

JUSTIN P. WOODALL

Terry College of Business | Department of Management
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EDUCATION

- Ph.D.** **University of Georgia.** Terry College of Business. *Expected May 2026*
Major: Management (Organizational Behavior)
- MBA** **Belmont University.** Jack C. Massey Graduate School of Business. *2022*
Focus: Negotiation
- B.B.A** **Texas A&M University.** Mays Business School. *2015*
Major: Management Information Systems

RESEARCH INTERESTS

My research explores how employees make sense of, respond to, and manage dynamic and sometimes conflicting role expectations across three interrelated domains: leadership, the work-family interface, and technological change. To understand these processes, I examine how role expectations shape employees' emotions, perceptions, and behaviors—and how employees adapt to or resist these pressures. I explore these themes using a diverse set of methods, including field studies, experiments, experience sampling methodologies (ESMs), implicit association tests, polynomial analysis, meta-analysis, and qualitative semi-structured interviews.

REFEREED PUBLICATIONS

- Lin, S. H., **Woodall, J. P.**, Mitchell, M. S., Chi, N. W., & Johnson, R. E. (2025). The gendered nature of leader behaviors: Navigating stereotype threat from conservation of resources and gender role perspectives. *Journal of Applied Psychology*.
<https://psycnet.apa.org/doi/10.1037/apl0001263>

PUBLISHED PROCEEDINGS

- Woodall, J. P.** & Lin, S. H. (2025). I'm proud of you, but what about me? Pride, envy, and surface acting in dual-career households. *Academy of Management Proceedings*.
<https://journals.aom.org/doi/abs/10.5465/AMPROC.2025.161bp>

REVISE AND RESUBMIT MANUSCRIPTS

Woodall, J. P., Liu, Y., Lin, S. H., Chiang, J., & Wang, Z. (revise-and-resubmit, 1st round). [Generative AI]. *Organization Science*.

Woodall, J. P. Lin & S. H. (revise-and-resubmit, 1st round). [Dual-Career Households]. *Organizational Behavior and Human Decision Processes*.

Lin, S. H., **Woodall, J. P.**, Poulton, E. C., & Ho, C.M. (revise-and-resubmit, 1st round). [Leadership]. *Organizational Behavior and Human Decision Processes*.

MANUSCRIPTS UNDER INITIAL REVIEW

Nakos, O., Lin, S. H., & **Woodall, J. P.** (under initial review). [Remote Work]. *Organization Science*.

SELECT WORKS IN PROGRESS

Boekhorst, J. A., Little, L. M., **Woodall, J. P.** (in progress). [Infertility]. Writing phase, target: *Academy of Management Journal*.

Ma, J., Lin, S. H., **Woodall, J. P.** (in progress). [Voice]. Data Analysis phase, target: *Academy of Management Journal*.

Lin, S. H., **Woodall, J. P.**, & Nakos, O. (in progress). [Goal Sharing]. Data Analysis phase, target: *Journal of Applied Psychology*.

Woodall, J. P., Lin, S. H., & Nakos, O. (in progress). [Family Motivation]. Data Analysis phase, target: *Academy of Management Journal*.

Facteau, D., Eby, L. T., **Woodall, J. P.** (in progress). [Well-being Meta-analysis]. Data Analysis phase, target: *Journal of Applied Psychology*.

Woodall, J. P. & Rodell, J. B. (in progress). [Stress]. Data Collection phase, target: *Journal of Applied Psychology*.

Woodall, J.P., Vogel, R. M., & Rodell, J. B. (in progress – authorship order undetermined). [Technology-enabled job crafting]. Data collection phase, target: *Academy of Management Journal*.

CONFERENCE PRESENTATIONS (*denotes presenter, †denotes symposium organizer)

Woodall, J. P.*, Liu, Y., Lin, S. H., Chiang, J. T., Wang, Z. (2025). Awed and Ashamed: The Emotional and Interpersonal Consequences of Using AI in Work Teams. Paper to be presented at the inaugural Fisher AI in Business Conference at The Ohio State University. Columbus, Ohio.

Woodall, J. P.* & Lin, S. H. (2025). I'm Proud of You, but What About Me? Pride, Envy, and Surface Acting in Dual-Career Households. Paper to be presented at 85th Academy of Management Annual Conference. Copenhagen, Denmark

Woodall, J. P.*, Liu, Y., Lin, S. H., Chiang, J. T., Wang, Z. (2025). Awed and Ashamed: The Emotional and Interpersonal Consequences of Using AI in Work Teams. Paper to be presented at 20th Annual INGRoup Conference. Rotterdam, Netherlands.

Woodall, J. P.* & Lin, S. H. (2025). When Your Spouse Succeeds: Emotions and Surface Acting in Dual-career Couples. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. Denver, CO.

Lin, S. H., **Woodall, J. P.***, Chi, N. W., & Johnson, R. E. (2024). The Gendered Nature of Leader Behaviors: Navigating Stereotype Threat from Conservation of Resources and Gender Role Perspectives. In Yoon, S. & Yoon, S. (Chairs), Leadership in the Trenches: Probing Uncharted Challenges Experienced by Leaders. Paper presented at the 84th Academy of Management Annual Conference. Chicago, IL.

Boekhorst, J. A., Little, L., & **Woodall, J. P.*** (2024). Feeling Torn and Stuck: A Qualitative Investigation of Infertility Experiences Among Women and Men. In **Woodall, J. P.†** (Chair), A Conversation Worth Having: The Spillover Effects of Reproductive Health Hardships in the Workplace. Symposium presented at the 84th Academy of Management Annual Meeting. Chicago, IL.

PROFESSIONAL INVOLVEMENT & SERVICES

New Doctoral Student Consortium Programming Planning Committee, 84th Academy of Management Annual Conference. Chicago, IL. (2024).

Terry Research Pool Coordinator, University of Georgia. 2023-2024.

Affiliations

Academy of Management (AOM)

Society for Industrial and Organizational Psychology (SIOP)

Interdisciplinary Network for Group Research (INGRoup)

Consortium for the Advancement of Research Methods and Analysis (CARMA)

Conference Reviewer

Academy of Management Annual Meeting, OB and HR Divisions

INGRoup Conference

TEACHING

Instructor of Record. University of Georgia. Fall 2025.

Course: Human Resource Management (MGMT 5820), 1 section

Course in Progress – Instructor Ratings Not Yet Available

Instructor of Record. University of Georgia. Spring 2025.
Course: Organizational Behavior (MGMT 5920), 1 section
Average Instructor Rating: 4.94/5.00

Graduate Teaching Assistant. *University of Georgia*. 2022-2024.
Course: Organizational Behavior (EMBA 7410), 2 sections.
Instructors: Szu-Han (Joanna) Lin

Course: Principles of Management (MGMT 3000), 6 sections.
Instructors: Charles Lyons & Simoon Cannon

FELLOWSHIPS, SCHOLARSHIPS, & AWARDS

Academy of Management Conference OB Division Best Paper Award (2025)

Academy of Management Conference OB Division Best Reviewer Award (2024, 2025)

University of Georgia International Conference Travel Grant (2025, \$1000)

Edward T. Comer Scholarship Recipient, University of Georgia (2022 – present)

University of Georgia Graduate School Assistantship (2022 – present)

WORK EXPERIENCE

Deloitte Consulting LLP

Senior Consultant & Project Manager, Nashville, TN (2019-2021)

Consultant & Product Manager, Nashville, TN (2017-2019)

Business Technology Analyst, Harrisburg, PA (2015-2017)

Summer Scholar Intern, Dallas, TX (2014)

REFERENCES

Szu-Han (Joanna) Lin, Ph.D.
W. Richard and Emily Acree Professor
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Jessica B. Rodell, Ph.D.
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