

OLYMPIA M. NAKOS

Terry College of Business | Department of Management
University of Georgia | C231 Benson Hall | Athens, GA 30602
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EDUCATION

- Ph.D.** **University of Georgia.** Terry College of Business. *Expected 2028*
Major: Management (Emphasis: Organizational Behavior)
- M.M.R.** **University of Georgia.** Terry College of Business. *2023*
Master of Marketing Research
Honors: Facebook Named Assistantship
- B.B.A.** **University of Georgia.** Terry College of Business. *2022*
Major: Economics
Honors: First Honor Graduate

RESEARCH INTERESTS

- Social cognitions and perceptions
- Self-regulation and habitual behaviors
- Emerging technology and working arrangements

PUBLICATIONS

- Frank, E. L., Matta, F. K., **Nakos, O. M.**, & Rodell, J. B. (Conditionally Accepted). How the Boss's "Right Hand" Becomes the Group's "Go-To": LMX as a Heuristic Cue for Everyday Asks. *Journal of Applied Psychology*.
- Shanklin, B. C., Rodell, J. B., **Nakos, O. M.**, & Oztunc, G. (2025). Gaining perspective: Leveraging employee volunteering to improve inclusive behavior. *Journal of Management*, 51(8), 3221-3249.

MANUSCRIPTS UNDER INITIAL REVIEW

- Nakos, O. M.** & Rodell, J. B. (under initial review). [Technology use in the workplace]. *Journal of Applied Psychology*.
- Nakos, O. M.**, Lin, S. H., Woodall, J. P. (under initial review). [Remote work]. *Personnel Psychology*.
- Matusik, J. G., Poulton, E. C., **Nakos, O. M.**, & Rodell, J.B. (under initial review). [Organizational support]. *Organizational Behavior and Human Decision Processes*.

SELECT WORKS IN PROGRESS

Nakos, O. M., Woodall, J. P., & Lin, S. H. (in progress). [AI and Social Evaluations]. Writing phase, target: *Organization Science*.

Nakos, O. M., Lin, S. H., & Woodall, J. P. (in progress). [Workplace goals]. Additional study in progress, target: *Journal of Applied Psychology*.

Rodell, J. B., **Nakos, O. M.**, & McBride, J. (in progress). [Volunteering and Emotion]. Initial study in progress, target: *Journal of Applied Psychology*.

Rodell, J. B.* & **Nakos, O. M.*** (in progress). [Talking about stress]. Ideation phase, target: *Journal of Applied Psychology*. *author order undetermined

Poulton, E. C., Lin, S.H., **Nakos, O. M.** (in progress). [Work-related social events]. Additional study in progress, target: *Journal of Applied Psychology*.

CONFERENCE PRESENTATIONS (*denotes presenter)

Nakos, O. M.*, Lin, S. H., Woodall, J. P. (2026). *When Goals Go Public: The Dual Effects of Goal Sharing on Employee Recipients*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Nakos, O. M.*, Rodell, J. B., (2025). *Screen Time Goals Viral: The Contagious Effect of Observing Smartphone Use at Work*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology. Denver, CO.

Nakos, O. M.*, Rodell, J. B., (2024). *When Positivity Becomes Negative: Exploring the Consequences of Toxic Positivity on Work Outcomes*. In O. Nakos & J. Rodell (Chairs), The Unanticipated Consequences of Positive Work Environment. Symposium presented at the 84th Annual Conference of the Academy of Management. Chicago, IL.

Matusik, J. G.*, Poulton, E. C., **Nakos, O. M.**, & Rodell, J. B., *The PCMT Model of Organizational Support: When Seemingly “Positive” Aspects of the Work Environment Have “Negative” Consequences*. In O. Nakos & J. Rodell (Chairs), The Unanticipated Consequences of Positive Work Environment. Symposium presented at the 84th Annual Conference of the Academy of Management. Chicago, IL.

PROFESSIONAL ACTIVITIES & ACADEMIC SERVICE

New Doctoral Student Consortium Programming Planning Committee, 85th Academy of Management Annual Conference. Copenhagen, Demark. (2025).

University of Georgia

Terry Research Subject Pool Coordinator (2024-2025)

Affiliations

Academy of Management
Society for Industrial and Organizational Psychology (SIOP)

Conference Reviewer

Academy of Management Annual Meeting, OB Division
Academy of Management Annual Meeting, HR Division
Society for Industrial and Organizational Psychology (SIOP) Annual Meeting

TEACHING

Instructor of Record. University of Georgia. Fall 2025.

Course: Organizational Behavior (MGMT 5920), 1 section

Average Instructor Rating: 4.9/5.0

Graduate Teaching Assistant. *University of Georgia*. 2024 – 2026.

Course: Analytical Tools for Decision Making (EMBA 7100), 10 sections.

Instructors: Scott Graffin, Daniel Gamache, Timothy Quigley.

Graduate Teaching Assistant. *University of Georgia*. 2023-2024.

Course: Principles of Management (MGMT 3000), 6 sections.

Instructor: Simoon Cannon.

FELLOWSHIPS/SCHOLARSHIPS & AWARDS

- Knox Doctoral Scholar, Fellowship recipient, University of Georgia (2024 – present).
- University of Georgia Graduate School Assistantship (2023 – present).
- Facebook Graduate Assistantship recipient, University of Georgia (2022-2023).
- First Honor Graduate (Overall GPA 4.0), University of Georgia (2022).
- Terry Excellence Award for Outstanding Achievement in Economics, University of Georgia (2022).