 407 Fall 2025: Managing a Global Workforce (undergraduate)
- MGMT 300 Fall 2025: Leadership and Organizational Behavior (core undergraduate)
- MGMT 547 Spring 2025: Successful Negotiations (MBA)
- MGMT 579C Spring 2025: Leading Across Cultures (MBA)
- MGMT 579E Spring 2025: Mindful Decision Making (MBA)
- MGMT 504 Fall 2024: Ethical Leadership (core MBA course)
- MGMT 411 Spring 2024: Recruiting, Hiring, and Retaining Talent (undergraduate)
- MGMT 300 Winter 2023: Leadership and Organizational Behavior (core undergraduate)

PROFESSIONAL DEVELOPMENT

SMA Early-Stage Doctoral Consortium at the annual meeting of the Southern Management Association, San Antonio, TX, October 30, 2024.

Managerial and Organizational Cognition (MOC) Division's *Reviewing in the Rough* Professional Development Workshop at the annual meeting of the Academy of Management, Chicago, IL, August 9, 2024.
Mentor: Dr. Chak Fu Lam, City University of Hong Kong.

Research Methods Division-CARMA Doctoral Student and Junior Faculty Consortium.
Virtual, June 5, June 12, June 19, and June 26, 2024.

CARMA Short Course. *Advanced Experience Sampling Methods: Analysis and Interpretation*.
Led by Dr. Nikos Dimotakis, Oklahoma State University. Virtual, June 13-15, 2024.

CARMA Short Course. *Systematic Reviews/Meta-Analysis*.
Led by Dr. Ernest O'Boyle, Indiana University. Virtual, June 10-12, 2024.

Academy of Management Review's Bridge Reviewer Program.
Mentor: Dr. Jennifer Nahrgang, University of Iowa. Virtual, 2024.

New Doctoral Student Consortium at the annual meeting of the Academy of Management,

Boston, MA, August 4-8, 2023.

Research Methods Division-CARMA Doctoral Student and Junior Faculty Consortium.
Virtual, June 7, June 14, June 21, and June 28, 2023.

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

SMA Pre-Doctoral Consortium at the annual meeting of the Southern Management Association,
Little Rock, AR, October 19, 2022.

Managerial and Organizational Cognition (MOC) Division's *Diamonds in the Rough*
Professional Development Workshop.
Mentor: Dr. Phil Thompson, Virginia Tech. Virtual, 2022.

SERVICE

Ad-hoc Reviewer

- *Journal of Management* 2025-present
- *Organizational Behavior and Human Decision Processes* 2025-present
 - Co-constructed review with Dr. Ryan Fehr, University of Washington
- *Journal of Applied Psychology* 2025
 - Co-constructed review with Dr. Andrew Hafenbrack, University of Washington
- *Journal of Vocational Behavior* 2025
- *Journal of Business Ethics* 2025
- *Management Teaching Review* 2025
- Academy of Management Annual Meeting 2023-present
- Southern Management Association Annual Meeting 2022, 2024-present
- Midwest Academy of Management Annual Meeting 2022-2023
- Western Academy of Management Annual Meeting 2023
- *Frontiers in Psychology* (Organizational Psychology specialty area) 2022

Academy of Management

- Managerial and Organizational Cognition (MOC) Division
 - Student Appointee, Executive Committee Member 2025-present
 - Mentor, Peer Mentoring Program (MOC-UP) 2025-present
- Management Education and Development (MED) Division
 - Best Conference Paper and Symposia Award Review Panel Member 2024-present
- Diversity, Equity, and Inclusion (DEI) Division
 - Fundraising Activities Committee Member 2022-2023

Consortium for the Advancement of Research Methods & Analysis (CARMA)

- PhD Student Representative (2025-present)

Foster School of Business, University of Washington

- Student mentor for an incoming first-year doctoral student (2024-present)
- Facilitate MGMT 430 Case Competition (undergraduate capstone): Strategic Management (Summer 2025)

Management Doctoral Student Association, The PhD Project

- Service Committee Member (2024-present)

Administrative Science Quarterly

- The ASQ Student Blog, Contributor (2024)

Leeds School of Business, University of Colorado Boulder

- Panelist for Leeds’ Diverse Doctorates in Business Program (2023)

PROFESSIONAL AFFILIATIONS

Academy of Management	2022-present
<i>Divisions:</i> Managerial and Organizational Cognition (MOC); Diversity, Equity, & Inclusion (DEI); Research Methods (RM); Management Education & Development (MED)	
Management Doctoral Student Association, The PhD Project	2023-present
Southern Management Association	2022-present

PROFESSIONAL EXPERIENCE

Data Governance Manager, USAble Life	2022-2023
• Led data governance strategy, projects, and system implementation	
Global Data Manager, Sensient Technologies Corporation	2020-2022
• Oversaw data governance activities in North America, Latin America, and Europe	
Data Manager, Sensient Technologies Corporation	2019-2020
• Established and implemented a comprehensive data governance program	
Data Specialist, Sensient Technologies Corporation	2018-2019
• Ensured the integrity of customer, supplier, and product data	
Data Synchronization Specialist, Wilton Brands, LLC.	2017-2018
• Managed internal and external data requests from customers, brokers, and sales members	
Operations Support Specialist, Ecolab, Inc.	2015-2017
• Performed high-level and deep-dive data analyses for executive review presentations	

REFERENCES

Ryan Fehr, Ph.D.
Professor of Management
Foster School of Business
University of Washington
rfehr@uw.edu

Christopher Barnes, Ph.D.
Professor of Management
Foster School of Business
University of Washington
chris24b@uw.edu

Scott Reynolds, Ph.D.
Professor of Management
Foster School of Business
University of Washington
heyscott@uw.edu