

ESTELLE E. ARCHIBOLD

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ACADEMIC & RESEARCH EXPERIENCE

Postdoctoral Scholar, Management & Organization 7/2022 - present
Smeal College of Business, The Pennsylvania State University
Research Foci: Conflict, Ethical Voice

Adjunct Professor, Social Ethics in Business DBA/PhD - Management Program 1/2020 - present
Weatherhead School of Management, Case Western Reserve University

Research Fellow, National Science Foundation - AGEP 2020 - 2022
Case Western Reserve University
Research: Science Culture; Cross-Cultural Conflict in STEM Mentor-Mentee Dyads

Visiting Scholar, Management & Organization 2019 - 2020
The Fuqua School of Business, Duke University
Research Foci: Integrative Negotiations (Generative Conflict)

RESEARCH INTERESTS

Strand 1: *business ethics; multistakeholder dynamics; sustainability, international business*

Strand 2: *conflict in organizations; identity conflict; intragroup conflict*

Strand 3: *authenticity; ethical voice; leadership*

RESEARCH LAB

Intergenerational Dynamics and Sustainability Lab

Current Project: International Multistakeholder Collaborations on Sustainability and the Use of AI

RESEARCH METHODS

digital methods; field experiments; field studies; gestural analysis; organizational ethnography

EDUCATION

Doctor of Philosophy, Case Western Reserve University, *Organizational Behavior* Aug. 2022
Dissertation: *The Role of Disruptions and Disruptor Identity in Generative Conflict*

Master of Science in Management, Simmons College, *School of Management*
Areas of Research: Negotiations; Women's Leadership and Mentoring

Master of Divinity, Emory University, *Candler School of Theology*
Areas of Study/Research: Conflict & Reconciliation; Ethics

Master of Arts, Georgia State University, *School of Arts & Sciences*
Areas of Study: Philosophy & Ethics; Policy Analysis (Concentration: Health Ethics & Health Policy)

Bachelor of Arts - Philosophy, Spelman College

PUBLICATIONS AND MANUSCRIPTS UNDER REVIEW

Peer-reviewed articles

1. Aguinis, H., **Archibold, E. E.**, & Rice, D. (2023). Let's Fix Our Own Problem: Quelling the Irresponsible Research Perfect Storm. *Journal of Management Studies*
2. Aguinis, H., Beltran, J., **Archibold, E. E.**, Jean, E. L., Rice, D. (2023). Thought Experiments: Review and Recommendations. *Journal of Organizational Behavior*
3. Erskine, S., **Archibold, E. E.**, & Bilimoria, D. (2021). Afro-Diasporic Women Navigating the Black Ceiling: Individual, Relational & Organizational Strategies. *Business Horizons*
4. **Archibold, E. E.** & Parrill, F. [intraindividual conflict; embodiment; gesture] Under review at *Cognitive Science* †

Book chapters

5. Albrecht, K. & **Archibold, E. E.** (2023). "Inductive Survey Research," *SAGE Handbook of Survey Development and Application* (Eds: L. Ford & T. Scandura), Sage, Thousand Oaks, CA.
6. Blake-Beard, S., Halem J., **Archibold, E.**, Boncoeur, D., Burton, A. and Kumar, P. (2017). "Mentoring Relationships of Professional Indian Women: Extending the Borders of our Understanding at the Intersection of Gender and Culture," *Mentoring Diverse Leaders* (Eds: A. Murrell & S. Blake-Beard), Routledge, Abingdon, UK

REFEREED CONFERENCE PROCEEDINGS

1. Suzanne, P., **Archibold, E.**, & Bilimoria, D. (2020). Relational Confidence: Theorizing the Process and Mechanisms of Validation in the Workplace. In Best Paper Proceedings of the Eightieth Annual Meeting of the Academy of Management (Vol. 2020, No. 1, p. 21483). Briarcliff Manor, NY 10510: Academy of Management.

WORK IN PROGRESS

1. **Archibold, E. E.** & Liu, L. A. [generative conflict; multistakeholder dynamics; sustainability] Target Journal: *Academy of Management Review* (Theory paper)
2. **Archibold, E. E.***, Ben Galoune, R.* & Lyytinen, K. [artificial intelligence; power asymmetries; multistakeholder dynamics] Target Journal: *Journal of Business Ethics* (Conceptual paper)
3. **Archibold, E. E.** [liminality; status conflict; work group dynamics] Target Journal: *Journal of Applied Psychology* † (Empirical paper)
4. **Archibold, E. E.** & Trevino, L. K. [ethical voice; equity leadership] (Data Analysis/ Manuscript Development) † Target Journal: *TBD*
5. Brown, J. A., **Archibold, E. E.**, Dobson, K. & Garret, L. [authentication; embodied sensemaking] Target Journal: *Academy of Management Review* (Theory paper)
6. **Archibold, E. E.** [calling; emotion work; equity leaders] Target Journal: *Academy of Management Journal* † (Empirical)
7. **Archibold, E. E.***, Ben Galoune, R.* & Lyytinen, K. [artificial intelligence; multistakeholder collaboration; sustainability; Africa] (Data collection - 2nd Field Study)

† Associated with dissertation: The Role of Disruptions and Disruptor Identity in Generative Conflict

*Authors contributing equally

OSF REGISTERED PROJECTS

1. **Archibold, E.** (2021). Situational Antecedents of Generative Conflict Outcomes in the Workplace.
2. **Archibold, E.** (2021). Workplace Relationships & Conflict (Situational Antecedents).

ACADEMIC AWARDS AND HONORS

AI in Business Fellow - Carnegie Mellon Tepper School of Business & PhD Project Colloquium	2025
Doctoral Mentoring and Teaching Excellence Award, <i>WSOM, CWRU</i>	2023
Graduate Student Appreciation Award, MBA Coaching, <i>Grad Studies, CWRU</i>	2022
NOA-AGEP (NSF) Two-Year Fellowship Award, <i>CWRU</i>	2020 - 22
Graduate Studies Research Fellowship Award, <i>CWRU</i>	2019
Sherm-Grinnell Research Scholarship, <i>CWRU Dept. of Org Behavior</i>	2019
Deans Leadership Award, <i>Simmons College, School of Management</i>	2013

SELECTED INVITED PRESENTATIONS/TALKS/SEMINARS

1. **Archibold, E. E. (Presenter)** & Ben Geloune (Author) (2025). “Ethical Tensions in International Multistakeholder Sustainability Collaborations and the Use of Artificial Intelligence (AI).” AI in Business Colloquium – Tepper School of Business/PhD Project Colloquium, Carnegie Mellon University.
2. **Archibold, E. E. (Presenter)** (2023). “Incubating the Germ that Gets Under Our Skin: The Emotion Work of Equity Leaders in a (Racially) Conflicted Organization.” Adderley Positive Research Incubator, Center for Positive Organizations, Univ. of Michigan.
3. **Archibold, E. E. (Organizer & Presenter)** (2023). “Environmental and Social Sustainability: Ethical Insights into Positive Institutional Change,” Panel Discussion, Research Symposium, Weatherhead School of Management, Case Western Reserve Univ.
4. **Archibold, E. E. (Presenter)** (2022). “The Role of Disruptions in Generative Conflict,” Emerging Scholars Social Evaluations Symposium, University of Oxford - Centre for Corporate Reputation Annual Symposium.
5. **Archibold, E. E. (Presenter)** (2022). “(Inter)Subjective Experiences of Generative Conflict in Teams,” Questrom Emerging Scholars Symposium. Boston University – Questrom School of Business.
6. **Archibold, E. (Invited Chair & Discussant).** (2019). Sustainability and Institutional Change. Discussion Paper Session, Organization Development and Change Division, Academy of Management Annual Meeting.

SELECTED CONFERENCE PRESENTATIONS/SYMPOSIA/WORKSHOPS (REFEREED)

1. **Archibold, E. E.,** Park, S., Yoon, S. O., Mucci-Ferris, M., Tsai, M. H., Ferguson, A., ... & Cronin, M. A. (2024). Microfoundations of Intragroup Conflicts. In *Academy of Management Annual Meeting Proceedings* (Vol. 2024, No. 1).

2. **Archibold, E. E. (Organizer)**, TSAI Ming-Hong (Organizer) & Rees, Laura (Organizer). (2023). Qualitative Research Methods for the Study of Conflict Management: New Research Approaches. PDW, Academy of Management Annual Meeting, Boston, MA.
3. **Archibold, E. E. (Presenter)**. (2023). The Way to Triumph: Embodied Ethical Voice and Disruptive Race Talk. Annual Behavioral Ethics Pecha Kucha PDW, Academy of Management Annual Meeting, Boston, MA.
4. **Archibold, E. E. (Organizer & Presenter)**, Stephens, J. P. (Organizer), Thomas, N. (Organizer), Block, A., Gardner, J., Garrett, L. E., Heaphy, E. D., Jalan, R., Lawrence, T. B., Michel, A., Pullen, A. & Schlindwein, E. K. (2022). Remembering the Body: Surfacing Critical Insights into the Body's Role in Organizations. Paper Symposium, Academy of Management Annual Meeting, Seattle, WA.
5. **Archibold, E. E. (Organizer & Presenter)**, Pullen, A. (Organizer). (2022). "Race, Embodiment and Ethics in Gender Studies." Professional Development Workshop, Academy of Management Annual Meeting, Seattle, WA.
6. Beltran, J. (Organizer & Presenter), **Archibold, E. E. (Organizer & Presenter)**, Jean, E. (Organizer & Presenter), Aguinis, H. (Organizer) (2022). "Thought Experiments: Best Practices," PDW, Academy of Management Annual Meeting, Seattle, WA.
7. **Archibold, E. E. (Author & Presenter)** & Hernandez, M. (Author) (2021). "Leadership During Times of Suffering," in Bringing The Leading Back In Leadership: Behavioral Approaches To Leadership –Paper Symposium, convened by K. Larsen & E. Cross; Academy of Management Annual Meeting.
8. **Archibold, E. (Panelist)** (2021). "Managers as Restorative Leaders During Times of Uncertainty," in Toward a Restorative Justice Approach for Bringing the Manager Back in Management – Panel Symposium, convened by M. Gross; Conflict Management and Gender & Diversity in Organizations Divisions, Academy of Management Annual Meeting.
9. **Archibold, E. (Author & Presenter)** (2021). "Embodied Conflict in Intergenerational Groups: Applying a Practice Theoretical Framework," Sub-theme 64: Re-theorizing the Study of Inclusion and Exclusion: Aligning Political Organizing Practices and Conceptual Politics, European Group for Organizational Studies Colloquium.
10. **Archibold, E. (Organizer & Panelist)**, Thomas, N. (Organizer), Stephens, J.P., Michel, A., Heaphy, E., & Johnson, E. (2020). "Embodied Insights: Broadening the Scope of Management Research with a Bodily Lens," All Academy Theme - Synchronous Live Panel Symposium, Management & Organizational Cognition Division., Academy of Management Annual Meeting.
11. **Archibold, E. & Bao, L. (Organizers & Presenters)**. (2019). "Application of Agent-Based Modeling (ABM) in Organizational Research on Teams." Paper Symposium, Research Methods & Organizational Behavior Divisions, Academy of Management Annual Meeting, Boston, MA.
12. **Archibold, E. (Presenter)**. (2019). "Positive Conflict and Diversity Leadership in Organizations", POS Research Conference, Center for Positive Organizational Studies, Ross School of Business, Univ. of Michigan, Ann Arbor, MI.

13. Blake-Beard, S., Halem, J., **Archibold, E. (Presenter & Author)**, Boncoeur, D. and Burton, A. (2016). The Importance of Familial Relationships in the Careers & Mentoring of Professional Indian Women. Paper Presentation, “Diversifying Leadership: Perspective from Women of Color in the US, India, and South Africa,” Academy of Management Annual Meeting, Vancouver, BC.

TEACHING (MANAGEMENT/ORGANIZATIONAL BEHAVIOR)

Doctoral-Level

- **Adjunct Professor - MGMT/EDMP 640 - Social Ethics in Business** Spring 2023
DBA/PhD - Management Program (5.0/5.0 Professor Rating)
- **Adjunct Professor - MGMT/EDMP 640 - Social Ethics in Business** Spring 2022
DBA/PhD - Management Program (4.71/5.0 Professor Rating)
- **Adjunct Professor - MGMT/EDMP 640 - Social Ethics in Business** Spring 2021
DBA/PhD - Management Program (4.55/5.0 Professor Rating)

MBA/Masters-Level

- **Instructor – MGMT 821 Complex Negotiations** Fall 2023
Full-time MBA Program, Pennsylvania State University (5.0/5.0 Professor Rating)
- **Course Leadership Coach MPOD 416 – Leadership, Development** Spr/Sum 2020
Course Leadership Coach & Teaching Assistant, CWRU (4.83/5.0 Teaching Assistant/Coach Rating)

Undergraduate

- **Instructor – MGMT 445 Managing a Global Workforce** Fall 2022; Spr 2023
Pennsylvania State University (Professor Rating: Fall 2022: 6.75/7.0; Spring 2023: 6/7.0; Spring 2024: 5/5.0)

COACHING (CASE WESTERN RESERVE UNIVERSITY)

- Executive/Leadership Coach (Certified) 2017 – 2022
- Team Coach, MBA Program 2020 – 2022

SERVICE

Service to Academic Community

Harvard Business Review Advisory Council	2024 - present
Research Affiliate, Leadership Initiative Gerald R. Ford School of Public Policy	2022 - 2025
Conflict Management Division, Academy of Management, <i>Representative at Large</i>	2022 - 2024
Academy of Mgmt. Journal <i>Ad Hoc Reviewer, Body Work, Conflict, Justice</i>	2023 - present
Academy of Mgmt. Review, <i>Bridge Reviewer, Conflict & Relational Practice</i>	2020 - present
Journal of Business Ethics, <i>Ad Hoc Reviewer, Artificial Intelligence, Race & Justice</i>	2022 - present
MSR Division, <i>Assoc. Editor, Academy of Management Annual Meeting Reviews</i>	2020 – 2021
Academy of Management Conference, <i>Annual Conference Submission Reviewer</i>	2017 – 2019

Service to University

CWRU, Dept. of Organizational Behavior, DEI Task Force, *Committee Member*. 2020
CWRU, Department of Graduate Studies & STEM Careers, *Workshop Facilitator* 2019 - 2020
CWRU, Dept. of Organizational Behavior Admissions Committee, *Committee Member* 2018

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM) – Division Memberships: Conflict Management; Research Methods;
Organization Management Theory
Center for Positive Organizations (CPO) - Community of Scholars & Positive Relationships at Work
International Association for Conflict Management (IACM)
The PhD Project - The Tenure Project

WORK EXPERIENCE (2007 – 2019)

Managing Partner, Organizational Change Consultant and Executive Coach 2007 – 2019
Sectors: Healthcare, International Development, Public Health, Universities, Cross-Sector Partnerships
Archibold Consulting Group, Atlanta, GA

Systems-Level Director 2011 - 2016
Prospect Hill Academy Charter District, Cambridge, MA

Mission Member and Emory Univ. IDN Graduate Fellow, Liberia TRC Project 2007 - 2009
The Carter Center, Atlanta, GA

Associate Director of Development, Federal Grants & Programs 2007 – 2009
Sickle Cell Foundation of Georgia, Atlanta, GA