

## Ryan Scott Teschner

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### ACADEMIC POSITIONS

<b>CITY UNIVERSITY OF NEW YORK, BARUCH COLLEGE, ZICKLIN SCHOOL OF BUSINESS</b> — New York, NY	(Incoming, 2025)
Assistant Professor, Business, Sustainability, and Society	
<b>SINGAPORE MANAGEMENT UNIVERSITY, LEE KONG CHIAN SCHOOL OF BUSINESS</b> — Singapore, SG	2024
Research Fellow	

### EDUCATION

<b>UNIVERSITY OF TEXAS AT DALLAS</b> — Dallas, TX (USA) — <b>Ph.D. Management</b> ,	2024
Dissertation: Changing the Default on a Long, Violent History: Relational Coordination and Identity Disclosure	
Committee: Riki Takeuchi (Chair), Jason Kautz, Jennifer Petriglieri, & Junfeng Wu	
<b>FLORIDA STATE UNIVERSITY</b> — Tallahassee, FL (USA) — <b>Master of Business Administration</b> ,	2012
<b>UNIVERSITY OF CENTRAL FLORIDA</b> — Orlando, FL (USA) — <b>Bachelor of Science in Business Administration</b> ,	2010

### RESEARCH INTERESTS

I am interested in the research topics of identity, diversity, and stigma. My research focuses on how individuals safely and productively sustain their identities within their workplaces and the consequences of organizations on these various identities and society. Specifically, my empirical research looks to unveil the role of specific mechanisms which connect organizations to societal challenges.

### PUBLICATIONS

#### PEER-REVIEWED ARTICLES

Takeuchi, R., Guo, N., **Teschner, R. S.**, & Kautz, J. (2021) Reflecting on death amidst COVID-19 and individual creativity: Cross-lagged panel data analysis using four-wave longitudinal data. *Journal of Applied Psychology*, 106(8), 1156–1168.

#### RESEARCH INVITED FOR REVIEW

Guo, N., **Teschner, R. S.**, Takeuchi, R., & Park, H D. Death awareness and Social Entrepreneurship: An experimental investigation. **1<sup>st</sup> round revise and resubmit** at Journal of Applied Psychology.

#### PUBLISHED LAW JOURNALS

Lee-ford Tritt & **Ryan Scott Teschner**, The Rise of Business Trusts in Sustainable Neo Innovative Economies, 88 U. CIN. L. REV. 735 (2020)

Lee-ford Tritt & **Ryan Scott Teschner**, Amazon Delivers Diversity: Geographical & Social Influences on Corporate Embeddedness, 16 BERKELEY BUS. L.J. 1 (2019)

Lee-Ford Tritt & **Ryan Scott Teschner**, Re-Imagining the Business Trust as a Sustainable Business Form, 97 WASH. U. L. REV. 4 (2019)

#### BOOK CHAPTERS

**Teschner, R. S.**, & Embry, E. (2024). Review of the research landscape - historically foundational research. In B. Boots & B. Williams (Eds.). *The De Gruyter Handbook of Social Entrepreneurship* (pp. xx-xx). De Gruyter.

#### RESEARCH UNDER REVIEW

**Teschner, R. S.** Inclusive Language and Awkwardness: Developing a Scale for Interpersonal Awkwardness. Under review at Journal of Organizational Behavior.

**Teschner, R. S.** Fear and Identity Negotiation in the Workplace: Professional Outcomes Via Personal Motives. Under review at Human Resource Management Journal.

Takeuchi, R., Sousa, C., **Teschner, R. S.**, Tan, Q., Guo, N. & Griffith, D. The Past, Present, and Future: A Scientometric Analysis of Knowledge Generation in the Journal of International Business Studies. Under review at the Journal of International Business Studies.

Guo, N., Takeuchi, R., & **Teschner, R. S.** Death awareness and constructive voice: Two-study, multi-wave investigation. Under review at Personnel Psychology.

**Teschner, R. S.** Before identity activation. Under review at Human Relations.

Welbourne-Eleazar, M. J. & **Teschner, R. S.** Responding to moral safeguard voids: A multi-stakeholder study of concussions in the NHL. Under review at Personnel Psychology.

**Teschner, R. S.**, Arena, D., Birch, A. V., & Takeuchi, R. Recasting The M.O.L.D. Through Relational Coordination: Using Default-Challenging Language To Advance DEI. Under review at Journal of Management.

Takeuchi, R., **Teschner, R. S.**, & Guo, N. Coping with unexpected job loss due to COVID-19: Pre- and post-design investigation of psychological contract breach incongruence of repatriates. Under review at Organizational Behavior and Human Decision Processes.

**Teschner, R. S.**, Takeuchi, & Guo, N. Supervisor-subordinate political similarity and workplace induced dual-diagnosis: A multilevel investigation. Under review at Personnel Psychology.

#### RESEARCH IN PROGRESS

Dreber, A., DuPlessis, C., Johannesson, M., Schaerer, M., Uhlmann, E., & **Teschner, R. S.** Accounting for dishonesty: Systematic large-scale tests of competing theories. † (**Registered Report development stage; targeted for Nature**).

DuPlessis, C., Schaerer, M., Uhlmann, E., & **Teschner, R. S.** Bias to find bias: Meta-analysis of race and gender discrimination in job outcomes. † (**Manuscript development stage; targeted for PNAS**).

Takeuchi, R., Guo, N., & **Teschner, R. S.** Examining different trajectories of abusive supervision and its consequences thru two-study, three-wave longitudinal data. † (**Manuscript development stage; addressing Journal of Vocational Behavior review comments; targeted for JMSR**).

Takeuchi, R., Guo, N., & **Teschner, R. S.** Good citizens and good Samaritans? Multiple motives interactions on employee voice behaviors. † (**Manuscript development stage; addressing PPsych review comments; targeted for JAP**).

Takeuchi, R., Guo, N., & **Teschner, R. S.** Profiling new labor market entrant's work transition and adjustment process: Examining longitudinal poor sleep quality change patterns. † (**Manuscript development stage; addressing OBHDP review comments; targeted for JoM**).

**Teschner, R. S.**, & Lynch J. W. Identity disclosure and relational coordination. † (**Manuscript development stage; targeted for JAP**).

**Teschner, R. S.**, & Guo, N. Gendered constructs of creativity. † (**Data Collection and manuscript development stage; targeted for ORM**).

Jun, S., Phillips, L. T., & **Teschner, R. S.** Asymmetry in attributions to intergroup bias. † (**Data collection in progress; manuscript development stage; targeted for JAP**).

## CONFERENCE PRESENTATIONS

### REFEREED CONFERENCE PRESENTATIONS

- Teschner, R. S.** Inclusive Language and Awkwardness: Developing a Scale for Interpersonal Awkwardness. Manuscript to be presented at the Academy of Management Annual Meeting, Chicago, IL (August 9<sup>th</sup>-13<sup>th</sup>, 2024).
- Teschner, R. S.,** & Lynch, J. W. Identity Disclosure as a Relational Intervention. Manuscript presented at Relational Coordination Research Collaboration Roundtable, Baltimore, MD (October 26<sup>th</sup>-29<sup>th</sup>, 2023).
- Welbourne-Eleazar, M. J. & **Teschner, R. S.** Responding to Moral Safeguard Voids: A Multi-Stakeholder Study of Concussions in the NHL. Manuscript presented at the Sustainability, Ethics & Entrepreneurship (March 3<sup>rd</sup>-5<sup>th</sup>, 2023).
- Teschner, R. S.** Changing the Default of a Long, Violent History. Manuscript presented at Relational Coordination Research Collaboration Roundtable, Boston, MA (November 4<sup>th</sup>-6<sup>th</sup>, 2022).
- Teschner, R. S.** & Arena, D. F. Identity management, linguistics, and changing defaults. Manuscript presented at the Southern Management Association Annual Meeting, Little Rock, AR (October 18<sup>th</sup>-22<sup>nd</sup>, 2022).
- Teschner, R. S.,** Takeuchi, R., & Guo, N. Office warfare: Exploring the role of employee political affiliation in the workplace. Manuscript presented at the Academy of Management Annual Meeting, Seattle, WA (August 5<sup>th</sup>-9<sup>th</sup>, 2022).
- Teschner, R. S.** & Arena, D. Changing the Default: Allying with marginalized identities for social change. Manuscript presented at the Academy of Management Annual Meeting, Seattle, WA (August 5<sup>th</sup>-9<sup>th</sup>, 2022).
- Guo, N., Takeuchi, R., & **Teschner, R. S.** Death awareness and employee voice: Two-study, multi-wave investigation. Manuscript presented at the Academy of Management Annual Meeting, Seattle, WA (August 5<sup>th</sup>-9<sup>th</sup>, 2022).
- Guo, N., Takeuchi, R., & **Teschner, R. S.** Employee voice. Poster presented virtually at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA (April 27<sup>th</sup> – May 1<sup>st</sup>, 2022).
- Teschner, R. S.** Job identification, supervisor-subordinate political similarity, and workplace induced dual diagnosis: A multilevel investigation. Manuscript to be presented at the Southern Management Association Annual Meeting, New Orleans, LA (November 2<sup>nd</sup> -6<sup>th</sup>, 2021).
- Takeuchi, R., Guo, N, & **Teschner, R. S.** Examining different trajectories of abusive supervision and its consequences thru three-wave longitudinal data. Poster presented virtually at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Online, (April 15<sup>th</sup> -17<sup>th</sup>, 2021).
- Takeuchi, R., **Teschner, R. S.,** & Guo, N. Coping with unexpected job loss due to COVID-19: Pre- and post-design investigation of psychological contract breach incongruence of repatriates. Poster presented virtually at the 35th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA (April 15<sup>th</sup> -17<sup>th</sup>, 2021).
- Boncoeur, O. D., **Teschner, R. S.,** Richard, O. C., & Hollie, L. A multilevel investigation of the receipt of gratitude on emotional labor and work withdrawal: The moderating role of diversity climate. Manuscript presented virtually at the Southern Management Association Annual Meeting, Saint Petersburg, FL (October 20<sup>th</sup> -24<sup>th</sup>, 2020).
- Teschner, R. S.** Wax and Prosper or Dwindle and Die: A multiple identity tale of entrepreneurial opportunities. Manuscript presented virtually at the Academy of Management Annual Meeting, Vancouver, BC (August 7<sup>th</sup>-11<sup>th</sup>, 2020).

**LAW CONFERENCE PRESENTATIONS**

Lee-Ford Tritt & **Ryan Scott Teschner**, "Re-Imagining the Business Trust as a Sustainable Business Forum," The 2019 LLC Institute, Tampa, FL. November, 2019.

Lee-Ford Tritt & **Ryan Scott Teschner**, "Sustainable Business Trusts," University of Cincinnati College of Law's Annual Corporate Law Symposium, Cincinnati, Ohio. March, 2019.

Lee-Ford Tritt & **Ryan Scott Teschner**, "The Rise of Business Trusts in Sustainable New-Innovative Economies," Trusts & Estates Section of The Association of American Law School's Annual Meeting, New Orleans, Louisiana. January, 2019.

**TEACHING EXPERIENCE****THE UNIVERSITY OF TEXAS AT DALLAS**

Instructor

Organizational Behavior, Fall 2021 (Undergraduate)

Teaching evaluation: 4.92/5.0

Organizational Behavior, Spring 2022 (Undergraduate)

Teaching evaluation: 4.86/5.0

**AWARDS AND GRANTS****THE UNIVERSITY OF TEXAS AT DALLAS**

Jindal School of Management Ph.D. scholarship and tuition waiver

2019-2024

Jindal School of Management PhD Student of the Year

2023

Three Minute Dissertation (3MT) Finalist

2022

**PROFESSIONAL DEVELOPMENT****GALERSTEIN GENDER CENTER:**

Safe Space Training

2022

**RESPONSIBLE RESEARCH IN BUSINESS MANAGEMENT (RRBM) NETWORK:**

Teaching Assistant Philosophical Foundations of Responsible Research

2023

Philosophical Foundations of Responsible Research

2021

**SOUTHERN MANAGEMENT ASSOCIATION:**

Doctoral Student Consortium

2021

**PROFESSIONAL SERVICE****AD-HOC REVIEWER**

Journal of International Business Studies

2024

**CONFERENCE PEER REVIEWING**

Academy of Management Annual Meeting

2020-2024

Southern Management Association Annual Meeting

2020-2022

**ORGANIZING ROLES**

University of Texas at Dallas Brown Bag Organizer

2021-2022

Consortium for the Advancement of Research Methods and Analysis Ph.D. Representative

2021-2022

**PROFESSIONAL SOCIETY AFFILIATION****THE ACADEMY OF MANAGEMENT**

Gender and Diversity in Organizations Division

Organizational Behavior Division

Research Methods Division

**SOCIETY FOR INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY**  
**SOUTHERN MANAGEMENT ASSOCIATION**

### CAREER EXPERIENCE

#### RHEEM MANUFACTURING

Dallas, TX (USA)

##### Product Manager

2018

- Meta-analysis of in person responses from meetings diving deeper into market research surveys
- Analyze both financial and market research data to create product strategy and develop road maps
- Write articles and answer submissions for entries in magazines, papers and trade publications
- Perform in depth competitive and field research to understand market threats and opportunities
- Collaborate with multinational teams (internal and external) during product development cycle
- Decision maker/influencer for largest profit segment of Air Conditioning Division (\$440M)

##### Assistant Product Manager

2016

- Presented monthly product updates to functional VP's as well as Air Conditioning Division GM
- Collected data in person for "Voice of Customer" market requirements and communicated to R&D teams
- Updated key marketing reports for product segment including sales growth, revenue, and market share
- Updated functional team members on any key developments about products within the segment
- Created and delivered training to channel partners and customers

#### USC CONSULTING GROUP

Dallas, TX (USA)

##### Senior Project Consultant

2015

- Implemented Management Operating System for the largest Nuclear Submarine Manufacturer
- Observed workers for time studies in a manufacturing environment
- Subsequent data analysis from time studies helped develop a framework for process improvement
- Created scheduling tools and metrics implemented to reduce non-value added activities
- Trained dedicated team members in a classroom environment on the use of scheduling tools and metrics
- Presented weekly performance to senior members of both the project team and USC's internal leadership
- Designed MRP priority protocol to properly manage inspections
- Created Standard Operating Procedure training manual for all processes involved
- Hosted shift review meetings where operators and supervisors, presented daily metrics on production goals

#### TOURICO HOLIDAYS

Dallas, TX (USA)

##### Product Manager (NM, OK, TX)

2014

- Managed a portfolio of more than 300 hotel contracts producing \$18.5 million in revenue annually
- Analyzed, pitch, and negotiate guaranteed revenue contracts ranging from \$250,000 - \$1,000,000
- Solicited availability, promotions and contracts from hotels, management companies or brand contacts
- Hosted meetings to convince hoteliers the value of contracting with the wholesale travel industry
- Coordinated educational events and presentations to groups of 50+ hoteliers (DOS, DORM, GM)
- Analyzed market trends to locate areas of potential, destinations with growth, and problematic zones
- Designed contract renewal process, later adopted company wide and demonstrated on a global webinar

### SOCIETAL SERVICE

#### UNITED STATES PEACE CORPS

Katima Mulilo, ZR (Namibia)

##### Project Manager

2013

- Created and taught introductory entrepreneurship course material for local business owners
- Performed managerial duties: payroll, accounting, procurement, inventory, sales, marketing and training

- Managed grants for non-profit: applications, disbursement, and financial tracking
- Created marketing collateral to be distributed through grass roots salespeople at traditional village counsels
- Held training seminars to educate locals on the affordability and other benefits of solar power in rural areas

**LGBT+ CENTER ORLANDO**

**Orlando, FL (USA)**

**Volunteer**

**2012**

- General Assistance, Data Entry, Office Administration
- One-on-one mentoring with LGBTQ youth
- HIV Testing intake