

CURRICULUM VITAE
KYRA LEIGH SUTTON, Ph.D.

EDUCATION

OHIO STATE UNIVERSITY, Fisher College of Business
Ph.D. Labor and Human Resources

Columbus, OH

Dissertation: *“Parenthood and Organizational Networks: A Relational View of the Career Mobility of Working Parents”*

Committee: Raymond A Noe (Chair), Howard Klein, and David Greenberger

OHIO STATE UNIVERSITY, Fisher College of Business
Masters, Labor and Human Resources

Columbus, OH

SPELMAN COLLEGE, Honors College
B.A. with Distinction and Honors in Economics

Atlanta, GA

ACADEMIC EXPERIENCE

Assistant Teaching Professor, School of Management & Labor Relations, Rutgers University, June, 2018 – current

- **Awarded the James R. Chelius Teaching Excellence Award, 2021**
- Teaches 7 courses annually (e.g., Talent Development, Talent Acquisition); leverages learning activities including case studies, comprehensive group projects and hands-on exercises
- Directs the HRM Internship course
- Advises students related to career direction and post-graduation opportunities (e.g., resume review, resumes, provides feedback to students on various graduate school options)

Adjunct Faculty Member/Part-Time Instructor (PTI), Department of Management, Robinson College of Business, Georgia State University, Jan, 2014 – December, 2015

- Taught one undergraduate and one Master’s HR course per semester
- Received above average teaching evaluation scores

Assistant Professor of Human Resources Management, College of Business, Auburn University, Auburn, AL, August, 2008 - May, 2012

- Faculty Advisor, AU SHRM (2008-2012)
- Member of Advisory Board, Women’s Resource Center (2009-2012)
- Faculty Representative — MBA Spring Experience, Beijing and Hong Kong, China
- Delivered training to more than 200 participants at numerous professional conferences and workshops (e.g., Women’s Leadership Conference, AUSHRM & Auburn University Career Center)
- Received above average teaching evaluation scores
- Affiliate Faculty Member, Huntingdon College, School of Business and Professional Studies (SBPS), Montgomery & Birmingham, AL, June, 2010 – Aug, 2011

Visiting Assistant Professor, Richard T. Farmer School of Business, Miami University, Oxford, OH, August, 2006 - July, 2008

- Heanon Wilkins Fellow, July, 2007 - July, 2008
- Admissions Committee Member, The Farmer School of Business

TEACHING & RESEARCH INTERESTS

- Transition, Development & Retention of Early Career Talent
- Talent Development
- Diversity, Equity, and Inclusion
- Career Management
- Talent Acquisition
- Employee Socialization

INVITED LECTURE SERIES - HENRY STEWART TALKS

1. Sutton, K.L. (2021). [Finding purpose-driven work through informational interviews](#)
2. Sutton, K.L. (2021). [Words matter: finding meaningful job experiences by carefully evaluating job descriptions](#)
3. Sutton, K.L. (2021). [Beyond the interviews: enabling employers to preview your capabilities](#)
4. Sutton, K.L. (2021). [Transitioning from school to work: leveraging academic strengths](#)
5. Sutton, K.L. (2021). [Goal setting, time management and networking in a first role](#)
6. Sutton, K.L. (2021). [Business acumen and why it matters](#)
7. Sutton, K.L. (2021). [Getting over imposter syndrome](#)
8. Sutton, K.L. (2021). [The biggest mistakes in early roles \(and how to move on\)](#)
9. Sutton, K.L. (2021). [Advocating for continuous learning and growth in early career development](#)
10. Sutton, K.L. (2021). [From academics to corporate \(and then back again to academics\): a case study on finding the right career path](#)

PRACTITIONER PUBLICATIONS

- Sutton, K.L. (2021). How to support younger employees grieving a death, *Fast Company*, Nov, 2021
- Sutton, K.L. (2021). Here's what would make returning to the office easier for younger workers, *Fast Company*, Oct, 2021
- Sutton, K.L. (2021). 3 ways college students are developing new skills while working remotely, *Fast Company*, July, 2021
- Sutton, K.L. (2021). Viewpoint: 4 Erroneous Assumptions About Young Workers, *SHRM*, June, 2021
- Sutton, K.L. (2021). Viewpoint: Helping Young Adults Adapt to the Workplace, *SHRM*, April, 2021
- Sutton, K.L. (2021). Managers, this is how to encourage new employees to adopt a more formal dress code, *Fast Company*, April, 2021
- Sutton, K.L. (2021). What to do if your manager makes you feel invisible at work, *Fast Company*, April, 2021
- Sutton, K.L. (2021). How to Make 'Paying Your Dues' Work for You, *SHRM*, March 2021
- Sutton, K.L. (2021). This one interview strategy is how you attract young, diverse talent, *Fast Company*, Feb, 2021
- Sutton, K.L. (2021). Make the Most of Your First Performance Review, *SHRM*, Jan 2021
- Sutton, K.L. (2021). 4 Questions to Help Managers Help Young Professionals, *SHRM*, Jan 2021
- Sutton, K.L. (2021). The most confusing parts of job applications, according to graduating college students, *Fast Company*, January, 2021

- Sutton, K.L. (2020). Viewpoint: Getting Your Manager’s Attention Online, *SHRM*, September, 2020
- Sutton, K.L. (2020). Viewpoint: Workers' Narratives About Racial Injustice Can Change the Story, *SHRM*, Aug, 2020
- Sutton, K.L. (2020). Mass emails, supportive tweets aren’t enough — here’s what your Black employees need right now, *ROI-NJ.com*, July, 2020
- Sutton, K.L. (2020). Recent Grads Asking Should I Accept A Job That Is Not My First Choice, *Employee’s Life - The Online Magazine*, Spring, 2020
- Sutton, K.L. (2020). Why you should include protesting in both your cover letter and resume, according to an HR expert, *Business Insider*, June, 2020
- Sutton, K.L. (2020). Viewpoint: Young Workers Need to Share Their Experiences, *SHRM*, May, 2020
- Sutton, K.L. (2020). Where the crisis leaves young graduates and early-career applicants, *Fast Company*, May, 2020
- Sutton, K.L. (2020). Five People to Have in Your Mentor Network, *TD Magazine*, April, 2020
- Sutton, K.L. (2020). Early-Career Employees Face the Pandemic, *SHRM*, Mar, 2020
- Sutton, K.L. (2020). Dial Up or Dial Back? When ‘High Energy’ Works for Early-Career Employees, *SHRM*, Feb, 2020
- Sutton, K.L. (2020). Why grief needs a place at work, *Ladders*, January, 2020
- Sutton, K.L. (2020). Why employees complaining at work isn’t always a bad thing, *Ladders*, January, 2020
- Sutton, K.L. (2020). The simple thing you must do when you make a mistake at work, *Ladders*, January, 2020
- Sutton, K.L. (2019). Laid Off? Make the Most of Your Time, *SHRM*, Dec, 2019
- Sutton, K.L. (2019). Viewpoint: What Not to Say in Written Communications. Phrases early-career professionals should avoid in work e-mail, *SHRM*, Nov, 2019
- Sutton, K.L. (2019). How to Make Your Voice Heard at Work. Early-career professionals can promote their problem-solving ideas, *SHRM*, Nov, 2019
- Sutton, K.L. (2019). Are You Talking Yourself Out of Opportunities at Work?, *ATD*, Oct, 2019
- Sutton, K.L. (2019). Is Your Manager Preparing You for the Next Career Step? *SHRM*, Oct, 2019
- Sutton, K.L. (2019). How to Balance Work and Friendships After College. Because keeping in touch matters, *SHRM*, Sept, 2019
- Sutton, K.L. (2019). 10 Times E-Mail Is the Best Choice for Workplace Communication. Because e-mail can be the worst, but sometimes it’s useful. *SHRM*, Aug, 2019

MEDIA INTERVIEWS

- **Business Insider**, “Working from home made you smarter and nicer. Psychologists reveal how to keep those positive personality traits”, June, 2021
- **SHRM**, “HR Pros Monitor Student Debt Debate as President Biden Mulls Cancellation”, April, 2021
- **SHRM**, “How to Assess an Employer’s Commitment to DE&I”, April, 2021
- **SHRM**, “Questions to Ask About DE&I During Your Interview”, April, 2021
- **SHRM**, “Changing Jobs in HR: Does Industry Matter?”, March 2021
- **BBC**, “Asynchronous video interviews: The tools you need to succeed”, Nov, 2020

- **Korn Ferry Briefings**, “Pushing for More Diversity Data”, July, 2020
- **PeopleMagazine**, “HR Expert Highlights Actionable Steps to 'Make Real Change' Against Racism in Your Workplace”, June, 2020
- **Huffington Post**, “Can You Lose Your Job For Participating in Protests?” June, 2020
- **Yahoo Finance**, “How protests spurred Corporate America into action on race, inequality.” June, 2020
- **ROI – NJ.com**, “Workplace expert: Why managers are big now, senior leaders will be important later.” June, 2020
- **SHRM Magazine**, “How the Coronavirus Pandemic Will Change the Way We Work.” Summer, 2020
- **US News & World Report**, “How to Decline a Job Offer.” Mar, 2020
- **Global Thrive**, “6 Keys to Managing People Who Are Older Than You. How to navigate the younger boss/older employee dynamic successfully.” Dec, 2019
- **Global Thrive**, Slack can be a useful tool for improving employee communication — until its pings turn irritating. Here’s how to avoid the four most annoying Slack habits.” Oct, 2019
- **Global Thrive**, “Your Slack Messages Are Probably Stressing Out Your Co-workers, October, 2019
- **Global Thrive**, “Is it Rude to Wear Headphones at Work?” and 3 Other Office Etiquette Questions You’ve Been Too Afraid to Ask. Unspoken rules your boss probably didn’t tell you — but we will.” Oct, 2019
- **SHRM**, “Training First-Time Employees? Don’t Forget Soft Skills.” July, 2019

ACADEMIC PUBLICATIONS

- Klein, H. J., Polin, B., & Sutton, K. L. (2015). An Assessment of the Use and Timing of Onboarding Practices to Socialize New Employees. *International Journal of Selection and Assessment*, 23, 263-283.
- Sutton, K.L., Ezell, J., & Sankar, C. (2013). Diagnosing Student Learning Objectives Using the Organizational Learning Contract Framework. *International Journal of Information and Communication Technology Education* 9(1), 12-25.
- Fathema, N., Sutton, K. (2013). Factors influencing faculty members’ Learning Management Systems adoption behavior: An analysis using the Technology Acceptance Model. *International Journal of Trends in Economics Management & Technology*, Vol. II(vi), pg20-28
- Sutton, K. (2012). Attracting Generation Y Job Applicants: What companies should know about this generation, it’s not what you think! W. Sauser & R. Sims (Eds). *Managing Human Resources from the Millennial Generation*.
- Sutton, K. & Sankar, C. (2011). Student satisfaction with information provided by academic advisors. *Journal of STEM Education: Innovations and Research*, 12,(7), 71- 85.
- Kim, H., Sutton, K. & Gong, Y. (2011). Group-based Pay-for-Performance Plans and Firm Performance: The Moderating Role of Empowerment Practices. *Asia Pacific Journal of Management (APJM)*
- Sutton, K.L. & Noe, R.A. (2004). Family Friendly Programs and Work-Life Integration: More Myth Than Magic. In Kossek, E. E. & Lambert, S. (Eds.) *Work And Life Integration: Organizational, Cultural and Psychological Perspectives*. Mahwah, N.J.: Lawrence Erlbaum Associates.

REFERRED CONFERENCE PRESENTATIONS

- Klein, H. J., Polin, B., & Sutton, K.L. (August, 2010). Effectively Onboarding New Employees. Paper accepted for presentation at the annual Academy of Management, Montreal, Quebec. Role: Author/Presenter ****This manuscript is part of a symposium that was selected as a Showcase Symposium at the Academy of Management, Montreal, Quebec.****
- Sutton, K. (August, 2010). Careers of Working Mothers and Fathers. Symposium accepted for presentation at the annual Academy of Management, Montreal, Quebec. Role: Discussant
- Kim, H., Sutton, K. & Gong, Y. (August, 2009). Group-Based Pay-For-Performance Plans and Firm Performance: The Moderating Role of Team Empowerment and Union Involvement. Paper accepted for presentation at the annual meeting of the Academy of Management, Chicago, IL.
- Klein, H.J., Heuser, A. E., & Sutton, K.L. (April, 2006). “The Dimensions and Levels of Socialization Content. Paper accepted for presentation at the Annual Conference of the Society for Industrial and Organizational Psychology. Dallas, TX.
- Sutton, K.L. & Dunn-Jensen, L. (August, 2005). “Managing Work-Family Balance in the 21st Century: Do Informal Work Practices Help or Hinder Employees”. Organizer, Co-chair and Presenter. Symposium accepted for presentation at the annual meeting of the Academy of Management, Honolulu, HI. ****Symposium nominated for Best Symposium Award, Careers Division, AOM-2005****
- Sutton, K.L. & Noe, R.A. (2004). Work Family Practices: A Pragmatic Perspective: Do We Really Know How These Practices Work? Organizer and co-chair. Symposium accepted for presentation at the annual meeting of the Academy of Management, New Orleans, LA.
- Wang, C. and Sutton, K.L. (2004). "Nodding Along or Fighting for 'Us': Do Conflict Management Style and Propensity to Initiate Negotiations Influence Group Identification and Effectiveness?" Accepted for presentation at the International Association of Conflict Management, Pittsburgh, PA.
- Sutton, K.L., Klein, H., & Barnard, J., & Noe, R. A. (2003). Distance Learning and Learning Preferences: Does Gender Matter? Presented at a poster session during the annual meeting of the Academy of Management, Seattle, WA.

TECHNICAL REPORTS –ORGANIZATIONAL USE ONLY

- Ellingson, J.E., Reichers, A., Molloy, J. & Sutton, K. (2005). Retaining Female Tenure-Track Assistant Professors. A Descriptive Evaluation of the Faculty Cohort Project Conducted at The Ohio State University. Department of Management and Human Resources. Fisher College of Business, The Ohio State University.

INVITED COLLOQUIA/PRESENTATIONS/CONFERENCES

- Sutton, K. (2019). Exploring Women’s Leadership, *LG Electronics, Englewood Cliffs, NJ*
- Sutton, K. (2019). “Why Inclusion at Work Matters.” *YAI, New York, NY*
- Sutton, K. (2019). “Inclusion: The Key To A More Collaborative Work Environment.” *New Jersey Turnpike Authority, Woodbridge, NJ*
- Sutton, K. (March, 2012). “Building Your ‘Career Brand’: Job Searchers and Personal Branding”. *Lunch and Learn Series. Office of Diversity and Multicultural Affairs, Auburn University*

- Sutton, K. & Abdullah, S. (April, 2011). Race/ Ethnicity and Career Counseling. Invited Presentation, *Career Services Development Office, Auburn University*
- Sutton, K. (March, 2011). “Building and Sustaining Your Own Brand”. *Lunch and Learn Series. Office of Diversity and Multicultural Affairs, Auburn University*
- Sutton, K. (March, 2010). “Gaining the Competitive Edge: The Essentials of Career Preparation”. *4th Annual Auburn University Women’s Leadership Conference. Office of Diversity and Multicultural Affairs and Women’s Resource Center, Auburn University*
- Sutton, K. & Howland, P. (February, 2010). “Authentic You” Workshop. Office of Diversity and Multicultural Affairs and Women’s Resource Center, Auburn University
- Sutton, K. (March, 2009). “Walk a Tight Rope: Finding Balance for Work and Life”. *3rd Annual Auburn University Women’s Leadership Conference. Office of Diversity and Multicultural Affairs and Women’s Resource Center, Auburn University*

RESEARCH GRANTS AWARDED

- Recipient, Heanon Wilkins Fellowship. Research fellowship established to promote the attraction and retention of African American Faculty Members, Miami University, (August, 2007).
- Recipient, Coca-Cola Critical Difference for Women Graduate Studies Grants for Research on Women, Gender, and Gender Equity (May, 2005)
- Recipient, Ohio State University, Graduate School’s Alumni Grants for Graduate Research and Scholarship (AGGRS) Fund (December, 2005)

ACADEMIC AWARDS

- Letter of Commendation for teaching evaluations from Dean Phillips, Robinson College of Business, Spring, 2015 (Georgia State University)
- Letter of Commendation for teaching evaluations from Dean Phillips, Robinson College of Business, Fall, 2014 (Georgia State University)
- Careers Division Best Reviewer Award for the Academy of Management Conference, 2010.
- Letter of Commendation for teaching evaluations from Senior Associate Dean for Academic Programs, Fall, 2004 (Ohio State)
- Letter of Commendation for teaching evaluations from Senior Associate Dean for Academic Programs, Summer, 2003 (Ohio State)
- Selected for membership, Mortar Board National Honor Society, 1998.
- Selected for membership, Golden Key National Honor Society, 1998.

REFEREED EDITORIAL

- Ad Hoc Reviewer, Academy of Management Journal, 2006- 2012
- Ad Hoc Reviewer, Journal of Applied Social Psychology, 2008-2012
- Reviewer, Academy of Management, Careers Division, 2010 – 2012
- Reviewer, Academy of Management, Human Resources Division, 2010 – 2012

FACULTY ADVISORY POSITIONS AND ACADEMIC/PROFESSIONAL MEMBERSHIPS

- Curriculum Committee, SMLR, **Rutgers University**, 2019 – present
- CEMA Mentor, SIOP, **Rutgers University**, 2017 – present
- Member, SIOP, 2012 – present
- Faculty Advisor, Society of Human Resources (SHRM), **Auburn University**, 2009- 2012
- Appointed, Member of Advisory Board, Women’s Resource Center, **Auburn University**, 2009-2012
- Admissions Committee Member, The Farmer School of Business, **Miami University**
- Appointed, Member of Advisory Board, Office Of Minority Affairs, Mentoring Program, **The Ohio State University**, November, 2004 – June, 2006.
- Mentor, Office Of Minority Affairs, Mentoring Program, **The Ohio State University**, September 2002-June, 2006
- Finance Committee Chair, New Doctoral Student Consortium, **Academy of Management**, 2004-2005.
- Member, **Academy of Management** (Divisional Membership: Human Resources, Organizational Behavior, Gender & Diversity Divisions, and Research Methods), 2003 – 2013
- Member, Management Doctoral Student Association, **PhD Project**, 2001-2006.
- Member, **Management Faculty of Color Association** (MFCA), 2006- present
- Member, **Society of Human Resources Management**, 2008 – present
- School Fair Representative, **The Phd Project. Annual Conference**, Chicago, IL, Auburn University, 2008