

Last Update: Feb 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](mailto:sopoku@asu.edu) | Phone: (720) 630-5337

### EDUCATION

---

**Ph.D. W. P. Carey School of Business, Arizona State University** Expected May 2027  
Organizational Behavior  
*Graduate Research Associate (Advisor: Dr. David Waldman)*

**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 Evaluations
- Emotional Dynamics
- Organizational Contexts and Constraints

### 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. (In-Press).** Navigating the Diversity-Unity Paradox in DEI Strategies. *Academy of Management Perspectives*. <https://doi.org/10.5465/amp.2024.0179>

### MANUSCRIPTS UNDER REVIEW

---

**Opoku, S.** [Accents and Status] (*under review – Organization Science*)

Last Update: Feb 2026

Waldman, D., Flake, D., Siegel, D., **Opoku, S.** [Leadership Championing] (*under review – Journal of Business Venturing*)

Rice, D., Tekeste, M., & **Opoku, S.** [Abusive Supervision] (*under review – Human Resource Management Journal*)

## SELECTED WORKS IN PROGRESS

---

Waldman, D., Flake, D., **Opoku, S.**, Kim, J., Ashforth, B., Siegel, D. [Technology Transfer Engagement]. (*In preparation for submission to Organization Science*)

Steele, L., **Opoku, S.**, Waldman, D., Aquino, K. [DEI Strategies and Voice]. (*Writing – target journal: Journal of Applied Psychology*)

Sessions, H., **Opoku, S.**, Kwon, E. [Multiple Jobholding Experiences]. *Writing – target journal: Journal of Applied Psychology.*

## CONFERENCES & INVITED PRESENTATIONS

---

### 2025

**Opoku, S.**, & Tekeste, M. The Hidden Intersection: Exploring Accentism and Status in the Workplace (July 2025). *Symposium held at the 85<sup>th</sup> 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 85<sup>th</sup> 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 85<sup>th</sup> 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

Last Update: Feb 2026

**Opoku, S.,** Waldman, D., Wright, P. Navigating HR, and DEI Frontiers: Challenges, Transformative Strategies, and Cultural Dynamics (Aug. 2024). *Symposium held at the 84<sup>th</sup> 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 84<sup>th</sup> 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
- MGT 411 – Leading Organizations (Online) Summer 2026

## HONORS AND AWARDS

---

Dare to Care Endowment in Management	2025
University Graduate Fellowship for Continued Success	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

Last Update: Feb 2026

## **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 A. 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](mailto:waldman@asu.edu)