

# 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

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**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

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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

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**Blocker, V. E.,** Boora, L., Seo, D., Hemsley, R., Burgess, B. Yoon, S., Watson, M.,  
Hollenbeck, J. R. (Under 1<sup>st</sup> review). [Gender composition in teams].  
*Organizational Behavior and Human Decision Processes.*

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

## PREPARING FOR SUBMISSION

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**Blocker, V. E.,** Hollenbeck, J. R., Roberson, Q. M. [Leadership emergence]. Writing phase, target:  
*Academy of Management Journal.*

**Blocker, V. E.,** Koval, C. Z., Boora, L., Cho, A., Hollenbeck, J. R. [Construal in teams]. Writing phase, target: *Journal of Applied Psychology*.

Roberson, Q. M., **Blocker, V. E.** [Network theory]. Writing phase, target: *Academy of Management Review*.

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

## SELECT WORKS IN PROGRESS

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**Blocker, V. E.,** Johnson, R., Cho, A. [Leadership identity]. Data analysis, target: *Organizational Behavior and Human Decision Processes*.

**Blocker, V. E.,** Hays, N. [Team identity]. Data collection, target: *Journal of Applied Psychology*.

Roberson, Q. M., **Blocker, V. E.,** Banks, J. [Nuanced micro-aggressions]. Data analysis, target: *Journal of Applied Psychology*.

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

## CONFERENCE PRESENTATIONS

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**Blocker, V. E.,** Boora, L., Seo, D., Hemsley, R., Burgess, B. Yoon, S., Watson, M., Hollenbeck, J. R. (2025). Gender Composition in Multiteam Systems: The Moderating Role of Task and Communication Structures on Performance. Paper presented at US Army Research Institute for the Behavioral and Social Sciences (ARI) In-House Research Colloquium Fort Belvoir, VA.

**Blocker, V. E.,** Boora, L., Seo, D., Hemsley, R., Burgess, B. Yoon, S., Watson, M., Hollenbeck, J. R. (2025). Gender Composition in Multiteam Systems: The Moderating Role of Task and Communication Structures on Performance. Paper presented at Mid-Year INGroup Virtual Conference.

**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

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

## SERVICE

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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

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

## 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

Brent Scott

Frederick S. Addy

Distinguished Professor

Eli Broad College of  
Business

Michigan State University

Email: scott@broad.msu.edu