

## TAEYA M. HOWELL

Management Department • Marriott School of Business  
Brigham Young University • 589 Tanner Building, Provo, UT 84604  
Office Phone: (801) 422-0430  
thowell@byu.edu

### ACADEMIC POSITIONS

---

<b>BRIGHAM YOUNG UNIVERSITY, MARRIOTT SCHOOL OF BUSINESS</b>	
Associate Professor, Organizational Behavior & Human Resources	2023 - present
Assistant Professor, Organizational Behavior & Human Resources	2016 - 2023
<b>NEW YORK UNIVERSITY, STERN SCHOOL OF BUSINESS</b>	2014 – 2016
Post-Doctoral Research Scholar	

### EDUCATION

---

<b>UNIVERSITY OF TEXAS AT AUSTIN, MCCOMBS SCHOOL OF BUSINESS</b>	2011 - 2014
Ph.D. in Management (Area: Organizational Behavior)	
Dissertation: <i>Big fish in a new pond: How newcomer status influences change oriented behaviors</i>	
<b>UNIVERSITY OF TEXAS AT AUSTIN, MCCOMBS SCHOOL OF BUSINESS</b>	2009 - 2011
M.S. in Management	
<b>BRIGHAM YOUNG UNIVERSITY, J. REUBEN CLARK LAW SCHOOL</b>	2000 - 2003
J.D., <i>Cum Laude</i>	
<b>WASHINGTON STATE UNIVERSITY</b>	1996 - 2000
B.A. in Sociology, <i>Summa Cum Laude</i>	
College Year in Grenoble, France 1998-1999	

### PUBLICATIONS

---

Kim, H. Y.\*\*, Kim, S.\*\*, **Howell, T.\*\***, Doyle, S.\*\*, Pettit, N., & Bizzarro, M. (2023). Are we essential, or sacrificial? The effects of felt public gratitude on essential worker recovery activities during COVID-19. *Social Psychological and Personality Science*, 14(2), 218-227.

\*\*Indicates that authors contributed equally

Fernandes, C. R., Yu, S., **Howell, T. M.**, Wood Brooks, A., Kilduff, G. J., & Pettit, N. C. (2021). What is your status portfolio? Higher status variance across groups increases interpersonal helping but decreases intrapersonal well-being. *Organizational Behavior and Human Decision Processes*, 165, 56-75.

- Best Conference Paper Finalist by Interdisciplinary Network for Group Research (INGRoup) Conference (Seattle, July 2020)

**Howell, T. M.**, Harrison, D. A., Burris, E. R., & Detert, J. R. (2015). Who gets credit for input? Demographic and structural status cues in voice recognition. *Journal of Applied Psychology*, 100(6), 1765-1784.

Tinsley, C. H., **Howell, T. M.**, & Amanatullah, E. T. (2015). Who should bring home the bacon? How deterministic views of gender constrain wage preferences. *Organizational Behavior and Human Decision Processes*, 126(1), 37-48.

## MANAGERIAL/PRACTITIONER PUBLICATIONS

---

Dyer, J., Furr, N., Lefrandt, C. & **Howell, T.** (2023). Why innovation depends on intellectual honesty. *Sloan Management Review*, 64(3), 66-72.

## WORKING PAPERS

---

(\* pre-Ph.D or PhD students, current or former)

Burris, E.R., Howell, T.M., Stubben, S., & Welch K. Not just hearsay and rumor: How managers (actually) perceive the credibility of secondhand accounts of employee voice. Conditionally Accepted. *Academy of Management Journal*.

- Second Place, Wharton People Analytics White Paper Competition (2021)

Weisman, H., Janardhanan, N., & Howell, T.M. Voice assistant technology and perceptions of subordinate help. Revise and resubmit. *Journal of Management*

\*Checketts, M., Lewin-Loyd, D., Howell, T. M., Amanatullah, E. T., & Tinsley, C. H. Gender stereotypes and leadership. Under review. *Journal of Applied Psychology*.

Howell, T. M., Dyer, J. & \*Gardner, J. T. Firm culture for voice and firm innovation.

Howell, T. M., Kim, S., Doyle S. P., Kim, H. Y., Lin, Y., & Rosen, C. C. Felt appreciation and stressor appraisals.

\*Apker, K., \*Checketts, M., Jones-Christensen, L., Howell, T., Lewis, B., & \*Scott, G. Corporate responsibility ratings as drivers of diversity norms: An examination of board gender diversity.

## SELECTED RESEARCH IN PROGRESS

---

Howell, T. M., Janardhanan, N., & Longmire, N. H. Voice meta-analysis.

Howell, T. M., Burris, E. R., Detert, J. R., & Pettit, N. C. Voice advocates.

\*Spriha, Y., Janardhanan, N., Howell, T. M., & Parke, M. Perceptions of silence.

Howell, T. M., Greenbaum, B., Godfrey, P., & \*Shanklin, B. High-potential newcomers and performance.

Reschke, B. P. & Howell, T. M. Getting to guru: The cross-domain consequences of audience extension.

Howell, T., \*Ward, K. P., Madsen, P., & Reeves, C. It's not easy being new: A theory of newcomer depression. In preparation for submission to *Personnel Psychology*.

\*Ward, K. P., Howell, T. M., & Greenbaum, B. Exhausting high-potentials.

## SELECTED CONFERENCE PRESENTATIONS

---

Howell, T.M. & Janardhanan, N. (2024, August). Does employee voice enhance performance and innovation for individuals: A meta-analysis. Annual Meeting of the Academy of Management, Chicago, IL.

Howell, T.M. & Janardhanan, N. (2024, July). Does employee voice positively relate to performance? A meta-analysis of voice and performance at the team level. Annual meeting of INGroup, Charlotte, NC.

\*Apker, K., \*Checketts, M., Jones-Christensen, L., Howell, T., Lewis, B., & \*Scott, G. (2023, August). Corporate responsibility ratings as drivers of diversity norms: An examination of board gender diversity. Annual Meeting of the Academy of Management, Boston, MA.

\*Checketts, M., Howell, T., Lewin Loyd, D., Amanatullah, E., & Tinsley, C. (2023, August). Advocating for female leaders: The role of positive stereotypes and male allies. Annual Meeting of the Academy of Management, Boston, MA.

Spriha, Y., Janardhanan, N. S., & Howell, T. M. (2022, August). Recognizing silence is golden: The role of managerial power in silence detection. Annual Meeting of the Academy of Management, Seattle, WA.

Burris, E. R., Howell, T. M., Stubben, S., & Welch, K. (2021, August). Hearsay, rumor, and speaking up about other employees' issues. Annual Meeting of the Academy of Management, Virtual.

Kim, H. Y., Doyle, S., Howell, T., Kim, S., Coff, J., Pettit, N., & Bizzarro, M. (2021, August). The effects of felt public gratitude on essential worker recovery activities during COVID-19. Annual Meeting of the Academy of Management, Virtual.

Howell, T. M. & Burris, E. R. (2019, August). Don't shoot the messenger: Manager reactions to voice from advocates. Annual Meeting of the Academy of Management, Boston, MA.

Howell, T. M., Ward, K. P., & Madsen, P. (2019, August). It's not easy being new: Newcomer depression and the socialization process. Annual Meeting of the Academy of Management, Boston, MA.

Reschke, B. P. & Howell, T. M. (2019, August). Who gets to 'guru'? The valuation of multiple audience engagement as bids for brokerage. Annual Meeting of the Academy of Management, Boston, MA.

Ward, K. P., Howell, T. M., & Greenbaum, B. G. (2018, August). Exhausting your high-potentials: Managerial promotion-focus behaviors and employee wellbeing. Annual Meeting of the Academy of Management, Chicago, IL.

Howell, T. M. & Greenbaum, B. G. (2017, August). Designated stars: Perceived newcomer career potential and ensuing performance. Annual Meeting of the Academy of Management, Atlanta, GA.

Howell, T. M., Tinsley, C. H., & Amanatullah, E. T. (2017, January). Avoiding the off-ramp caused by gender stereotypes. Annual Meeting of the Society for Personality and Social Psychology, San Antonio, Texas.

Howell, T. M. (2016, August). Seeking acceptance or confirmation: Investiture tactics, status, and newcomer innovation. Annual Meeting of the Academy of Management, Anaheim, California.

## **TEACHING**

---

### ***Marriott School of Management, Brigham Young University***

- Leadership (MBA core course)
- Micro/Macro Organizational Behavior (MBA elective course)
- Organizational Effectiveness (UG core course)

### ***Stern School of Business, New York University***

- Management & Organizations (UG core course)

### ***McCombs School of Business, University of Texas at Austin***

- Organizational Behavior (UG core course)

## **ACADEMIC MERIT AWARDS & HONORS**

---

Faculty Award for Distinguished Contributions to Accessibility, BYU University Accessibility Center, 2023

Multiplier Award, BYU Marriott School, 2021

Multiplier Award, Management Department, 2019

Mentoring Environment Grant, BYU, 2018

University of Texas at Austin Continuing Fellowship, 2012 - 2014

Bonham Doctoral Research Grant, 2011, 2013

Kelleher Center Grant: The challenge of communicating interests (w/Jeffrey Loewenstein), 2010

Dean's Fellowship, University of Texas at Austin, 2009 – 2014

William W. and Ruth F. Cooper Fellowship, 2009 – 2010

## **MEDIA MENTIONS**

---

“Here’s one way to talk to your boss about mental health”: *KUER, NPR*  
Gratitude for Essential Workers: *KSL News Radio; Fox 13 News; Daily Herald*  
Gender Roles: *The Pacific Standard; Fortune; Texas Tribune*  
Voice Recognition: *Bloomberg News; The Washington Post*

## **SERVICE**

---

### ***Master Thesis Committee Member***

Charles Dustin Lybbert, Nutrition, Dietetics, & Food Science, 2019

Karla Williams, Nutrition, Dietetics, & Food Science, 2018

### ***Honors Thesis Committee, Faculty Advisor***

Katie Bahr, Human Resource Management, 2023

Megan Chan, Human Resource Management, 2019

Ryan Montgomery, Finance, 2018

***UVU Women’s Leadership Case Competition***, Faculty Advisor, 2023-2024

***Marriott School Inclusion Committee***, Member, 2017 - 2021

***Business Major Exploration Event***, HR Major Faculty Representative, 2019, 2021 – 2022

***Undergraduate/Graduate HR Curriculum Committee***, Member, 2022 -

***SHRM Club, Faculty Advisor***, 2022 -

***Behavioral Lab Steering Committee***, Member, 2020 –

***Management Department IRB Scientific Reviewer***, 2020 –

***BYU Marriott School Parental Leave Policy Committee***, Member, 2022

***Academy of Management Journal***, Ad-hoc reviewer

***Management Science***, Ad-hoc reviewer

***Organizational Behavior and Human Decision Processes***, Ad-hoc reviewer

***Organization Science***, Ad-hoc reviewer

***Psychology of Women Quarterly***, Ad-hoc reviewer

Annual Meeting of the Academy of Management, Reviewer, 2012, 2014 – 2024

INGroup, Reviewer, 2015 – 2018, 2024

International Association of Conflict Management, Reviewer, 2022

***Member of the Management Science Reproducibility Collaboration***. See Fišar, M., Greiner, B., Huber, C., Katok, E., Ozkes, A., and the Management Science Reproducibility Collaboration (forthcoming). Reproducibility in Management Science. ***Management Science***.

***Provo City Elected Officials Compensation Commission***, 2021

***Government of Canada – SSHRC – Insight Grant Reviewer***, 2023

*BYU Sorensen Center Certified Leadership Coach, 2023*

**OTHER EXPERIENCE**

---

**Elsaesser, Jarzabek, Anderson, Marks, Elliott & McHugh**  
Associate Attorney – Commercial Leasing and Bankruptcy

2003 – 2009