

# RACHEL BURGESS

Department of Management & Entrepreneurship  
W. P. Carey School of Business  
Arizona State University  
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## EDUCATION

Ph.D. University of Georgia: Organizational Behavior (2021)  
*Committee:* Jason Colquitt (Chair), Laura Little, Jessica Rodell

B.B.A. Texas Christian University: Entrepreneurial Management (2016)

## ACADEMIC EMPLOYMENT

Arizona State University, W. P. Carey School of Business  
Assistant Professor (2021 – present)

## RESEARCH INTERESTS

- Identity
- Justice
- Work/non-work

## JOURNAL ARTICLES

Hill, E. T., Colquitt, J. A., **Burgess, R.**, Priesemuth, M., & †McClain, J. (In press).  
Third-Party Perceptions of Mistreatment: A Meta-Analysis and Integrative Model  
of Reactions to Perpetrators and Victims. *Journal of Applied Psychology*.

**Burgess, R.**, Colquitt, J. A., & Long, E. C. (2022). Longing for the road not taken: The  
affective and behavioral consequences of forgone identity dwelling. *Academy of  
Management Journal*.

Baer, M. D., Rodell, J. B., Dhensa-Kahlon, R., Colquitt, J. A., Zipay, K. P., **Burgess, R.**,  
& Outlaw, R. 2018. Pacification or aggravation? The effects of talking about  
supervisor unfairness. *Academy of Management Journal*, 61: 1764–1788.

## OTHER PUBLICATIONS

**Burgess, R.** (2023) How to stop longing for the path not taken. *Harvard Business  
Review*, online only.

## MANUSCRIPTS UNDER REVIEW & REVISE AND RESUBMIT

Long, D. M., Colquitt, J. A., **Burgess, R.**, & Rockmann, K. W. (3rd R&R). [Near-death experiences at work]. *Journal of Applied Psychology*.

Little, L. M., Wilson, K., & **Burgess, R.** (Under second review) [Parenting]. *Academy of Management Journal*.

## WORKS IN PROGRESS

**Burgess, R.** [Identity]. Target journal: *Personnel Psychology*. Status: Preparing for submission.

**Burgess, R.** & †Flake, D. A changing view of work: How employee career beliefs influence identity. Target journal: *Administrative Science Quarterly*. Status: Preparing for submission.

Colquitt, J. A., Rodell, J. B., Battista, V., Zipay, K. P., & **Burgess, R.** [Justice vs. injustice]. Target: *Organizational Behavior and Human Decision Processes*. Status: Preparing for submission.

Baer, M. D., Colquitt, J. A., †Yoon, S., & **Burgess, R.** Trust and identity. Target journal: *Academy of Management Journal*. Status: Writing.

Baer, M. D., †Yu, M., Burgess, R., & †Flake, D. Trust. Target journal: *Academy of Management Journal*. Status: Planning.

## CONFERENCE PRESENTATIONS

Baer, M., Yu, M., Flake, D. R., & **Burgess, R.** 2024. Weighing the Evidence: How Individual Differences in Trustworthiness Salience Impact Trust. Presented at the annual Academy of Management conference. Chicago, Illinois.

Little, L. M., Wilson, K., & **Burgess, R.** 2023. Let's give them something to talk about: Conversations at the work-family interface. Presented at the annual Academy of Management conference. Boston, Massachusetts.

**Burgess, R.** 2022. Finding order in the road taken: Forgone identities, existential order beliefs, and compassion toward others. Presented at the annual Academy of Management conference. Seattle, Washington.

**Burgess, R.** 2022. Finding order in the road taken: Forgone identities, existential order beliefs, and compassion toward others. Presented at the Positive Organizational Scholarship conference. Ann Arbor, Michigan.

**Burgess, R.**, Vogel, R. M., & Colquitt, J. A. 2019. Does fairness beget fairness? A daily investigation of supervisor fairness towards kids and employees. Presented at the annual Academy of Management conference. Boston, Massachusetts.

Little, L. M., Wilson, K., & **Burgess, R.** 2018. Beyond re-entry: Predictors of work stress in different stages of parenting. Presented at the annual Academy of Management conference. Chicago, Illinois.

Little, L. M., Shropshire, C., & **Burgess, R.** 2017. The double-edged nature of imposter phenomenon in organizations. Presented at the annual Academy of Management conference. Atlanta, Georgia.

## CONFERENCE PARTICIPATION

Attended the 2022 & 2023 Wharton OB Junior Faculty conference. Philadelphia, Pennsylvania.

Round table discussant for the 2021 Early Stage Doctoral Consortium for the annual Southern Management Association conference. New Orleans, Louisiana.

## ACADEMIC SERVICE

- Ad hoc reviewer for *Academy of Management Journal*
- Ad hoc reviewer for *Academy of Management Review*
- Ad hoc reviewer for *Journal of Applied Psychology*
- Ad hoc reviewer for *Personnel Psychology*
- Ad hoc reviewer for *Organizational Behavior and Human Decision Processes*
- Ad hoc reviewer for *Journal of Organizational Behavior*
- Ad hoc reviewer for *PLOS ONE*
- Ad hoc reviewer for *Journal of Applied Social Psychology*

## TEACHING EXPERIENCE

- MGT 320: *Organizational Behavior*  
Average Rating Fall 2023: 6.5/7  
Average Rating Spring 2023: 6.6/7  
Average Rating Fall 2022: 6.5/7  
Average Rating Spring 2022: 6.5/7
- MGMT 5920: *Organizational Behavior* (Fall 2019)  
Overall Rating: 4.73
- MGMT 5820: *Human Resources Management* (Fall 2018)  
Overall Rating: 4.85

## **MEDIA MENTIONS**

- Harvard Business Review
- Arizona Horizon - Arizona PBS
- Athens Banner-Herald
- Metro Atlanta CEO
- Savannah CEO
- UGA