

# Sara M. Hendrick

Assistant Professor  
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## EDUCATION

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PhD	<b>Emory University, Goizueta Business School</b> Organization & Management	May, 2023
	<i>Dissertation title:</i> Men's – more than Women's – Parenthood Identity is Contingent on Work, Harming Well-Being during Unemployment Committee: Melissa J. Williams (chair), Emily Bianchi, Cathryn Johnson	
MBA	<b>University of San Diego</b>	May, 2017
BS	<b>United States Naval Academy</b>	May, 2010

## PROFESSIONAL EXPERIENCE

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Assistant Professor, University of Northern Colorado Monfort College of Business	2023 - Present
Pre-Doctoral Research Scholar, Columbia Business School, Supervisor: Adam Galinsky	2017 - 2018
Surface Warfare Officer, United States Navy	2010 - 2015

## RESEARCH INTERESTS

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Gender, Parenthood, Identity

## SELECTED WORKS IN PROGRESS

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Williams, M. J., Esianor, B., **Hendrick, S.**, & Chen, A. Y. [Topic: Outcomes for women in male-dominated professions]. Under third review at *Proceedings of the National Academy of Sciences of the United States of America*.

**Hendrick, S.**, Williams, M.J., & Bianchi, E. C. [Topic: Parenthood, gender, and unemployment]. Under review at *Personality and Social Psychology Bulletin*.

**Hendrick, S.** [Topic: Work identity]. Under review at *Self and Identity*.

**Hendrick, S.** [Topic: Perceptions of Workplace Advancement]. Under review at *The Journal of Social Psychology*.

**Hendrick, S.** Mother's (vs. Father's) Stronger Work Identity Drives Greater Workplace Commitment. *Data Collection & Analysis*.

Ingram, K. & **Hendrick, S.** Study abroad programs relax gendered self-attributions for female (but not male) students. *Data Collection & Analysis*.

## INVITED TALKS

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**Hendrick, S.,** Williams, M.J., & Bianchi, E. C. (March 2025). Unemployment Reverses the Well-Being Advantages Men Often Receive from Parenthood. Paper presented at the Anderson Graduate School of Management, University of California, Riverside.

**Hendrick, S.** (March 2025). The Paradox of Breadwinning: Fathers are Less Identified with Work than Mothers. Paper presented at School of Psychology, University of Colorado.

## ACADEMIC CONFERENCE ACTIVITY

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\*denotes presenting author

### Chaired Symposium:

**Hendrick, S.** (February 2025). Equality Struggles: Men's Home Roles, Women's Professional Access. Symposium presented at the annual meeting of the *Society for Personality and Social Psychology*. Denver, Colorado.

**Hendrick, S.** (August 2021). Gender Equity at Home and at Work. Symposium presented at the annual meeting of the *Academy of Management*. Virtual.

**Hendrick, S.** (February 2021). Sticky Gender Roles: Effects on Well-Being, Relationships, Careers, and Child-Rearing. Symposium presented at the annual meeting of the *Society for Personality and Social Psychology*. Virtual.

### Paper Presentations:

**Hendrick, S.\*,** Williams, M.J., & Bianchi, E. C. (February 2025). Contingent Parent-Work Identities Exacerbate the Pain of Unemployment for Fathers More than Mothers. Paper presented at the annual meeting of the *Society for Personality and Social Psychology*. Denver, Colorado.

**Hendrick, S.\*,** Williams, M.J., & Bianchi, E. C. (August 2021). Unemployment Flips Effects of Parenthood on Life Satisfaction, Benefitting Women More Than Men. Paper presented at the annual meeting of the *Academy of Management*. Virtual.

**Hendrick, S.\***, Williams, M.J., & Bianchi, E. C. (February 2021). Unemployment Flips Effects of Parenthood on Life Satisfaction, Benefitting Women More Than Men. Paper presented at the annual meeting of the *Society for Personality and Social Psychology*. Virtual.

**Hendrick, S.\***, Williams, M.J., & Bianchi, E. C. (March 2020). Unemployment Flips Effects of Parenthood on Life Satisfaction, Benefitting Women More Than Men. Paper accepted for presentation at the *East Coast Doctoral Conference* (cancelled due to COVID-19). Columbia Business School, New York, NY.

## **TEACHING EXPERIENCE**

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### **Monfort College of Business, University of Northern Colorado**

Organizational Behavior (undergraduate business minor core)	Fall 2023 - Present
International Management (undergraduate elective)	Fall 2023 - Present
International Management in Greece (undergraduate honors course)	Spring 2025

## **PROFESSIONAL SERVICE & AFFILIATIONS**

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Service to University of Northern Colorado:

- Lead, Search Committee for Entrepreneurship Management Lecturer, 2024
- Member, University Committee, ROTC Committee, 2024 – Present
- Member, College Committee, DEI Committee, 2023 – Present
- Judge, High School Ethics Case Competition, 2024

Professional affiliations

- Academy of Management (OB & DEI Division), 2017 – Present
- Society for Personality and Social Psychology, 2017 – Present