

# Mary Eve P. Speech

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## Education:

Ph.D.	Georgia Institute of Technology, Atlanta, Georgia Major: Organizational Behavior Minor: Statistics	2023
M.S.	Georgia Institute of Technology, Atlanta, Georgia Management	2021
M.S.	Georgia Institute of Technology, Atlanta, Georgia Public Policy Concentrations: Public Management; Science and Technology Policy	2018
B.A.	Georgia College & State University, Milledgeville, Georgia Political Science (Honors Program; Magna Cum Laude)	2015

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## Academic Positions

University of Georgia, Terry College of Business  
Assistant Professor of Management (August 2023-Present)

Georgia Institute of Technology, Scheller College of Business  
Graduate Research Assistant (August 2018-May 2023)  
Instructor (January-December 2021)

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## Current Research Interests:

Individual Differences (e.g., disability, gender), Stereotypes, Negotiation, Workplace Assistance (e.g., advice-giving)

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## Publications:

*Note: Publications prior to 2021 are listed under the surname Spirou.*

Badura, K.L., Blum, T.C., & **Speech, M.P.** (2023). Overlooked employees: Understanding the experiences of disability status and remote working in the wake of COVID-19. *Consulting Psychology Journal*, 75(3), 240–257.

**Speech, M.P.**, Badura, K. L., & Blum, T. C. (2022). Everything is negotiable, but not for everyone: The role of disability in compensation. *Journal of Applied Psychology*, 108(4), 571-594.

Hsu, N., Badura, K. L., Newman, D. A., & **Speech, M.P.** (2021). Gender, “Masculinity,” and “Femininity”: A Meta-Analytic Review of Gender Differences in Agency and Communion. *Psychological Bulletin*, 147(10), 987-1011. (Lead article)

Kreth, Q., **Spirou, M.P.**, Budenstein, S., & Melkers, J. (2019). How prior experience and self-efficacy shape graduate student perceptions of an online learning environment in computing. *Computer Science Education*, 29(4), 357-381.

**Spirou, M.P.** (2017). The challenges of political representation: gender in a US State legislature. *International Journal of Public Leadership*, 13(1), 13-25.

### **Works in progress:**

*Note: Underlined names denote coauthors who were graduate students at the project's start.*

**Speech, M.P.**, & Lyons, B.J., Manuscript on artificial intelligence and employees with disabilities. Data collection phase.

**Speech, M.P.**, Badura, K.L., & Foulk, T.A., Manuscript on advice. Data collection phase.

**Speech, M.P.**, Joshi, A., Johnson, T.D., & Kreiner, G.E., Manuscript examining employees with autism and social interactions. Data collection phase.

**Speech, M.P.**, Bennion, C.W., & Liu, Y., Manuscript examining music in the workplace. Idea generation phase.

Wee, E. X. M., & **Speech, M.P.**, Manuscript examining employees with disabilities and humor. Idea generation phase.

### **Presentations:**

*Note: Presentations prior to 2022 are listed under the surname Spirou.*

**Speech, M.P.** (2023). Academy of Management. Am I Paranoid or Did I Just Receive Advice?: The Impact of Disability Status on Recipient Behavior Following Unsolicited Advice. Boston, MA.

**Speech, M.P.** (2022). Society for Industrial and Organizational Psychology Symposium, Facilitators of Positive Work Experience for Employees with Disabilities. Seattle, WA.

**Spirou, M.P.** (2017). Women in Computing: Efficacy and Experiences in Traditional and Online Graduate Education. Poster presented at the Atlanta Conference on Science and Innovation, Atlanta, GA.

**Spirou, M.P.** (2017). Globalization and Strategic Leadership Development: Balancing Political and Business Imperatives. Paper presented at the Southern Political Science Association Annual Meeting, New Orleans, LA.

**Spirou, M.P.** (2016). A View from a State Legislature: Gender and the Policymaking Process. Poster presented at the Association for Public Policy Analysis and Management, Washington, D.C.

**Spirou, M.P.** (2015). The Challenges of Political Representation: Gender in the Georgia General Assembly, 2003-2014. Paper presented at the Georgia Political Science Association Annual Meeting, Savannah, GA and at the Southeastern Conference for Public Administration, Charleston, SC.

**Spirou, M.P.** (2015). The Political Voice of Women in the Georgia General Assembly, 2003-2014. Paper presented at the Southern Political Science Association Annual Meeting, New Orleans, LA.

**Spirou, M.P.** (2014). Gender, Regional Representation and Political Party Affiliation. Paper presented at the Georgia Political Science Association Annual Meeting, Savannah, GA.

**Spirou, M.P.** (2014). Community Choices, Your Voices: A Student-Designed Candidate Forum Series. Paper presented at the American Democracy Project National Meeting, Louisville, KY.

### **Research Awards**

2023 Ashford Watson Stalnaker Memorial Award [\$2,250].

2021 Faces of Inclusive Excellence Awardee from Georgia Tech's Institute of Diversity, Equity and Inclusion.

2015 Roger N. Pajari Undergraduate Award from the Georgia Political Science Association [\$100].

2015 Carl Vinson Chair Undergraduate Research Conference Award [\$250].

### **Research Grants**

**Speech, M.P. 2022.** SHRM Foundation Dissertation Grant Award in partnership with the HR Division of the Academy of Management [\$5,000]. [News Article](#).

**Spirou, M.P. 2015.** The challenges of political representation: gender in a US State legislature. Funded by the Undergraduate Research & Creative Endeavors Summer Research Stipend at Georgia College & State University [\$2,500].

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### **Teaching Experience**

Instructor of Record: Organizational Behavior (in-person), Fall 2021, 47 students, [Instructor Rating: 4.8/5](#)

Instructor of Record: Organizational Behavior (remote), Spring 2021, 48 students, [Instructor Rating: 4.9/5](#)

Teaching assistant: Government in the United States (in-person), Fall 2016, 170 students

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### **Professional Service:**

#### *Current Ad Hoc Reviewer*

Ad Hoc Reviewer for Personnel Psychology (2023-Present)

Ad Hoc Reviewer for Academy of Management Discoveries (2023-Present)

#### *Past Ad Hoc Reviewer*

Ad Hoc Reviewer for Equity, Diversity and Inclusion: An International Journal (2021)

#### *Other Professional Service*

Attendance at Academy of Management Paper Development Workshop. Atlanta, GA. (2023)

Georgia Tech OB/HR Department Research Subject Pool Coordinator (2022-2023)

Academy of Management Conference (2019-Present)

**Professional Society Memberships:**

Academy of Management  
Society for Industrial and Organizational Psychology

**Invited Professional and Industry Engagement:**

Building and Maintaining a Positive Work Environment, Hearts and Hands Therapy (Oct. 2021)

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**Professional Experience:**

**Atlanta STEAM Learning Ecosystem Project**, Research & Data Analysis Manager (June 2018-August 2019)

**Office of the Georgia Governor**, Policy Intern (January 2016-May 2016)

**Georgia General Assembly**, Senate Aide (January 2015-April 2015)