

# Victor Blocker

Eli Broad College of Business | Department of Management  
Michigan State University | N450 North Building | East Lansing, MI 48824  
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## EDUCATION

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**Ph.D.** Michigan State University. Eli Broad College of Business. *Expected 2027*.  
Major: Organizational Behavior and Human Resource Management

**B.S.** University of Central Florida. College of Sciences. *2021*.  
Major: Psychology (Graduated with Honors)

## RESEARCH INTERESTS

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My research explores the emergence of leadership within social contexts, emphasizing the role of identity factors like gender, race, and personality traits. Within this focus, I study how these identity aspects influence the recognition and rise of leaders in group and team environments. Additionally, I adopt a social network perspective in exploring leadership emergence and work group inclusion.

## MANUSCRIPTS UNDER REVIEW

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**Blocker, V. E.**, Hollenbeck, J. R., Roberson, Q. M. (under 1<sup>st</sup> review). [Leadership emergence].  
*Journal of Applied Psychology*.

## SELECT WORKS IN PROGRESS

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Roberson, Q. M., **Blocker, V. E.** (in progress). [Structural inclusion] Writing phase, target:  
*Academy of Management Review*.

Roberson, Q. M., **Blocker, V. E.**, Carter, D., Cullen-Luster, K. L., Jones, J. (in progress).  
[Inclusive networks]. Writing phase, target: *Personnel Psychology*.

Awasty, N., Roberson, Q. M., **Blocker, V. E.** (in progress). [Faith]. Data analysis phase, target:  
*Administrative Science Quarterly*.

Roberson, Q. M., Banks, J. A., **Blocker, V. E.** (in progress – authorship order undetermined).  
[Nuanced micro-aggressions]. Data collection phase, target: *Academy of Management Journal*.

**Blocker, V. E.**, Johnson, R. E. (in progress). [Leadership identity] Data collection, target: *Academy of Management Journal*.

Koval, C., Hollenbeck, J. R., Boora, L., **Blocker, V. E.** (in progress). [Construal in teams]. Data collection phase, target: *Journal of Applied Psychology*.

## CONFERENCE PRESENTATIONS

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Banks, J. A., **Blocker, V. E.**, & Roberson, Q. M. (2024). Gaslighting in the Workplace: Exploring an Unexplored Microaggression. Symposium presented at SIOP Annual Conference, Chicago, IL.

## TEACHING

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Graduate Teaching Assistant. *Michigan State University*. 2023 – Present.  
Course: Leadership and Teamwork (MBA 808).  
Instructors: John Hollenbeck

## FELLOWSHIPS/SCHOLARSHIPS & AWARDS

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Michigan State University Graduate School Assistantship (2022 – Present)  
Department of Management Doctoral Student Research Grant – \$5,000 (Awarded October 2023)

## WORK EXPERIENCE

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Sorenson Communications, LLC  
*Sign Language Interpreter*, Orlando, FL (2018-2022)

## REFERENCES

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Quinetta Roberson, Ph.D. John A. Hannah Chair Professor of Organizational Behavior Eli Broad College of Business Michigan State University Email: quinetta@broad.msu.edu	John Hollenbeck, Ph.D. Eli Broad University Professor of Business Eli Broad College of Business Michigan State University Email: jrh@broad.msu.edu	Russell Johnson MSU Foundation Professor Eli Broad College of Business Michigan State University Email: johnsonr@broad.msu.edu
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