

Victor Blocker

Eli Broad College of Business | Department of Management
Michigan State University | N450 North Building | East Lansing, MI 48824
Email: blockerv@msu.edu

EDUCATION

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

Dissertation: *Construal Diversity in Teams: Examining Its Impact on Team Creativity and Collaborative Dynamics*

Advisory Committee: Dr. Quinetta M. Roberson (Chair)
Dr. John R. Hollenbeck

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

RESEARCH INTERESTS

My research explores how people with varying ways of thinking come together, the outcomes of these collaborations, and how organizations can either harness these differences for innovation or mitigate the tensions they create. I am particularly interested in leadership emergence within diverse teams, examining how identity-related factors influence who rises to leadership and how they are recognized. Beyond individual teams, I take a broader perspective by investigating multiteam systems and social networks to understand work group inclusion and the larger structural forces that impact team functioning.

MANUSCRIPTS UNDER REVIEW

Kwon, E., Yoon, S., Cannon, M., Lepine, J., Kabra, A., **Blocker, V. E.** (Under 1st review).
[Imagined Interactions]. *Academy of Management Journal*.

PREPARING FOR SUBMISSION

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

Blocker, V. E., Boora, L., Seo, D., Hollenbeck, J. R. [Gender composition in MTSs]. Data analysis, target: *Academy of Management Journal*.

Blocker, V. E., Hollenbeck, J. R., Roberson, Q. M. [Leadership emergence]. Target: *Journal of Applied Psychology*.

SELECT WORKS IN PROGRESS

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

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*.

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

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

CONFERENCE PRESENTATIONS

Blocker, V. E., Hollenbeck, J. R. & Roberson, Q. M. (2024). Exploring Intersectional Influences on Leadership: The Role of Gender and Race. Paper presented at Academy of Management Annual Conference, Chicago, IL.

Boora, L., Hemsley, R., **Blocker, V. E.,** Seo, D., Burgess, B. & Hollenbeck, J. R. (2024). Architecting Empirical Frontiers: National Infrastructure to Investigate Multi-Team Systems. Symposium presented at Academy of Management Annual Conference, Chicago, IL.

Roberson, Q. M., **Blocker, V. E.,** Carter, D., Cullen-Luster, K. L. & Jones, J. (2024). A Social Network Approach to Understanding Work Group Inclusion. Symposium presented at Academy of Management Annual Conference, Chicago, IL.

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

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

FELLOWSHIPS/SCHOLARSHIPS & AWARDS

Best Reviewer Award – Academy of Management DEI Division (Awarded July 2024)
Department of Management Doctoral Student Research Grant - \$5,000 (Awarded October 2023)
Michigan State University Graduate School Assistantship (2022 - Present)

SERVICE

Academy of Management, DEI Division
Student Representative At Large (2023-2025)
Dorothy Harlow Best Conference Paper Committee Chair (2023-2024)

The PhD Project, Management Doctoral Student Association
Networking Co-Chair (2023-2024)

AFFILIATIONS

The PhD Project, Management Doctoral Student Association
Doctoral Student Member (2022 - present)

WORK EXPERIENCE

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

REFERENCES

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

Brent Scott
Frederick S. Addy
Distinguished Professor
Eli Broad College of
Business
Michigan State University
Email: scott@broad.msu.edu