**Mary Eve P. Speach**

Curriculum Vitae

Assistant Professor of Management Email: [maryeve.speach@uga.edu](mailto:maryeve.speach@uga.edu)

Terry College of Business 600 S Lumpkin Street

University of Georgia Athens, GA 30605

Website: <https://sites.google.com/view/maryevespeach> Updated through 08/01/2025

**Education:**

2023

Ph.D. Georgia Institute of Technology, Atlanta, Georgia

Major: Organizational Behavior

Minor: Statistics

M.S. Georgia Institute of Technology, Atlanta, Georgia 2021 Management

M.S. Georgia Institute of Technology, Atlanta, Georgia 2018

Public Policy

Concentrations: Public Management; Science and Technology Policy

B.A. Georgia College & State University, Milledgeville, Georgia 2015

Political Science (Honors Program; Magna Cum Laude)

**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)

**Current Research Interests:**

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

**Publications:**

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

Johnson James, T. D., Joshi, A., **Speach, M.P**., & Kreiner, G. E. The “Social Dance”: Sociality Strategies and Tradeoffs for Autistic Workers. *Academy of Management Discoveries*. In-Press.

Badura, K.L., Blum, T.C., & **Speach, 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.

**Speach, 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., & **Speach, 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.

**Under Review:**

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

**Speach, M.P.**, Badura, K.L., Foulk, T.A., Long, D.M., Manuscript on advice. (Under Review at *Organizational Behavior and Human Decision Processes*).

**Speach, M.P**., Joshi, A., & Johnson, T.D., Manuscript on employees with autism and high-quality relationships. (Under Review at *Journal of Applied Psychology*).

Bennion, C.W., **Speach, M.P**., & Liu, Y., Manuscript on music in the workplace. (Under Review at *Personnel Psychology*).

**In-Progress:**

**Speach, M.P.,** Lyons, B.J., Badura, K.L., & Marc-Moke, J., Manuscript on artificial intelligence and employees with disabilities. Finalizing for submission to *Organizational Behavior and Human Decision Processes*.

Zhang, Y., Badura, K.L., Jayaraman, N., & **Speach, M.P.,** Manuscript on CEO and individual differences. Finalizing for submission to *Management Science*.

Badura, K.L., & **Speach, M.P.**, Integrative review of workplace assistance. Literature review phase. Target: *Academy of Management Annals*.

Little, L. M., Ladge, J.J., **Speach, M.P.,** & Basak, H. Manuscript on work-home boundaries and allyship. Theoretical model development. Target: *TBD.*

Nakos, O. M., **Speach, M.P.,** & Lin, S.-H., Manuscript on sickness in the workplace. Data collection phase. Target: *TBD.*

Wee, E. X. M., & **Speach, M.P.,** Manuscript on reactions to employees with disabilities using humor. Data collection phase. Target: *TBD.*

**Presentations:**

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

**Speach, M.P.** (2025). Academy of Management. Beyond Helping: Exploring the Complexities and Boundaries of Workplace Assistance. Symposium Organizer. Copenhagen, Denmark.

**Speach, M.P.** (2024). Academy of Management. Disability Unveiled: Impact of Contextual Factors and Perceptions on Disability in the Workplace. Presenter and Symposium Co-Organizer. Chicago, IL.

**Speach, M.P.** (2024). Personnel Psychology Paper Development Workshop. Employees with disabilities and artificial intelligence. London, UK.

**Speach, 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.

**Speach, 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). Atlanta Conference on Science and Innovation. Women in Computing: Efficacy and Experiences in Traditional and Online Graduate Education. Atlanta, GA.

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

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

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

**Spirou, M.P.** (2015). Southeastern Conference for Public Administration. The Challenges of Political Representation: Gender in the Georgia General Assembly, 2003-2014. Charleston, SC.

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

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

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

**Speach, M.P. 2024.** Generative AI and Employees with Disabilities. Seed Grant for the Business, Systems, and Technology Innovation Initiative from the Terry College of Business, University of Georgia [$13,600].

**Speach, M.P. 2022.** SHRM Foundation Dissertation Grant Award in partnership with the HR Division of the Academy of Management [$5,000]. [News Article.](https://www.scheller.gatech.edu/news/2022/mary-eve-speech-receives-prestigious-shrm-foundation-dissertation-grant.html)

**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].

**Teaching Experience:**

*University of Georgia*

* Job Behaviors Doctoral Seminar (in-person), Spring 2025, 5 students, Instructor Rating: N/A
* Organizational Behavior (in-person), Spring 2025, 48 students, Instructor Rating: 4.9/5
* Organizational Behavior (in-person), Spring 2025, 13 students, Instructor Rating: 4.9/5
* Organizational Behavior (in-person), Spring 2024, 39 students, Instructor Rating: 4.9/5
* Organizational Behavior (in-person), Spring 2024, 50 students, Instructor Rating: 4.8/5
* Human Resource Management (in-person), Spring 2024, 35 students, Instructor Rating: 4.8/5

*Georgia Institute of Technology*

* Organizational Behavior (in-person), Fall 2021, 47 students, Instructor Rating: 4.8/5
* Organizational Behavior (remote), Spring 2021, 48 students, Instructor Rating: 4.9/5
* Government in the United States (in-person), Fall 2016, 170 students (Teaching Assistant)

**Professional Service:**

*Editorial Board Membership*

Personnel Psychology (2025-Present)

Academy of Management Discoveries (2024-Present)

*Current Ad Hoc Reviewer*

Ad Hoc Reviewer for the Social Psychology (2025-Present)

Ad Hoc Reviewer for the Journal of Applied Psychology (2024-Present)

Ad Hoc Reviewer for the Organizational Behavior and Human Decision Processes (2024-Present)

Ad Hoc Reviewer for the Academy of Management Journal (2024-Present)

Ad Hoc Reviewer for the Employee Relations (2024-Present)

Ad Hoc Reviewer for the Organizational Psychology (2024-Present)

Ad Hoc Reviewer for Personnel Psychology (2023-Present)

*Past Ad Hoc Reviewer*

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

*Other Professional Service*

Reviewer for “Claiming Disability Discrimination,” Palgrave MacMillan Publications.

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 Reviewer (2019-Present)

*Department Service*

Grade Appeal Committee – Terry COB Department of Management (May 2024)

“First Authorship" Presenter, 2024 UGA PhD Management Bootcamp (August 2024)

**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)

**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)