

Curriculum Vitae

**JAYLON SHERRELL**

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**EDUCATION**

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2022 - Present	PhD, Organizational Behavior Harvard Business School; Cambridge, MA
2016 -2017	MBA Indiana State University, Terre Haute, IN
2012 -2016	BS, Marketing Minor: Spanish Summa Cum Laude; <b>Honors Graduate</b> Indiana State University, Terre Haute, IN
2012 -2016	BS, Communications with Concentration in Public Relations Summa Cum Laude; <b>Honors Graduate</b> Indiana State University, Terre Haute, IN

**ACADEMIC EXPERIENCE**

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- Doctoral Student at Harvard Business School (08/2022 - Present)
- Research Assistant at Harvard Business School (06/2022 - 07/2022)
- Research Assistant at Indiana State University (07/2020 – 06/2022)

**RESEARCH INTERESTS**

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Technology and its Impact on Employee Behavior; Identity; Diversity

**CONFERENCE PRESENTATIONS**

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**Sherrell, J., Javadizadeh, B. (2022).** Code-Switching as a Survival Mechanism: Implications for Black Employees. In Brown. R. (Chair), Code-Switching in the Workplace: The Strategies, Challenges, and Practical Implications. *Symposium presentation at the 82nd Academy of Management, Seattle, Washington. August 5th-9th.*

**Sherrell, J., Gandhi, S., Javadizadeh, B. (2022).** Getting in the Game: The Reduction of Employee Identity Threat due to Avatar-Based Customization in Video Game Playing.

*Presented at Center for Positive Organizations POS Research Conference 2022.*

Javadizadeh, B., Miles, J., **Sherrell, J.**, & Amirian, M. (2022). Why good employees do bad things: The dark side of engaging in impression management motivated OCB. *Presented at Western Academy of Management 2022.*

**Sherrell, J.**, Javadizadeh, B. (2021). Code switching and employee threat in the workplace. *Presented at Southern Academy of Management Conference 2021, New Orleans, LA.*

**Sherrell, J.**, Javadizadeh, B. (2021). Is it just a game? Casual video game play improves employee performance. *Presented at Western Academy of Management 2021, virtual.*

### **CURRENT RESEARCH IN PROGRESS**

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Javadizadeh, B., Miles, J., **Sherrell, J.**, & Amirian, M. Why good employees do bad things: The dark side of engaging in impression management motivated OCB (Final Editing In-Progress).

**Sherrell, J.**, Javadizadeh, B. Code switching and employee threat in the workplace (Final Editing In-Progress).

Tang, PM, **Sherrell, J.** & Feng, Z. “Artificial Intelligence and the Workplace”. (*Working Title*). (Data Collection In-Progress).

**Sherrell, J.**, Feldberg, A. \*, Chang, E. \* “Diversity and Virtual Reality” (*Working Title*). (Data Collection Pending). (*Note: \*No specific order of authorship*)

**Sherrell, J.** “Identity Fluidity” (*Working Title*). (Data Collection Pending).

### **TEACHING INTERESTS**

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Organizational Behavior, Diversity, Identity, Motivation, Leadership

### **TEACHING EXPERIENCE**

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- “Leadership in the Organization” – Guest Lecturer at Indiana State University – BUS 401 Class (2021)

### **WORKSHOPS PRESENTED**

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- “Acquiring Power in the Organization” Workshop - BUILD Employee Resource Group at UKG (Ultimate Kronos Group) (2022)
- “Bias, Stereotypes, and Intersectionality in the Workplace” Workshop – Women in Business Group at UKG (Ultimate Kronos Group) (2020)
- Customer Satisfaction Best Practices Workshop to 2020 New Hire Class – UKG (Ultimate Kronos Group) (2020)
- User Acceptance Testing Best Practices Workshop – UKG (Ultimate Kronos Group) (2020)

### **HONORS, AWARDS, AND OTHER ACHIEVEMENTS**

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- BUILD Service Award (2022)

- UKG “Gold” Award - Recognition Program (2022)
- SMA Stipend Awardee - Pre-Doctoral Consortium (2021)
- AOM Fee Waiver Awardee - GDO Division (2021)
- UKG Healthcare Marketer of the Quarter Award (2021)
- Kronos Project Manager of the Year Award (2018)
- Paul Merton Stanley, Jr. MBA Endowed Scholarship (2017)
- Graduated in the Top Percentile of MBA Class (2017)

## PROFESSIONAL AFFILIATIONS

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- The PhD Project Management Doctoral Student Association (2022 - Present)
- Center for Positive Organizations’ (Ross School of Business) Community of Scholars (2021 - Present)
- Academy of Management New Doctoral Student Consortium (2021)
- Western Academy of Management Member (2021 - Present)
- Southern Management Association Member (2021 - Present)
- Responsible Research in Business and Management Dare to Care Research Cafe Participant (May 2021)
- The PhD Project Conference Attendee (Nov. 2020 and 2021)
- Beta Gamma Sigma Honor Society

## BLOGS AND WHITEPAPERS

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**Sherrell, J.** (2021, February 11). *Company Involvement During Black History Month*. UKG (Ultimate Kronos Group).  
<https://blog.ultimatesoftware.com/celebrating-black-history-month/>

**Sherrell, J.** (2021, February 5). *Diversity Matters: How UKG Products Can Help Cultivate a More-Diverse Healthcare Workforce*. UKG (Ultimate Kronos Group).  
<https://www.kronos.com/blogs/industry-insights/diversity-matters-how-ukg-products-can-help-cultivate-more-diverse>

**Sherrell, J. & Beyioku, J.** (2020, May 5). *What’s in a System? How to Achieve Long-Term Strategic Alignment*. UKG (Ultimate Kronos Group).  
<https://www.kronos.com/resources/whats-system-how-achieve-long-term-strategic-alignment>

**Sherrell, J.** (2019, August 15). *Top 10 Tips for a Make-It (or Break-It) Project*. UKG (Ultimate Kronos Group).  
<https://www.kronos.com/blogs/working-smarter-cafe/top-10-tips-make-it-or-break-it-project>

## SERVICE: PROFESSIONAL

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- Cohort Liaison Committee Chair – The PhD Project: Management Doctoral Student Association (2022 – Present)
- Peer Reviewer - Academy of Management (2021 and 2022)
- Peer Reviewer - Southern Management Association (2021)

- Peer Reviewer - Western Academy of Management (2021)
- Provide Mentorship to New Project Managers – UKG (Ultimate Kronos Group) (2018 – 2020)
- BUILD (Black Upcoming Individuals in Leadership and Development) Committee Member (2020 – 2022)

### **SERVICE: COMMUNITY**

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- Organization of Stem Cell Donation Drive - BetheMatch (2021)
- Presenting to Prospective MBA Applicants – Indiana State University (2020)
- Organizing School Supplies for Children – Indy Backpack Attack (2018)
- Consultant – Indiana Small Business Development Center (2017)

### **NON-ACADEMIC EXPERIENCE**

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- Industry Marketing Specialist at UKG (Ultimate Kronos Group) (2020 – 2022)
- Project Manager at UKG (Ultimate Kronos Group) (2018 – 2020)
- Program Assistant at Indiana State University (2013-2017)
- Promotion Coordinator at J&L Marketing (2016-2017)

### **SOFTWARE**

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- R
- NVIVO

### **LANGUAGES**

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- Spanish (Advanced)
- Japanese (Basic Knowledge)