

MELANIE (MEL) K. PRENGLER

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EDUCATION

- Ph.D. Texas A&M University, Mays School of Business, College Station, TX
Doctor of Philosophy in Business Administration—Management; 2022
- M.A. Sam Houston State University, Huntsville, TX
Master of Arts in Clinical Mental Health Counseling, summa cum laude; 2017
- B.A. Texas A&M University, Mays School of Business, College Station, TX
Bachelor of Arts in Psychology; 2013

PUBLICATIONS

Prengler, M. K., Chawla, N., Leigh, A., & Rogers, K. M. (2022). Challenging racism as a Black police officer: An emergent theory of employee anti-racism. *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/apl0001057>

**Winner of 2023 Responsible Research in Business Management Award*

**Winner of 2021 Society of Industrial and Organizational Psychology Anti-Racism Grant*

**Selected as a finalist for the 2021 Southern Management Association Conference Best Organizational Behavior Doctoral Paper Award*

Klotz, A. C., Swider, B. W., Shao, Y., & **Prengler, M. K.** (2021). The paths from insider to outsider: A review of employee exit transitions. *Human Resource Management*, 60(1), 119-144. <https://doi.org/10.1002/hrm.22033>

WORK UNDER REVISION AND REVIEW (Manuscript names altered to protect blind peer-review)

Prengler, M. K., Klotz, A. C., & Murphy, C. M. (Under 3rd Review). A qualitative exploration of digital nomads. *Administrative Science Quarterly*.

**Winner of the 2021 MOC Division Best Student-Led Paper at the Academy of Management Annual Meeting*

**Selected for the Best Paper Proceedings of the 2021 Academy of Management Meeting*

**Nominated for Conference Best PhD Paper Prize 2020 Strategic Management Society Annual Meeting*

**Winner of a Mays Innovation Research Center Grant*

Boncoeur, O. D. & **Prengler, M. K.** (1st R&R). Entrepreneur loneliness. *Academy of Management Journal*.

Chawla, N., Gabriel, A. S., **Prengler, M. K.**, Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. (1st R&R). Postpartum allyship. *Organizational Behavior and Human Decision Processes*.

Tedder-King, A., **Prengler, M. K.**, & Sherf, E. (1st R&R). Allyship review. *Journal of Applied Psychology*.

WORKING PAPERS (Manuscript names altered to protect blind peer-review)

Prengler, M. K. & Klotz, A. C. (Preparing for submission). A qualitative exploration of ally identity development in the wake of allyship failure. Target: *Administrative Science Quarterly*.

**Selected as a finalist for the 2021 Organization Science/INFORMS Best Dissertation Proposal Competition*

Rodell, J. B., Rogers, K. M., Sabey, T. B., & **Prengler, M. K.** (Preparing for submission). A qualitative exploration of cascading sincerity. Target: *Administrative Science Quarterly*.

Prengler, M. K. (Data collection). Anti-racism in independent workers: A qualitative exploration of contemporary Indigenous artists. Target: *Administrative Science Quarterly*.

Prengler, M. K. & Muir (Zapata), C. P. (Study 2: Design). A qualitative examination of autonomy. Target: *Academy of Management Journal*.

Prengler, M. K. (Writing). A person-centered approach to qualitative interviews. Target: *Organizational Research Methods*.

POPULAR PRESS PUBLICATIONS

Prengler, M. K., Rogers, K. M. Chawla, N., Leigh, A. (2023, February 10) How to be an ally to colleagues after violence against their community. *Harvard Business Review*.

Prengler, M. K. (2022, December 14) Becoming an ally is only the first step: How to grow as an ally. *Work Ties Blog*.

POPULAR PRESS INTERVIEWS

[Ideas to Action](#), [Quartz](#), [The Darden Report](#)

SELECT CONFERENCE PRESENTATIONS

Prengler, M. K. Beyond “do better, try harder”: A grounded exploration of how employees evaluate and respond to allyship failure. Presented at the 2022 Academy of Management Annual Conference, Seattle, WA.

Chawla, N., Gabriel, A. S., **Prengler, M. K.**, Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. Postpartum allyship. Presented at the 2022 Academy of Management Annual Conference, Seattle, WA.

Prengler, M. K., Chawla, N. Leigh, A., & Rogers, K. M. Combating systemic racism from the inside: Understanding Black law enforcement officers’ anti-racism efforts at work. Presented at the 2021 Southern Management Association Conference, New Orleans, LA.

Prengler, M. K., Klotz, A. C., & Murphy, C. A grounded model of autonomy calibration in location-independent work arrangements. Presented at the 2021 Academy of Management Annual Conference, Virtual.

Prengler, M. K., Klotz, A. C., & Murphy, C. Choosing your chains: The process of constraining freedom through a qualitative study of digital nomadism. Presented at the 2020 Strategic Management Society Annual Conference, Virtual.

Prengler, M. K. The integrated model of categorization: Toward a unified theory in categorization research. Presented at the 2020 Strategic Management Society Annual Conference, Virtual.

**Nominated for Conference Best PhD Paper Prize*

Prengler, M. K., Chawla, N., Leigh, A., & Rogers, K. M. At war with myself: Competing identity targets in Black law enforcement officers working the BLM protests. Presented at the Academy of Management, Organizational Behavior Rapid Research Plenary on Racial Inequality and Systemic Racism, Virtual.

Prengler, M. K. Claiming and granting of managerial discretion: A temporal perspective. Presented at the 2019 Strategic Management Society Special Conference: Strategic Leadership, Las Vegas, NV.

ROUNDTABLES/PANELS

From Ideation to Publication: Dissertation Journeys of Recent PhD Graduates. **Panelist.** To be presented at the 2023 Annual Meeting of the Academy of Management.

Qualitative Research in Extreme Contexts. **Panelist.** To be presented at the 2023 Annual Meeting of the Academy of Management.

Halfway There: Now What? **Roundtable host.** 2022 Annual Meeting of the Academy of Management.

Organizational Behavior Doctoral Consortium. Acing the job talk. **Roundtable host**. 2022 Annual Meeting of the Academy of Management.

New Doctoral Student Consortium. Mental health in academia. **Panelist**. 2022 Annual Meeting of the Academy of Management.

TEACHING EXPERIENCE

MBA Courses

- Leadership and Organizations
- Talent Management
- Human Resource Management
- Leadership in Organizations (guest lecturer)

Executive Education

- Topics: Introduction to Talent Management Processes; Managing Talent in Diverse Organizations

Course Materials

- **Prengler, M.**, Sesia, A. & Kemp, B. (2023). Nikki Brown: Caught between career and conscience. *Darden Business Publishing Case and Teaching Note UVA-OB-1432*.
- Adams, G., Brown-Iannuzzi, J., Lisnek, J., and **Prengler, M.** (2023). Stress in the workplace: Mental health conversations. *Darden Business Publishing Case and Teaching Note UVA-OB-1440*.

SERVICE ACTIVITIES

Founder *Qualitative Research Incubation Community (QRIC)* (2023).

Organizer/Moderator CARMA Ph.D. Prep Series (2022), “Transforming me-search into research: Designing, communicating, and avoiding pitfalls of research inspired by personal experiences.”

Reviewer for the 2022 Organization Science/INFORMS Dissertation Proposal Competition

Ad hoc Reviewer at the *Academy of Management Journal* (2021)

Session Chair, Academy of Management Paper Session (2021)

Late-Stage Ph.D. Student Facilitator, Academy of Management Organizational Behavior Doctoral Student Buddy Group Initiative (2021)

Reviewer, Academy of Management Annual Meeting, (2019-present)

Senator, Texas A&M University Graduate and Professional Student Government, Department of Management (2018-present)

Ph.D. Student Leader, Department of Management (2018-present)

Volunteer, Organizational Behavior Division at AOM Annual Meeting (2019)

Reviewer, Strategic Management Society Strategic Leadership Special Conference (2019)

Volunteer, Strategic Management Society Strategic Leadership Special Conference (2019)

UNIVERSITY AWARDS

Texas A&M University, College Station

Recipient of the 2020-2021 MGMT Ph.D. Student Teaching Award

Hagler Institute HEEP Fellowship, Working with Dr. Tim Judge (2020)

Mays Business School Ph.D. Student Fellowship (2017-present)

Mays Business School Innovation Research Center Grant (2018)

PROFESSIONAL DEVELOPMENT

OB Doctoral Student Consortium Attendee (2021)

Qualitative Dissertation Professional Development Workshop (2020)

CARMA – Grounded Theory Short Course by Dr. Glen Kreiner (2020)

CARMA – Mixed Methods and Qualitative Comparative Analysis Short Course by Dr. Thomas Greckhamer (2020)

New Doctoral Student Consortium Attendee (2018)

PROFESSIONAL MEMBERSHIPS

Academy of Management, Society for Industrial and Organizational Psychology, Strategic Management Society, Center for Positive Organizational Scholarship