

## MELANIE (MEL) K. PRENGLER

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### ACADEMIC POSITIONS

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#### 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

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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)

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**Prengher, M. K.**, Klotz, A. C., & Murphy, C. M. (Under 4<sup>th</sup> 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. (2<sup>nd</sup> R&R). Allyship review. *Journal of Applied Psychology*.

Boncoeur, O. D. & **Prengler, M. K.** (2<sup>nd</sup> 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)

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**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**

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**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**

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[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

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### 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

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**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

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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

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### Present

*Ad hoc* reviewer at the *Academy of Management Collections* (2024-present)

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)

### Past

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**

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*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**

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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**

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