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Francisco J. Moreno

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Academic Appointments

Michigan State University, East Lansing, Michigan
Assistant Professor at the Eli Broad College of Business, Department of Management (July 2025 – Present)

Education

Louisiana State University, Baton Rouge, Louisiana
Ph.D. in Management (May 2025)

- Major: Organizational Behavior and Human Resource Management
- Dissertation Title: *Navigating Criminal History Identity: Exploring Challenges, Stigma and Ethics in Company Hiring Practices for Individuals with Criminal Histories*
  - ❖ Committee: Michael A. Johnson (Chair), Daniel S. Whitman, & Monique A. Domingo.
  - ❖ Honor: 2024 Academy of Management's HR Division Dissertation Proposal Award.

Jacksonville University, Jacksonville, Florida
Master of Science in Organizational Leadership (August 2019)

Universidad de Palermo, Buenos Aires, Argentina
Bachelor's Degree in Journalism and Sports Journalism (September 2014)

Universidad Politécnica de Valencia, Campus Gandía, Valencia, Spain
Study abroad (January – July 2013)

Publications

Moreno, F. J., Johnson, M. A., & Boyd, T. (2026). Applicant Reactions to Criminal History Hiring: Stereotype Processes, Diversity Rationale, and Individual Difference. ***Journal of Management.***

Moreno, F. J., Bigelow, B., & Johnson, M. A. (2025). Working on an Empty Stomach: How Food Insecurity Impacts Job Performance Through Rumination. ***Personnel Psychology.***

Johnson, M. A., Priesemuth, M., & **Moreno, F. J**. (2024). Weighing down my career? An exploration of the mechanisms for body fat's impact on long-term career success and the moderating role of employee sex. ***Human Performance.***

Ashouri, N., Cuconato, G., Ehasz, S., **Moreno, F. J.**, Perkins, B., …& Smith, S. (2024). Picture perfect: A task interdependence and communication experiential activity for teams. ***Management Teaching Review*.**

Papers Under Review

Moreno, F. J., Nematgorgani, S, & Rosen, S. [Topic redacted for purposes of blind review: experiential activity to illustrate different levels of management]. **Under 3rd Round Review** at ***Management Teaching Review.***

Johnson, M. A., Priesemuth, M., Griffith, M., & **Moreno, F. J**. [Topic redacted for purposes of blind review: Employee Reactions to Manager Body Fat]. **Under 1st Review** at ***Journal of Leadership and Organizational Studies*.**

Selected Works in Progress

Bigelow, B., **Moreno, F. J.,** Johnson, M. A., & Steed, L. A qualitative investigation of how email marginalizes individuals at work. Preparing for submission. To be submitted to ***Personnel Psychology*.**

Moreno, F. J., Johnson, M. A. Beyond the Individual: Understanding Organizational Perspectives on Criminal History Identity in Hiring. Data collection in progress. To be submitted to ***Academy of Management Journal*.**

Chopik, W. J., Espinoza, M. I., **Moreno, F. J.,** Reinhart, E. C., Jang, D., Cowan, H. R., Sherrill-Mix, S., Holt, K., Johnson, D. J. Hamm, J. A. Perceived Vulnerability Mediates the Associations between Trust and Personal and Professional Outcomes among New Faculty. Preparing for submission. To be submitted to ***Personnel Psychology*.**

Weifang, L., **Moreno, F. J.,** Caleo, S., & Whitman, D. Hiring Stereotypes on Social Media: Exploring Selection Evaluations of Cybervetting. Data collection in progress. To be submitted to ***Journal of Applied Psychology*.**

Moreno, F. J., Johnson, M. A., Boyd, T., & Chen, J. Released but still imprisoned: Extending the criminal history identity and stigma

management. Writing in progress. To be submitted to ***Academy of Management Review*.**

Chen, J., **Moreno, F. J.,** Johnson, M. A., & Boyd, T. Criminal History and Employment Outcomes: A Meta-Analysis of the Impact on Job Attainment and Earnings. Data extraction in progress. To be submitted to ***Academy of Management Journal*.**

Moreno, F. J., Narayanan, S., Hollenbeck, J., & Gupta, S. What happens next? Understanding Criminal History Stigma Across Employment Stages. Study design in progress. To be submitted to ***Academy of Management Journal*.**

Moreno, F. J., Khan, U. A., Beadle, J., & Johnson, M. A. Organizational Responses to Food Insecurity: A Contingency Framework of Workplace Food Benefits. Study design in progress. To be submitted to ***Journal of Applied Psychology.***

Conference Presentations

Moreno, F. J.* (2025). Symposium: Employee Economic Hardship and the Workplace. **Academy of Management, Copenhagen, Denmark.**

Moreno, F. J.*, Johnson, M. A., & Bigelow, B., (2025). Exploring Food Insecurity's Impact on Job Performance Through a Moderated Multiple Mediation Model. **Academy of Management, Copenhagen, Denmark.**

Moreno, F. J.*, Johnson, M. A., & Bigelow, B., (2024). Working on an Empty Stomach? A Model of Food Insecurity's Impact on Performance Via Self-Regulation. **Academy of Management, Chicago, IL.**

Moreno, F. J.*, Caleo, S., & Whitman, D. (2024). Unveiling Gender Dynamics: Self-Promotion on Social Media and its Impact on Selection Evaluations. **Southern Management Association, San Antonio, TX.**

Moreno, F. J.*, Johnson, M. A., & Bigelow, B. (2024) Unveiling Email Dynamics: A Linguistic Exploration of Marginalization in Workplace Communication. **Southern Management Association, San Antonio, TX.**

Moreno, F. J.*, Johnson, M. A., & Boyd, T., (2023). Second chance hiring at the intersection of stigma and ethics: implications for company hiring. **Academy of Management, Boston, MA.**

Moreno, F. J.*, Johnson, M. A., & Loignon, A., (2023). Workplace Impacts of Food Insecurity: Exploring Multiple Stress Mediating Paths on Job Performance. **Academy of Management, Boston, MA.**

Moreno, F. J.*, Bigelow, B., & Johnson, M. A., (2023). Emails as the "great equalizer"? A qualitative investigation of how email marginalizes individuals at work. **Southern Management Association, St Pete Beach, FL.**

Ashouri, N*, **Moreno, F. J.***,… & Perkins, B.* (2023). 2023 DI - Picture Perfect Managers: An Experiential Exercise on Employee-Manager Communication. **Management and Organizational Behavior Teaching Society, Jacksonville, FL.**

Moreno, F. J.*, Johnson, M. A., & Boyd, T., (2022). The role of ethics-focused language in overcoming applicants' stigmatization of convict hiring. **Academy of Management, Seattle, WA.**

Moreno, F. J.*, Johnson, M. A., Boyd, T., & Chen, J. (2022). Released but still imprisoned: Conceptual review extending the criminal history identity and stigma management literature. **Southern Management Association, Little Rock, AR.**

***** Denotes the presenter(s)

Teaching Experience

Michigan State University, East Lansing, Michigan

Assistant Professor at the Eli Broad College of Business, Department of Management **(**2025 – Present)

Ratings given are overall quality of the faculty member evaluations on a 5.0 Scale

Fall 2026	MGT909: Doctoral Seminar in Human Resource Management.	**TBD**
Spring 2026	MGT414: Diversity in the Workplace.	**4.5** / 5.0 (100% Response Rate)
Spring 2026	MGT413: Personnel Training and Development.	**4.3** / 5.0 (100% Response Rate)

Louisiana State University, Baton Rouge, Louisiana

Instructor at the E.J. Ourso College of Business Rucks Department of Management **(**2022 – 2025)

Ratings given are overall effectiveness evaluations on a 4.0 Scale (numbers in parentheses are college averages)

Spring 2025	MGT3200: Principles of Management. Section 3	**3.8** / 4.0 [84% Response Rate] (3.5)
Spring 2025	MGT3200: Principles of Management. Section 4	**3.8** / 4.0 [90% Response Rate] (3.5)
Fall 2024	MGT3200: Principles of Management. Section 3	**3.8** / 4.0 [100% Response Rate] (3.5)

Fall 2024	MGT3200: Principles of Management. Section 4	**3.6** / 4.0 [95% Response Rate] (3.5)
Spring 2024	MGT3200: Principles of Management.	**3.7** / 4.0 [90% Response Rate] (3.5)
Fall 2023	MGT3200: Principles of Management.	**3.7** / 4.0 [85% Response Rate] (3.4)
Summer 2023*	MGT3200: Principles of Management.	**3.7** / 4.0 [87% Response Rate] (3.5)
Spring 2023	MGT3200: Principles of Management.	**3.8** / 4.0 [88% Response Rate] (3.5)
Fall 2022	MGT3200: Principles of Management.	**3.8** / 4.0 [92% Response Rate] (3.5)

***** Denotes online course(s)

Skills / Interests

Language Skills: Native Spanish, fluent in English, and proficient in French.

Teaching Interests: Principles of management, human resource management, and organizational behavior.

Research Interests: Workplace diversity and marginalization, criminal history identity, and work-related online practices.

Reviewing and Professional Service

Journal of Business and Psychology **2026-Present**
Editorial Review Board

Michigan State University **2025-Present**
HRM Major Spokesperson
Human Resource Association Faculty Advisor
Dissertation Committee Member - Giavanna Ruscitto (Doctoral Student at the School of Human Resources and Labor Relations)

Academy of Management **2023-Present**
HR Division Dissertation Proposal Award Committee Chair (2025-2026)
AOM Student Ambassador & Communications Committee Member (2023-2025)
Reviewer for the Annual Meeting of the Academy of Management (2021-2025)

Southern Management Association **2022-2025**
Reviewer for the Annual Meeting of the Southern Management Association

Louisiana State University **2020-2025**
Search Committee Member for the E. J. Ourso College of Business Dean (2024-2025)
International Cultural Center Orientation Leader (2021-2025)

Honors and Awards

Management & Organizational Behavior Teaching Society Early Educator Institute Scholarship Award **Ann Arbor, Michigan** (June 2026)

Art Bedeian Award for Excellence in Research **Baton Rouge, Louisiana** (April 2025)

Academy of Management's HR Division Dissertation Proposal Award **Chicago, Illinois** (August 2024)

BJ Hodge Scholarship for Management PhD Students **Baton Rouge, Louisiana** (July 2024)

Friedhelm Goronzy Endowed Superior Graduate Student Scholarship **Baton Rouge, Louisiana** (May 2024)

James Reddoch Graduate Student Award for Excellence in Teaching **Baton Rouge, Louisiana** (April 2024)

2023-24 Southeastern Conference (SEC) Emerging Scholar Award **Baton Rouge, Louisiana** (May 2023)

Friedhelm Goronzy Endowed Superior Graduate Student Scholarship **Baton Rouge, Louisiana** (May 2023)

Management & Organizational Behavior Teaching Society Doctoral Institute Scholarship Award **Jacksonville, Florida** (March 2023)

Friedhelm Goronzy Endowed Superior Graduate Student Scholarship **Baton Rouge, Louisiana** (September 2022)

Beta Gamma Sigma, *Lifetime Member - Jacksonville University Chapter 2019* **Jacksonville, Florida** (January 2019)

Professional Affiliations

Academy of Management. Divisions: Organizational Behavior, Human Resources; & Diversity, Equity, and Inclusion.

Southern Management Association.

Doctoral Consortia & Workshops

Management and Organizational Behavior Teaching Society: Early Educator Institute **Ann Arbor, Michigan** (June 2026)

Southern Management Association: Late-Stage Doctoral Student Consortium **San Anotnio, TX** (October 2024)

The Northeastern Qualitative Research Conference **Virtual** (April 2024)

Management and Organizational Behavior Teaching Society: Doctoral Institute **Jacksonville, FL** (June 2023)

Southern Management Association: Late-Stage Doctoral Student Consortium **Little Rock, AR** (October 2022)

Southern Management Association: Early-Stage Doctoral Student Consortium **New Orleans, LA** (October 2021)

Southern Management Association: Early-Stage Doctoral Student Consortium **Virtual** (October 2020)

Professional Experience

Michigan State University, East Lansing, Michigan
Assistant Professor at the Eli Broad College of Business, Department of Management (July 2025 – Present)
- Conducted academic research, taught undergraduate and graduate courses, mentored students, and contributed to departmental and university service.

Louisiana State University, Baton Rouge, Louisiana
Research and Teaching Assistant at the E.J. Ourso College of Business Rucks Department of Management **(**August 2020 – June 2025)
- Assisted professors with research project data collection, grading student work, proctoring exams, and providing general support.

APR Energy, Jacksonville, Florida
Data Research Analyst **(**January 2019 – February 2020)
- Researched and identified energy needs across Central and South America to generate business opportunities.

Jacksonville University, Jacksonville, Florida
Graduate Technology Assistant at the Davis College of Business **(**August 2018 – August 2019)
- Tutored students on applied business and economic analysis using Microsoft Excel. Assisted faculty and doctoral students with taping classes and dissertations and making / editing videos. Supported maintenance and software updates for tech equipment.

Barranquilla Life, Barranquilla, Colombia
Sportswriter and Show Host **(**February 2016 – August 2018)
- Reported on local sports events via written articles and YouTube. Conducted video interviews and live broadcasted cultural events.

InPlay Sports Data, Colombia
Sports Reporter **(**April 2016 – August 2018)
- Covered soccer matches in Barranquilla, Cartagena, and Santa Marta, transmitting from the venue via telephone or mobile app interface.

Emisora Riomar 1.130 AM Todelar, Barranquilla, Colombia
Radio Host at Panorama Deportivo (July 2015 – December 2015)
- Cohosted an on-air radio show. Reported on and analyzed international soccer and Major League Baseball.

Director, Producer, and Host of Cinestadio radio show **(**January 2015 – July 2015)
- Hosted an on-air radio show about news, information, analysis, opinions, and statistics related to Colombian and international sports. Produced daily content, generated daily promotion through social networks, and designed and implemented marketing strategies.

AM 820 Radio Vigia Todelar, Cartagena, Colombia
Panelist and Social Media Manager for Galacticos del Deporte radio show **(**April 2014 – July 2014)
- Reported on and analyzed soccer news on-air daily. Shared information and general show content on Twitter and Facebook.

La Radio 92.3 FM, Buenos Aires, Argentina

Assistant Producer and Reporter for Caira Quien Caira radio show **(**May 2011 – July 2011)
- Arranged, organized, and confirmed interviews. Covered elections from the headquarters of political parties and provided live information.