**KATHLEEN R. KEELER**

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**ACADEMIC EMPLOYMENT**

The Ohio State University

* Assistant Professor (June 2019 to present)
* Department of Management and Human Resources, Fisher College of Business

**EDUCATION**

Ph.D. in Business, 2019

Concentration: Management – Organizational Behavior and Human Resources

Virginia Commonwealth University*,* Richmond, VA

M.A. in Psychology, 2015

Concentration: Industrial/Organizational

George Mason University*,* Fairfax, VA

B.S. in Psychology, 2013

Concentration: Work and Organizational

George Mason University*,* Fairfax, VA

**RESEARCH INTERESTS**

* Music in the workplace
* Human Energy
* Research methods and statistics

**JOURNAL PUBLICATIONS**

Cortina, J. C., Koehler, T., Sheng, Z., **Keeler, K.** **R.,** Coombs, J., Nielsen, B. B. & Ketchen, D. (In press). Restricted variance interactions in entrepreneurship research: A unique basis

for context as-moderator hypotheses. *Entrepreneurship Theory and Practice*. <https://doi.org/10.1177/10422587221121293>

**Keeler, K. R.**, Alaybek, B., Cortina, J. M., & Cheung, H. K. (2023). Untying the climate strength knot: A meta-analytic examination of restricted variance effects in climate

strength relations. Journal of Applied Psychology, 108(1), 72–99. <https://doi.org/10.1037/apl0001022>

Cortina, J. M., Köhler, T., **Keeler, K. R.,** & Pugh, S. D. (2022). Situation strength as a basis for

interactions in psychological models. Psychological Methods, 27(2), 212–233. <https://doi.org/10.1037/met0000372>

Bennett, A., Campion, E., **Keeler, K. R**. & Keener, S. K. (2021). Videoconference fatigue?

Exploring changes in fatigue after videoconference meetings during COVID-19. *Journal of Applied Psychology, 106(3)*, 330-344. [https://doi.org/10.1037/apl0000906](https://psycnet.apa.org/doi/10.1037/apl0000906)

* 175+ media mentions, including [Washington Post](https://www.washingtonpost.com/lifestyle/2021/03/03/stanford-zoom-fatigue/) and [Forbes](https://www.forbes.com/sites/bryanrobinson/2021/06/02/doing-this-one-surprising-thing-prevents-exhaustion-during-a-video-conference-study-shows/)

Cortina, J. M., \*Sheng, Z., \*Keener, S. K., \***Keeler, K. R**., \*Grubb, L. K., Schmitt, N.,

Tonidandel, S., Summerville, K. M., Heggestad, E. D., & Banks, G. C. (2020). From alpha to omega and beyond! A look at the past, present, and (possible) future of psychometric soundness in the Journal of Applied Psychology. *Journal of Applied Psychology, 105*(12), 1351-1381. [https://doi.org/10.1037/apl0000815](https://psycnet.apa.org/doi/10.1037/apl0000815)

**Keeler, K. R.,** & Cortina, J. M. (2020). Working to the beat: A self-regulatory framework

linking music characteristics to job performance. *Academy of Management Review*, *45*(2), 447-471. <https://doi.org/10.5465/amr.2016.0115>

* Winner of the 2021 Best Article Award
* Featured in [AoM Insights](https://journals.aom.org/doi/10.5465/amr.2016.0115.summary), [Nature](https://www.nature.com/articles/d41586-023-00984-4)

**Keeler, K. R.,** Kong, W., Dalal, R. S., & Cortina, J. M. (2019). Situational strength

interactions: Are variance patterns consistent with the theory? *Journal of Applied Psychology*, *104*(12), 1487–1513. [https://doi.org/10.1037/apl0000416](https://psycnet.apa.org/doi/10.1037/apl0000416)

Cortina, J. M., Koehler, T., **Keeler, K. R.,** & Nielsen, B. B. (2019). Restricted variance

interaction effects: What they are and why they are your friends. *Journal of Management*, *45*(7), 2779–2806. <https://doi-org/10.1177/0149206318770735>

\*Cortina, J. M., \*Green, J. P., **\*Keeler, K. R.,** & Vandenberg, R. J. (2017). Degrees of freedom

in SEM: Are we testing the models that we claim to test? *Organizational Research Methods*, *20*(3), 350–378.

<https://doi-org/10.1177/1094428116676345>

* Winner of the 2017 Sage Best Paper Award

\* Denotes equal contribution

**CONFERENCE PRESENTATIONS**

**Keeler, K. R.** & Puranik, H. G. Academy of Management Annual Meeting, “Music-person

(mis)fit: A within-person examination of the consequences of background music at work.” (August 2021).

Puranik, H. G., **Keeler, K. R.**, & Xu, H. Academy of Management Annual Meeting, “Being

envied is not enviable! A study of the daily experience of being envied in the workplace.” (August 2021).

Cortina, J. M., Koehler, T., Sheng, Z., **Keeler, K**. **R.**, Nielsen, B. B., Coombs, J., & Ketchen, D.

Strategic Management Society, “Restricted Variance Interactions in Entrepreneurship Research: A New Way to Conceptualize the Role of Opportunity.” (October 2020).

**Keeler, K. R.,** Keener, S. K., & Sheng, Z. Society for Industrial and Organizational Psychology,

“Lost in Translation? A Review and Comparison of Scale Translation Practices.” (April 2020).

**Keeler, K. R**., Sheng, Z., Grubb, L. A. & Coombs, J. Academy of Management Annual Meeting,

“Non-compete agreements, Agglomeration, and CEO compensation.” (August 2019).

**Keeler, K. R.**, Alaybek, B., Cheung, H. K., & Cortina, J. M (2019). Academy of

Management Annual Meeting, “Climate level and strength: A meta-analysis of their relationship and their effects on work outcomes.” (August 2019).

**Keeler, K.** & Reina, C. S. Southern Management Association, "The rhythm of life: Understanding the effects of daily nonwork events on daily work performance". (November 2018).

**Keeler, K.**, Doctoral Consortium of Academy of Management, "Restricted variance interactions: What they are and why they are your friends". (June 2018).

**Keeler, K. R** Wong, C. M. Fletcher, L. S. & Tetrick, L. E. APA Work, Stress and Health

Conference, "Measurement development of organizational health climate". (June 2017).

**Keeler, K. R**., Kong, W., Cortina, J. M., Society for Industrial and

Organizational Psychology, "Connecting restriction of variance arguments to variances: A meta-analysis". (April 2017).

Winslow, C. J., **Keeler, K**., Green, J. P. Sheng, Z., & Tetrick, L. E. Society for Industrial and

Organizational Psychology, "The role of curiosity and personality in predicting innovative behavior". (April 2017).

Green, J. P., **Keeler, K. R.,** Vandenburg, R., & Cortina, J. M. (April, 2015). Society for

Industrial and Organizational Psychology, Degrees of freedom: Are we testing our hypothesized models?”(April, 2015).

Ahmad, A.S., King, E. B., Lindsey, A. P., Sabat, I. E., Anderson, A. J., Trump, R.  **Keeler, K.**

**R.,** & Moore, J. Society for Industrial Organizational Psychology, “Interpersonal Implications of Religious Identity Management in Interviews.” (April 2015).

**INVITED TALKS**

Dyson School of Applied Economics and Management, Cornell University – Summer 2023

Fox School of Business, Temple University – Spring 2023

Fisher College of Business, Ohio State University – Fall 2018

Krannert School of Management, Purdue University – Fall 2018

Miami Herbert Business School, University of Miami – Fall 2018

College of Business, University of Nebraska Lincoln – Fall 2018

Lundquist College of Business, University of Oregon – Fall 2018

Beedie School of Business, Simon Fraser University – Fall 2018

**GRANTS**

2020 Project: Lost in translation? How translation affects psychometric characteristics

Type: OSU International Research and Scholar Grant

Funding Organization: OSU

Requested Amount: $5,000

Role: Principle Investigator (PI)

Status: Awarded

**HONORS & AWARDS**

* Academy of Management Review, Best Paper Award (2021)
* Academy of Management, Research Method Division, Sage Best Paper Award (2017)
* Dean’s Scholar, Virginia Commonwealth University School of Business (2017-2019)

**TEACHING EXPERIENCE**

**The Ohio State University**

* Compensation and Benefits (MHR 4326)
* Total Rewards and Compensation (MHR 7313)

**Virginia Commonwealth University**

* Principles of Management (MGMT 310)

**George Mason University**

* Advance Graduate Statistics I (PSYC 611)
* Industrial/Organizational Psychology (PSYC 333)
* Organizational Behavior (MGMT 301)
* Personality Theory (PSYC 324)
* Principles of Management (MGMT 303)
* Research Methods (PSYC 301)

**PROFESSIONAL SERVICE**

* Editorial board, *Human Resource Management* (2022-Present)
* Ad-Hoc reviewer for *Organizational Research Methods* (2023-Present)
* Ad-Hoc reviewer for *Organizational Behavior and Human Decision Processes* (2023-Present)
* Ad-Hoc reviewer for *Journal of Applied Psychology* (2020-Present)
* Ad-Hoc reviewer for *Academy of Management Review* (2019-Present)
* Academy of Management, HR Division New Faculty Consortia Committee Member (2019-2022)
* SIOP, Doctoral Consortia Committee Member (2019-2020)

**PROFESSIONAL MEMBERSHIPS**

* Society for Industrial and Organizational Psychology
* Academy of Management (OB, HR, & RM divisions)

**TECHNICAL SKILLS**

* Statistical software: SPSS, R, Mplus, and HLM
* Statistical analyses and techniques: Multiple moderated regression, mediation analysis, factor analysis, latent class analysis, multilevel modeling (RCM/HLM), structural equation modeling, latent growth modeling, meta-analysis.

**PROFESSIONAL EXPERIENCE**

* MITRE Corporation*Research Intern* (2016-2017) McLean, VA.
* Global Skills Exchange*Research Analyst*(2013-2014) Alexandria, VA.

**REFERENCES**

Jose M. Cortina, Ph.D.

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