Last Update: August 2026

Salome Opoku

Department Of Management and Entrepreneurship
W.P. Carey School of Business | Arizona State University
P.O. Box 874006, Tempe, AZ 85287-4006
Email: sopoku@asu.edu | **Phone:** (720) 630-5337

EDUCATION

Ph.D. **W. P. Carey School of Business, Arizona State University** Expected May 2027
Management – Organizational Behavior

Dissertation: To Understand and Be Understood: How Non-Native English-Speaking Professionals Navigate Communication Experiences in Knowledge Work
(successfully proposed in April 2026)

Committee: David Waldman (Chair), Mansour Javidan, Milo Wang

M.S. **Thunderbird School of Global Management, Arizona State University** May 2020
Global Affairs and Management
Top 10% Distinguished Graduate

B.S. **Monfort College of Business, University of Northern Colorado** May 2018
Business Administration – Management
Undergraduate Research Assistant (Advisor: Dr. Abe Harraf)
Magna Cum Laude

RESEARCH INTERESTS

- Social Perceptions & Evaluations
- Sensemaking & Identity
- Leadership

PUBLICATIONS

Opoku, S., Nordstrom, O., Siegel, D., & Waldman, D. (2026). Knowledge and Behavioral Spillovers From Academic Entrepreneurs: Preliminary Evidence From A Regional NSF I-Corps Program. ***Research Policy.*** https://doi.org/10.1016/j.respol.2026.105447

Opoku, S., Waldman, D., & Wright, P. (2025). Navigating the Diversity-Unity Paradox in DEI Strategies. ***Academy of Management Perspectives.***
https://doi.org/10.5465/amp.2024.0179

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MANUSCRIPTS UNDER REVIEW

Sessions, H., Kwon, E., **Opoku, S.,** Kim, J. [Multiple Jobholding Experiences]. (*1st stage revise & resubmit – Academy of Management Journal)*

Waldman, D., Flake, D., Siegel, D., **Opoku, S.** [Leadership Championing] (*1st stage revise & resubmit – Journal of Business Venturing*)

Vaneet, K., Waldman, D., **Opoku, S.** [Manager Interpersonal Effectiveness] (*1st stage revise & resubmit - Production and Operations Management*)

SELECTED WORKS IN PROGRESS

Opoku, S. [Accents and Status] *(writing – target journal: Journal of Applied Psychology)*

Steele, L., **Opoku, S.,** Waldman, D., Aquino, K. [DEI Strategies and Voice]. (*writing – Organizational Behavior and Human Decision Processes)*

Waldman, D., Kim, J., Flake, D., **Opoku, S.,** Ashforth, B., Siegel, D. [Technology Transfer Engagement]. (*writing – target journal: Journal of Applied Psychology)*

CONFERENCES & INVITED PRESENTATIONS

2026 Flake, D., Waldman, D., **Opoku, S.,** Siegel, D. Leader Championing and Scientist Engagement in Technology Transfer in a Large Federal Laboratory (July 2026). *Symposium held at the 86th Academy of Management Annual Meeting*, *Philadelphia, Pennsylvania* (co-presenter)

2025

Opoku, S., & Tekeste, M. The Hidden Intersection: Exploring Accentism and Status in the Workplace (July 2025). *Symposium held at the 85th Academy of Management Annual Meeting*, *Copenhagen, Denmark* (presenter)

Steele, L., **Opoku, S.,** Waldman, D. The Voice Divide: How DEI Strategy Choice Shapes Who Speaks Up and Why (July 2025). *Symposium held at the 85th Academy of Management Annual Meeting*, *Copenhagen, Denmark* (co-presenter)

Waldman, D., Siegel, D., Flake, D., **Opoku, S.,** Rupp, B., & Nottingham, A. Assessing the Roles of Organizational Support and Ambivalence in Technology Transfer Processes (July 2025). *Symposium held at the 85th Academy of Management Annual Meeting*, *Copenhagen, Denmark* (co-presenter)

Opoku, S., Waldman, D. Navigating DEI Strategies in the Workplace (April 2025). *Invited Presentation held at Annual Research Summit on Inclusive Excellence, Arizona State University, Phoenix, AZ* (presenter)

2024

Opoku, S., Waldman, D., Wright, P. Navigating HR, and DEI Frontiers: Challenges, Transformative Strategies, and Cultural Dynamics (Aug. 2024). *Symposium held at the 84th Academy of Management Annual Meeting*, *Chicago, IL* (presenter)

Nordstrom, O., Siegel, D., **Opoku, S.** Training Academic Entrepreneurs to Innovate for the Future: Evidence from the I-Corps Program (Aug. 2024). *Symposium held at the 84th Academy of Management Annual Meeting*, *Chicago, IL* (presenter)

2023

Waldman, D., Siegel, D., **Opoku, S.** New Directions in the Evaluation of NSF I-Corps: The Multilevel Effects of Knowledge Spillovers (Aug. 2023). *Symposium held at the 83rd Academy of Management Annual Meeting, Boston, MA* (co-presenter)

PROFESSIONAL AFFILIATIONS

The PhD Project – Management Doctoral Student Association	2023 – Present
Academy of Management	2022 – Present
Thunderbird Women in Business (Co-Founder, President)	2018 – 2020

PROFESSIONAL SERVICE

ASU Graduate College Peer Mentor	2026 – Present
Academy of Management Student Community Ambassador	2025 – Present
Academy of Management Annual Meeting Reviewer	2024 – Present

TEACHING EXPERIENCE

Instructor, W. P. Carey School of Business, Arizona State University

- MGT 411 – Leading Organizations — Fall 2025
  - *Overall Evaluation: **6.49/7.0***
- MGT 411 – Leading Organizations (Online) — Summer 2026
  - *Overall Evaluation: **6.71/7.0** (above department averages across all categories)*

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HONORS AND AWARDS

University Graduate Fellowship for Continued Success	2025 – Present
Dare to Care Endowment in Management	2025
Gladys M. DeJarnett Endowment Award for Exemplary Performance	2024
Top 10% Distinguished Graduate	2020
Magna Cum Laude Honors	2018
Finley-Ledall Scholar	2018
Stryker Institute for Leadership Development Scholar	2015 - 2018

SELECTED INDUSTRY WORK EXPERIENCE

Human Resource Coordinator | Education First Consulting	April 2022 – Aug 2022
Human Resources Generalist | Freeport-McMoRan	April 2021 – April 2022
Human Resource Coordinator | Amazon	June 2020 – Feb 2021

REFERENCES

David Waldman (*doctoral advisor and committee chair*)
Professor & Dean's Council Distinguished Professor of Management
Department of Management and Entrepreneurship
W. P. Carey School of Business | Arizona State University
Email: waldman@asu.edu

Milo Wang (*dissertation committee member*)
Assistant Professor of Management
Department of Management and Entrepreneurship
W. P. Carey School of Business | Arizona State University
Email: milo.wang@asu.edu

Mansour Javidan (*dissertation committee member*)
Najafi Chair Professor in Global Mindset and Digital Transformation
Thunderbird School of Global Management | Arizona State University
Email: Mansour.Javidan@thunderbird.asu.edu