

# Melanie K. Prengler

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## ACADEMIC POSITIONS

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### 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

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6. 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.*

5. **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)*

4. 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>

3. 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>

*\*Winner of Darden's 2025 Wells Fargo Award for Excellence in Significant Publication in a Peer-Reviewed, Discipline-Based Journal*

2. **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*

1. 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>

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

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- **Prengler, 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., **Prengler, 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*.
- **Prengler, M. K.** [Data collection and analysis]. An inductive examination of how marginalized individuals use their work to engage in image construction on behalf of their group. Target: *Administrative Science Quarterly*.
- Ellis, L., & **Prengler, M. K.** [Data collection and analysis]. An inductive examination of creativity in AI artists. Target: *Administrative Science Quarterly*.
- **Prengler, M. K.**, Moergan, K. & Ellis, L. [Study design]. Pink. Target: *Journal of Applied Psychology*.

#### PRACTITIONER PUBLICATIONS

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- **Prengler, M. K.** (2024, October 18). Qualitative Analysis Could Make You a Better Leader. *UVA Thoughts from the Lawn*. [Link](#).
- Chawla, N., Gabriel, A. S., **Prengler, 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](#).
- **Prengler, M. K.** (2023, September 14). 3 Anti-Racism Tools All Employees Can Learn from Black Police Officers. *Ideas to Action*. [Link](#).
- **Prengler, M. K.** (2023, May 4). A Quick Guide for Allies After a Mega-Threat. *Ideas to Action*. [Link](#).
- **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 INTERVIEWS

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

## 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.** 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*

- **Prengher, 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.

## INVITED TALKS AND PANELS

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### Invited Talks and Conferences

- HBS Race, Gender, Equity Conference (2025)
- HBS Relating Across Differences Conference (2025)
- Boston College, Work, Identity, and Management (2025)
- Southern Methodist University (2025)
- Wharton, University of Pennsylvania (Guest Lecture, PhD Seminar) (2025)
- Duke University (Guest Lecture, PhD Seminar) (2025)
- Wharton OB Conference (2024)
- Wharton Relating Across Difference Conference (2024)
- Notre Dame University (2024)
- Dartmouth Tuck's DEI Thought Leaders Soiree (2023)
- UVA Darden's New Directions in Leadership Conference (2022)
- University of Virginia, Darden School of Business (2021)
- University College London (2021)
- Texas Tech University (2021)
- Texas Christian University (2021)
- Simon Fraser University (2021)

### Panelist

- "Women @ Darden: Office Hours with Melanie Prengher," Darden Distance Learning (2024)
- "From Ideation to Publication: Dissertation Journeys of Recent PhD Graduates," AOM Annual Meeting (2023)
- Share Your Power," Graduate Women in Business Conference (2023, 2024)
- "Qualitative Research in Extreme Contexts," AOM Annual Meeting (2023)
- "Acing the Job Talk," OB Doctoral Consortium, AOM (2022)
- "Halfway There: Now What?" AOM Annual Meeting (2022)
- "Mental Health in Academia," New Doctoral Student Consortium, AOM (2022)

## SERVICE ACTIVITIES

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### Current

- Leadership Roles
  - **Founder and Co-Chair,** *Tenure-Track Faculty Task Force*, Darden (2025)
  - **Founder and Chair,** *Qualitative Research Incubation Community (QRIC)*, Darden (2023–present)
  - **Co-Organizer,** *Leadership and Organizations Speaker Series*, Darden (2023–present)
- Reviewing
  - **Ad hoc Reviewer,** *Administrative Science Quarterly* (2024–present)
  - **Ad hoc Reviewer,** *Academy of Management Collections* (2024–present)
  - **Ad hoc Reviewer,** *Organizational Behavior and Human Decision Processes* (2024–present)
  - **Ad hoc Reviewer,** *Academy of Management Journal* (2021–present)

- **Reviewer**, *Academy of Management Annual Meeting* (2019–present)
- **Review Committee Member**, *RRBM Dare to Care Dissertation Scholarship* (2025)

#### Past

- Leadership Roles
  - **Chair**, Postdoctoral Search Committee (2023–2024)
  - **Founder and Organizer**, Being Productive: Achieve and Flourish program (2023–2024)
  - **Organizer and Moderator**, CARMA Ph.D. Prep Series “Transforming me-search into research” (2022)
  - **Co-Organizer & Panelist**, Job Market Panel, MDSA (2022)
- Conference Service
  - **Managing Committee Member**, AOM OB Division Coffee Chats (2023–2024)
  - **Session Chair**, AOM Annual Meeting (2021)
  - **Volunteer**, OB Division, AOM Annual Meeting (2019)
  - **Volunteer**, Strategic Management Society Strategic Leadership Special Conference (2019)
- Reviewing
  - **Reviewer**, Organization Science/INFORMS Dissertation Proposal Competition (2022)
  - **Reviewer**, Strategic Management Society Strategic Leadership Special Conference (2019)
- Ph.D. Student Leadership
  - **Facilitator**, OB Division Ph.D. Buddy Group Initiative, AOM (2021)
  - **Interviewer**, ASQ Student Blog (2021)
  - **Ph.D. Student Leader**, Department of Management, Texas A&M University (2018–2022)
  - **Senator**, Graduate and Professional Student Government, Texas A&M University (2018–2022)

#### UNIVERSITY AWARDS

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- Recipient of the 2025 Darden Wells Fargo Research Award
- 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 (2017-2022)
- Mays Business School Innovation Research Center Grant (2018)

#### TEACHING ACTIVITIES

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##### MBA Courses (UVA – Darden School of Business)

- Leadership in Organizations (MBA core)
- Talent Trailblazers (MBA elective, original course development)
- Leading Teams (MBA elective)

##### Undergraduate Courses (Texas A&M University)

- Human Resource Management (Undergraduate elective)

##### Executive Education (UVA – Darden School of Business)

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

### Cases and Teaching Notes

- **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]