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**Education**

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**Louisiana State University**, Baton Rouge, Louisiana

Ph.D. in Management, ABD (Anticipated: 2025)

- Major: Organizational Behavior and Human Resource Management
- Dissertation Title: *Navigating Criminal History Identity: Exploring Challenges, Stigma and Ethics in Company Hiring Practices for Individuals with Criminal Histories*
  - ❖ Proposal defended on April 25, 2024
  - ❖ Committee: Michael A. Johnson (Chair), Daniel S. Whitman, & Monique A. Domingo.
  - ❖ Honor: 2024 Academy of Management's HR Division Dissertation Proposal Award.

**Jacksonville University**, Jacksonville, Florida

Master of Science in Organizational Leadership (August 2019)

**Universidad de Palermo**, Buenos Aires, Argentina

Bachelor's Degree in Journalism and Sports Journalism (September 2014)

**Universidad Politécnica de Valencia, Campus Gandía**, Valencia, Spain

Study abroad (January – July 2013)

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**Papers Under Review**

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**Moreno, F. J.**, Johnson, M. A., & Bigelow, B. [Topic redacted for purposes of blind review: A qualitative investigation of how email marginalizes individuals at work]. **1st round Revise and Resubmit** at *Journal of Applied Psychology*.

**Moreno, F. J.**, Johnson, M. A., & Bigelow, B. [Topic redacted for purposes of blind review: Workplace Impacts of Food Insecurity]. **1st round Revise and Resubmit** at *Personnel Psychology*.

Johnson, M. A., Priesemuth, M., & **Moreno, F. J.** [Topic redacted for purposes of blind review: Mechanism for Obesity's impact on Career Success]. **Under 2nd Review** at *Human Performance*.

**Moreno, F. J.**, Johnson, M. A., & Boyd, T. [Topic redacted for purposes of blind review: the role of ethics-focused language in overcoming applicants' stigmatization of convict hiring]. **Under 1st Review** at *Journal of Management*.

Johnson, M. A., Priesemuth, M., Griffith, M., & **Moreno, F. J.** [Topic redacted for purposes of blind review: Employee Reactions to Manager Body Fat]. **Under 1st Review** at *Human Resource Management*.

Ashouri, N., Cuconato, G., Ehasz, S., **Moreno, F. J.**,... & Smith, S. [Topic redacted for purposes of blind review: A task interdependence and communication experiential activity]. **Under 2nd round Revise and Resubmit** at *Management Teaching Review*.

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**Selected Works in Progress**

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**Moreno, F. J.**, Johnson, M. A. Beyond the Individual: Understanding Organizational Perspectives on Criminal History Identity in Hiring. Data collection in progress. To be submitted to *Academy of Management Journal*.

**Moreno, F. J.**, Caleo, S., & Whitman, D. Hiring Stereotypes on Social Media: Exploring Selection Evaluations of Cybervetting. Data collection in progress. To be submitted to *Journal of Applied Psychology*.

**Moreno, F. J.**, Johnson, M. A., Boyd, T., & Chen, J. Released but still imprisoned: Extending the criminal history identity and stigma management. Writing in progress. To be submitted to *Academy of Management Review*.

Chen, J., **Moreno, F. J.**, Johnson, M. A., & Boyd, T. Criminal History and Employment Outcomes: A Meta-Analysis of the Impact on Job Attainment and Earnings. Data extraction in progress. To be submitted to *Academy of Management Journal*.

## Conference Presentations

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- Moreno, F. J.\***, Johnson, M. A., & Bigelow, B., (2024). Working on an Empty Stomach? A Model of Food Insecurity's Impact on Performance Via Self-Regulation. **Academy of Management, Chicago, IL.**
- Moreno, F. J.\***, Caleo, S., & Whitman, D. (2024). Unveiling Gender Dynamics: Self-Promotion on Social Media and its Impact on Selection Evaluations. **Southern Management Association, San Antonio, TX.**
- Moreno, F. J.\***, Johnson, M. A., & Bigelow, B. (2024) Unveiling Email Dynamics: A Linguistic Exploration of Marginalization in Workplace Communication. **Southern Management Association, San Antonio, TX.**
- Moreno, F. J.\***, Johnson, M. A., & Boyd, T., (2023). Second chance hiring at the intersection of stigma and ethics: implications for company hiring. **Academy of Management, Boston, MA.**
- Moreno, F. J.\***, Johnson, M. A., & Loignon, A., (2023). Workplace Impacts of Food Insecurity: Exploring Multiple Stress Mediating Paths on Job Performance. **Academy of Management, Boston, MA.**
- Moreno, F. J.\***, Bigelow, B., & Johnson, M. A., (2023). Emails as the "great equalizer"? A qualitative investigation of how email marginalizes individuals at work. **Southern Management Association, St Pete Beach, FL.**
- Ashouri, N\*, **Moreno, F. J.\***,... & Perkins, B.\* (2023). 2023 DI - Picture Perfect Managers: An Experiential Exercise on Employee-Manager Communication. **Management and Organizational Behavior Teaching Society, Jacksonville, FL.**
- Moreno, F. J.\***, Johnson, M. A., & Boyd, T., (2022). The role of ethics-focused language in overcoming applicants' stigmatization of convict hiring. **Academy of Management, Seattle, WA.**
- Moreno, F. J.\***, Johnson, M. A., Boyd, T., & Chen, J. (2022). Released but still imprisoned: Conceptual review extending the criminal history identity and stigma management literature. **Southern Management Association, Little Rock, AR.**

\* Denotes the presenter(s)

## Teaching Experience

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**Louisiana State University**, Baton Rouge, Louisiana

*Instructor at the E.J. Ourso College of Business Rucks Department of Management (2022 – Present)*

Ratings given are overall effectiveness evaluations on a 4.0 Scale (numbers in parentheses are college averages)

<b>Fall 2022</b>	MGT3200: Principles of Management.	<b>3.8 / 4.0</b> [92% Response Rate] (3.5)
<b>Spring 2023</b>	MGT3200: Principles of Management.	<b>3.8 / 4.0</b> [88% Response Rate] (3.5)
<b>Summer 2023*</b>	MGT3200: Principles of Management.	<b>3.7 / 4.0</b> [87% Response Rate] (3.5)
<b>Fall 2023</b>	MGT3200: Principles of Management.	<b>3.7 / 4.0</b> [85% Response Rate] (3.4)
<b>Spring 2024</b>	MGT3200: Principles of Management.	<b>3.7 / 4.0</b> [90% Response Rate] (3.5)

\* Denotes online course(s)

## Skills / Interests

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**Language Skills:** Native Spanish, fluent in English, and proficient in French.

**Teaching Interests:** Principles of management, human resource management, and organizational behavior.

**Research Interests:** Workplace diversity and marginalization, criminal history identity, and work-related online practices.

## Reviewing and Professional Service

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<b>Southern Management Association</b>	<b>2022-Present</b>
Reviewer for the Annual Meeting of the Southern Management Association	
<b>Academy of Management</b>	<b>2023-Present</b>
Reviewer for the Annual Meeting of the Academy of Management	
<b>International Cultural Center – Louisiana State University</b>	<b>2021-Present</b>
Orientation Leader	

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## Honors and Awards

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<b>Academy of Management's HR Division Dissertation Proposal Award</b>	Chicago, Illinois (August 2024)
<b>BJ Hodge Scholarship for Management PhD Students</b>	Baton Rouge, Louisiana (July 2024)
<b>Friedhelm Goronzy Endowed Superior Graduate Student Scholarship</b>	Baton Rouge, Louisiana (May 2024)
<b>James Reddoch Graduate Student Award for Excellence in Teaching</b>	Baton Rouge, Louisiana (April 2024)
<b>2023-24 Southeastern Conference (SEC) Emerging Scholar Award</b>	Baton Rouge, Louisiana (May 2023)
<b>Friedhelm Goronzy Endowed Superior Graduate Student Scholarship</b>	Baton Rouge, Louisiana (May 2023)
<b>Management and Organizational Behavior Teaching Society Doctoral Institute Scholarship Award</b>	Jacksonville, Florida (March 2023)
<b>Friedhelm Goronzy Endowed Superior Graduate Student Scholarship</b>	Baton Rouge, Louisiana (September 2022)
<b>Beta Gamma Sigma, Lifetime Member - Jacksonville University Chapter 2019</b>	Jacksonville, Florida (January 2019)

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## Professional Affiliations

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**Academy of Management**, Student Affiliate. Divisions: Organizational Behavior, Human Resources; & Diversity, Equity, and Inclusion.

**Southern Management Association**, Student Affiliate

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## Doctoral Consortia & Workshops

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<b>The Northeastern Qualitative Research Conference</b>	Virtual (April 2024)
<b>Management and Organizational Behavior Teaching Society: Doctoral Institute</b>	Jacksonville, FL (June 2023)
<b>Southern Management Association: Late-Stage Doctoral Student Consortium</b>	Little Rock, AR (October 2022)
<b>Southern Management Association: Early-Stage Doctoral Student Consortium</b>	New Orleans, LA (October 2021)
<b>Southern Management Association: Early-Stage Doctoral Student Consortium</b>	Virtual (October 2020)

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## Professional Experience

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**Louisiana State University**, Baton Rouge, Louisiana

*Research and Teaching Assistant at the E.J. Ourso College of Business Rucks Department of Management (August 2020 – Present)*

- Assisted professors with research project data collection, grading student work, proctoring exams, and providing general support.

**APR Energy**, Jacksonville, Florida

*Data Research Analyst (January 2019 – February 2020)*

- Researched and identified energy needs across Central and South America to generate business opportunities.

**Jacksonville University**, Jacksonville, Florida

*Graduate Technology Assistant at the Davis College of Business (August 2018 – August 2019)*

- Tutored students on applied business and economic analysis using Microsoft Excel. Assisted faculty and doctoral students with taping classes and dissertations and making / editing videos. Supported maintenance and software updates for tech equipment.

**Barranquilla Life**, Barranquilla, Colombia

*Sportswriter and Show Host (February 2016 – August 2018)*

- Reported on local sports events via written articles and YouTube. Conducted video interviews and live broadcasted cultural events.

**InPlay Sports Data**, Colombia

*Sports Reporter (April 2016 – August 2018)*

- Covered soccer matches in Barranquilla, Cartagena, and Santa Marta, transmitting from the venue via telephone or mobile app interface.

**Emisora Riomar 1.130 AM Todelar**, Barranquilla, Colombia

*Radio Host at Panorama Deportivo (July 2015 – December 2015)*

- Cohosted an on-air radio show. Reported on and analyzed international soccer and Major League Baseball.

*Director, Producer, and Host of Cinestadio radio show (January 2015 – July 2015)*

- Hosted an on-air radio show about news, information, analysis, opinions, and statistics related to Colombian and international sports. Produced daily content, generated daily promotion through social networks, and designed and implemented marketing strategies.

**AM 820 Radio Vigia Todelar**, Cartagena, Colombia

*Panelist and Social Media Manager for Galacticos del Deporte radio show (April 2014 – July 2014)*

- Reported on and analyzed soccer news on-air daily. Shared information and general show content on Twitter and Facebook.

**La Radio 92.3 FM**, Buenos Aires, Argentina

*Assistant Producer and Reporter for Caira Quien Caira radio show (May 2011 – July 2011)*

- Arranged, organized, and confirmed interviews. Covered elections from the headquarters of political parties and provided live information.