

Kristian Gardner
Fox School of Business
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EDUCATION

Ph.D., Temple University *Expected 2026*
Human Resource Management & Organizational Behavior
GPA: 3.86

B.S.B.A., Rider University, Summa Cum Laude *Aug 2020*
Organizational Psychology
Thesis: *Application of Herzberg's Two-Factor Theory of Motivation to Turnover Intentions in Millennials*

RESEARCH INTERESTS

Temporal issues in organizations; antecedents and outcomes of counterproductive work behavior; destructive leadership; personality

RESEARCH UNDER REVIEW

Ansary, N.S. & **Gardner, K.** (2nd R&R) Title omitted to preserve blind-review process (quantitative study on bias-based bullying in American schools). *International Journal of Bullying Prevention*.

WORKING PAPERS

Gardner, K., Holtz, B.C., & Harold, C.M. Time theft and emotions. [Data analysis stage].

Holtz, B.C., Harold, C.M. & **Gardner, K.** Scale development concerning a temporal phenomenon. [Data collection stage].

Harold, C.M., Holtz, B.C., Kim, D., **Gardner, K.**, & Xiao, X. Employee responses to employer abuse. [Conceptual stage].

CONFERENCE PRESENTATIONS (*presenter)

***Gardner, K.** & Chang, H. Examining factors impacting post-decision satisfaction of Ph.D. applicants with university choice during COVID-19. (May 26, 2021 – September 1, 2021). *Poster* presented at the 2021 APS Virtual Convention.

***Reeves, S. & Gardner, K.** The influence of COVID-19 on work-family enrichment and prosocial behavior. (May 26, 2021 – September 1, 2021). *Poster* presented at the 2021 APS Virtual Convention.

***Gardner, K.** Young and stressed: A proposed evidence-based intervention strategy for anxiety disorders in Generation Y. (June 2019). *Paper* presented at the 25th Annual SAEOPP SSS/McNair Scholars Conference, Atlanta, GA.

RESEARCH POSITIONS

Research Assistant Jun 2021 – Present
Advisor: Brian C. Holtz, Ph.D.

Undergraduate Researcher Jul 2019 – Aug 2020
Advisor: Nadia Ansary, Ph.D.

Undergraduate Researcher Jun 2019 – May 2020
Advisor: Eugene Kutcher, Ph.D.

GRANTS & AWARDS

Young Scholars Interdisciplinary Forum (\$500)	2022
SHRM Foundation Graduate Academic Scholarship (\$5,000)	2021
TU Presidential Fellowship (\$32,000/yr.)	2021 – 2026
Undergraduate Research Scholar Award (\$5,000)	2019 – 2020
N.B. College of Business Guided Research & Scholarship Award (\$125)	2020
Organizational Psychology Award (\$200)	2020
Phi Beta Sigma (Rho Delta Sigma Chapter) Collegiate Scholarship (\$500)	2017

PROFESSIONAL SERVICE

Reviewer, Academy of Management Conference 2022 –
Organizational Behavior [OB] Division

UNIVERSITY SCHOOL AND DEPARTMENT SERVICE

Fox Doctoral Student Association, *Chief Engagement Officer*

2022 –

PROFESSIONAL MEMBERSHIPS

Association for Psychological Science	2021 –
Beta Gamma Sigma International Business Honor Society	2021 –
Academy of Management, Student Member (DIGs: OB, HR, RM)	2020 –
Society for Industrial and Organizational Psychology	2020 –
Psi Chi, the International Honor Society in Psychology	2020 –
Sigma Iota Epsilon, the National Honorary Fraternity in Management	2020 –
Society for Human Resource Management	2019 –
Ronald E. McNair Scholars Program	2019 – 2020
Phi Beta Sigma Fraternity, Inc.	2016 –

TECHNICAL SKILLS

MS Office, SPSS, LaTeX (Basic), R (Basic), Qualtrics, SurveyMonkey, PsychData, Behavioral Coding

WORK EXPERIENCE

Rider University

Nov 2018 – Aug 2021

Administrative Specialist

Lawrenceville, NJ

- Provided administrative, technological, and ad hoc support for the Center for Diversity and Inclusion (CDI) and the Division of Student Affairs.
- Oversaw the entire event planning process for CDI events.
- Assisted in budget management and reconciliation of operational expenses.

Sodexo

Aug 2018 – Nov 2018

HR Payroll Specialist

Ewing, NJ

- Maintained records of employee wages, compensation benefit rates, and new hire information.
- Scheduled and conducted interviews for hourly wage workers.
- Maintained schedule for hourly employees and processed payroll weekly.