

Nicole Strah (Schulz)
Department of Management
University of North Carolina at Charlotte
Charlotte, NC 28223
nstrah@uncc.edu

ACADEMIC POSITIONS

University of North Carolina at Charlotte August 2022 - Present
Assistant Professor of Management
Affiliate Faculty Member of Organizational Science, PhD program
Affiliate Faculty Member of Industrial/Organizational Psychology Master's program

Postdoctoral Research Fellow August 2021 – May 2022
Industrial-Organizational Psychology, George Mason University

EDUCATION

Purdue University
PhD, Industrial-Organizational Psychology August 2021
Graduate Certificate in Psychological Statistics
Master of Science in Industrial-Organizational Psychology May 2018

University of Illinois at Urbana-Champaign
Bachelor of Science, Psychology with Distinction May 2015
Minor in Communication

RESEARCH INTERESTS

Diversity and inclusion (barriers for and perceptions of underrepresented and marginalized groups)
Perceptions of justice/fairness at work
The intersection of psychology and equal employment opportunities

PEER REVIEWED PUBLICATIONS

Strah, N., Rupp, D. E., & Cannon, J. A., (2023). Disability-related adverse impact: Creating inclusive selection practices for individuals with disabilities. *Research in Human Resource Management*, Volume: Forgotten Minorities in Organizations, D. L. Stone, B. Murray, K.M. Lukaszewski, J. H. Dulebohn (Eds.), 177-206.

Graso, M., Aquino, K., Chen, F. X., Camps, J., **Strah, N.**, & van den Bos, K. (2023). When do observers deprioritize due process for the perpetrator and prioritize safety for the victim in response to information-poor allegations of harm?. *Psychological Science*.
<https://doi.org/10.1177/09567976221128203>

- Strah, N.**, & Rupp, D. E. (2022). Are there cracks in our foundation? An integrative review of diversity issues in job analysis. *Journal of Applied Psychology*, 107(7), 1031–1051. <https://doi.org/10.1037/apl0000989>.
- Busby, A. D., Thornton-Lugo, M. A., Parker, L., & **Strah, N.** (2022). What Can Go Wrong When Everything is Right? Using Organizational Justice to Understand Police Misconduct and Improve Personnel Systems. *Personnel Assessment and Decisions*, 8(2), Article 6. <https://doi.org/10.25035/pad.2022.02.006>.
- Strah, N.**, Rupp, D., & Morris, S. (2022). Job analysis and job classification for addressing pay inequality in organizations: Adjusting our methods within a shifting legal landscape. *Industrial and Organizational Psychology*, 15(1), 1-45. doi:10.1017/iop.2021.94.
- Rupp*, D. E., Song*, Q. C., & **Strah*, N.** (2020). Resolution to the validity-diversity trade-off? Exploring the practicalities and legal defensibility of Pareto-optimization for reducing adverse impact within personnel selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13(2), 246-271. doi:10.1017/iop.2020.19. *equal authorship.
- Graso, M., Camps, J., **Strah, N.**, & Brebels, L. (2019). Organizational justice enactment: An agent-focused review and path forward, 116, 1-23 *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2019.03.007>.
- Santuzzi, A., Keating, R. T., Martinez, J., Finkelstein, L., Rupp, D. E., & **Strah, N.** (2019). Identity management strategies for workers with concealable disabilities: Antecedents and consequences. *Journal of Social Issues*, 75(3), 847-880. <https://doi.org/10.1111/josi.12320>
- Schulz, N.**, Murphy, B., & Verona, E. (2016). Gender differences in psychopathy links to drug use. *Law and Human Behavior*, 40(2), 159.

BOOK CHAPTERS AND ENCYLCEPEDIA ENTRIES

- Cropanzano, R. S., **Strah, N.**, Rupp, D. E., & Cannon, J. A. (2023). Organizational justice: Revisiting Greenberg’s pay inequity study. In N.K. Steffens, F. Rink, & M.K. Ryan (Eds.), *Organizational Psychology: Revisiting the Classic Studies* (pp. 201-220). London, UK: Sage.
- Nottingham, A., **Strah, N.**, Rupp, D. E. (2023). Pay equity/pay inequity issues. In D. C. Poff & A. C. Michalos (Eds.), *Encyclopedia of Business and Professional Ethics*. Springer Verlag (1445-1450).
- Strah, N.**, Batz-Barbarich, C., & Rupp, D. E. (2020). Corporate social responsibility and gender. In D. Haski-Leventhal, L. Roza, & S. Brammer (Eds.), *Employee Engagement in Corporate Social Responsibility*. SAGE Publishing.

Willness, C.R., Jones, D. A., **Strah, N.**, & Rupp, D. E. (2019). Corporate social responsibility at the individual level of analysis: Research findings that inform responsible management “in the wild”. In O. Laasch, D. Jamali, E. Freeman, & R. Suddaby, *The Research Handbook of Responsible Management*. Cheltenham: Edward Elgar.

CONFERENCE PRESENTATIONS

Batz-Barbarich, C., & **Strah, N.** (2022). *Do Words Matter? The impact of Gendered Language on Women's Applicants*. Annual Conference of the Society for Industrial and Organizational Psychology. Seattle. W. A.

Strah, N., Morris, S., Rupp, D. E. (2021). Current issues in and novel methods to investigating pay inequity. Symposium chaired at the annual conference of the Society for Industrial and Organizational Psychology. Virtual Conference (COVID-19).

Strah, N., Rupp, D.E., & Morris, S. (2021). Adjusting our Methods: How Job Analysis can be Used to Mitigate Pay Injustice. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology. Virtual Conference (COVID-19).

Strah, N., Rupp, D. E., Shao, R., & Skarlicki, D. (2019). *Gendered reactions to organizational justice: A meta-analysis*. Academy of Management. Boston, MA.

Schulz, N., & Rupp, D. E. (2019). *Perceptions of justice across gender: Are our measures appropriate?* Annual Conference of the Society for Industrial and Organizational Psychology. Washington, D.C.

Schulz, N., Su, R., Monteith, M., & McCarty, M. (2017). *Predicting interest in academic leadership with agentic/communal goal congruence*. Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL.

Schulz, N., & Su, R. (2016). *Gender differences in leadership interests across generations: A meta-analysis*. Annual Conference of the Society for Industrial and Organizational Psychology. Anaheim, CA.

EDITORIAL APPOINTMENTS

Editorial Boards

Journal of Business and Psychology
Journal of Vocational Behavior

August 2022 – Present
December 2022 – Present

TECHNICAL REPORTS

Lanik, M., Rupp, D. E., Brown, M., Kim, Y., & **Strah, N.** (2020). *Repairing the broken rung: Overcoming bias in the leadership pipeline*. Denver, CO: Pindsight.

Schulz*, N., Thapa* S., & Rupp, D. E. (2018). *Morehead-Cain Selection Process Audit: Phase 1, Part 1: Morehead-Cain Database and Analytic Tool*. Chapel Hill, NC: Morehead -Cain Foundation. *equal authorship

Ng, V., Rupp, D. E., Saef, R., Keith, M., & **Schulz, N.**, Thapa, S. (2018). *Morehead-Cain Selection Process Audit: Phase 1, Part 3: Quality x Prompt Matrix*. Chapel Hill, NC: Morehead-Cain Foundation.

Rupp, D. E., Keith, M., Ng, V., Saef, R., **Schulz, N.**, & Thapa, S. (2018). *Morehead-Cain Selection Process Audit: Phase 1, Part 4: Revised Prompts*. Chapel Hill, NC: Morehead -Cain Foundation.

Rupp, D. E., **Schulz, N.**, & Kolze, M., (2018). *ACT Human Capital Report and Recommendations*. Arlington, VA: Amazon Conservation Team.

Schulz, N. & Rupp, D. E. (2018). *ACT Employee Survey*. Arlington, VA: Amazon Conservation Team.

TEACHING AND MENTORING EXPERIENCE

Human Behavior in Organizations (MBA Course), Instructor of Record
University of North Carolina at Charlotte – Fall 2022

Acquiring & Maintaining Human Resources, Instructor of Record
University of North Carolina at Charlotte – Fall 2022

Practicum in Applied Psychology (Online Graduate Course), Adjunct Faculty
George Mason University – Fall 2021

Psychological Research Methods (Online Graduate Course), Adjunct Faculty
George Mason University – Fall 2021

Intro to Research Methods in Psychology, Instructor of both Online and In-person Lab Sessions, Lead Lab Instructor
Purdue University – Fall 2020, Spring 2021

Introduction to Industrial-Organizational Psychology (Online Course), Instructor of Record
Purdue University – Summer 2020

Undergraduate Research Project, Supervisor and Mentor
Purdue University - Fall 2017 through Spring 2019

Funding

US Army Research Institute (2023) – Leadership Reimagined: A Dynamic, Inclusive Leader Behaviors Framework.

UNC Charlotte IGNITE (2023) - The Center for Leadership Science: *Funded: \$94,507*

UNC Charlotte Truist Business Research and Innovation Program (2023) – Gendered Interactions and Inclusive Leadership. *Funded: 45,000.*

SIOP Anti-Racism Grant (2021 – Spring) - Words matter: Identifying language in job postings that perpetuates racial segregation at work: *Funded: \$6,400*

AWARDS AND ELECTED/APPOINTED LEADERSHIP POSITIONS

William Hendrix Award for Graduate Student Research Excellence Summer 2021
Purdue University
\$1,500

Joseph Tiffin Award for Creative and Contributory Graduate Student Research in Industrial – Organizational Psychology Summer 2020
Purdue University
\$750

Purdue Association of Graduate Students in Industrial Psychology, President Fall 2019 – Spring, 2021
Purdue University

Dr. Charles H. Lawshe Graduate Fellowship Fall 2018
Purdue University
\$633

Dr. Charles H. Lawshe Graduate Fellowship Summer 2018
Purdue University
\$1,200

Dr. Charles H. Lawshe Graduate Fellowship Summer 2017
Purdue University
\$750

Dr. Charles H. Lawshe Graduate Fellowship Summer 2016
Purdue University
\$1,000

CONSULTING AND INDUSTRY EXPERIENCE

Equal Employment Opportunity Commission (EEOC), Chicago, IL April 2019 - July 2019
Under the direction of EEOC lawyers, I completed literature reviews and legal research to support cases; compiled a dataset from information provided during depositions; and observed and opined on depositions, court appearances, expert witness reports, legal meetings, and mediation sessions.

Morehead-Cain Foundation August 2018 – May 2019
Under the direction of Deborah Rupp, I conducted adverse impact analyses for scholarship selection system (identified needed data, details of selection system, and appropriate analyses); wrote a report explaining the adverse impact analyses conducted and future analyses that could be run with additional data collection; and evaluated prompts used in interviews and leaderless group discussions and suggested evidence-based improvements.

Amazon Conservation Team, Restructuring Initiative May 2018 - October 2018
Under the direction of Deborah Rupp, I crafted a strategy to investigate the strengths and weaknesses of the company; conducted employee interviews; completed a job analysis on current company roles; analyzed the structure of the company from a human capital perspective; and wrote a comprehensive report that evaluated the current state and structure of the company and suggested recommendations for improvement.

Amazon Conservation Team, Engagement Survey December 2017 - January 2018
Under the direction of Deborah Rupp, I evaluated a previous employee engagement survey and made evidence-based revisions and analyzed the results of the updated employee engagement survey.

ADDITIONAL SERVICE TO THE PROFESSION

Ad Hoc Reviewer – Equality, Diversity, and Inclusion: An International Journal 2021
Ad Hoc Reviewer – International Journal of Community Well-Being 2020

PROFESSIONAL AFFILIATIONS

Society of Industrial-Organizational Psychology (SIOP)
Member

Academy of Management (AOM)
Member