

# ROBERT J. CHICO

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## EDUCATION

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- PhD** University of Washington, Foster School of Business Expected June 2028  
Business Administration (Organizational Behavior)  
Minors: Research Methods; Social Statistics  
**Dissertation:** TBD  
**Committee:** TBD
- MS** Arizona State University, Organizational Leadership (*with Distinction*) December 2022  
**Thesis:** *How empowering leaders influence employee voice behaviors: The roles of Sense of Power, Coworker Support, and Psychological Contract Violations*  
**Committee:** Dr. Mai Trinh (chair), Dr. Jeffery LePine, Dr. Paula Veach
- MBA** Aurora University, Business Administration May 2020
- BA** Knox College, Psychology June 2015  
Minors in Biology and Neuroscience

## RESEARCH INTERESTS

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voice; intersectionality; leader identity; research methods

## PUBLICATIONS

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### *Peer-reviewed articles*

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>

This paper received the **Global Forum Best Paper Award** from the Management Education and Development division of the Academy of Management in 2023, which recognizes the submission that best creates the opportunity to address global issues (universal or broad topics applicable to all) of significance to management education and/or development.

## RESEARCH UNDER REVIEW

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Mitchell, R. L., Decker, M. W., **Chico, R. J.**, & Lacerenza, C. N. (Proposal). [Team-Level Factors and Female Leaders] (Under review at the *Journal of Applied Psychology*).

Wu, I.-H., Keeler, K. R., **Chico, R. J.**, Barnes, C. M. (Proposal). [Experience Sampling Method] (Under review at the *Academy of Management Annals*).

## RESEARCH IN PROGRESS

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Trinh, M. P., van Esch, C., Castillo, E. A., & **Chico, R. J.** [Time use, gender, and career-related outcomes] (Data analysis Study 2; targeted for the *Academy of Management Discoveries*).

**Chico, R. J.**, Lester, G. V., & Trinh, M. P. [Role-playing and voice behaviors] (Data analysis; targeted for the *Journal of Management Education*).

Trinh, M. P. & **Chico, R. J.** [Peer coaching] (Data analysis; targeted for *Personnel Psychology*).

van Esch, C. & **Chico, R. J.** [Humble mentoring] (Designing Study 2; targeted for *Personnel Psychology*).

Trinh, M. P. & **Chico, R. J.** [Student motivation] (Data Collection Study 1; targeted for the *Academy of Management Learning and Education*).

Greco, L. M., O'Boyle, E. H., Dimotakis, N., Robison, J. M., & **Chico, R. J.** [Meta-analysis, Common Method Variance] (Idea development Stage; targeted for the *Journal of Applied Psychology*).

Greco, L. M. & **Chico, R. J.** [Meta-analysis, Moral Emotions] (Idea development Stage; targeted for the *Academy of Management Journal*).

## EDITORIALLY REVIEWED PUBLICATIONS

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### *Book Chapter*

**Chico, R. J.**, Thomas, S. R., Wagadia, T., & Trinh, M. P. [Mentoring and Leader Development] (Under review; *Moving the Needle: Evidence-based Strategies for Developing Leader Capacity*, Information Age Publishing).

## RESEARCH AWARD

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

## REFEREED CONFERENCE PRESENTATIONS

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

### **MED 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 (by Robert) 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.

## PROFESSIONAL/PAPER DEVELOPMENT WORKSHOPS

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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*. Professional Development Workshop (led by Robert) at the annual meeting of the Western Academy of Management, Reno, NV.

Chico, R. J. (March 2023). *Employee gender moderates the relationships between manager participative decision-making behavior and employee voice behaviors via employee received respect and personal sense of power: A moderated serial mediation model*. Paper Development Workshop at the annual meeting of the Western Academy of Management, Reno, NV.

Chico, R. J. (August 2022). *A sequential mediation model of the cycle of employee voice behaviors*. Organizational Behavior Division Research Incubator Paper Development Workshop at the annual meeting of the Academy of Management, Seattle, WA.

## ACADEMIC TRAINING AND EXPERIENCE

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**Research Assistant** Jan. 2023-May 2023

Dr. Rebecca Mitchell, Assistant Professor of Organizational Behavior, Leeds School of Business, University of Colorado Boulder

- Conducted data coding of articles for a systematic review paper on team-level factors on female leader emergence and effectiveness. Target Journal: *Journal of Management*.

**Research Assistant** Aug. 2022-Dec.2022

Dr. Mai Trinh, Assistant Professor of Organizational Leadership, College of Integrative Sciences and Arts, Arizona State University

- Collected data for input parameters for two research projects using agent-based modeling
- Re-designed Qualtrics surveys for Dr. Trinh's Quantitative Data Analysis course in Spring 2023

- Re-formatted exams, quizzes, and assignments in the Canvas shell for Dr. Trinh's Quantitative Data Analysis course in Spring 2023
- Curated, organized, and cleansed data for the *Journal of Management Education* gamification paper
- Assisted with the creation of exam questions for a Universal Learner Course on statistics to be offered by Arizona State University

### **Quantitative Analysis Skills**

Bivariate statistics: t-test, ANOVA, Chi-square, correlation, simple linear regression

Multivariate statistics: multiple regression, mediation, moderation, conditional process analysis, relative weight importance analysis

Proficient in MS Excel and SPSS

### **Qualitative Analysis Skills**

Thematic analysis

Proficient in MAXQDA

### **IRB Certification, CITI Program, June 26, 2021**

Human Research: Social & Behavioral Research, Basic Course

## **PROFESSIONAL DEVELOPMENT**

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New Doctoral Student Consortium at the annual meeting of the Academy of Management, Boston, MA, August 4-8, 2023.

WAM Doctoral Consortium at the annual meeting of the Western Academy of Management, Reno, NV, March 22-25, 2023.

*On Reviewing: The Art and Craft of AOM Reviews*. Managerial and Organizational Cognition (MOC) Division. Virtual, January 18, 2023.

The Ph.D. Project Annual Conference, Chicago, IL, November 16-17, 2022.

CARMA Ask the Experts Session. *Moderation and Mediation Analysis*. Virtual, October 28, 2022.

The Kauffman Foundation Early-Stage Researcher Professional Development Series. Speaker: Dr. Emily Landry, Washington and Lee University. Virtual, October 28, 2022.

SMA Pre-Doctoral Consortium at the annual meeting of the Southern Management Association, Little Rock, AR, October 18-22, 2022.

*How to Use Storytelling in Your Academic Writing: Structure, Tools, and Techniques*. Speaker: Dr. Tim Pollock, University of Tennessee – Knoxville. Virtual, October 5, 2022.

The Kauffman Foundation Early-Stage Researcher Professional Development Series. Speaker: Dr. Rachel Atkins, New York University. Virtual, September 30, 2022.

Managerial and Organizational Cognition (MOC) Division's *Diamonds in the Rough* Professional Development Workshop at the annual meeting of the Academy of Management, Virtual, July 27, 2022.

SMA-CARMA Workshop Series. *Method-Related Best Practices in the Publication Process*. Virtual, July 25, 2022.

CARMA Launch Pad Session. Sponsored by Women in Research Methods (WRM). *Writing Methods Papers & Integrating Methods into Your Career*. Virtual, June 17, 2022.

## PROFESSIONAL SERVICE

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### Ad-hoc Reviewer

- 2023 Academy of Management
  - Diversity, Equity, and Inclusion (DEI) Division
  - Managerial and Organizational Cognition (MOC) Division
- 2022 Southern Management Association Annual Meeting
- 2023 Western Academy of Management Annual Meeting
- 2022 Midwest Academy of Management Annual Meeting
  - Outstanding Reviewer
- 2023 Midwest Academy of Management Annual Meeting
- Frontiers in Psychology (Organizational Psychology specialty area)

### Conference Session Chair

- 2022 Midwest Academy of Management, Business Practitioner Track

### Committee Member

- Diversity, Equity, and Inclusion (DEI) – A Division of the Academy of Management
  - Fundraising Activities (2022-2023)

## PROFESSIONAL AFFILIATIONS

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Academy of Management	2022-Present
<i>Divisions:</i> Diversity, Equity, and Inclusion (DEI), Managerial and Organizational Cognition (MOC), Organizational Behavior (OB), Research Methods (RM)	
Southern Management Association	2022-Present
Midwest Academy of Management	2022-2023
Western Academy of Management	2023-
Management Doctoral Student Association, The PhD Project	2023-

## PROFESSIONAL WORK EXPERIENCES

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Data Governance Manager, US Able Life	Sep. 2022-Mar. 2023
<ul style="list-style-type: none"><li>• Govern data governance strategy, projects, and system implementation</li></ul>	
Global Data Manager, Sensient Technologies Corporation	Jul. 2020-Jun. 2022
<ul style="list-style-type: none"><li>• Oversee data governance activities in North America, Latin America, and Europe</li></ul>	

- Data Manager, Sensient Technologies Corporation Jan. 2019-Jun. 2020
- Establish and implement a comprehensive data governance program
- Data Specialist, Sensient Technologies Corporation Mar. 2018-Dec. 2018
- Ensure the integrity of customer, supplier, and product data
- Data Synchronization Specialist, Wilton Brands, LLC. Aug. 2017-Feb. 2018
- Manage internal and external data requests from customers, brokers, and sales members
- Operations Support Specialist, Ecolab, Inc. Sep. 2015-Jul. 2017
- Performed high-level and deep-dive data analyses for executive review presentations

## REFERENCES

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### **Mai P. Trinh, Ph.D.**

Assistant Professor  
College of Integrative Sciences and Arts  
Arizona State University  
(480) 727-0416  
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### **Jeffery A. LePine, Ph.D.**

Professor & PetSmart Chair in Leadership  
W. P. Carey School of Business  
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### **Chris M. Barnes, Ph.D.**

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