

Samantha G. Deane

Rutgers University | School of Management and Labor Relations
Department of Human Resource Management
94 Rockafeller Road | Livingston Campus | Piscataway, NJ 08854
sgd68@smlr.rutgers.edu | +1 630-487-7623

EDUCATION

- Ph.D. **Rutgers University**, Human Resources & Org. Behavior **Expected: May 2027**
School of Management & Labor Relations
Committee: Doug Kruse (Chair), Lisa Schur, Mike Sturman, Philip Roth (Clemson)
- M.S. **Rutgers University**, Human Resource Management **October 2024**
School of Management & Labor Relations
- M.I.L.R. **Cornell University**, Human Resource Management **May 2017**
School of Industrial & Labor Relations
- B.B.A. **Emory University**, Strategy & Management Consulting **May 2015**
Goizueta Business School, with Distinction

RESEARCH INTERESTS

Workplace Identity and Belonging; Coworker Relationships; Political Affiliation at Work; Employees with Disabilities; Sexual and Gender Minorities; Mixed Methods.

DISSERTATION

Deane, S. G. Love to hate: Testing whether repulsion trumps attraction in times of high political polarization. Target: *Journal of Applied Psychology*.
Funded Award: Rutgers Democracy Lab Summer Fellowship Seed Funding (\$2,000)

PUBLICATIONS (PEER REVIEWED)

Goodman, N., **Deane, S.**, Hyseni, F., Soffer, M., Shaheen, G., & Blanck, P. (2024). Perceptions and bias of small business leaders in employing people with different types of disabilities. *Journal of Occupational Rehabilitation*, 34, 359-372.
<https://doi.org/10.1007/s10926-024-10201-2>

MANUSCRIPTS UNDER REVIEW

Hubbard, A. M. & **Deane, S. G.** (Under Review). The unintended consequences of developmental diversity management programs on employee creative process engagement. *Personnel Psychology*.

Shehu, E., Hyseni, F., **Deane, S. G.**, & Blanck, P. (Under Review). Disability-based differences in work experience among lawyers after COVID-19. *Journal of Occupational Rehabilitation*.

Woodard, C. C., **Deane, S. G.**, Ghosh, H., Carter, C., Negoro, Y. M., Fauladi, F., Anderson, T., Dunn, A. M. (Under Review). Reaching consensus isn't easy: A classroom role-play on team decision making. *Management Teaching Review*.

OTHER PUBLICATIONS

Deane, S. G., Edwards, R., Clemson, A., Schur, L., & Kruse, D. L. (2025). Well-being as workplace culture. In Rosado-Solomon, E. (Eds.), *Mental Health Challenges and Work*, 203-217. Routledge Taylor & Francis. DOI: 10.4324/9781003491170-20

Edwards, R., **Deane, S.**, & Clemson, A. (2023, July 25). *Wellbeing as workplace culture: A brief examination of one firm's approach to changing its landscape of wellbeing*. National Organization on Disability. <https://employerdisabilitypractices.org/wp-content/uploads/2023/08/wellbeing-as-workplace-culture.pdf>
<https://doi.org/10.3886/E193762V1>

MANUSCRIPTS IN PREPARATION

Deane, S. G., & Hubbard, A. M. But which disability? The value in moving beyond 'people with disabilities.' Target: *Journal of Applied Psychology*.

Cohen, J., **Deane, S. G.**, & van der Meulen Rodgers, Y. Reluctant leavers among direct support professionals: When meaningful work cannot sustain workers' lives. Target: *Social Science & Medicine*.

Deane, S. G. Diversity-valuing signals: The value of specificity. Target: *Human Resource Management*.

SELECT PROJECTS

Deane, S. G. & Hyseni, F. Expanding use of workplace accommodations for employees with mental health and less visible disabilities. Stage: *Data Analysis*. Target: *Journal of Occupational Health Psychology*.

Deane, S. G. What's included in inclusion? A comparative literature review of disability in diversity management. Stage: *Data Collection*. Target: *Equity, Diversity and Inclusion*.

Deane, S. G. The JCM button factory: A classroom experiential activity on the job characteristics model. Stage: *Data Collection*. Target: *Management Teaching Review*.

CONFERENCE PRESENTATIONS & ORGANIZED SYMPOSIA

For 2026 Academy of Management Annual Meeting, Philadelphia, Pennsylvania, USA.

Deane, S. G. (2026). Disability in divisive times: An exploration of the present and future of research on disabilities [Panel Symposium]. Organizer.

Deane, S. G. (2026). What's included in inclusion? A comparative literature review of disability in diversity management. [Poster Session]. Presenter.

Deane, S. G. (2026). Pandemic politics: How perceptions of long-COVID accommodations differ by political affiliation. [Poster Session] Presenter.

Deane, S. G. (2026). The JCM button factory: A classroom experiential activity on the job characteristics model. [Exercise] Presenter. Annual Conference of the *Management & OB Teaching Society*, Ann Arbor, MI, USA.

Deane, S. G. (2026). The inclusion of disability in diversity management: A comparative review [Poster Session]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA. USA.

For 2025 Academy of Management Annual Meeting, Copenhagen, Denmark.

Deane, S. G. (2025). Diversity-valuing signals: The strength of specificity. [Paper Session]. Presenter. *Academy of Management Proceedings*, 2025(1), 11418.
<https://doi.org/10.5465/AMPROC.2025.144bp>

Deane, S. G., Hubbard, A. M., & Dhanani, L. (2025). Differences in disability stigma and prototypicality across disability types. [Paper Symposium]. Presenter.

Deane, S. G. & Hubbard, A. M. (2025). Diversity from the center: An exploration of present and future diversity research and practice. [Panel Symposium]. Organizer.

TEACHING EXPERIENCE

Primary Instructor Rutgers University SMLR Organizational Behavior <i>Teaching Effectiveness Rating: 4.42 / 5.0 (96% Response Rate)</i>	Spring 2026
Teaching Assistant Rutgers University SMLR Intro HRM Jessica Methot	Fall 2025
Primary Instructor Rutgers University SMLR Organizational Behavior <i>Teaching Effectiveness Rating: 4.0 / 5.0 (19% Response Rate)</i>	Spring 2025
Teaching Assistant Rutgers University SMLR OB Lindsay Dhanani	Fall 2024
Teaching Assistant Cornell University SHA HRM Jamie Lyn Perry	Spring 2017

PROFESSIONAL ACTIVITIES & SERVICE

Ph.D. Student Representative, Rutgers SMLR HR Department	Fall 2025-Current
Marketing Committee, <i>New Doctoral Student Consortium (NDSC)</i> Chair, For AOM Annual Meeting, Philadelphia, USA, 2026 Co-Chair, For AOM Annual Meeting, Copenhagen, Denmark, 2025 Member, For AOM Annual Meeting, Chicago, IL, 2024	Fall 2023-Current
Graduate from Bridge Reviewer Program, <i>Academy of Management Review</i>	Fall 2025
Member & Conference Reviewer, <i>Management & OB Teaching Society</i>	Spring 2025-Current

Member & Conference Reviewer, *Academy of Management*

Spring 2023-Current

INDUSTRY EXPERIENCE

Deane Consulting

Human Resources & Communications Consultant

April 2023-Current

McKesson Corporation**August 2017-August 2022**Senior Manager, *Enterprise HR Strategy & Governance*

December 2021-August 2022

Project Manager, *Enterprise HR Strategy & Governance*

November 2020-December 2021

Program Manager, *High Potential Development Programs*

September 2019-November 2020

Program Associate, *HRDP Associate Rotational Program*

August 2017-August 2019

HR Transformation (HRT) Team

March 2019-August 2019

Cross-Functional- Distribution Center Operations

September 2018-March 2019

Talent Management – Leadership Development

March 2018-September 2018

Employee Relations

August 2017-March 2018

HRDP Intern, *Talent Acquisition*

June 2016-August 2016

HONORS AND AWARDS

Rutgers Democracy Lab Summer Fellow

2026

MOBTS Doctoral Institute Alumni Scholarship Recipient

2026

Best Paper, HR Division, AOM Annual Meeting

2025

“Diversity-Valuing Signals: The Strength of Specificity”

MOBTS Doctoral Institute Scholarship Recipient

2025

Cornell University Dean’s Scholarship Recipient

2015

Cornell University CAHRS Scholarship Recipient

2015

Emory University Dean’s List

2011-2015

Emory University Dean’s Scholarship BBA Recipient

2013

Girl Scout Gold Award Recipient

2010

ADDITIONAL INFORMATION

LANGUAGES: Fluent in English. Conversant in German and Spanish. Beginner Italian and French.**INTERESTS:** My two Cavalier King Charles dogs, horseback riding, archery, reading, and travel: lived in Germany, studied in Austria, travel extensively.

REFERENCES

DR. DOUGLAS L. KRUSE

J. Robert Beyster Distinguished Professor, Human Resource Management (HRM) and Labor Studies and Employment Relations (LSER)

Research Director, Institute for the Study of Employee Ownership and Profit Sharing

Co-Director, Program for Disability Research

NBER Research Associate

Rutgers University School of Management and Labor Relations

dkruse@smlr.rutgers.edu

DR. MICHAEL C. STURMAN

Chair and Distinguished Professor, Human Resource Management (HRM)

Rutgers University School of Management and Labor Relations

michael.sturman@rutgers.edu

DR. PHILIP ROTH

Trevillian Distinguished Professor of Management

Clemson University Wilbur O. and Ann Powers College of Business

rothp@clemson.edu

DR. LISA A. SCHUR

Distinguished Professor, Labor Studies and Employment Relations (LSER)

Co-Director, Program for Disability Research

Rutgers University School of Management and Labor Relations

lschur@smlr.rutgers.edu