

**Kayla S. Stajkovic**

[kstajkovic@ucdavis.edu](mailto:kstajkovic@ucdavis.edu) | [www.kstajkovic.com](http://www.kstajkovic.com)

**EDUCATION**

Ph.D., University of Wisconsin-Madison, 12/2018

Major: Organizational Behavior | Minor: Research Methods | GPA: 3.97

B.Sc., Accounting, St. Cloud State University, MN (12/2010) | GPA: 3.94

CPA, Minnesota License, Board of Accountancy, Cert. #27129

**POSITION**

University of California, Davis, Graduate School of Management

- ❑ Lecturer, Spring 2023 - Present
- ❑ Visiting Professor, Summer 2022-Fall 2022

Edgewood College, Business, Communication, and Innovation

- ❑ Assistant Professor, Spring 2019-Summer 2022

**ACADEMIC HONORS**

- ❑ *Contributing Editor, Journal of Applied Psychology*
- ❑ [\*Responsible Research in Management Award, AOM, Finalist, 2021\*](#)
- ❑ *Distinguished Teaching Awards, UW-Madison, 2015, 2016, 2017*
- ❑ *E. J. Blakely Memorial Research Scholarship, UW-Madison, 2016*
- ❑ *KPMG Research and Teaching Scholarship, UW-Madison, 2015*
- ❑ *Summa Cum Laude, Dean's List, Saint Cloud State University, 2009, 2010*

**PUBLICATIONS**

Journal Articles (peer-reviewed)

Stajkovic, A.D., & Stajkovic, K. (2024). A summer of protest: Using event system theory to test an intersectional leadership advantage. [\*Journal of Management\*](#). *OnlineFirst*. March 16, 2024.

Stajkovic, K., & Stajkovic, A. (2024) Ethics of care leadership, racial inclusion, and economic health in the cities: Is there a female leadership advantage? [\*Journal of Business Ethics\*](#). *OnlineFirst*, Open Access.

Stajkovic, A.D., Greenwald, J., Stajkovic, K. (2022). The money priming debate revisited: A review, meta-analysis, and extension to organizations. [\*Journal of Organizational Behavior\*](#).

Sergent, K., & Stajkovic, A. D. (2020). Women's leadership is associated with fewer deaths during the COVID-19 crisis: Quantitative and qualitative analyses of United States governors. [\*Journal of Applied Psychology\*](#), 105, 771-783.

Sergent, K., Lee, S., Stajkovic, A. D., Greenwald, J. M., Younger, S., & Raffiee, J. (2020). The mitigating role of trait core confidence on psychological distress in entrepreneurship. [\*Applied Psychology: An International Review\*](#), 70, 1128-1153.

Stajkovic, A., Latham, G., **Sergent, K.**, & Peterson, S. (2019). Prime and performance: Can a CEO motivate employees without awareness? *Journal of Business and Psychology*, 34, 791-802.

**Sergent, K.**, & Stajkovic, A.D. (2019). Prime and prejudice. *Applied Psychology: An International Review*, 68, 391-448.

Stajkovic, A.D., Bandura, A., Locke, E. A., Lee, D., & **Sergent, K.** (2018). Test of three conceptual models of influence of the big five personality traits and self-efficacy on academic performance. *Personality and Individual Differences*, 120, 238-245.

Lee, D., Stajkovic, A.D., & **Sergent, K.** (2016). A field examination of the moderating role of group trust in group efficacy formation. *Journal of Occupational and Organizational Psychology*, 89, 856-876.

#### Academic Books (peer-reviewed)

Stajkovic, A.D., & **Sergent, K.** (in press). *Human Sustainability and Cognitive Overload at Work: The Psychological Cost of Working*. Routledge, Taylor & Francis Group.

Stajkovic, A.D. & **Sergent, K.** (2019). *Cognitive Automation and Organizational Psychology: Goal Priming as a New Source of Competitive Advantage*. New York, NY: Routledge.

- #36 on 100 Best Organizational Psychology Books of All Time, rated by Book Authority.

Stajkovic, A.D., & **Sergent, K.** *Confidence and its manifestations in organizations: Integrating social, cognitive, and personality perspectives*. Oxford University Press. Due Summer 2024.

#### Other Books

**Stajkovic, A.D.** & **Stajkovic, K.** (2024). *Speak American? Govorite li Američki?* Research Paradigms Applied.

**Stajkovic, K.** & Stajkovic, A. (2022). *Women's leadership quotes*. Research Paradigms Applied.

Stajkovic, A.D., & **Sergent, K.** (2019). *Management and Leadership: What Can MBA Do in My Workday?* Research Paradigms Applied.

#### Online Only Publications (peer-reviewed)

Stajkovic, A.D., & **Sergent, K.** (2022). Meta-analysis. *Oxford Classic Encyclopedias in Management*. Oxford University Press.

Stajkovic, A.D., & **Sergent, K.** (2019). Social cognitive theory. *Oxford Classic Bibliographies in Management*. Oxford University Press.

#### Conference Proceedings

**Stajkovic, K.** & Stajkovic, A.D. (2024). Improving human sustainability at work by reducing cognitive load of task performance. *Academy of Management Proceedings*.

**Stajkovic, K.** & Stajkovic, A.D. (2024). Beyond bias: Gendered action potential theory and its role in leadership disparity. *Academy of Management Proceedings*.

**Stajkovic, K.**, Hoobler, J., Stajkovic, A. (2023). Agency and Communality for a Female Leadership Advantage in a Societal Grand Challenge. *Academy of Management Proceedings*.

**Sergent, K.**, & Stajkovic, A.D. (2018). Prime and punishment: When subconscious goals sabotage conscious goals in auditing profession. *Academy of Management Proceedings*.

**Stajkovic, K.**, Stajkovic, A., Hoobler, J. (2023). Agency and Communality for a Female Leadership Advantage in a Societal Grand Challenge. *Academy of Management Proceedings*.

## PAPERS UNDER REVISE AND RESUBMIT

Stajkovic, A.D., Stajkovic, K., & Hoobler, J. Prescriptive agency, care-based communality, and gender: An interactive model predicting leadership effectiveness in the homelessness crisis. *Journal of Applied Psychology*. Second R&R.

Stajkovic, A.D., Stajkovic, K., & Hoobler, J. (2024). The Swords of Iron War: A gendered analysis of ethics of care leadership and its relation to constructive versus combative solutions during a high-strength event. *Journal of Applied Psychology*. First R&R.

Stajkovic, K. & Stajkovic, A.D. (2024). Improving human sustainability in organizations by reducing cognitive load of task performance. *Journal of Management*. First R&R.

## PAPERS SUBMITTED

Stajkovic, K. & Stajkovic, A.D. (2024). Beyond bias: Gendered action potential and its role in leadership disparity. *Academy of Management Review*.

Stajkovic, K. & Stajkovic, A.D. (2024). From conversations, to text, to theory via machine learning. Structural topic modeling, latent Dirichlet allocation, and AI-Intentional coding predicting winning Survivor. *Academy of Management Journal*.

## PRESENTATIONS (peer reviewed)

**Stajkovic, K.** & Stajkovic, A.D. (2024). Improving human sustainability in organizations by reducing cognitive load of task performance. *Academy of Management*, OB division.

**Stajkovic, K.** & Stajkovic, A.D. (2024). Beyond bias: Gendered action potential theory and its role in leadership disparity. *Academy of Management*, DEI division.

**Stajkovic, K.**, & Miric, A., (2024). From think-manager-think-male to think-leadership-think-female: The paradox of leadership in the post-COVID era.. *7<sup>th</sup> International Conference of Management and Organizations*, Belgrade, Serbia.

**Stajkovic, K.**, Hoobler, J., Stajkovic, A. (2023). Agency and Communality for a Female Leadership Advantage in a Societal Grand Challenge. *Academy of Management*. Boston, MA.

**Sergent, K.,** Eby, L., Post, C., Hoobler, J., & Stajkovic, A. D. (2021). The Female Leadership Advantage in a Crisis. *Academy of Management*, online.

**Sergent, K.,** Wright, A., Castello, I. (2021). Publishing Responsible Research in Management: Celebrating Accomplishments and Passing the Torch. *Academy of Management*, online.

Stajkovic, A. D., & **Sergent, K.** (2019). Money-priming review: A meta-analysis. *Society for the Science of Motivation*, Washington, D.C.

**Sergent, K.,** & Stajkovic, A.D. (2018). Prime and punishment: When subconscious goals sabotage conscious goals in auditing. *Academy of Management, OB division*, Chicago, IL  
 Stajkovic, A.D., & **Sergent, K.** (2018). Discriminant, convergent, and incremental validities between perceived self-efficacy and primed self-efficacy. *Association for Psychological Science*, San Francisco, CA.

**Sergent, K.,** Stajkovic, A.D., & Latham, G. P. (2018). Can a CEO motivate employee performance by priming an achievement goal? *Society for the Science of Motivation*, San Francisco, CA.

Stajkovic, A.D., **Sergent, K.,** Peterson, S., & Greenwald, J. (2017). Interactive effects of primed and perceived self-efficacy on goal-directed action. *Association for Psychological Science*, Boston, MA.

Stajkovic, A.D., Peterson, S. J., **Sergent, K.,** & Bartels, A., (2017). Effects of conscious and primed self-efficacy and goals in self-regulation of behavior. *Society for Industrial and Organizational Psychology*, Orlando, FL.

Stajkovic, A.D., **Sergent, K.,** Peterson, S. J., Schantz, A. (2016). Symposium on latest developments in priming research in Organizational Behavior. *Academy of Management, OB division*. Anaheim, CA.

#### INVITED PRESENTATIONS (not peer-reviewed)

**Stajkovic, K.** (2021). Harkness Method. *Edgewood College Teaching and Learning Symposium*.

**Sergent, K.,** and A.D. Stajkovic (2021). Women's Leadership in a Crisis. *Pontificia Universidad Javeriana, Bogota, Colombia*.

**Sergent, K.** (2020). Women's Leadership During the COVID-19 Crisis: An Interactive Virtual Discussion. *Executive Speaker Series, Edgewood College*.

Stajkovic, A. D., & **Sergent, K.** (2020). Cognitive Automation in Organizations. *Wisconsin Department of Workforce Development, Madison WI*.

Stajkovic, A. D., & **Sergent, K.** (2019). Cognitive Automation: Cutting-edge Research Colloquium. *Evening and Executive MBA Professional Development Workshop, UW-Madison*.

**Sergent, K.** (2019). Prime and Prejudice. *2019-2020 Faculty Colloquium, Edgewood College*.

**Sergent, K.** (2019). Chronic Self-efficacy and the Automaticity of its Effects: Evidence from Six Studies. *Faculty Development Seminar. Edgewood College.*

Stajkovic, A. D., **Sergent, K.** (2019). Prime and Prejudice. *UW–Madison, Human Resource Representatives, March 22, 2019.*

Stajkovic, A.D., & **Sergent, K.** (2018). Prime and prejudice: Implications for HR professionals. *HR@UW, December, 2018, UW-Madison, Office of Central HR.*

**Sergent, K.**, Stajkovic, A.D. (2018). Self-regulation in the workplace. *Professionals Conference, UW-Madison, the Learning and Development Office.*

## TEACHING

### University of California, Davis

<u>Course</u>	<u>Program</u>	<u>Evaluations</u>
<i>Managing People in High Performing Organizations</i> (MGV 224) Graduate School of Management, Spring '24 (1 Section, 24 respondents)	Online MBA	4.58 (scale 1) 4.25 (scale 2)
<i>Managing People in High Performing Organizations</i> (MGV 224) Graduate School of Management, Winter '24 (1 Section, 18 respondents)	Online MBA	4.86 (scale 1) 4.72 (scale 2)
<i>Managing People in High Performing Organizations</i> (MGV 224) Graduate School of Management, Fall '23 (3 Sections, 43 respondents)	Online MBA	4.87 (scale 1) 4.74 (scale 2)
<i>Managing People in High Performing Organizations</i> (MGV 224) Graduate School of Management, Summer'23 (2 Sections, 44 respondents)	Online MBA	4.84 (scale 1) 4.55 (scale 2)
<i>Managing People in High Performing Organizations</i> (MGV 224) Graduate School of Management, Spring'23 (1 Section, 23 respondents)	Online MBA	4.68 (scale 1) 4.57 (scale 2)
<i>Managing People in High Performing Organizations</i> (MGV 224) Graduate School of Management, Winter'23 (1 Section, 23 respondents)	Online MBA	4.66 (scale 1) 4.35 (scale 2)
<i>Managing Sustainability</i> (MGB/P 290) Graduate School of Management, Fall '22 (2 Sections, 33 respondents)	MBA	4.31 (scale 1) 4.13 (scale 2)
<i>Managing People in High Performing Organizations</i> (MGV 224) Graduate School of Management, Fall '22 (1 Section, 23 respondents)	Online MBA	4.72 (scale 1) 4.50 (scale 2)
<i>Managing People in High Performing Organizations</i> (MGV 224) Graduate School of Management, Summer '22 (2 Sections, 47 respondents)	Online MBA	4.77 (scale 1) 4.57 (scale 2)

Scale 1 = Instructor rating, Scale 2 = Course rating

### Edgewood College

<u>Course</u>	<u>Program</u>	<u>Evaluations</u>	<u>Top 30%</u>
<i>Management Concepts</i> (BUS 312) School of Business, Spring 2022	Undergrad	4.50 (scale 1) 4.44 (scale 2)	94%

<i>Fraud and Forensic Accounting</i> (BUS 756) School of Business, Spring 2022	Online M.A.	4.36 (scale 1) 4.25 (scale 2)	100%
<i>Strategic Management Accounting</i> (BUS 798) School of Business, Spring 2022, ** Courses with < 3 students do not collect evaluation information.	Online M.A.	No data available**	
<i>Confidence &amp; Professional Success</i> (BUS 100) School of Business, Fall 2021	Undergrad	4.79 (scale 1) 4.34 (scale 2)	100%
<i>Organizational Sustainability/Innovation</i> (BUS 455) School of Business, Fall 2021	Hybrid UG	4.84 (scale 1) 4.79 (scale 2)	100%
<i>Auditing</i> (BUS 481/706) School of Business, Fall 2021	Hybrid UG/G	4.71 (scale 1) 4.76 (scale 2)	100%
<i>Advanced Cost &amp; Management Control</i> (BUS 714) School of Business, Fall 2021	Online M.A.	3.97 (scale 1) 4.40 (scale 2)	80%
<i>Organizational Behavior/Development</i> (BUS 603) School of Business, Summer 2021	Online MBA	4.80 (scale 1) 4.40 (scale 2)	100%
<i>Strategic Management Accounting</i> (BUS 798) School of Business, Spring 2021	Online M.A.	4.50 (scale 1) 4.75 (scale 2)	75%
<i>Management &amp; Prof. Communication</i> (BUS 349) School of Business, Spring 2021	Hybrid UG	4.29 (scale 1) 4.41 (scale 2)	94%
<i>Management &amp; Prof. Communication</i> (BUS 348) School of Business, Spring 2021	Hybrid UG	4.32 (scale 1) 4.02 (scale 2)	82%
<i>Organizational Behavior/Development</i> (BUS 603) School of Business, Spring 2021	Online MBA	3.93 (scale 1) 4.19 (scale 2)	63%
<i>Advanced Cost &amp; Management Control</i> (BUS 714) School of Business, Fall 2020	Online M.A.	4.75 (scale 1) 4.50 (scale 2)	100%
<i>Organizational Behavior/Development</i> (BUS 603) School of Business, Fall 2020	Online MBA	4.41 (scale 1) 4.49 (scale 2)	88%
<i>Executive Communication</i> (BUS 601) School of Business, Fall 2020	Online MBA	4.33 (scale 1) 4.56 (scale 2)	67%
<i>Business Capstone</i> (BUS 499) School of Business, Spring 2020	Hybrid UG	4.23 (scale 1) 4.18 (scale 2)	87%
<i>Management &amp; Prof. Communication</i> (BUS 349) School of Business, Spring 2020	Online UG	4.18 (scale 1) 4.22 (scale 2)	68%

<i>Management &amp; Prof. Communication</i> (BUS 348) School of Business, Spring 2020	Undergrad	4.16 (scale 1) 4.18 (scale 2)	73%
<i>Business Capstone</i> (BUS 499) School of Business, Fall 2019	Undergrad	4.73 (scale 1) 4.50 (scale 2)	100%
<i>Management &amp; Prof. Communication</i> (BUS 349) School of Business, Fall 2019	Undergrad	4.47 (scale 1) 4.33 (scale 2)	92%
<i>Management &amp; Prof. Communication</i> (BUS 348) School of Business, Fall 2019	Undergrad	4.32 (scale 1) 4.16 (scale 2)	73%
<i>Management &amp; Prof. Communication</i> (BUS 349) School of Business, Spring 2019	Undergrad	4.38 (scale 1) 4.29 (scale 2)	76%
<i>Management &amp; Prof. Communication</i> (BUS 348) School of Business, Spring 2019	Undergrad	4.32 (scale 1) 4.27 (scale 2)	79%
<i>Organizational Behavior/Development</i> (BUS 603) School of Business, Spring 2019	Online MBA	4.13 (scale 1) 4.18 (scale 2)	70%

### University of Wisconsin – Madison, Wisconsin School of Business

<u>Course</u>	<u>Program</u>	<u>Evaluations</u>	<u>Top 30%</u>
<i>Managing Organizations</i> (MHR 300) Wisconsin School of Business, Summer 2018	Online UG	4.12 (scale 1) 4.02 (scale 2)	78%
<i>Introduction to Managerial Accounting</i> (AIS 211) Wisconsin School of Business, Summer 2016	Undergrad	4.89 (scale 1) 4.42 (scale 2)	80%
<i>Introduction to Managerial Accounting</i> (AIS 211) Wisconsin School of Business, Fall 2015	Undergrad	4.72 (scale 1) 3.91 (scale 2)	83%
<i>Introduction to Managerial Accounting</i> (AIS 211) Wisconsin School of Business, Fall 2014	Undergrad	4.46 (scale 1) 3.87 (scale 2)	63%

### Teaching Assistant

Wisconsin School of Business: *Organizational Behavior* (Executive MBA), *Managing Behavior in Organizations* (Evening MBA), *Leadership* (Ug), *Strategy* (Full-time MBA), *Business Strategy* (Ms), *Strategic Management* (Ug), *Negotiations* (Full-time MBA), *Negotiations* (Ug).

### Course Coordinator

*Introduction to Managerial Accounting*. This involved coordinating 18 sections of the course in Spring '5, 5 sections of the course in Fall '15, and 17 sections in Spring '16 at the WSB.

### RESEARCH MEDIA EXPOSURE (<http://kstajkovic.com/media/>)

- *The Conversation* (April 2024): Cities with Black women police chiefs had less violence
  - Also featured in *San Francisco Chronicle*, *Seattle Post*, *Yahoo News*, *Houston*

*Chronicle, Idaho Press, Caledonian Record, Skaget Valley Herald, NewsOne*

- *CNBC* (November 2022): When Women Lead
- *Ms. Magazine* (November 2022): The Reality of Running for Governor as a Woman
- *Harvard Business Review* (July 2022): Fight Climate Change, Fight for Gender Equity
- *Reuters* (April 2021): What Happens When Women Run the Economy?
- *Forbes* (March 2021): Data Shows Women Make Better Leaders
- *Toronto Star* (March 2021): Are Women Better at Saving Lives Than Men?
- *R&E Evidence* (March 2021): Are Women Leaders a Better Fit for COVID Response?
- *The Washington Post* (February 2021): Cited in Perspectives Article on Gender
- *Bloomberg* (January 2021): 2021 Is a Tipping Point for Female Leaders
- *Johns Hopkins COVID Monologues* (Coming in February 2021): Research-Based Theater
- *BBC News* (January 2021): Why do we still distrust women leaders?
- *Inc. Magazine* (January 2021): Women Leader Performed Better During the Covid Crisis
- *Becker's Hospital Review* (January 2021): Women Can Lead Better Through Crises
- *Harvard Business Review* (December 2020): Women Are Better Leaders During a Crisis
- *The Hindu* (September 2020): Weighing in on The Efficacy of Female Leadership.
- *I/O At Work* (September 2020): Benefits of Female Leadership During COVID-19
- *Society for Personality and Social Psychology* (September 2020): Women's Leadership
- *WebMD* (August 2020): States with Female Governors Had Fewer COVID Deaths.
- *Wisconsin Public Radio* (August 2020): Women governors managing the pandemic.
- *PsyPost News* (August 2020): States with women governors had fewer COVID-19 deaths
- *Wisconsin School of Business Faculty Blog* (July 2020): Leadership during the pandemic: States with women governors had fewer COVID-19 deaths
- *Fisher College of Business, Lead Read Today* (July 2020): Women's leadership during the COVID-19 crisis.



## **EXECUTIVE EDUCATION PROGRAMS**

### **WE Energies**

- ❑ *Organizational Culture*, custom program, 1 day
- ❑ Co-taught with Professor Alex Stajkovic

### **Cummins**

- ❑ *Creating a Culture of Creative Presence*, custom program, 3 days
- ❑ Co-taught with Professor Alex Stajkovic

## **SERVICE**

### **Editorial**

Journal of Applied Psychology, Contributing Editor / Board Member, January 2024 - present

### **Edgewood College**

Assessment and Program Evaluation Committee, Edgewood College, Fall 20 – Spring 2022

Undergraduate Curriculum Committee, Edgewood College, Fall 2020 - Spring 2021

Faculty Development Committee, Edgewood College, Spring 2020 - 2021

Diversity and Inclusion Committee, Edgewood College School of Business, 2019 - 2020

ECSB High School Business Case Competition, Committee Chair, 2019 - 2020

### **Ad Hoc Reviewer**

Journal of Applied Psychology, 2020 - 2024

Journal of Management, 2022

Journal of Management Studies, 2022

Gender in Management: An International Journal, 2022

Equality, Diversity, and Inclusion: An International Journal, 2021-2022

World Medical & Health Policy, 2021-2022

Proceedings of the National Academy of Science, 2021

PLOS One, 2021

American Psychologist, 2020

Academy of Management Review, 2019

**University of Wisconsin - Madison**

Member of Wisconsin School of Business Dean Search and Screen Committee, 2016-17

**PROFESSIONAL AFFILIATIONS**

Academy of Management (AOM)

Organizational Behavior division | Research Methods division

American Psychological Association (APA)

Division 14, Society for Industrial and Organizational Psychology (SIOP)

Division 8, Personality and Social Psychology

Association for Psychological Science (APS)

Society for Science of Motivation (SSM)

**NATIONAL ASSOCIATION CONSORTIUMS**

Accounting, Behavior, and Organizations: Doctoral Consortium, 2015

**PROFESSIONAL EXPERIENCE**

The Travelers Companies Inc.

Senior Internal Auditor, St. Paul, MN (2011-2014)

UnitedHealth Group

Accountant, Minneapolis, MN (Spring 2011)

KPMG, LLP

External Auditor, Minneapolis, MN (2010-11)

**EXTRACURRICULAR ACTIVITIES**

Division II Collegiate Women's Tennis, singles, doubles, 2009, 2010

Division III Collegiate Women's Tennis, singles, doubles 2007, 2008