

CHRISTINA B. HYMER

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EDUCATION

Ph.D. in Business Administration anticipated May 2021

Darla Moore School of Business, University of South Carolina

Concentration: OB/HR

Dissertation: There's more than meets the i(dentity): A multidimensional view of identity threat

*Committee: Dr. Sherry M. B. Thatcher (Chair); Dr. Elizabeth C. Ravlin; Dr. Mark A. Maltarich;
Dr. Jeff Savage; Dr. Lisa Dragoni (Wake Forest)*

Bachelor of Science, Industrial and Labor Relations May 2012

School of Industrial and Labor Relations, Cornell University

GPA: 3.61

One-Year Direct Enrollment Study Abroad, London School of Economics May 2011

Concentration: Human Resources Management

RESEARCH

Interests

Professional identity; Work arrangements

Publications

Weller, I., Hymer, C. B., Nyberg, A., & Ebert, J. 2019. How matching creates value: Cogs and wheels for human capital resources research. *Academy of Management Annals*, 13(1): 188-214.

Liu, X., Park, J., Hymer, C. B., & Thatcher, S. M. B. 2019. Multidimensionality: A cross-disciplinary review and integration, *Journal of Management*, 45(1): 197-230.

*Bailey, C. C., & Dragoni, L. 2013. Repatriation after global assignments: Current HR practices and suggestions for ensuring successful repatriation, *People and Strategy*, 36(1): 48-57.

Works in Progress

Hymer, C. B., Maltarich, M. A., & Thatcher, S. M. B. Work environment crafting: A theory of volition over one's work environment. *1st R&R at Academy of Management Journal*.

Dragon, L., Li, H., Woodruff, T., Hymer, C. B., Young, L. The impact of ambidextrous leadership in goal orientation on teams' adaptive performance. *Under review at Academy of Management Journal*.

Hymer, C. B., Liu, X., Savage, J., & Thatcher, S. M. B. Who I'm going to become is no longer clear! COVID-19's impact on future professional identity clarity. *Under review at Journal of Applied Psychology*

Hymer, C. B., Ray, C., & Thatcher, S. M. B. Examining COVID-19 as a potential driver for the exodus of working mothers from the workforce. *Finalizing manuscript for submission to Journal of Applied Psychology (Target: September 2020)*.

Hymer, C. B., Thatcher, S. M. B., & Ravlin, E. C. Identity work behaviors after an international experience. *Preparing manuscript for submission to Journal of Applied Psychology (Target: December 2020).*

Hymer, C. B., Brown, S., Thatcher, S. M. B. Virtual identity communication: Motives and implications. *Preparing manuscript for submission to Academy of Management Journal (Target: Spring 2021).*

Hymer, C. B., Korsgaard, M. A., Thatcher, S. M. B., & Clark, S. Leader identity narratives as a facilitator of career progression. *Data analysis. Plan to submit to Organizational Behavior and Human Decision Processes (Target: Spring 2021).*

Ravlin, E. C., & **Hymer, C. B.** Unpacking particularized relational identity development among boundary spanners. *Data analysis. Plan to submit to Journal of Management (Target: Summer 2021).*

Conference Presentations

Hymer, C. B. & Ravlin, E. C. 2020. "Unpacking particularized relational identity development among boundary spanners." Presented at Academy of Management Annual Conference, Vancouver, Canada.

Ravlin, E. C., & Hymer, C. B., 2020. "Unpacking relational identity development among B2B sellers." Society for Industrial and Organizational Psychology Annual Conference, Austin, TX.

Thatcher, S. M. B., Brown, S., & Hymer, C. B. "Virtual identity communication in computer-mediated communication (CMC) teams." INGRoup Annual Conference, Lisbon, Portugal.

Hymer, C. B. 2019. "Extending conceptualizations of identity threat: The effect of identity threat(s) on the self." Academy of Management Annual Conference, Boston, MA.

Hymer, C. B., Liu, X., & Park, J. 2019. "Managing multiple identities in response to identity threat and enhancement: The moderating role of team faultlines." Academy of Management Annual Conference, Boston, MA.

Hymer, C. B., Korsgaard, M.A., & Bliese, P. 2019. "Longitudinal leadership transitions: Seeing myself as a leader (or not)." Academy of Management Annual Conference, Boston, MA. Note: This presentation was presented at the following symposium: "Managing identities across time: The influence of past, present, and future identities on the self."

Hymer, C. B., & Ravlin, E. C. 2018. "Identity work behaviors after an international experience." Academy of Management Annual Conference, Chicago, IL. Note: This presentation was presented at the following symposium: "Identity transitions: Advancing theories on when and how individuals evolve their sense of self."

Hymer, C. B. 2018. "A holistic understanding of shared workspaces: A guiding typology and framework." Academy of Management Annual Conference, Chicago, IL.

Chaired Symposia

“Managing identities across time: The influence of past, present, and future identities on the self”
Symposium at the 2019 Academy of Management Annual Conference, Boston, MA.

“Identity transitions: Advancing theories on when and how individuals evolve their
sense of self” Symposium at the 2018 Academy of Management Annual Conference,
Chicago, IL

Technical Reports

Wright, P., Schepker, D., Nyberg, A., Cragun, O., & Hymer, C. (2017). CFO and CHRO
Succession: Comparing and Contrasting the Roles.

Wright, P., Nyberg, A., Schepker, D., Cragun, O., & Hymer, C. (2017). Inside the C-Suite: The
CEO, the Board, and the ELT.

Wright, P., Nyberg, A., Schepker, D., Cragun, O., & Hymer, C. (2017). Diversity in CEO
Succession Pools: Present State, Past Obstacles, and Future Solutions.

TEACHING EXPERIENCE

Instructor, Principles of Management, MGMT 371 (undergraduate), Summer 2019
Darla Moore School of Business, University of South Carolina (4.66/5.00)

Instructor, Organizational Behavior, MGMT 376 (undergraduate), to be taught in Spring 2021
Darla Moore School of Business, University of South Carolina

Teaching assistant (under the guidance of Dr. Mark Maltarich), Human Resources Metrics and
Research, MGMT 725 (graduate), Fall 2020

Teaching assistant (under the guidance of Dr. Robert Ployhart), HR Experiential Project
(Advanced HR Metrics), MGMT 737 (graduate), Fall 2020

SERVICE

Institution

Co-chair

Doctoral Student Roundtable, Darla Moore School of Business 2017 – 2018

Management Department Representative

Doctoral Student Association, Darla Moore School of Business 2016 – present

Academic Research Assistant

University of South Carolina, Columbia, SC

Dr. Robert Ployhart and Dr. Mark Maltarich - Present

Dr. Audrey Korsgaard, Spring 2019 – Summer 2020

Dr. Elizabeth Ravlin, Fall 2017 – Summer 2018

Dr. Sherry Thatcher, Fall 2016 – Summer 2017; Fall 2018

Professional

Reviewer

Academy of Management: OB Division, 2017 – present

Ad hoc reviewer

Academy of Management Review

Human Resource Management Review

AWARDS & GRANTS

Promising Researcher Award, Darla Moore School of Business (2020)

https://www.sc.edu/study/colleges_schools/moore/about/press_room/news_and_announcements/2020/phdawards2020.php

PhD Student Spotlight, Darla Moore School of Business (2020)

https://www.sc.edu/study/colleges_schools/moore/about/press_room/news_and_announcements/2020/christinahymer2020.php

Co-PI, Darla Moore School Research Grant, University of South Carolina. 2019. “Identity threat resilience” (\$3,600)

Co-PI, Darla Moore School Research Grant, University of South Carolina. 2019. “Identity dynamics in start-up collaboration teams” (\$5,000)

Co-PI, Darla Moore School Research Grant, University of South Carolina. 2019. “Multilevel investigation of intra- and inter-organizational collaboration”. (\$5,000)

Co-PI, Moore School Research Grant Program, University of South Carolina. 2018. “Examining the trajectories of employee attitudes in response to an office move” (\$2,839)

Co-PI, Riegel & Emory HR Center Research Grant, University of South Carolina. 2018. “The role of identity in successful leadership transitions: Qualitative coding support” (\$2,500)

Co-PI, Moore School Research Grant Program, University of South Carolina. 2017. “Identity work behaviors after an international experience” (\$5,000)

Co-PI, Riegel & Emory HR Center Research Grant, University of South Carolina. 2017. “Exploring the intersection between work and flexible space within shared workspaces” (\$3,140)

WORK EXPERIENCE

Deloitte Consulting, New York, NY and Nashville, TN

Consultant, HR Transformation (SAP/SuccessFactors) 2014-2016

**Promoted to Senior Consultant*, effective October 2016

Analyst, HR Transformation (SAP/SuccessFactors; HR Service Delivery) 2012-2014

Goldman Sachs, London, United Kingdom

Summer Human Capital Analyst 2011

Morningstar Europe, London, United Kingdom

Human Resources Intern 2011

N Street Village, Washington, DC.

Education and Employment Center Intern 2010

U.S. House of Representatives, Washington, DC.

Congressional Intern (Rahm Emanuel – 5th congressional district, IL) 2008