

MCKENZIE C. PRESTON

470.422.0913 ▪ mcp9949@stern.nyu.edu ▪ New York, New York

ACADEMIC APPOINTMENTS

NEW YORK UNIVERSITY, STERN SCHOOL OF BUSINESS July 2024 - Present
Assistant Professor, Management and Organizations Department

EDUCATION

UNIVERSITY OF PENNSYLVANIA, WHARTON SCHOOL May 2024
Ph.D., Organizational Behavior

UNIVERSITY OF PENNSYLVANIA, WHARTON SCHOOL May 2021
M.S., Management

UNIVERSITY OF GEORGIA May 2018
M.A., Industrial-Organizational Psychology

GEORGIA GWINNETT COLLEGE May 2016
B.A., Business Management

RESEARCH INTERESTS

Interests: *Diversity, Inclusion, & Equity; Leadership, Voice, Social Cognition*

PUBLICATIONS

**denotes equal authorship*

- [1] **Preston, M. C.**, Boyd, T. L., Leigh, A., Burgess, R., Marsh, V. (2024). An ally by any other name: Examining the effects of racial minority leaders as allies for advancing racial justice. *Organizational Behavior and Human Decision Processes*.
- [2] **Preston, M. C.**, Carton, A. M. (2024). Echoes from the past: The impact of racial transference on leader selection during succession. *Academy of Management Journal*.
- [3] Johnson, C. D., **Preston, M. C.** (2024). Applying the IMB Diversity Model to facilitate diversity management competency development. In Holmes, O. (Ed.), *Championing Diversity, Equity, and Inclusion: Effective Strategies for Management Education*.
- [4] Avery, D. R., Hall, A. V., **Preston, M. C.**, Ruggs, E. N., Washington, E. (2023). Is justice colorblind? A review of workplace racioethnic differences through the lens of organizational justice. *Annual Review of Organizational Psychology and Organizational Behavior*.

OTHER PUBLICATIONS

- [5] **Preston, M.C.**, Berry, Z., Chicas, H. (2024). Friends or foes? An academic job search risked damaging our friendship. *Nature*.
- [6] Tenney, E., Chen, J., **Preston, M. C.** (2024). A simple framework to choose research projects to work on for early career researchers. *Nature*.
- [7] **Preston, M.C.**, & De Graaf, S.B. (2019) Benefits of Socioeconomic Diversity to Organizations: How Organizations Can Promote and Benefit from Socioeconomic Diversity. *SIOP Whitepaper Series*.

RESEARCH UNDER REVIEW AND IN PREPARATION FOR SUBMISSION

Preston, M. C. [topic: DEI issue selling with moral frames]. R&R: *Academy of Management Journal*.

Preston, M. C., Parke, M.R. [topic: Leader DEI input solicitation and employee silence]. In preparation for submission: *Organizational Behavior and Human Decision Processes*.

RESEARCH IN PROGRESS

Cervantez, J., **Preston, M. C.**, Milkman, K. [topic: Intervention to reduce search cost for hiring diverse candidates]. *Data collection*.

Johnson, T. & **Preston, M.C.** [topic: Stigma and equity in the coffee industry]. *Data collection*.

Parke, M., Yu, S., Simon, G., & **Preston, M. C.** [topic: The effects of voice leakage. *Working paper*.

Preston, M. C., Burgess, R., Kundro, T. [topic: Perceptions of leader silence on racial equity issues]. *Working paper*.

Roberson, Q., **Preston, M. C.** [topic: DEI practice bundles and firm performance]. *Working paper*.

INVITED RESEARCH PRESENTATIONS (PAST AND UPCOMING)

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| University of Michigan, Adderley Positive Research Incubator – Center for Positive Organizations | 2024 |
| Duke University, Management and Organization Department | 2023 |
| Emory University, Organization and Management Department | 2023 |
| Georgia Institute of Technology, Organizational Behavior Department | 2023 |
| Indiana University–Bloomington, Organizational Behavior Department | 2023 |
| London Business School (LBS), Organisational Behaviour Department | 2023 |
| London School of Economics (LSE), Organisational Behaviour Department | 2023 |
| Massachusetts Institute of Technology (MIT) Sloan, Work and Organization Studies | 2023 |
| New York University (NYU) Stern, Management and Organizations Department | 2023 |
| Rice University, Organizational Behavior Department | 2023 |
| The Ohio State University, Department of Management and Human Resources | 2023 |
| University of North Carolina at Chapel Hill, Organizational Behavior Department | 2023 |
| University of California, Los Angeles (UCLA), Management and Organizations | 2023 |
| University of Southern California (USC), Management and Organization | 2023 |
| Harvard University, HBS Race, Gender, and Equity Symposium at Work | 2023 |
| University of Georgia, Industrial-Organizational Psychology Department | 2021 |

CONFERENCE PRESENTATIONS & SYMPOSIA

Preston, M.C., Parke, M. R. (2023, May). *Leader Input Solicitation and Employee Silence on DEI Issues*. Presented at Transatlantic Doctoral Consortium. London Business School.

Preston, M.C., Parke, M. R. (2023, May). *Leader Input Solicitation and Employee Silence on DEI Issues*. Presented at Harvard Race and Gender Conference. Harvard Business School.

Preston, M.C., Parke, M. R. (2023, April). *Leader Input Solicitation and Employee Silence on DEI Issues*. Presented at East Coast Doctoral Conference. New York University.

Preston, M.C., Parke, M. R. (2022, August). *Leader Input Solicitation and Employee Silence on DEI Issues*. Presented at Academy of Management Conference. Seattle, WA.

Preston, M., Leigh, A., Boyd, T., Burgess, R., Marsh, V. (2022, August) *Who's Expected to be an Ally? An Examination of Allyship and Leadership Evaluations for White and Racial Minority Leaders*. Presented at Academy of Management Conference. Seattle, WA.

Preston, M.C., Beetz, A., Carton, A. (2022, August) *The Efficacy of Leader Rhetoric in Promoting a Superordinate Goal of Inclusion*. Presented at Academy of Management Conference. Seattle, WA.

Preston, M.C., Parke, M. R. (2022, April). *Leader Input Solicitation and Employee Silence on DEI Issues*. Presented at Boston University Emerging Scholars Conference. Boston, MA.

Preston, M., Leigh, A., Boyd, T., Burgess, R., Marsh, V., (2022, March) *Who's Expected to be an Ally? An Examination of Allyship and Leadership Evaluations for White and Racial Minority Leaders*. Presented at Purdue University, West Lafayette, IN.

Preston, M.C., Carton, A. C. (2022, February). *Echoes from the Past: Racial Transference and Leader Succession*. Presented at 2021 Society Personality and Social Psychology Conference. San Francisco, CA.

Preston, M.C., Parke, M. R. (2021, October). *Leader Input Solicitation and Employee Silence on DEI Issues*. Presented at 2021 Harvard Business School Rising Scholars Conference. Virtual.

Preston, M.C., Carton, A. C. (2020, August). *Can Predecessors Activate Leadership Selection Biases? Successive Comparison Effects on the Evaluation of Leadership Candidates*. Presented at 2021 Society Personality and Social Psychology Conference. Virtual.

Preston, M.C., Beetz, A., Carton, A. (2020, October) *The Efficacy of Leader Rhetoric in Promoting a Superordinate Goal of Inclusion*. Presented at 2020 Stanford GSB Rising Scholars Conference. Virtual.

Preston, M.C., (2020, August). *Can Predecessors Activate Leadership Selection Biases? Successive Comparison Effects on the Evaluation of Leadership Candidates*. Presented at 2020 Annual Academy of Management Conference. Vancouver, BC.

AWARDS AND SCHOLARSHIPS

- George James Research Award - 2022
- University of Pennsylvania Presidential PhD Fellowship – 2021, 2022, 2023
- Fontaine Society Fellowship – 2018, 2019, 2020, 2021
- George James Doctoral Fellowship - 2018
- Sigma Alpha Pi Scholarship - 2015
- Georgia HOPE Scholarship – 2012; 2013; 2014; 2015

GRANTS AND FUNDING

- Wharton Center for Leadership and Change Management (\$8,700) - 2020
- Wharton Center for Leadership and Change Management (\$4,110) - 2020
- Wharton Center for Leadership and Change Management (\$5,520) – 2019
- Wharton Center for Leadership and Change Management (\$5,800) – 2019

AD-HOC REVIEWER

- Academy of Management Journal

- Journal of Applied Psychology
- Academy of Management (AOM) Annual Meeting
- International Association for Conflict Management (IACM)

ACADEMIC SERVICE

- Committee Member, AOM Conflict Management Best Paper Award Committee
- Symposium Co-organizer, IACM Conference (2023)
- Panelist, Management Doctoral Student Association Conference (2019, 2022)
- Committee Member, Management Doctoral Student Association Service Committee (2019-2020)
- Organizer, Academy of Management Conference Symposium (2020)
- Co-President, Fontaine Society, University of Pennsylvania (2019-2021)
- Chair, MDSA Service Committee (2019-2020)
- Guest Speaker, Wharton Intergroup Dialogue and Inclusion Team (WIDIT) workshop (2019)
- Co-chair, MDSA Service Committee (2018-2019)
- Panelist, Annual PhD Project Conference (2018-2022)
- Guest Speaker, UNC Charlotte's Organizational Science Summer Institute (2018)

ACADEMIC AFFILIATIONS

- Academy of Management (AOM)
- International Association for Conflict Management (IACM)
- Society for Industrial-Organizational Psychology (SIOP)
- Society for Personality and Social Psychology (SPSP)
- The PhD Project

PROFESSIONAL EXPERIENCE

Altisource Portfolio Solutions Atlanta, GA

Talent Assessment Consultant

- Created psychological assessments and interviewed candidates for leadership roles that fell within director to senior vice president organizational levels

Centers for Disease Control and Prevention (CDC) Atlanta, GA

Leadership Development Consultant

- Developed a leadership development program based on interviews and qualitative examples of exceptional leadership in the organization

Aderant Holdings Inc. Atlanta, GA

Marketing Manager

- Ran marketing operations and campaigns for Asian Pacific region and corporate brand globally