

RESEARCH INTERESTS

Gender and workplace relationships; ambivalence: The drivers and consequences of women's workplace relationships, with a focus on woman-to-woman relationships; the role of ambivalence during goal pursuit

ACADEMIC POSITION

Assistant Professor, Department of Management
University of South Carolina, Darla Moore School of Business

August 2025-Present

EDUCATION

Ph.D. Management (Organizational Behavior)	August 2025
M.S. Management	May 2021
McCombs School of Business, University of Texas at Austin	
B.S. Business Administration, Second Major in Economics	May 2016
Kenan-Flagler Business School (KFBS), University of North Carolina (UNC) at Chapel Hill	
<i>Highest Distinction</i>	
Exchange, Copenhagen Business School, Denmark	June-August 2014

PEER-REVIEWED PUBLICATIONS

Gray, S. *, Howell, T. *, **Strassman, J.R. ***, & Yamamoto, K. * In-Press. Credentials or Chemistry? Entrepreneur Gender and Cofounder Selection. *Academy of Management Journal*, <https://journals.aom.org/doi/abs/10.5465/amj.2022.0640>.

INVITED REVISIONS

Post, C., Rothman, N.B., Price, M., Cicon, J., & **Strassman, J.R.** [Gender & Ambivalence]. 2nd R&R at *Organizational Behavior and Human Decision Processes*.

WORKING PAPERS

Strassman, J.R. & Harrison, D.A. Walls Within, Bridges Beyond: Forming Woman-To-Woman Relationships in Men-Dominated Work Contexts.

Xu, H., **Strassman, J.R.**, Ding, Y., Gray, S., & Saar-Tsechansky, M. Retention at the Expense of Recognition: The Trade-Off Between Retention and Citations for Junior Women in STEM When Working With Senior Collaborators.

Strassman, J.R., Rothman, N.B., Harrison, D.A., & Bartel, C.A. Making Sense of Being Mixed: A Meta-Analytic Investigation of the Effects of Ambivalence on Goal Pursuit.

Barrymore, N. * & **Strassman, J.R. *** Placement during Peril: Using Theories of Status and Uncertainty to Understand Whether and When Women Face a Glass Cliff.

Green, P., Barrymore, N., **Strassman, J.R.**, & Gupta, N. My Step Back, Her Step Forward: Boomerang Mentors Decrease Gender Differences in External Mobility.

RESEARCH IN PROGRESS

Strassman, J.R. & Lalani, S. Emotional Ambivalence as Antidote: Mixed Feelings Can Trigger Greater System 2 Thinking. *Data collection and analysis – Pilot Study 1 complete and analyzed, Pilot Study 2 complete, data collection ongoing.*

Strassman, J.R., Howell, T., Gray, S., & Yamamoto, K. Women Entrepreneurs and Same-Gender Cofounder Selection. *Theory building and data collection*.

ORGANIZED SYMPOSIA

Strassman, J.R. August 2024. Doing it Differently: Deepening Our Theorizing and Expanding Our Settings while Studying Gender and Relationships at Work. *Academy of Management Annual Meetings*, Chicago, IL.

Strassman, J.R. & Harrison, D.A. August 2023. Gender *And*: The Intersection of Gender and Other Aspects of Social Identity at Work. *Academy of Management Annual Meetings*, Boston, MA.

CONFERENCE PRESENTATIONS

Strassman, J.R. August 2025. Near, Far, Wherever the Other Women Are? Consequences of Close versus Distant *Woman-To-Woman* Connections. *Academy of Management Annual Meetings*, Copenhagen, Denmark.

Strassman, J.R. & Harrison, D.A. August 2024. As One or *One*? Whether, Why, and When Women Form Same-Gender Professional Links. *Academy of Management Annual Meetings*, Chicago, IL.

Barrymore, N. * & **Strassman, J.R.** * August 2024. Promotion during Peril: Juxtaposing the Glass Cliff Literature with Theories of Status and Uncertainty. *Academy of Management Annual Meetings*, Chicago, IL.

Strassman, J.R. & Harrison, D.A. August 2023. Does This Make Me Look Too Young? Gender Differences in Stereotype Threat about Age. *Academy of Management Annual Meetings*, Boston, MA.

Barrymore, N. * & **Strassman, J.R.** * April 2023. Stressed Out: The Impact of Economic Stress on the Advancement of Women into Senior-Level Positions. *Business Decision for Inclusion: Research Consortium*, Austin, TX.

Strassman, J.R., Rothman, N.B., Harrison, D.A., & Bartel, C.A. August 2022. Making Sense of Being Mixed: Work-Related Effects of Attitudinal and Emotional Ambivalence. *Academy of Management Annual Meetings*, Seattle, WA.

Strassman, J.R., August 2022. Feeling One Thing and Feeling Another: Gender Differences in the Experience of Emotional Ambivalence about Work. *Academy of Management Annual Meetings*, Seattle, WA.

Strassman, J.R., Rothman, N.B., Harrison, D.A., & Bartel, C.A. June 2022. Making Sense of Being Mixed: Work-Related Effects of Attitudinal and Emotional Ambivalence. *Positive Organizational Scholarship Research Conference*, Ann Arbor, MI.

Strassman, J.R., Rothman, N.B., Harrison, D.A., & Bartel, C.A. May 2022. Making Sense of Being Mixed: Work-Related Effects of Attitudinal and Emotional Ambivalence. *Ambivalence Conference*, Bethlehem, PA.

PRACTITIONER PUBLICATIONS

Caza, B.B., Rothman, N.B., **Strassman, J.R.**, & Lambert, B. 2022. Embrace Ambivalence When Making Big Career Decisions. *Harvard Business Review Digital*, <https://hbr.org/2022/11/embrace-ambivalence-when-making-big-career-decisions>.

ACADEMIC AWARDS & HONORS

University Graduate Continuing Fellowship , University of Texas at Austin, \$35,000	June 2023
Graduate School Summer Fellowship , University of Texas at Austin, \$7,500	May 2022

Graduate School Fellowship , University of Texas at Austin, \$10,000	September 2021
Kenneth M. Jastrow II Endowed Scholarship , University of Texas at Austin, \$12,000	September 2019
Undergraduate Business Program Merit Scholarship Recipient , KFBS, \$4,000	February 2014

TEACHING EXPERIENCE

Instructor , McCombs School of Business	June-July 2024
• Course: Organizational Behavior (MAN 336) • Instructor rating: 5/5, Overall course rating: 4.91/5	
Teaching Assistant , McCombs School of Business	January-April, 2021-2024
• Course: Leading People and Organizations (MAN 383, MBA course)	
Grader , KFBS	August-December 2015
• Course: Business Analytics (BUSI 410)	
Undergraduate Learning Assistant , UNC	August-December 2014
• Course: Introduction to Macroeconomics (ECON 420)	

INDUSTRY EXPERIENCE

Management Consulting Associate, Guidehouse (formerly PwC Public Sector) October 2016-March 2019

*Equal contributions to authorship.