

RACHEL HAHN
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ACADEMIC POSITIONS

Marquette University, College of Business Administration Assistant Professor, Management and Human Relations	2026-present
Purdue University, Mitch Daniels School of Business Post-doctoral Research Fellow, OB	2024–2026

EDUCATION

Ph.D. Michigan State University Management – Organizational Behavior	2024
M.A. University of Arizona Communication	2015
B.A. University of Illinois at Urbana-Champaign English Literature	2010

PUBLISHED ARTICLES

Mitchell, R. L., Awasty, N., **Hahn, R.**, Griffin, D., & Hollenbeck, J. (2024). I'm not feeling it: The role of affective diversity in risk management and team performance. *Human Resource Management*, 64: 375-393.

Hahn, R., & Aubrey, J. S. (2018). The tween television diet: A content analysis of U.S. tween program food references. *Journal of Children and Media*, 12: 175-191.

Aubrey, J. S., Gamble, H., & **Hahn, R.** (2016). Empowered sexual objects?: The priming influence of self-sexualization on thoughts and beliefs related to gender, sex, and power. *Western Journal of Communication*, 81: 362-284.

Aubrey, J. S., & **Hahn, R.** (2016). Health versus appearance versus body competence: A content analysis investigating frames of health advice in women's health magazines. *Journal of Health Communication*, 21: 596-503.

INVITED MANUSCRIPT REVISIONS

Young, H., Zhou Koval, C., Lee, H.W., **Hahn, R.**, & Johnson, R. [Topic: Intergenerational communication at work]. **1st round revision** at *Personality and Social Psychology Bulletin* granted May 2026.

WORKING PAPERS

- Hahn, R.**, Hays, N. A., Case, C., Detert, L., Bloshinsky, A., & Makhanova, S. [Topic: Ovarian hormone effects on female leader identity endorsement]. Target: *Journal of Applied Psychology*.
- Young, H., Zhou Koval, C., **Hahn, R.**, Shi, J., Ferris, D. L., & Johnson, R. [Topic: Daily dress rumination and self-regulation]. Preparing for submission. Target: *Organizational Behavior and Human Decision Processes*.
- Hahn, R.**, Roberson, Q. M., & Hays, N. [Topic: Employee well-being and organizational menstruation policies]. Preparing for submission. Target: *Journal of Management*.
- Hahn, R.** & Gabriel, A. [Topic: Menstrual leave use]. Data collection. Target: *Academy of Management Journal*.
- Shockley, K., Gabriel, A., **Hahn, R.**, & Sawyer, K. [Topic: IVF and work]. Data collection. Target: *Academy of Management Journal*.
- Hahn, R.**, Hays, N., Awasty, N., & Mitchell, R. L. [Topic: Gender differences in body surveillance]. Preparing for submission. Target: *Journal of Applied Psychology*.
- Griffith, J., Chawla, N., Gabriel, A., & **Hahn, R.** [Topic: Theory of sexual harassment sensemaking]. Planning. Target: *Academy of Management Review*.
- Awasty, N., Matusik, J., **Hahn, R.**, & Hollenbeck, J. [Topic: Transformational leadership and leader undermining]. Preparing for submission. Target: *Academy of Management Journal*.
- Mitchell, R.L., **Hahn, R.**, Boora, L., & Hollenbeck, J. [Topic: Female leadership on teams]. Data analysis. Target: *Organization Science*.
- Yu, S., Hays, N., & **Hahn, R.** [Topic: Status acuity on teams]. Data analysis. Target: *Journal of Applied Psychology*.
- Hahn, R.**, Mitchell, R.L., & Hays, N.A. [Topic: Gender equity framing and reward allocation in teams]. Data analysis. Target: *Organizational Behavior and Human Decision Processes*.

AWARDS AND GRANTS

Purdue University Center for Working Well	2025
\$5000 – Funds to complete study on menstruation policies and well-being	
Academy of Management DEI Division Best Reviewer Award	2024
Academy of Management OB Division Best Reviewer Award	2024
Michigan State University Broad College of Business	2024
\$6000 – Funds to complete dissertation on menstruation resources for employees	
Academy of Management DEI Division “50 Faces for 50 Years” Recognition	2023
Michigan State University Department of Management	2022, 2023
\$4000 - Funds to complete studies regarding gender and work	
Michigan State University Broad College of Business	2022
\$20,000 – Funding (allocated with N. Hays) for ovarian hormone saliva analysis	

INVITED PRESENTATIONS

- Purdue University, Center for Working Well Research Spotlight, November 2025
- Indiana University, Purdue & IU Collaborative Conference, May 2025
- Female Leadership Evolution Institute, The Hidden Link Between Your Cycle and Leadership, March 2025

CONFERENCE PRESENTATIONS & SYMPOSIA

Mitchell, R. L., **Hahn, R.**, Boora, L., & Hollenbeck, J. (August 2026). Not all claims are equal: How formal authority shapes the dyadic leader claiming and granting process. In Overbeck, J., Lewis, C., & Kirley, M. (Chairs), New (dual) directions in leadership, power, and influence. Symposium presented at the 86th Annual Conference for the Academy of Management, Philadelphia, Pennsylvania.

Awasty, N., Matusik, J., Burgess, B., **Hahn, R.** (July 2026). Ship of fools: How poorly performing transformational leaders steer clear of mutiny. Poster presented at the 39th Annual Conference for the International Association of Conflict Management, Vienna, Austria.

Mitchell, R. L., **Hahn, R.**, Boora, L., & Hollenbeck, J. (July 2026). Not all claims are equal: How formal authority shapes the dyadic leader claiming and granting process. In Leader behavior and conflict.. Symposium presented at the 39th Annual Conference for the International Association of Conflict Management, Vienna, Austria.

Hahn, R., & Gabriel, A. (May 2026). Resource resistance: How to promote menstrual leave use. In Challenging well. Symposium presented at the 1st Annual Center for Working Well Conference, West Lafayette, Indiana.

Simmons, A., Baskerville, M., & **Hahn, R.** (August 2025). In Simmons, A., Baskerville, M., & Hahn, R. (Chairs), Female sponsorship in the face of derailment: Next steps. Panel gathered at the 85th Annual Conference of the Academy of Management, Copenhagen, Denmark.

Hahn, R., Hays, N. A., Detert, L., Case, C., Bloshinsky, A., & Makhanova, S. (August 2024). Navigating the female agency paradox: How sex hormones cyclically impact risk-taking behaviors. In M. Ortynsky & S. Cook (Chairs), Flowing through the workplace: Exploring the impact of menstruation on women's work outcomes. Symposium presented at the 84th Annual Conference of the Academy of Management, Chicago, Illinois.

Hahn, R., Simmons, A., Dwivedi, P., Baskerville, M., Lee, Y. (August 2024). In R. Hahn & A. Simmons (Chairs), Female sponsorship in the face of derailment: A Tales from the Script panel. Panel gathered at the 84th Annual Conference of the Academy of Management, Chicago, Illinois.

Hahn, R., Hays, N. A., Detert, L., Case, C., Bloshinsky, A., & Makhanova, S. (April 2024). How estrogen cyclically impacts risk-taking behaviors through the menstrual cycle. In D. Zeytun & A. Grandey (Chairs), Working women's menstrual and menopausal experiences and behaviors. Symposium presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

- Hahn, R.**, Elfenbein, H., Motro, D., Banerjee, A. (August 2023). In R. Hahn (Chair), Menstruation matters: The current challenges and future goals of menstruation research. Panel presented at the 83rd Annual Conference of the Academy of Management, Boston, Massachusetts.
- Hahn, R.**, Detert, L., Case, C., Bloshinsky, A., & Makhanova, S. (July 2023). Navigating the female agency paradox: How estrogen cyclically impacts risk-taking behaviors. Poster presented at the 36th Annual Conference of the International Association of Conflict Management, Thessaloniki, Greece.
- Hahn, R.**, Zhou Koval, C., Young, H., & Johnson, R. (August 2022). The cost of dress to impress: The effect of dress labor on self-regulation and work engagement. Paper presented at the 82nd Annual Conference of the Academy of Management, Seattle, Washington.

SERVICE

Ad Hoc Reviewer

- Journal of Applied Psychology
- Journal of Occupational and Organizational Psychology
- Journal of Occupational Health Psychology
- Applied Psychology: An International Review

Academy of Management

Diversity, Equity, and Inclusion Division

- Conference Reviewer 2020-present
- Executive Committee, Student Representative 2021-2023

Organizational Behavior Division

- Conference Reviewer 2020-present
- OB Division New Member Mentor 2023-present
- Roundtable Host, Preparing for the OB Job Market PDW 2024, 2025

Michigan State University Broad College of Business

- Undergraduate Research Subject Pool Co-Manager 2020-2022

TEACHING

Marquette University

College of Business Administration

2026-present

MANA 3001: Behavior and Organization

- Fall 2026
- HURE 6535: Leading for Inclusion
- Fall 2026

Purdue University

Daniels School of Business

2024-2026

OBHR 33000: Introduction to Organizational Behavior

- Spring 2026 Evaluation Summary (39.1% Response Rate): **(4.8/5.0)**

- Fall 2025 Evaluation Summary (68% Response Rate): **4.7/5.0**
- Spring 2025 Evaluation Summary (89% Response Rate): **4.6/5.0***
- Fall 2024 Evaluation Summary (95% Response Rate): **4.4/5.0**

*Purdue Daniels School of Business Distinguished Instructor - awarded to instructors with course evaluation scores ranked in the top 25% of Daniels School instructors and response rates over 60%