

Rachael D. Goodwin

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Academic positions

Syracuse University, Whitman School of Management Assistant Professor of Management	2021 - Present
Harvard University, Women and Public Policy Program Research Fellow	2020 - 2022
Brigham Young University, Marriott School of Management Visiting Adjunct Professor	2011 - 2016

Education

University of Utah, Eccles School of Business, Salt Lake City, UT Doctor of Philosophy, Business Management Advisors: Kristina Diekmann, Jesse Graham	2016 - 2021
Brigham Young University, Marriott School of Management, Provo, UT Master of Public Administration	2009 - 2010
Brigham Young University, Provo, UT Sociology (B.S), International Development Business Minor	2006 - 2009

Research Interests

I investigate workplace issues related to power, perfectionism, cognition, morality, and gender. My research also explores attitudes towards perpetrators and victims, whistleblowing, and unethical behaviors (e.g., sexual harassment) that create obstacles for women at work. To explore these questions, I use qualitative interviews, archival data analysis, field data, and experiments.

Teaching Interests (*full courses already taught, +TA experience)

Organizational Behavior*, Negotiations*+, Groups and Teams+, Leadership*, Women in Management, Ethics, Research Methods

Publications

- Dodson, S., **Goodwin, R.D.**, Diekmann, K.A., & Graham, J. "Moral foundations, empathy, and punishment following organizational sexual misconduct allegations" *Organization Science*, (Feb, 2023).
- Goodwin, R.D.**, Graham, J., & Diekmann, K.A., (2020). "Good intentions aren't good enough: Moral courage in opposing sexual harassment" *Journal of Experimental Social Psychology*, 86(1) 103894. <https://doi.org/10.1016/j.jesp.2019.103894>
- Goodwin, R.D.**, Dodson, S., Chen, J.M., & Diekmann, K.A. (2020). "Gender, Sense of Power, and Desire to Lead: Why Women Don't "Lean In" to Apply to Leadership Groups That Are Majority-Male." *Psychology of Women Quarterly*, 44(2) 1-20. <https://doi.org/10.1177/0361684320939065>

Carlson, J., **Goodwin, R.D.**, & Wadsworth, L. (2014). Values and attitudes. In B. Agle, D. Hart, J. Thompson, H. Hendricks (Eds.), *Research Companion to Ethical Behavior in Organizations, Constructs and Measures* (pp. 119-160). Edward Elgar Publishing.

Manuscripts Under Review

*Revise and Resubmit

** Conditionally accepted

***Goodwin, R.D.**, Gardner, J., & Garrett, L. Cued to be perfect: Perfectionism and organizational dehumanization, a qualitative study of professional ballet.

Journal: *Academy of Management Journal*, Revise & Resubmit

Anderson, A., **Goodwin, R.D., & Wakslak., C. Why he – but not she – avoids difficult workplace conversations: Supervisor sense of power, gender, and allyship voice.

Journal (invitation only): *Social and Personality Psychology Compass*, Conditional Acceptance

Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. He is expected to see the forest, she is expected to see the trees: evidence for a construal-level based gender stereotype.

Journal: *Journal of Personality and Social Psychology*

Dodson, S., Coll, K., **Goodwin, R.D.**, Hoffman, W., & Graham, J. An experience-sampling investigation of attributions and outcomes of workplace discrimination.

Journal: *Organizational Behavior & Human Development Processes*

Manuscripts in Preparation

* Co-first authors, +Applying feedback from submission to another journal

+**Goodwin, R.D.**, Dodson, S., Dehghani, M., Graham, J., & Diekmann, K.A. “How alleged harassers’ public apologies elicit third-party support for #MeToo victims at work”

Journal: *Academy of Management Journal*

Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. Leader gender and construal elicitation: When is she seen as more visionary than he?

Target: *Administrative Science Quarterly*

+**Goodwin, R.D.**, Dodson, S., & Diekmann, K.A. “Ambiguity and moral judgment: Leaders’ ambiguous accounts following allegations of misconduct elicit negative moral judgment and organizational boycotts.”

Target: *Personal Psychology*

+Carnevale, J., Huang, L., Yu, L., **Goodwin, R.D.**, Wang, L. “Know your place! How subordinate informal influence and supervisor gender interact to affect supervisor downward envy and work behavior”

Journal: *Journal of Management*

*Dodson, S., ***Goodwin, R.D.**, Graham, J., & Diekmann, K.A. “How apologies shift public perceptions of power from the accused to the victim”

Target: *Administrative Science Quarterly*

Research in Progress

Rapp, D., **Goodwin, R.D.**, Graham, J., & Diekmann, K.A. Binding moral values and opposing racism in online work teams.

Status: *Data analysis, 3rd study*

Goodwin, R.D., Dungan, J., Graham, J., & Diekmann, K.A. Loyalty, psychological closeness, and perceptions of whistleblower credibility.

Status: *Data analysis, 3rd study*

Goodwin, R.D., Dodson, S., Newman, A. The female necessity entrepreneur mindset: Using construal level interventions to help female entrepreneurs scale up.

Status: *Data collection, collecting interviews*

Goodwin, R.D., Dodson, S., Rees, M., & Diekmann, K.A. Power, status, construal, and compassion.

Status: *Data collection, 4th study*

Goodwin, R.D., A review of gender, the theory of planned behavior, and the pursuit of leadership.

Status: *Rewriting*

Goodwin, R.D., Vincent, L. A theoretical review of gender, creativity, and leadership.

Status: *Literature review*

Invited Talks

University of Utah, David Eccles School of Management (virtual, May, 2023).

Syracuse University, Whitman School of Management (in person, March, 2022).

Harvard University, Women and Public Policy Program (virtual, February, 2022).

Bucknell University, Freeman Department of Management (virtual, January, 2021).

Universite Catholique de Lille, IÉSEG School of Management (virtual, January, 2021).

Brigham Young University, Romney Institute of Public Management and Ethics (virtual, March, 2021).

Harvard University, Women and Public Policy Program (virtual, March, 2021).

Southern Methodist University, Department of Management (virtual, March, 2021).

Middle Tennessee State University, Department of Management (virtual, March, 2021).

Syracuse University, Whitman School of Management (virtual, April, 2021).

Nanyang Technological University Singapore, Department of Management (virtual, May, 2021).

Brigham Young University, Department of Management (virtual, November, 2020).

Harvard University, Women and Public Policy Program (virtual, November, 2020).

University of Utah, Department of Management (virtual, November, 2020).

Lawrence University, Department of Psychology (virtual, December, 2020).

Conference Presentations

*Co-first authors

Goodwin, R.D., Garrett, L.E., Gardner, J., Block, A. Embracing the human side of work: the process of shifting from maladaptive to adaptive perfectionism. International Association for Conflict Management, July, 2023.

Dodson, S., **Goodwin, R.D.**, Diekmann, K.A. Crisis management following allegations of leader sexual misconduct: Avoiding account ambiguity to lessen public moral outrage. International Association for Conflict Management, July, 2023.

*Dodson, S., ***Goodwin, R.D.**, Diekmann, K.A. Sexual misconduct apologies transfer power from the victimizer to the victimized. International Association for Conflict Management, July, 2023.

- Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. Leader gender, expectancy violations, and abstraction: A potential advantage for women leaders. Cal State East Bay Women in Leadership Conference, Mar, 2023.
- Goodwin, R.D.** Women's likelihood to apply for majority male leadership: The role of construal and construal fit. Academy of Management, Seattle, WA. Aug, 2022.
- Gardner, J., **Goodwin, R.D.**, Garrett, L.E., Perfectly Human or Humanly Perfect? Dehumanization as a Consequence of Extreme Perfectionism. Academy of Management, Seattle, WA. Aug, 2022.
- Goodwin, R.D.**, Anderson, A., & Wakslak., C. Supervisor power, psychological safety, and approaching difficult conversations. International Association for Conflict Management (virtual), July, 2021.
- Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. He is expected to see the forest, she is expected to see the trees: evidence for a construal-level based gender stereotype. Academy of Management (virtual), Aug, 2021.
- Dodson, S., Coll, K., **Goodwin, R.D.**, Hoffman, W., & Graham, J. An experience-sampling investigation of attributions and outcomes of workplace discrimination. Academy of Management (virtual), Aug, 2021.
- Gardner, J., **Goodwin, R.D.**, Garrett, L.E. Dehumanization as a Consequence of Extreme Perfectionism: A Qualitative Study of Professional Ballet. Academy of Management (virtual), Aug, 2021.
- Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. He is expected to see the forest, she is expected to see the trees: evidence for a construal-level based gender stereotype. Distance in Organizations (virtual), May, 2021.
- Goodwin, R.D.**, Dodson, S., Chambers, M., Davani, A.M., Dehghani, M., Graham, J., & Diekmann, K.A. Victim-Damning Denials and Pro-Victim Apologies: How Sexual Harasser Responses Influence Public Perceptions of #MeToo Victims. Academy of Management (virtual), August, 2020. Organizational Behavior Division Best Symposium Award, 2020.
- Dodson, S., **Goodwin, R.D.**, Chambers, M., Graham, J., & Diekmann, K.A. He's Hired, She's Not: Moral Foundations, Himpathy, and Attitudes following Sexual Misconduct Claims. Academy of Management (virtual), August, 2020.
- Goodwin, R.D.**, Dodson, S., Rees, M., & Diekmann, K.A. Power, status, construal, and compassion. International Association for Conflict Management (virtual), July, 2020.
- Dodson, S., Coll, K., **Goodwin, R.D.**, Hoffman, W., & Graham, J. An experience-sampling investigation of attributions and outcomes of workplace discrimination. International Association for Conflict Management (virtual), July, 2020.
- Goodwin, R.D.**, Dungan, J., Graham, J., & Diekmann, K.A. "Loyalty, psychological closeness, and perceptions of whistleblower credibility." International Association for Conflict Management (virtual), July, 2020.
- Goodwin, R.D.** Women's likelihood to apply for majority male leadership: The role of construal, construal fit, and regulatory construal fit. Distances in Organizations Workshop (virtual), May, 2020.
- Dodson, S., **Goodwin, R.D.**, Chambers, M., Graham, J., & Diekmann, K.A. Moral foundations, himpathy, and attitudes toward alleged male sexual assault perpetrators and their accusing female victims. Poster presented at the Society for Personality and Social Psychology, New Orleans, LA, February, 2020.

- Goodwin, R.D.**, Chen, J.M., & Janardhanan, N.S. Gender identity salience, perceived power, and women's desire to lead. Poster presented at the Society for Personality and Social Psychology, New Orleans, LA, February, 2020
- Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. Leader gender and construal elicitation: Is he seen as more visionary than she? Academy of Management, Boston, MA, August, 2019.
- Goodwin, R.D.**, Dodson, S., Chen, J.M., & Diekmann, K.A. Gender, perceived power and desire to lead: Why women don't lean in to leadership. Academy of Management, Boston, MA, August, 2019.
- Goodwin, R.D.** Isms in Academia: Using construal level theory to foster an inclusive culture for leaders inside and outside the classroom. Academy of Management (PDW), Boston, MA., August, 2019.
- Chambers, M., Davani, A.M., **Goodwin, R.D.**, Dodson, S., Yeh, L., Dehghani, M., Graham, J., & Diekmann, K.A. The power of silence: Using sentiment text analysis to examine twitter responses to sexual harassment accounts. International Association for Conflict Management, Dublin, Ireland, July, 2019.
- Dodson, S., **Goodwin, R.D.**, Chambers, M., Graham, J., & Diekmann, K.A. She said, he said –But who is responsible? A real-world replication linking moral foundations and attitudes towards alleged sexual assault victims and perpetrators. International Association for Conflict Management, Dublin, Ireland, July, 2019.
- Goodwin, R.D.**, Graham, J., & Diekmann, K.A. Good intentions aren't good enough: Moral courage to oppose sexual harassment. International Association for Conflict Management, Dublin, Ireland, July, 2019.
- Dodson, S., **Goodwin, R.D.**, Wakslak, C., Graham, J., & Diekmann, K.A. Leader gender and construal elicitation: Is he seen as more visionary than she? Distances in Organizations Workshop, New York, NY, May 2019.
- Goodwin, R.D.**, Dodson, S., Chen, J.M., Diekmann, K.A. "Why women don't lean in to leadership in male-dominated domains," Poster presented at the International Convention of Psychological Science, Paris, France, Mar 2019.
- Goodwin, R.D.**, Dodson, S., Chen, J.M., & Diekmann, K.A. Gender, perceived power and desire to lead: Why women don't lean in to leadership. Society for Personality and Social Psychology, Portland, OR, January, 2019.
- Goodwin, R.D.** Are NGOs Promoting Dependency Rather Than Sustainability? Annual Western Regional Honors Council, Spokane, WA, April, 2009.
- Goodwin, R.D.**, Non-Governmental Organizations and Governmental Conflict. Bureau of Economic and Federal Government (BOFED), Addis Ababa, Ethiopia, October, 2007.

Reviewing

Journal of Personality and Social Psychology
Psychology of Women Quarterly
PLOS ONE
Social Psychological and Personality Science
The Sociological Quarterly
Academy of Management (conference submissions)
International Association of Conflict Management (conference submissions)

Media Coverage

- “Moral Biases and #MeToo: How certain moral values can elicit sympathy toward him and anger toward her” Syracuse University, Whitman School of Management Spring Newsletter, Forthcoming 2023
- “Moral foundations, empathy, and punishment following organizational sexual misconduct allegations” Harvard University, Gender Action Portal, Forthcoming February 2023
- “When it comes to reporting sexual harassment, what people say is often not what they do”, *PsyPost*, June 19, 2020
- “Good intentions aren’t good enough to oppose sexual harassment”, Top of Mind on *BYURadio*, June 29, 2020
- “Reporting and confronting sexual harassment” *SPSP* Blogpost, Oct 23, 2020
- “Good intentions aren’t good enough: Moral courage in opposing sexual harassment” Harvard University, Gender Action Portal, May, 2021
- “Gender, sense of power, and desire to lead: Why women don’t “Lean in” to apply to leadership groups that are majority-male,” Harvard University, Gender Action Portal, June, 2021

Teaching Experience

Instructor, Whitman School of Management, Syracuse University

MGT 248-005 Core Leadership & Human Behavior in Organizations	2023
MGT 248-002 Core Leadership & Human Behavior in Organizations	2023
MGT 248-005 Core Leadership & Human Behavior in Organizations	2022
MGT 248-002 Core Leadership & Human Behavior in Organizations	2022

Instructor, David Eccles School of Business, University of Utah

BUS 2815 Business Scholars Program, Organizational Leadership, <i>No Ratings</i>	2020
MGT 3681 Human Behavior in Organizations, Eccles Global, London, <i>Rating: 5.8/6</i>	2019
Executive Education, The Art of Negotiations (full day seminar), <i>Rating: 5.6/6</i>	2019

Guest Lecturer, David Eccles School of Business, University of Utah

Executive Education Diversity & Inclusion Training, “A United Vision for Leadership”	2019
Women in Business, “Women Wanted: Overcoming Women’s Leadership Obstacles”	2018

Teaching Assistant, David Eccles School of Business, University of Utah

MGT 6050 – Team Foundations (Professional MBA)	2017-19
▪ <i>Professor Kristina Diekmann (2017)</i>	
▪ <i>Professor Jesse Graham (2018, 2019)</i>	
MGT 6500 – Managerial Negotiation (Professional MBA)	2016-19
▪ <i>Professor Kristina Diekmann (2016, 2019)</i>	
▪ <i>Assistant Professor Elizabeth Tenney (2017)</i>	

Instructor, Marriott School of Management, Brigham Young University

P MGT MPA 690R-002: Negotiations & Conflict Management, <i>Rating: 4.7/5</i>	2012-2016
P MGT 657R: Non-profit Board Leadership Curriculum (MBAs & MPAs)	2011-2016
▪ <i>Co-Instructor: Dr. Marc-Charles Ingerson</i>	

Teaching Assistant, Marriott School of Management, Brigham Young University

P MGT MBA 690-001: Power, Persuasion & Negotiations (Full-time MBA)	2010-2011
▪ <i>Assistant Professor, Dr. Katie Liljenquist</i>	

Professional Experience

The Mediation Group, LLC

<i>Professional Mediator & Conflict Leadership Consultant</i>	2009-2014
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- Southern California Mediation Association
- Utah Council on Conflict Resolution
- Mediation training and research with Bradshaw Mediation
- Arbitrator: BYU Center for Conflict Resolution

Leadership Consulting

2010-2016

Independent Consultant for Non-Profit Boards

- Annual board/leadership trainings for several Boards of Directors:
 - United Way
 - Boys & Girls Club
 - Make a Wish Foundation
 - Kids on the Move
 - Family Support & Treatment Center
 - Canary Gardens
 - Habitat for Humanity
 - Springville Museum of Art
 - Community Action Services Food Bank
 - Ouelessebouyou Alliance

J. Reuben Clark Law School Externship, Alternative Dispute Resolution

2010

Justice & District Courts, Provo, Orem, West Jordan, UT

- State of Utah Court Roster mediation certification & ADR training
- Stipend student member of Utah Center for Conflict Resolution, actively participated in ADR symposiums

Academic Awards & Grants

- Social Sciences and Humanities Research Council Grant for \$15,806, 2023
- Deans Citation Award, Whitman School of Management, 2023
- Syracuse University, SOURCE Grant for Undergraduate Research, 2023
- Doctoral Teaching Excellence Award, University of Utah Management Department, 2020
- Society for Personality and Social Psychology Family Care Grant, 2020
- Women in Leadership David Eccles School of Business Research Grant for \$16,500, 2018
- University of Utah Graduate School Graduate Student Travel Assistance Award, 2017
- Marriott School of Management Scholarship, 2009-10 & 2010-11
- Nominated & elected VP of Phi Kappa Phi (PKP); One of ten (of 300+) honors chapters named “Chapter of *Excellence*” by the National PKP Board, 2009 & 2010
- National Truman Scholar Candidate, 2009
- Robert K. Thomas Honors Scholarship, Economic Self-Reliance Center Scholarship, and Departmental Scholarships, 2006-09
- President's Student Service Scholarship recipient for over 500 hours of service, 2007

Professional Affiliations

Academy of Management (AOM)
 International Association for Conflict Management (IACM)
 Society for Personality and Social Psychology (SPSP)
 Distance in Organizations (DIO)
 Phi Kappa Phi Honors Association (PKP)

Academic References

Dr. Kristina Diekmann

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Dr. Cheryl Wakslak

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Dr. Jesse Graham

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