

Last Update: Sept 2025

Salome Opoku

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EDUCATION

Ph.D. W. P. Carey School of Business, Arizona State University Expected May 2027
Organizational Behavior
Research Assistant (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
Research Assistant (Advisor: Dr. Abe Harraf)
Magna Cum Laude

RESEARCH INTERESTS

Social perceptions, work-life experiences, leadership, and technology transfer

REFEREED PUBLICATIONS

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., Waldman, D., Siegel, D., & Nordstrom, O. [Knowledge Spillovers] (*first round R&R – Research Policy*)

Steele, L., **Opoku, S., Waldman, D., Aquino, K.** [DEI Strategies and Voice] (*under review – Personnel Psychology*)

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

WORK IN PROGRESS

Opoku, S., & Tekeste, M. [Accents and Status] (*writing – Target Journal: Academy of Management Review*)

Waldman, D., Siegel, D., Flake, D., **Opoku, S.,** Rupp, B., & Nottingham, A. [Scientist Technology Transfer Engagement] (*writing – Target Journal: Organization Science*)

Sessions, H., **Opoku, S.,** Kwon, E. [Multiple Jobholding Experiences] (*writing – Target Journal: Journal of Applied Psychology*)

CONFERENCE PRESENTATIONS

2025

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

Opoku, S., Waldman, D. Navigating DEI Strategies in the Workplace (April 2025). *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 84th Academy of Management Annual Meeting, Chicago, IL* (presenter)

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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 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

European Group for Organizational Studies	2024 – present
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

Academy of Management Student Community Ambassador	2025 – Present
Academy of Management Annual Meeting Reviewer	2024 – Present

TEACHING EXPERIENCE

MGT 411 – Leading Organizations	Fall 2025
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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

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
English, Writing, and Business Tutor TutorMe	Feb 2019 – Aug 2024

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OTHER

Languages: *English (native)* / *Twi–Akan (native)*

REFERENCES

David A. Waldman – PhD Advisor
Professor & Dean's Council Distinguished Professor of Management
Department of Management and Entrepreneurship
W. P. Carey School of Business | Arizona State University
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