

# KATIE REGAN MANLEY

## Assistant Professor of Management & Leadership

### Leon Hess Business School, Monmouth University

kmanley@monmouth.edu • 732-571-3654

#### EDUCATION

**Rutgers Business School** | Newark, NJ 2011- 2016; 2022-2024 *PhD in Management* | GPA 4.0

**Cornell University, School of Industrial and Labor Relations** | Ithaca, NY 2002 - 2006 *Bachelor of Science* | GPA 3.62

**University of New South Wales** | Sydney, Australia Fall 2005 *Semester Abroad*

#### DISSERTATION RESEARCH

**Dissertation Title:** *Investigating the Spillover Effects of Parental Leave as an Intervention to Improve Gender Selection in Organizations*

**Committee:** Dr. Phyllis Siegel (Chair), Dr. Danielle Warren, Dr. Chao Chen, Dr. Joel Brockner (outside committee member)

**Abstract:** Gender gaps in representation persist in organizations. While the predominant organizational equality interventions (e.g., diversity training, DEI values, quotas) have incrementally improved female representation, more effort is needed to improve gender parity on teams throughout organizations. In this dissertation I make the case for less heavy-handed forms of gender equal treatment, such as equal parental leave, as a means to improve selection outcomes for women. Additionally, I examine the conditions under which these selection effects may be more influential and attempt to unpack the reasoning behind some interventions being more helpful than others. This research seeks to expand the scope of gender equality interventions and provides researchers and organizations alternative approaches to improving selection outcomes for women.

#### PUBLICATIONS

*Peer-reviewed journal articles and conference papers*

- Siegel, P. A., Manley, K. R., Hellman, S., Eisenberg, J. (2025). Active Listening Training Using Immersive AI Technology: Effects on Listeners and their Teams. In *Academy of Management Proceedings*. Briarcliff Manor, NY 10510: Academy of Management.
- Franks, B., Chen, C., Manley, K. & Higgins, E.T. (2016) *Effective challenge regulation coincides with promotion focus related success and emotional well-being*. Journal of Happiness Studies.
- Higgins, E.T., Franks, B., Pavarini, D., Sehnert, S., & Manley, K. (2012). *Expressed likelihood as motivator: Creating value through engaging what's real*. Journal of Economic Psychology.
- Siegel, P. A., Manley, K. R., & Bass, S. (2014). Taking a Closer Look at the Effects of Failure (and Success) on Self-Handicapping Behavior. In *Academy of Management Proceedings* (Vol. 2014, No. 1, p. 12942). Briarcliff Manor, NY 10510: Academy of Management.
- Siegel, P. A., Manley, K. R., Bass, S., & Xie, W. D. (2014). The Interactive Effect of Contingency Feedback and Self-Constraint on Self-Handicapping Behavior. In *Academy of Management Proceedings* (Vol. 2014, No. 1, p. 17591). Briarcliff Manor, NY 10510: Academy of Management.
- Manley, K., Franks, B. and Higgins, T. *Using a motivational framework to understand engagement*. Poster presented as part of the Society for Personality and Social Psychology Conference, San Diego, California, January 2012.
- Franks, B. & Manley, K. *Using a motivational framework to understand self-assessed health*. Poster presented as part of the Society for Personality and Social Psychology Conference, San Antonio, Texas, January 2011.

#### TEACHING EXPERIENCE

**Leon Hess Business School** | Long Branch, NJ

*Strategic Management Assistant Professor* | September 2024 – Present

- Teach capstone strategic management course to undergraduate and MBA students
- Reinforce critical thinking and problem solving skills using the tools of strategic management to incorporate the concepts taught across the business school curriculum
- Incorporate a semester long project where student teams perform strategic audits for businesses in the local community

**Rutgers Business School** | Newark & New Brunswick, NJ

*Management Skills Instructor* | September 2013 – May 2016

*Average teacher effectiveness score across 12 sections (~600 students): 4.3 out of 5.0*

- Taught students skills such as negotiation, motivation, individual and group decision-making, and influence tactics using case studies and experiential teaching methods
- Taught full 4/4 course load of management skills classes (8 sections of approximately 50 students each) in 2015-2016 school year

*Teaching Assistant* | September 2011 – June 2013

- Negotiations with Dr. Daniel Levin (Fall 2011)
- Teams with Dr. Payal Sharma (Fall 2012)
- Organizational behavior with Dr. Neha Shah (Spring 2013)

## SERVICE EXPERIENCE

**Monmouth University** | West Long Branch, NJ

*GEOC Committee member* | *September 2025 – Present*

- Coordinate the collection and reporting of general education data
- Provide feedback on ways to synthesize and update the general education objectives for each theme

**Leon Hess Business School** | West Long Branch, NJ

*Strategic Planning Committee member* | *September 2024 – Present*

- Developed, reviewed and refined strategic plans and initiatives for Leon Hess Business School
- Assist with idea synthesis and material generation for communication to the faculty

*Human Resource Club faculty advisor* | *September 2024 – Present*

- Advise the club leadership on recruiting members
- Meet with key stakeholders at the University (past club advisors and those with HR expertise) and in the community (JSAHR)
- Bring students to local Association of Human Resource chapter meeting

## Academy of Management

*Reviewer for Academy of Management Conference in Copenhagen* | *Winter 2025*

- Reviewed four academic papers for a conference symposium

**Rutgers Business School** | Newark & New Brunswick, NJ

*Management Skills Course Coordinator for 10+ faculty/instructors* | *January 2015 – May 2016*

- Manage and consistently implement content changes to course based on constructive criticism and input from 10+ instructors
- Train new instructors on administrative components of the course including Blackboard, survey software, grading guidelines, content incorporation (e.g., personality assessments), student participation
- Coordinate logistics and communication for course-wide events (700+ students per semester)
- Determine efficiencies for the ways in which information is disseminated to instructors

*Research Behavior Lab Proposal Writer* | *Spring 2012*

- Collected data from 10 of the major behavior labs across the U.S. and drafted a proposal for a new behavioral research lab in Newark-RBS
- Lab funded Fall 2012 and still in use today

## OUTSIDE RESEARCH EXPERIENCE

**Rutgers Business School** | Newark & New Brunswick, NJ

*Research assistant* | *2013-2016; 2024*

- Research with Dr. Phyllis Siegel: Conducted experiments and research on the effects of contingent and non-contingent success and failure feedback on the likelihood to self-handicap (2013-2016) and the effects of virtual reality (VR) versus online learning (2024). Tasks included survey design, IRB approvals, qualtrics design, participant management/payment, running experiments in behavior lab/in-person, cleaning and coding data, authorship in conference papers and presenting findings at conference.

**Columbia University Higgins Motivation Lab** | New York, NY

*Research Assistant* | *May 2010 – August 2011*

- Review existing literature on self-assessed health, well-being and engagement in order to generate new creative research questions based on the applications and implications of prior research
- Write and submit Institutional Review Board (IRB) protocols for human subject experiment approval
- Implement research ideas quickly by creating and conducting pilot studies for feedback on survey design prior to formal launch of experiment
- Program online experiments, determine appropriate display logic and develop scales using Qualtrics software
- Prepare data for statistical analysis by streamlining responses and coding questionnaires and open-ended responses
- Communicate research summary, experiment design and purpose to undergraduate research assistants
- Contributed to program of research that merited authorship on conference poster and articles listed above

## INDUSTRY EXPERIENCE

**Mercer Consulting** | New York, NY

*US & Canada Operations Project Manager* | July 2008 - May 2010; *Contract consultant* from November 2010 – March 2011

- Develop sales strategies that leverage internal industry strengths, external regulatory changes, and cross-selling opportunities within Mercer
- Structure sales staff, streamline the regional operating model, and evaluate the business' approach to spending
- Design, implement and communicate system for collecting sales data on senior consultants
- Synthesize Mercer content into useful forms of intellectual capital for consultants (training) and clients (web seminars)
- Draft all internal communication to be sent by business leaders

*Analyst/Associate* | Summer 2005, July 2006 - July 2008

- Pitched current and potential new clients on Mercer's compensation consulting services and products
- Managed client relationships and expectations on deliverables, through meetings, conference calls and customization of analyses and reports
- Conducted focus groups and executive interviews to align compensation structure with business strategy
- Built compensation models that project the costs of executives under various compensation scenarios
- Trained new hires to analyze companies' compensation strategies using Mercer systems and methodologies
- Screened resumes, conducted interviews, assessed candidates' talents/strengths and alignment with Mercer's needs, and lead internal assessment meetings

## AWARDS AND ACTIVITIES

**Leon Hess Business School**

- Business Council Research Grant recipient – *Awarded \$2,000 Spring 2025*

**Rutgers Business School**

- Summer Grant Recipient Summer 2012 and 2013 – *Awarded \$3,000 each summer to fund summer research proposal*

**Cornell University**

- Walk-on Cornell Track Team Member - *2nd Best All-Time Cornell Pole-Vaulter as of 2006 graduation, All East Honors, Two-year letter winner 2003 - 2006*
- Delta Gamma Sorority - *Director of Delta Gamma Olympics 2004*
- Society for Human Resource Management - *Event Coordinator 2003 - 2006*

## TECHNICAL SKILLS

- Advanced in the use of Qualtrics, MTurks, Prolific, Microsoft Office & Research Insight
- Proficient in the following statistical software: STATA, R and SPSS

## PERSONAL INTERESTS

- Podcast listening, memoir reading, traveling and road races