

Melanie K. Prengler

prenglerm@arden.virginia.edu

melaniekprengler.com

ACADEMIC POSITIONS

University of Virginia

2022 – present

Assistant Professor; Darden School of Business

2023 – 2024

Research Communications Fellow; Office of VP for Research

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

1. Tedder-King, A., **Prengler, M. K.**, & Sherf, E. (Forthcoming). The mitigation-signaling model: An integrative conceptual review of allyship behaviors' consequences for marginalized individuals. *Journal of Applied Psychology*.

** To be published as a Monograph—an honor reserved for research deemed an “extraordinary contribution” by the Senior Editorial Team, with fewer than one article per year receiving this distinction.*

2. **Prengler, M. K.**, Klotz, A. C., & Murphy, C. M. (2024). Place iteration and integration: How digital nomads navigate the mobile worker paradox. *Administrative Science Quarterly*. OnlineFirst. <https://doi.org/10.1177/00018392241302795>

**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*

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

**Winner of a Mays Innovation Research Center Grant (\$7,000)*

3. Tedder-King, A., **Prengler, M. K.**, & Sherf, E. (2024). Broadening our sights: Expanding the consequences of allyship for allies. *Current Opinion in Psychology*. 101902. <https://doi.org/10.1016/j.copsyc.2024.101902>

4. Chawla, N., Gabriel, A. S., **Prengler, M. K.**, Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. (2024). Allyship in the fifth trimester: A multi-method investigation of Women's postpartum return to work. *Organizational Behavior and Human Decision Processes*, 182, 104330. <https://doi.org/10.1016/j.obhdp.2024.104330>

5. **Prengler, 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 (~\$13,000)

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

6. Klotz, A. C., Swider, B. W., Shao, Y., & **Prenghler, 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>

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

- **Prenghler, M. K.** & Klotz, A. C. [Preparing for submission]. An inductive examination of how allies evaluate and respond to allyship failure, and implications for future allyship. Target: *Academy of Management Journal*.
 *Selected as a finalist for the 2021 Organization Science/INFORMS Best Dissertation Proposal Competition
- Rodell, J. B., **Prenghler, M. K.**, Rogers, K. M., & Sabey, T. B. [Preparing for submission]. An inductive examination of how and why prosocial initiatives are effective and sustainable. Target: *Administrative Science Quarterly*.
- **Prenghler, M. K.** [Data collection and analysis]. An inductive examination of how marginalized people foster collective dignity via their work. Target: *Administrative Science Quarterly*.
- Ellis, L., & **Prenghler, M. K.** [Data collection and analysis]. An inductive examination of creativity in AI artists. Target: *Administrative Science Quarterly*.
- **Prenghler, M. K.**, Moergan, K. & Ellis, L. [Study design]. Pink. Target: *Journal of Applied Psychology*.

PRACTITIONER-FOCUSED PUBLICATIONS

- **Prenghler, M. K.** (2024, October 18). Qualitative Analysis Could Make You a Better Leader. *UVA Thoughts from the Lawn*. [Link](#).
- Chawla, N., Gabriel, A. S., **Prenghler, M. K.**, Rogers, K. M., Rogers, B., Tedder-King, A., & Rosen, C. (2024, July 25). 4 ways to meaningfully support new mothers returning to work. *Harvard Business Review*. [Link](#).
- **Prenghler, M. K.** (2023, September 14). 3 Anti-Racism Tools All Employees Can Learn from Black Police Officers. *Ideas to Action*. [Link](#).
- **Prenghler, M. K.** (2023, May 4). A Quick Guide for Allies After a Mega-Threat. *Ideas to Action*. [Link](#).
- **Prenghler, 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](#).
- **Prenghler, 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 INTERVIEWS

[UVA Speaks Lifetime Learning Podcast – Digital Nomads](#), [UVA Today – 2024 Workplace Predictions](#), [UVA Today – Dress Codes](#), [Quartz](#), [The Darden Report](#)

TEACHING EXPERIENCE

MBA Courses

- Leadership in Organizations
- Talent Trailblazers
- Leading Teams

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. In Search of An Ally Series. *Darden Business Publishing*. [OB-1480, OB-1481, and OB-1482: Cases]
- **Prengler, M.** & Sesia, A. Heartache: Talent Management at Cardio AI. *Darden Business Publishing*. [OB-1455: Case and draft 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.** (Presenter). How independent workers combat discrimination. Presented at the EDI Workshop. Calgary, Alberta.
- Tedder-King, A., **Prengler, M. K.**, Sherf, E. Allyship review. Presented at the Relating Across Differences Conference, Philadelphia, PA.
- Winn, B. Cameron, L., & **Prengler, M. K.** Publishing in HBR, SMR, CMR, PSJ, & I by IMD to impact real-world innovation. (Co-organizer), Presented at the 2024 Academy of Management Conference, Chicago, IL.
- Boncoeur, D. & **Prengler, M. K.** Promises and perils: Examining the paradoxical nature and consequences of entrepreneur loneliness. Accepted at the 2024 Academy of Management Conference, Chicago, IL.

- **Prengler, M. K.** Am I the bad guy? The role of failure in ally development. Presented at the 2024 Academy of Management Conference, Chicago, IL.
- **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, 2020 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

2025

- Qualitative diversity research. **Guest Speaker.** Duke PhD Diversity Class.
- Interviewing and Reflexivity. **Guest Speaker.** Wharton PhD Qualitative Methods Class.

2024

- Women @ Darden: Office Hours with Melanie Prengler. **Panelist.** Darden Distance Learning.
- Share Your Power. **Section Facilitator.** Graduate Women in Business Conference.

2023

- From Ideation to Publication: Dissertation Journeys of Recent PhD Graduates. **Panelist.** Annual Meeting of the Academy of Management.
- Qualitative Research in Extreme Contexts. **Panelist.** Annual Meeting of the Academy of Management.

- Share Your Power. **Section Facilitator**. Graduate Women in Business Conference.

2022

- Halfway There: Now What? **Roundtable host**. Annual Meeting of the Academy of Management.
- Organizational Behavior Doctoral Consortium. Acing the job talk. **Roundtable host**. Annual Meeting of the Academy of Management.
- New Doctoral Student Consortium. Mental health in academia. **Panelist**. Annual Meeting of the Academy of Management.

SERVICE ACTIVITIES

Current

- Ad hoc reviewer at
 - Administrative Science Quarterly (2024–present)
 - Academy of Management Collections (2024–present)
 - Organizational Behavior and Human Decision Processes (2024–present)
 - Academy of Management Journal (2021–present)
- Darden
 - BGiA (Darden) Student Auction — item host/co-host (2023–present)
 - Darden Leadership and Organizations Speaker Series Committee (2023–present)
 - Founder *Qualitative Research Incubation Community (QRIC)* (2023–present).
- Service to the Field
 - Review Committee, RRBM Dare to Care Dissertation Scholarship (2025)
 - Reviewer, Academy of Management Annual Meeting, (2019–present)

Past

- Darden
 - Darden “Being Productive: Achieve and Flourish” Founder and Organizer (2023–2024)
 - Darden Postdoctoral Search Committee Chair (2023-2024)
- Service to the Field
 - AOM OB Managing Connection Committee Coffee Chats (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.”
 - Co-Organizer & Panelist, Job Market Panel, MDSA (2022)
 - 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)
 - 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)
- Texas A&M
 - Senator, Texas A&M University Graduate and Professional Student Government, Department of Management (2018-2022)
 - Ph.D. Student Leader, Department of Management (2018-2022)

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

- Wharton OB Conference attendee (2024-present)
- *AMR* Bridge Reviewer Program Participant (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