

**Elena M. Wong**  
1130 E. Helen St., McClelland Hall 405UU  
Tucson, AZ 85721-0108  
Email: elenawong@arizona.edu

## **EDUCATION**

---

Ph.D. University of Arizona, Eller College of Management Department of Management and Organizations	2024 (anticipated)
B.Sc. University of North Carolina at Chapel Hill Psychology Minor in Spanish for the Professions (Business)	2015

## **RESEARCH INTERESTS**

---

- Wellbeing
- Organizational Culture
- Organizational Change and Resilience
- Positive Organizational Scholarship

## **DISSERTATION**

---

We Hope You Are Well: The Co-creation of Cultures of Wellbeing By Organizations and Individuals  
*Proposal Defended May 2023*

Committee Members: Dr. Brian Hilligoss (chair), Dr. Oliver Schilke, Dr. Katina Sawyer

## **REFEREED PUBLICATIONS**

---

**Wong, E. M.**, Crawley, R., Butler, S., Olson, A., Mchiri, A., Gandhi, S., Caligiuri, M., & White, M. L. (2023). Resolving Conflict and Fostering Cooperation: A Cross-Cultural Experiential Exercise. *Management Teaching Review*. Advance online publication. <https://doi.org/10.1177/23792981231163303>

Gabriel, A.S., Calderwood, C., Bennett, A.A., **Wong, E.M.**, Dahling, J.J., & Trougakos, J.P. (2019). Examining recovery experiences among working college students: A person-centered study. *Journal of Vocational Behavior*, 115, 103329.

Chawla, N., **Wong, E. M.**, & Gabriel, A.S. (2019). Expanding the discourse surrounding sexual harassment: The case for considering experienced and observed hostile sexism, benevolent sexism, and gendered incivility. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 79-83.

## **WORK UNDER REVISION AND REVIEW** (Note: Manuscript names redacted to protect blind peer-review)

---

Gabriel, A.S., Chawla, N., Rosen, C.C., Lee, Y. E., Koopman, J., & **Wong, E.M.** (Conditionally Accepted). Ambient sexism at work. *Journal of Applied Psychology*.

Martínez, P.G., Gómez, C.B., Randel, A., Suazo, M. & **Wong, E.M.** ¿Te puedo ayudar? How ethnic citizenship behaviors help similar others and the organization. (Under review, 1<sup>st</sup> round) Ethnic citizenship behaviors in the workplace. *Equality, Diversity and Inclusion: An International Journal*.

## **MANUSCRIPTS IN PROGRESS**

---

**Wong, E.M.**, MacGowan, R.L., Ganster, M.L., Gabriel, A.S., & Rosen, C.C. (Manuscript in preparation). Daily eldercare demands. Target: *Organization Science*

Martínez, P.G., **Wong, E.M.**, & Thies, J. Students wellness outcomes under a SKY (Sudarshna Kriya Yoga) breath work meditation intervention and pilot program. Target: *Jesuit Journal of Business Education*.

## **CONFERENCE PRESENTATIONS (\*Indicates Presenter)**

---

\*Hilligoss, B., Larson, J., Lai, A.Y., DePuccio, M., & **Wong, E.M.** (August 2022). Modes of Adjustment: There's More Than One Way to Organize Resiliently. Symposium presentation at the Academy of Management Annual Meeting, Seattle, WA.

\*Martínez, P.G., **Wong, E.M.**, & Thies, J. (July 2022) Implementing U.N. Sustainable Development Goal #3, Good Health & Well-being: A pilot study of business student wellness outcomes from a yoga breath work and meditation intervention. Conference presentation at the 2022 Colleagues in Jesuit Business Education Conference. Washington, D.C.

\*Hilligoss, B., Larson, J., Lai, A.Y., DePuccio, M., & **Wong, E.M.** (June 2022). Modes of Adjustment: There's More Than One Way to Organize Resiliently. Presentation at the Positive Organization Studies Research Conference, Ann Arbor, MI.

\***Wong, E.M.**, \*Butler, S., \*Caligiuri, M.D., \*Cerecedo, J., \*Crawley, R., \*Fournet, A., \*Gandhi, S., \*Kiritikosolrak, P., \*Mchiri, A., \*Nae, Y., \*Olson, A., \*Ragland, E., \*Sengupta, A., \*White, M.L., \*Willis, C. (June 2022). Resolving Conflict, Fostering Cooperation: A Doctoral Institute Experiential Exercise. Presentation at the Management and Organizational Behavior Teaching Society conference, Pomona, CA.

Gabriel, A.S., Calderwood, C., Minnen, M.E., **Wong, E.M.**, & Trougakos, J.P. (August 2020). Understanding the synchrony between supervisor support and employee work recovery. In K. Zipay & M.M. Butts (Chairs), Bring on the night: Exploring after-work experiences in relation to work. Symposium presented at the 80th Annual Conference of the Academy of Management, Virtual Conference.

Gabriel, A.S., \***Wong, E.M.**, Rosen, C.C., Koopman, J., & Lee, Y.E. (April 2020). Understanding the episodic consequences of sexism at work. In A. Melson-Silimon & N.T. Carter (Chairs), Novel approaches to studying workplace sexual harassment. Symposium presented at the 33rd Annual Conference of the Society of Industrial and Organizational Psychology, Austin, TX.

\*Calderwood, C., Gabriel, A.S., Dahling, J.J., Bennett, A., Trougakos, J.P., & **Wong, E.M.** (May 2019). Examining recovery experiences among working college students: A latent profile investigation. Paper presented at the 19th Annual Conference of the European Association of Work and Organizational Psychology, Turin, Italy.

Chawla, N., \*Wong, E.M., & Gabriel, A. S. (June 2019). Expanding the discourse surrounding sexual harassment: The case for considering experienced and observed hostile sexism, benevolent sexism, and gendered incivility. Poster presented at the International Conference on Social Dilemmas, Sedona, AZ.

\*Broschak, J.P., Block, E., Haveman, H., & Wong, E.M., (September 2019). Career Mobility in Women's Intercollegiate Athletics: How Ecological and Institutional Forces Shape Mobility Patterns in an Emerging Occupational Labor Market. Presented at the People and Organizations Conference, Philadelphia, PA.

## **TEACHING EXPERIENCE**

---

### **University of Arizona, Eller College of Management.**

- *Strategic Human Resource Management*, Undergraduate, Spring, 2023.

### **North Carolina Outward Bound School**

- Outward Bound Professionals (OBP) Facilitator, **Summer 2022**
- Assistant Instructor, Wilderness Courses - Backpacking and Rock Climbing, **Summer 2022**

## **HONORS AND AWARDS**

---

2022 Doctoral Institute scholarship, Management and Organizational Behavior Teaching Society

## **RESEARCH FUNDING**

---

- 2018 \$4,000 – Eller College of Management Department of Management & Organizations Small Research Grant  
Project: “Understanding the Episodic Consequences of Sexism at Work”
- 2018 \$2,500 – Eller College of Management Small Grant  
Project: “Understanding the Episodic Consequences of Sexism at Work”
- 2018 \$2,500 – Eller College of Management Center for Leadership Ethics Grant  
Project: "Understanding the Episodic Consequences of Sexism at Work”
- 2019 \$5,000 – Center for Management Innovations in Healthcare  
Project: “Understanding the Daily Implications of Caregiving for Elders on Employees”
- 2019 \$2,760 – Eller College of Management Department of Management & Organizations Small Research Grant  
Project: “Gender’s Influence on Career Histories and Labor Market Outcomes”
- 2019 \$2,500 – Eller College of Management Department of Management & Organizations Small Research Grant  
Project: “Understanding the Daily Implications of Caregiving for Elders on Employees”
- 2019 \$2,800 – Eller College of Management Small Research Grant  
Project: “Understanding the Daily Implications of Caregiving for Elders on Employees”
- 2023 \$2,000 – Eller College of Management Small Research Grant  
Project: “Wellbeing in Organizations: Understanding Cultures of Wellbeing”

## SERVICE

---

### Service to Academic Community

- KPMG PhD Project, Management Doctoral Student Association 2022 – 2023  
*President*
- KPMG PhD Project, Management Doctoral Student Association 2020 – 2021  
*Membership Committee Co-chair*
- KPMG PhD Project, Management Doctoral Student Association 2019 – 2020  
*Sessions and Membership Committee Member and Student Mentor*

### Service to University

- Doctoral Student Recruiting at PhD Project Conference 2018 – Present

### Community Outreach

- E.N.C.A.S.A. (Elder aNd Caregiver Assistance and Support Access) Community Advisory Council  
*Member*

## RESEARCH EXPERIENCE

---

University of Arizona, Eller College of Management 2018 – Present  
*Graduate Research Assistant, Department of Management & Organizations*

New York University, School of Global Public Health 2020 – 2021  
*Graduate Research Assistant, Dr. Alden Lai*

- Landscape review of the Gross Domestic Wellbeing concept as used by domestic and international organizations
- Creation of stakeholder database for Global Wellbeing Initiative

University of California, Berkeley, Haas School of Business 2017– 2018  
*Research Assistant, Management of Organizations Department*

- Conducted field and lab research in the Mind and Person Perception Lab

## WORK EXPERIENCE

---

**North Carolina Outward Bound School (NCOBS), Assistant Instructor** 2022

- Fellow with the 2022 NCOBS BIPOC Fellowship
- Facilitated Outward Bound Professionals virtual and in-person programs
- Instructed an eight-day wilderness course for educators

**Elena M. Wong Consulting LLC, Entrepreneur** 2021 – 2022

- Participated in LaunchCamp, a workshop to help entrepreneurs start and build business, hosted by Launch Greensboro, with support from the Greensboro Chamber of Commerce
- Participated in LaunchLab 101, a 5-week incubator, facilitated by Launch Greensboro
- Presented a 90-Minute workshop titled “Wellbeing of the World: Wellbeing Beyond Yoga and Meditation” at the 2022 Association of Experiential Education, Southeast Conference

**Huron Consulting Group, Healthcare Consulting Analyst** 2015– 2017

- Collaborated with the Chief Financial Officer and hospital leadership to realize \$762K in labor savings by implementing productivity management tools for a critical access hospital

- Implemented productivity software and conducted trainings for Revenue Cycle department staff to improved financial performance at a community hospital
- Assessed opportunities through interviews, observations and data analytics to improve efficiency and reporting capabilities, thereby enabling data-driven decision making for 6 hospitals
- Investigated and recommended employee engagement survey and employee rounding enhancements in order to better align internal company culture and values with that of over 1000 employees

**Huron Consulting Group Toastmasters Club, *Founder and President*** 2016– 2017

- Founder and leader of the first Corporate Online Toastmasters Club which facilitated communication and leadership skill development

**Center for Creative Leadership, *Intern*** 2013 – 2014

- Summarized 58 CCL white papers into “White Paper Insights”; condensed versions of white papers for business executives to access on a web-based tool
- Restructured and updated Historical Performance reports for the Global Marketing Strategy team

## **PROFESSIONAL AFFILIATIONS**

---

- Academy of Management
- The Ph.D. Project – Management Doctoral Student Association
- Management & Organizational Behavior Teaching Society (MOBTS)
- Association for Experiential Education

## **ADDITIONAL SKILLS AND CERTIFICATIONS**

---

- Fluent in Spanish
- Wilderness First Responder