

Alondrea Hubbard

Rutgers University
School of Management and Labor Relations
Department of Human Resource Management
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EDUCATION

Ph.D., Rutgers University, School of Management and Labor Relations Expected 2026
Concentrations in Human Resource Management and Organizational Behavior

Dissertation: Mega-Trends and Meaning-Making: A Multi-Level and Mixed Method Exploration of Societal Change at Work

Committee: Jessica Methot (Chair), Michael Sturman, Lindsay Dhanani, Shimul Melwani (UNC)

M.S., Rutgers University, Industrial Relations and Human Resources 2023

M.S., Auburn University at Montgomery, Psychology 2019

B.S., Samford University, Psychology 2017

RESEARCH INTERESTS

1. Employee Interpersonal Relationships (e.g., multiplexity) – navigation of interpersonal workplace relationships
2. Emotions (e.g., moral, ambivalent) – the features and outcomes of complex emotional expression in the workplace
3. Human Resource Management Practices (e.g., retention) – impact of HR practices on employee social identities

PUBLICATIONS

Methot, J. R., Parker, A., & Hubbard, A. (2024). Social networks in the work-nonwork borderland: Developing an integrative model of cross-domain multiplex relationships. *Group & Organization Management*, 49(2), 259–298. <https://doi.org/10.1177/10596011241232183>

Methot, J. R., Shin, J., & Hubbard, A. (forthcoming). Living in perfect harmony (or not): Incongruence in multiplex exchange relationships. In Diehl, M.-R., Coyle-Shapiro, J., & Cropanzano, R. (Eds). *Research Handbook on Social Exchange Theory*. Edward Elgar Publishing.

SELECT RESEARCH IN PROGRESS

Hubbard, A. Employee perceptions of targeted training on creative process engagement. Target: *Journal of Applied Psychology*. (Preparing for Submission).

Hubbard, A., Methot, J., Zipay, K.P., & Shipp., A. The polarizing effects of workplace nostalgia. Target: *Academy of Management Review*. (Writing Stage).

Dhanani, L., Arena, D., Park, H., & **Hubbard, A.** Categorization and effectiveness of diversity practices. Target: *Personnel Psychology*. (Data Collection Stage).

Hubbard, A. Meta-analysis of ambivalent emotions. (Data Analysis and Writing Stage).

Park, H., **Hubbard, A.**, Houston, L., & Carpenter, N. A review of diversity valuing behavior. Target: *Journal of Management*. (Data Collection Stage).

Deane, S., **Hubbard, A.**, & Dhanani, L., Stigma and discrimination. (Data Collection Stage).

Liu, C., Houston, L., Park, H., & **Hubbard, A.** Diversity self-efficacy. (Data Collection Stage).

ACADEMIC CONFERENCE PRESENTATIONS

Hubbard, A. *Why me? The Effects of Targeted Training on Employee Creative Process Engagement*.

- Presented at the East Coast Doctoral Conference, May 2025
- Presented at the University of Delaware Learner Management Research Summit, April 2024
- Presented in the “Do Diversity Initiatives ‘Work’? Examining the Unintended Consequences of Diversity Practices” (Chairs: A. Hubbard & J. Methot) at the Annual Meeting of the Academy of Management, Seattle, WA, August 2023

Hubbard, A. *The Paradox of Progress: How Diversity-Related Trends Fuel Workplace Nostalgia*

- Presented at the Rutgers SMLR HR Research Seminar Series, March 2025
- Presented at the University of Delaware Learner Management Research Summit, March 2025

Hubbard, A., & Zaman, N. *Linking Bottom-Line Mentality and Self-Defeating Work Behaviors*.

Presented at the PhD Project Baruch College Research Symposium, New York, NY, April 2023.

Methot, J. R. Parker, A., & Hubbard, A. *Multiplex relationships in the borderland: Applying a social network analytic perspective to the work-nonwork interface*.

- University of Exeter Society Network Society Conference, Exeter, UK, June 2023
- Presented at the Southern Management Association, Little Rock, AK, October 2022

CHAired SYMPOSIA, RESEARCH TRACKS, AND PDW SESSIONS

Moving Diversity, Equity, and Inclusion (DEI) Forward: Proactive Approaches to Achieve DEI Goals (Chairs: H. Park, A. Hubbard; Discussant: L. Houston). Academy of Management, Copenhagen, Denmark, 2025.

Diversity from the Center: An Exploration of Present and Future Diversity Research and Practice (Panel Symposium Moderator: S. Deane, A. Hubbard). Academy of Management, Copenhagen, Denmark, 2025

Network GPS: The Role of Individual Attributes in Navigating Workplace Networks (Chairs: A. Freeman, D. Jacobsen, A. Hubbard; Discussant: S. Tasselli). Academy of Management, Copenhagen, Denmark, 2025

Social, Political, and Ideological Barriers to Research on Race in Management (Chairs: A. Figueroa, A. Meyers, A. Hubbard; Discussant, A. Rosette). Academy of Management, Chicago, IL, 2024

Bridging Perspectives: Trends, Methodology, and Future Directions of Diversity and Social Networks (Panel Symposium Moderator: A. Hubbard). Academy of Management, Chicago, IL, 2024

Do Diversity Initiatives "Work"? Examining the Unintended Consequences of Diversity Practices (Chairs: A. Hubbard, J. Methot; Discussant, Q. Roberson). Academy of Management, Boston, MA, 2023.

Understanding the Challenges in Measuring Subtle Bias: Context Conscious DEI Research (Chairs: M. Mercado, L. Hollie, C. Lide, A. Hubbard, DC. Haye). PDW sponsored by the DEI Division, Academy of Management, 2023.

TEACHING EXPERIENCE

Rutgers University

- Primary Instructor
 - Organizational Behavior and Work, Undergraduate Course, Fall 2024, course ratings by section 4.40/5 & 4.09/5
 - Organizational Behavior and Work, Undergraduate Course, Spring 2024, course rating 4.85/5
- Teaching Assistant
 - Introduction to Human Resource Management, Required Undergraduate Course, Spring 2025
 - Organizational Behavior and Work, Undergraduate Course, Fall 2023

Auburn University at Montgomery

- Primary Instructor
 - Introduction to Psychology, Required Undergraduate Course, Fall 2018, course rating 4.85/5
 - Introduction to Psychology, Required Undergraduate Course, Spring 2019, course rating 4.85/5

PROFESSIONAL ACTIVITIES, SERVICE, AND AFFILIATIONS

Academy of Management

- Human Resources Division Executive Committee, Doctoral Student Representative (2023-2025)
- New Doctoral Student Consortium, Marketing Committee Member (2022-2023)
- Organizational Behavior Division Member (2024 – Present)
- Diversity, Equity, and Inclusion Division Member (2021 – Present)
- Human Resource Management Division Member (2021 – Present)

The PhD Project

- Management Doctoral Student Association, Executive Committee Secretary (2023-2024)
- Management Doctoral Student Association, Service Committee Member (2022-2023)
- Management Doctoral Student Association, Membership Committee Member (2022-2023)

Ad-Hoc Reviewer

- Academy of Management Conference
 - Divisions: Human Resources; Diversity, Equity, and Inclusion
- Southern Management Association
- Bridge Reviewer, *Academy of Management Review*

Rutgers University, SMLR

- Rutgers University, School of Management and Labor Relations, PhD Program Student Representative (2023-2024)

Southern Management Association, Member

Positive Relationships at Work Microcommunity, Reading Group Member (2023)

Academy of Management Idea Development Workshop, Academy of Management Review (2025)