

Robert J. Chico

Doctoral Student, Organizational Behavior
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EDUCATION

- PhD** University of Washington, Foster School of Business May 2028 (Expected)
Business Administration (Organizational Behavior)
Minors: Research Methods; Social Statistics
Dissertation: Developmental Responsibility Misalignment in Mentoring Relationships
Committee: Ryan Fehr (Chair), Scott Reynolds, Chris Barnes, and Elizabeth Sanders
- MS** University of Washington, Foster School of Business December 2025
Business Administration
- MS** Arizona State University, Organizational Leadership (*with Distinction*) December 2022
- MBA** Aurora University, Business Administration May 2020
- BA** Knox College, Psychology June 2015

RESEARCH INTERESTS

developmental relationships; ethics and morality; language (e.g., rhetoric, message framing)

PEER-REVIEWED JOURNAL PUBLICATION

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>

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 AND WITH REVISIONS

Fehr, R., Heng, Y. T., Boncoeur, O. D., Kong, D. T., & **Chico, R. J.** Time to Ourselves: How Organizational Solitude Facilitates Human Sustainability. Under 3rd review at *Academy of Management Review*.

Chico, R. J., Lester, G. V., & Aurora, S.R. Teaching Promotive and Prohibitive Voice Behaviors Using Role-Play: An Experiential Exercise. Under 1st review at *Journal of Higher Education Theory and Practice*.

Wu, I.-H., Keeler, K. R., **Chico, R. J.**, Barnes, C. M., & McClean, S. T. From a Bird's Eye View: A Review of Vertical and Horizontal Temporal Patterns in Within-Person Research and Future Theoretical Expansion. Proposal under review at *Journal of Management*.

IN PREPARATION

Rhee, Y. W., Reynolds, S. J., Dang, C., & **Chico, R. J.** Moral Feedback in Organizations: An Integrative Review. In preparation for submission to *Organizational Behavior and Human Decision Processes*.

Reynolds, S. J., **Chico, R. J.**, & Leavitt, K. The Practical Implications of Moral Behavior Research: Strengthening the Bridge Between Scholarship and Practice. In preparation for submission to *Journal of Applied Psychology*.

Aurora, S.R., & **Chico, R. J.** Becoming Humble Leaders: A Process Theory of Leader Humility Development Through Peer Coaching. In preparation for submission to *Academy of Management Journal*.

SELECTED RESEARCH IN PROGRESS

Lv, B., Xiao, J., Liu, X., **Chico, R. J.**, & Fehr, R. The Mask of Creativity: Leaders' Reputations for Creativity Obscure the Immorality of Abusive Supervision. Study 1 (multi-wave field survey) complete and Study 2 (online experiment) complete; supplemental online experiment study data collection in progress. Target journal: *Organization Science*.

Chico, R. J., Guarana, C. L., & Fehr, R. [Family rhetoric, belonging, exploitation]. Study 1 (multi-wave field survey) complete; Study 2 (pre-registered online experiment) in preparation. Target journal: *Journal of Applied Psychology*.

Chico, R. J., Ma, E., & Wee, E. X. M. [Accommodation request framing, unfairness perceptions, manager image threat]. Study 1 (pre-registered online experiment) and Study 2 (field experiment) data collection in preparation. Target journal: *Administrative Science Quarterly*.

Chico, R. J. [Dissertation: Developmental Responsibility Misalignment in Mentoring Relationships]. Idea development. Target journal: *Academy of Management Journal*.

ORGANIZED SYMPOSIA & CONFERENCE PRESENTATIONS

Aurora, S.R. & **Chico, R. J.** (August 2026). *Becoming Humble Leaders: A Process Theory of Leader Humility Development Through Peer Coaching*. In R. J. Chico and S.R. Aurora (co-chairs), The Importance of Developmental Relationships Across All Career Stages. Presenter symposium at the annual meeting of the Academy of Management, Philadelphia, PA.

Fehr, R., Heng, Y. T., Boncoeur, O. D., Kong, D. T., & **Chico, R. J.** (August 2026). *Time to Ourselves: How Institutionalized Solitude Facilitates Human Sustainability*. In J. M. Zhou and R. J. Chico (co-chairs), Rethinking Aloneness: Exploring the Spectrum from Loneliness to Solitude to Connection. Presenter symposium at the annual meeting of the Academy of Management, Philadelphia, PA.

Zhou, J., & **Chico, R. J.** (Co-organizer, August 2026). *Rethinking Aloneness: Exploring the Spectrum from Loneliness to Solitude to Connection*. Presenter symposium at the annual meeting of the Academy of Management, Philadelphia, PA.

- *Selected as a showcase symposium*
- *Nominated for Best Symposium Award (MOC Division)*

Chico, R. J., & Roberson, J. W. (Co-organizer, August 2026). *Rhetoric, Labels, and Narratives: How Language Shapes Employee and Organizational Outcomes*. Presenter symposium at the annual meeting of the Academy of Management, Philadelphia, PA.

- *Selected as a showcase symposium*

Chico, R. J., & Aurora, S.R. (Co-organizer, August 2026). *The Importance of Developmental Relationships Across All Career Stages*. Presenter symposium at the annual meeting of the Academy of Management, Philadelphia, PA.

Chico, R. J., Ma, E., & Wee, E. X. M. (June 2026). *How Accommodation Request Framing Shapes Managerial Decisions and Employee Outcomes*. Paper presented at the Neurodiversity at Work Research Conference, Seattle, WA.

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. Presenter 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.

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.

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.

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 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.

HONORS & AWARDS

Best Reviewer Award, OB Division, Academy of Management Annual Meeting, 2026.

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.

TEACHING EXPERIENCE

Instructor, Foster School of Business, University of Washington

- MGMT 300 Winter 2026: Leadership and Organizational Behavior (4.1/5)

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

SERVICE

Ad-hoc Reviewer

- *Human Resource Management Review* 2026
- *Journal of Management* 2025–present
- *Journal of Vocational Behavior* 2025–present
- *Organizational Behavior and Human Decision Processes* 2025
 - 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 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
 - Awards Committee 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)

Management Doctoral Student Association, The PhD Project

- Service Committee Member (2024–2026)

Administrative Science Quarterly

- The ASQ Student Blog, Contributor (2024)

PROFESSIONAL AFFILIATIONS

Academy of Management	2022–present
Management Doctoral Student Association, The PhD Project	2023–present
Southern Management Association	2022–present

PROFESSIONAL EXPERIENCE

Data Governance Manager, USAble Life	2022–2023
Sensient Technologies Corporation	2018–2022
• Global Data Manager (2020–2022)	
• Data Manager (2019–2020)	
• Data Specialist (2018–2019)	
Data Synchronization Specialist, Wilton Brands, LLC.	2017–2018
Operations Support Specialist, Ecolab, Inc.	2015–2017

REFERENCES

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