

# MCKENZIE C. PRESTON

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470.422.0913 ▪ mcp9949@stern.nyu.edu ▪ New York, New York

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## ACADEMIC APPOINTMENTS

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**NEW YORK UNIVERSITY, STERN SCHOOL OF BUSINESS**  
Assistant Professor, Management and Organizations Department

July 2024 - Present

## EDUCATION

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### UNIVERSITY OF PENNSYLVANIA, WHARTON SCHOOL

Ph.D., Organizational Behavior

2024

M.S., Management

2021

### UNIVERSITY OF GEORGIA

M.A., Industrial-Organizational Psychology

2018

### GEORGIA GWINNETT COLLEGE

B.A., Business Management

2016

## RESEARCH INTERESTS

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Interests: *Diversity, Inclusion, & Equity; Leadership, Voice, Social Cognition*

## PUBLICATIONS

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*\*denotes equal authorship*

[1] **Preston, M. C.** (2025). The moral case revisited: Moral framing as a double-edged sword for motivating majority group leaders to support DEI issues. *Academy of Management Journal*.

[2] **Preston, M. C.**, Boyd, T. L., Leigh, A., Burgess, R., Marsh, V. (2024). An ally by any other name: Examining the effects of racial minority leaders as allies for advancing racial justice. *Organizational Behavior and Human Decision Processes*.

[3] **Preston, M. C.**, Carton, A. M. (2024). Echoes from the past: The impact of racial transference on leader selection during succession. *Academy of Management Journal*.

[4] Avery, D. R., Hall, A. V., **Preston, M. C.**, Ruggs, E. N., Washington, E. (2023). Is justice colorblind? A review of workplace racioethnic differences through the lens of organizational justice. *Annual Review of Organizational Psychology and Organizational Behavior*.

## OTHER PUBLICATIONS

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[5] Johnson, C. D., **Preston, M. C.** (2025). Applying the IMB Diversity Model to facilitate diversity management competency development. In Holmes, O. (Ed.), *Championing Diversity, Equity, and Inclusion: Effective Strategies for Management Education*.

[6] **Preston, M.C.**, Berry, Z., Chicas, H. (2024). Friends or foes? An academic job search risked damaging our friendship. *Nature*.

[7] Tenney, E., Chen, J., **Preston, M. C.** (2024). A simple framework to choose research projects to work on for early career researchers. *Nature*.

[8] **Preston, M.C.**, & De Graaf, S.B. (2019) Benefits of Socioeconomic Diversity to Organizations: How Organizations Can Promote and Benefit from Socioeconomic Diversity. *SIOP Whitepaper Series*.

## RESEARCH UNDER REVIEW

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**Preston, M. C.**, Kim, L. [topic: social marginalization]. Revise and resubmit, *Academy of Management Annals*.

**Preston, M. C.**, & Parke, M.R. [topic: leader DEI input solicitation and employee silence]. 2<sup>nd</sup> Revise and resubmit, *Organizational Behavior and Human Decision Processes*.

**Preston, M. C.** [topic: allyship voice interventions]. Under review: *Academy of Management Review*.

**Preston, M. C.**, Avery, A., Galindo, J. [topic: colorism and inequality in organizations]. Proposal under review, *Academy of Management Annals*.

Roberson, Q., & **Preston, M. C.** [topic: diversity accountability]. Revise and resubmit, *Academy of Management Journal*.

Berry, Z., **Preston, M.C.**, Kundro, T. [topic: diversity and morality]. Under review, *JEP: General*.

Cervantez, J., **Preston, M. C.**, Kessler, J., & Milkman, K. [topic: intervention to reduce search cost for hiring diverse candidates]. Under review: *Science*.

Cho, M., Kundro, T. **Preston, M.C.** [topic: leader DEI approach and employee responses]. Under review, *Organization Science*.

Kim, L. & **Preston, M.C.** [topic: DEI office labels]. Under review, *Journal of Applied Psychology*.

Wry, T., Bruno, C. **Preston, M.C.** [topic: firm advocacy and allyship]. Proposal under review, *Academy of Management Annals*.

## RESEARCH IN PROGRESS

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Johnson, T. & **Preston, M.C.** [topic: stigma and equity in the coffee industry]. Data collection; target: *Administrative Science Quarterly*.

Parke, M., Yu, S., Simon, G., & **Preston, M. C.** [topic: voice leakage]. Working paper; target: *Academy of Management Journal*.

## INVITED RESEARCH PRESENTATIONS (PAST AND UPCOMING)

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University of Michigan, Adderley Positive Research Incubator – Center for Positive Organizations	2024
Duke University, Management and Organization Department	2023
Emory University, Organization and Management Department	2023
Georgia Institute of Technology, Organizational Behavior Department	2023
Indiana University–Bloomington, Organizational Behavior Department	2023
London Business School (LBS), Organisational Behaviour Department	2023
London School of Economics (LSE), Organisational Behaviour Department	2023
Massachusetts Institute of Technology (MIT) Sloan, Work and Organization Studies	2023
New York University (NYU) Stern, Management and Organizations Department	2023
Rice University, Organizational Behavior Department	2023
The Ohio State University, Department of Management and Human Resources	2023
University of North Carolina at Chapel Hill, Organizational Behavior Department	2023
University of California, Los Angeles (UCLA), Management and Organizations	2023

University of Southern California (USC), Management and Organization	2023
Harvard University, HBS Race, Gender, and Equity Symposium at Work	2023
University of Georgia, Industrial-Organizational Psychology Department	2021

#### CONFERENCE PRESENTATIONS & SYMPOSIA

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Johnson-James, T., **Preston, M.C.** (2025, November). *Brewing Justice: Bridgework and Equity in the Coffee Industry*. Presented at Business & Society Seminar Series. New York University.

**Preston, M.C.**, Parke, M. R. (2025, May). *Leader Input Solicitation and Employee Silence on DEI Issues*. Presented at New Directions in Leadership Research Conference. University of Michigan Ross.

**Preston, M.C.**, Parke, M. R. (2023, May). *Leader Input Solicitation and Employee Silence on DEI Issues*. Presented at Transatlantic Doctoral Consortium. London Business School.

**Preston, M.C.**, Parke, M. R. (2023, May). *Leader Input Solicitation and Employee Silence on DEI Issues*. Presented at Harvard Race and Gender Conference. Harvard Business School.

**Preston, M.C.**, Parke, M. R. (2023, April). *Leader Input Solicitation and Employee Silence on DEI Issues*. Presented at East Coast Doctoral Conference. New York University.

**Preston, M.C.**, Parke, M. R. (2022, August). *Leader Input Solicitation and Employee Silence on DEI Issues*. Presented at Academy of Management Conference. Seattle, WA.

**Preston, M.**, Leigh, A., Boyd, T., Burgess, R., Marsh, V. (2022, August) *Who's Expected to be an Ally? An Examination of Allyship and Leadership Evaluations for White and Racial Minority Leaders*. Presented at Academy of Management Conference. Seattle, WA.

**Preston, M.C.**, Beetz, A., Carton, A. (2022, August) *The Efficacy of Leader Rhetoric in Promoting a Superordinate Goal of Inclusion*. Presented at Academy of Management Conference. Seattle, WA.

**Preston, M.C.**, Parke, M. R. (2022, April). *Leader Input Solicitation and Employee Silence on DEI Issues*. Presented at Boston University Emerging Scholars Conference. Boston, MA.

**Preston, M.**, Leigh, A., Boyd, T., Burgess, R., Marsh, V., (2022, March) *Who's Expected to be an Ally? An Examination of Allyship and Leadership Evaluations for White and Racial Minority Leaders*. Presented at Purdue University, West Lafayette, IN.

**Preston, M.C.**, Carton, A. C. (2022, February). *Echoes from the Past: Racial Transference and Leader Succession*. Presented at 2021 Society Personality and Social Psychology Conference. San Francisco, CA.

**Preston, M.C.**, Parke, M. R. (2021, October). *Leader Input Solicitation and Employee Silence on DEI Issues*. Presented at 2021 Harvard Business School Rising Scholars Conference. Virtual.

**Preston, M.C.**, Carton, A. C. (2020, August). *Can Predecessors Activate Leadership Selection Biases? Successive Comparison Effects on the Evaluation of Leadership Candidates*. Presented at 2021 Society Personality and Social Psychology Conference. Virtual.

**Preston, M.C.**, Beetz, A., Carton, A. (2020, October) *The Efficacy of Leader Rhetoric in Promoting a Superordinate Goal of Inclusion*. Presented at 2020 Stanford GSB Rising Scholars Conference. Virtual.

**Preston, M.C.**, (2020, August). *Can Predecessors Activate Leadership Selection Biases? Successive Comparison Effects on the Evaluation of Leadership Candidates*. Presented at 2020 Annual Academy of Management Conference. Vancouver, BC.

## **AWARDS AND SCHOLARSHIPS**

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- IACM Early Career Scholar Award, 2024
- FIU Alvah H. Chapman Jr. Dissertation Award, 2024
- George James Research Award - 2022
- University of Pennsylvania Presidential PhD Fellowship – 2021, 2022, 2023
- Fontaine Society Fellowship – 2018, 2019, 2020, 2021
- George James Doctoral Fellowship - 2018
- Sigma Alpha Pi Scholarship - 2015
- Georgia HOPE Scholarship – 2012; 2013; 2014; 2015

## **GRANTS AND FUNDING**

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- Wharton Center for Leadership and Change Management (\$8,700) - 2020
- Wharton Center for Leadership and Change Management (\$4,110) - 2020
- Wharton Center for Leadership and Change Management (\$5,520) – 2019
- Wharton Center for Leadership and Change Management (\$5,800) – 2019

## **SERVICE**

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### **Academic Service**

- Editorial Fellow
  - *Journal of Applied Psychology* (2026)
- Journal reviewer
  - *Academy of Management Journal*
  - *Administrative Science Quarterly*
  - *Journal of Vocational Behavior*
  - *Organization Science*
  - *Organizational Behavior and Human Decision Processes*
- Conferences
  - Associate Editor, Academy of Management (AOM) Annual Meeting, DEI Division (2025)
  - Committee Member, AOM Conflict Management Best Paper Award Committee (2024, 2025)
  - Committee member, FIU/AOM-NLS Chapman Outstanding Dissertation in Leadership (2025)
  - Reviewer, Academy of Management (AOM) Annual Meeting (2020 – present)
  - Reviewer, International Association for Conflict Management (IACM) (2022 – present)

### **Professional Service**

- Panelist, Annual PhD Project Conference (2018-2022)
- Panelist, Management Doctoral Student Association Conference (2019, 2022)
- Committee Member, Management Doctoral Student Association Service Committee (2019-2020)
- Chair, MDSA Service Committee (2019-2020)
- Co-chair, MDSA Service Committee (2018-2019)
- Guest Speaker, UNC Charlotte's Organizational Science Summer Institute (2018)

## **New York University Service**

- Guest Speaker
  - NYU Stern-wide Fireside Chat: DEI Landscapes (2025)
  - PhD Proseminar, Management department (2025)
- PhD Committee (2025 – present)
  - PhD Admissions
  - Organizational Behavior PhD Major Comps Grader
  - Organizational Behavior Minor Comps Grader
- 2<sup>nd</sup> Year Paper Committee, NYU Stern
  - Lillian Kim (2025)
  - Emily Ye (2024)
- PhD Practicum Advisor
  - Lillian Kim (2024 – present)
  - Anshu Shah (2025 – present)

## **University of Pennsylvania Service**

- Co-President, Fontaine Society, University of Pennsylvania (2019-2021)
- Guest Speaker, Wharton Intergroup Dialogue and Inclusion Team (WIDIT) workshop (2019)
- Lab Managers, Identity, Diversity, Engagement, Affect, and Social Relationships (IDEAS) lab
- Mentor, Wharton Introduction to Diversity in Doctoral Education and Scholarship (IDDDEAS), 2022 - 2024
- Guest Speaker, Wharton Introduction to Diversity in Doctoral Education and Scholarship (IDEAS), 2019 – 2024

## **ACADEMIC AFFILIATIONS**

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- Academy of Management (AOM)
- International Association for Conflict Management (IACM)
- Society for Personality and Social Psychology (SPSP)
- The PhD Project

## **PROFESSIONAL EXPERIENCE**

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### **Altisource Portfolio Solutions**

Atlanta, GA

Talent Assessment Consultant

- Created psychological assessments and interviewed candidates for leadership roles that fell within director to senior vice president organizational levels

### **Centers for Disease Control and Prevention (CDC)**

Atlanta, GA

Leadership Development Consultant

- Developed a leadership development program based on interviews and qualitative examples of exceptional leadership in the organization

### **Aderant Holdings Inc.**

Atlanta, GA

Marketing Manager

- Ran marketing operations and campaigns for Asian Pacific region and corporate brand globally