

MELANIE (MEL) K. PRENGLER

prenglerm@arden.virginia.edu

melaniekprengler.com

ACADEMIC POSITIONS

University of Virginia

2023 – present Research Communications Fellow; Office of VP for Research
2022 – present Assistant Professor; Darden School of Business

Texas A&M University

2017 – 2022 Ph.D. Management; Mays Business School
2010 – 2013 B.A. Psychology

Sam Houston State University

2014 – 2017 M.A. Counseling Psychology

PUBLICATIONS

Chawla, N., Gabriel, A. S., **Prengher, M. K.**, Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. (Forthcoming). Allyship in the fifth trimester: A multi-method investigation of women's postpartum return to work. *Organizational Behavior and Human Decision Processes*.

Prengher, M. K., Chawla, N., Leigh, A., & Rogers, K. M. (2023). Challenging racism as a Black police officer: An emergent theory of employee anti-racism. *Journal of Applied Psychology*, 108(2), 249–272. <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., & **Prengher, 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)

Prengher, M. K., Klotz, A. C., & Murphy, C. M. (Under 4th Review). A qualitative examination 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*

Tedder-King, A., **Prengler, M. K.**, & Sherf, E. (2nd R&R). Allyship review. *Journal of Applied Psychology*.

Boncoeur, O. D. & **Prengler, M. K.** (2nd R&R). A mixed method study of entrepreneur loneliness. *Academy of Management Journal*.

SELECTED WORKS IN PROGRESS (Manuscript names altered to protect blind peer-review)

Prengler, M. K., Tedder-King, A., & Sherf, E. [Invited; Preparing for submission]. A review of ally outcomes. Target: *Current Opinion in Psychology*.

Prengler, M. K. & Klotz, A. C. [Preparing for submission]. A qualitative examination 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 examination of breweries. Target: *Administrative Science Quarterly*.

Prengler, M. K. [Data collection]. A qualitative examination of contemporary Indigenous artists. Target: *Administrative Science Quarterly*.

POPULAR PRESS PUBLICATIONS

Prengler, M. K., Chawla, N., Leigh, A., & Rogers, K. M. (2023, September 8). How Black police officers combat systemic racism at work: New research shows how employees in any industry can make an impact through everyday anti-racist actions. *Harvard Business Review*. [Link](#).

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*. [Link](#).

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

POPULAR PRESS MENTIONS

[UVA Today – 2024 Workplace Predictions](#), [UVA Today – Dress Codes](#), [Ideas to Action – Anti-Racism Tools](#), [Ideas to Action – Ally Action After Mega-Threats](#), [Quartz](#), [The Darden Report](#)

TEACHING EXPERIENCE

MBA Courses

- Leadership in Organizations
- Talent Trailblazers

Executive Education

- Topics: Introduction to Talent Management Processes; Managing Talent in Diverse Organizations, Self versus Other Mindsets

Course Materials

- **Prengler, M.**, Younge, A., & Kemp, B. Allyship in the workplace. *Darden Business Publishing*. [Draft case]
- **Prengler, M.** & Sesia, A. Heartache: Talent Management at Cardio AI. *Darden Business Publishing*. [OB-1455: Draft case and teaching note]
- **Prengler, M.** (2024). The TRAIL Model of Talent Management. *Darden Business Publishing*. [OB-1451: Tech note]
- **Prengler, M.**, Sesia, A. & Kemp, B. (2023). Nikki Brown: Caught between career and conscience. *Darden Business Publishing*. [UVA-OB-1432: Case and teaching note]
- Adams, G., Brown-Iannuzzi, J., Lisnek, J., & **Prengler, M.** (2023). Stress in the workplace: Mental health conversations. *Darden Business Publishing*. [UVA-OB-1440: Case and teaching note]
- **Prengler, M.** & Sesia, A. (2023). Mental health at Rhino software. *Darden Business Publishing* [UVA-OB-1433: Case and draft teaching note]

SELECT CONFERENCE PRESENTATIONS

Prengler, M. K. It's a process: Allyship failure and its impact on ally development. Presented at the Positive Organizational Scholarship Idea Incubator, Sept 2023.

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.** 2023 Annual Meeting of the Academy of Management.

Qualitative Research in Extreme Contexts. **Panelist.** 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.

SERVICE ACTIVITIES

Darden Leadership and Organizations Speaker Series Committee (2023-present)

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

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

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

Darden “Being Productive: Achieve and Flourish” Organizer (2023-2024)
 Darden Postdoctoral Search Committee Chair (2023-2024)
 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
 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)
 Senator, Texas A&M University Graduate and Professional Student Government, Department of Management (2018-2022)
 Ph.D. Student Leader, Department of Management (2018-2022)
 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

AMR Bridge Reviewer Program Participant (2023-2024)
 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