

Last Update: April 2026

Salome Opoku

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W.P. Carey School of Business | Arizona State University
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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 Perceptions & Evaluations
- Identity Navigation
- Organizational Responses to Difference

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>

MANUSCRIPTS UNDER REVIEW

Steele, L., **Opoku, S.**, Waldman, D., Aquino, K. [DEI Strategies and Voice]. (*under review - Journal of Applied Psychology*)

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

Waldman, D., Kim, J., Flake, D., **Opoku, S.**, Ashforth, B., Siegel, D. [Technology Transfer Engagement]. (*under review – Organization Science*)

SELECTED WORKS IN PROGRESS

Sessions, H., Kwon, E., **Opoku, S.**, Kim, J. [Multiple Jobholding Experiences]. (*preparing for submission – target journal: Academy of Management Journal*)

Opoku, S. [Accents and Status] (*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 to be 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)

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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

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| • MGT 411 – Leading Organizations | Fall 2025 |
| • MGT 411 – Leading Organizations (Online) | Summer 2026 |

HONORS AND AWARDS

University Graduate Fellowship for Continued Success	2025 – 2026
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

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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
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