

# 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
- Dissertation: *Diversity That Innovates: Construal Composition and Team Performance*
- Advisory Committee: Dr. Quinetta M. Roberson (Chair)  
Dr. John R. Hollenbeck  
Dr. Nicholas Hays  
Dr. Daan van Knippenberg
- 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 cognitive diversity within teams and in understanding how differences in thinking styles shape team performance over time and under varying task demands. 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.

## REVISE AND RESUBMIT

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**Blocker, V. E.,** Boora, L., Seo, D., Hemsley, R., Burgess, B. Yoon, S., Watson, M., Hollenbeck, J. R. [Gender composition in teams]. **Revise and resubmit** at *Academy of Management Journal*.

Boora, L., Chen, X., **Blocker, V. E.,** Chang, D., Rosen, C., Johnson, R. [CSE]. **Revise and resubmit** at *Journal of Management*.

## MANUSCRIPTS UNDER REVIEW

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Roberson, Q. M., **Blocker, V. E.** [Marginalization theory]. Under review at *Academy of Management Review*.

Kwon, E., Yoon, S., Cannon, M., Lepine, J., Kabra, A., **Blocker, V. E.** [Imagined interactions]. *Preparing to submit to Journal of Applied Psychology.*

**Blocker, V. E.**, Koval, C. Z., Boora, L., Cho, A., Hollenbeck, J. R. [Construal in teams]. *Preparing to submit to Academy of Management Journal.*

## PREPARING FOR SUBMISSION

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

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

## SELECT WORKS IN PROGRESS

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**Blocker, V. E.**, Cho, A. [Leadership identity]. Data analysis, target: *Academy of Management Journal.*

**Blocker, V. E.**, Hays, N. [Team identity]. Data collection, 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.**, Koval, C., Boora, L., Cho, A., Hollenbeck, J. R. (2025). Construal Harmony or Chaos? The Role of Leadership and Team Variability in Performance. Paper presented at Academy of Management Annual Conference, Copenhagen, Denmark.

**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 Academy of Management Annual Conference, Copenhagen, Denmark.

**Blocker, V. E.**, Boora, L., Seo, D., Hemsley, R., Burgess, B. Yoon, S., Watson, M., Hollenbeck, J. R. (2025). Architecting Empirical Frontiers: National Infrastructure to Investigate Multi-Team Systems. Symposium presented at INGroup Annual Conference, Rotterdam, Netherlands.

**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. Symposium presented at SIOP Annual Conference, Denver, CO.

**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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Instructor of Record. *Michigan State University*. May - July 2025.

Course: Managing Human Resources and Organizational Behavior (MGT 315)

Rating: **4.52/5**

Graduate Teaching Assistant. *Michigan State University*. 2023 - 2025.

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* (2023-2025)

The PhD Project, Management Doctoral Student Association  
*Networking Co-Chair (2023-2024)*  
*Service Co-Chair (2024-2025)*  
*Membership Co-Chair (2025-Current)*

## **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  
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