

Last Update: June 2026

## Salome Opoku

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### EDUCATION

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**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

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- Social Perceptions & Evaluations
- Sensemaking & Identity
- Leadership

### PUBLICATIONS

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**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

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

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

Sessions, H., Kwon, E., **Opoku, S.**, Kim, J. [Multiple Jobholding Experiences]. (*under review – Academy of Management Journal*)

## SELECTED WORKS IN PROGRESS

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

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

## CONFERENCES & INVITED PRESENTATIONS

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**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 86<sup>th</sup> 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 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)

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**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 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

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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

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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

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

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

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## HONORS AND AWARDS

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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

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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

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

**Milo Wang** (*dissertation committee member*)

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Department of Management and Entrepreneurship  
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**Mansour Javidan** (*dissertation committee member*)

Najafi Chair Professor in Global Mindset and Digital Transformation  
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