McKenzie C. Preston

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Academic Appointments

New York University, Stern School of Business July 2024 - Present
Assistant Professor, Management and Organizations Department

Education

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

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

Publications

** Denotes graduate student or pre-doctoral co-author at time of initial submission*

[1] Berry, Z., **Preston, M.C**., Kundro, T. (*accepted*). Demographically Diverse Teams are Perceived as Less Corruptible. *Journal of Experimental Psychology: General*

[2] **Preston, M. C.,** Kim, Y. L.* (2026). Towards a Framework of Social Marginalization: An Integrative Review and Research Agenda. *Academy of Management Annals.*

[3] **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.*

[4] **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.*

[5] **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.*

[6] 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

[7] 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*.

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

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

[10] **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

** Denotes graduate student or pre-doctoral co-author at time of initial submission*

Kim, Y. L.* & **Preston, M.C.** [topic: DEI office labels]. Reject and resubmit, *Journal of Applied Psychology*.

Preston, M. C., Parke, M.R. [topic: leader DEI input solicitation and employee silence]. *2nd* revise and resubmit, *Organizational Behavior and Human Decision Processes.*

Preston, M. C., Brown, N.D., Ogundipe, O.* [topic: allyship voice interventions]. Revise and resubmit: *Organizational Behavior and Human Decision Processes.*

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

Roberson, Q., **Preston, M. C.** [topic: diversity accountability]. *2nd* revise and resubmit, *Academy of Management Journal*.

RESEARCH IN PROGRESS

** Denotes graduate student or pre-doctoral co-author*

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

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

Futoran, D.* & **Preston, M.C**. [topic: apology blocking]. Data collection; target: *Journal of Applied Psychology*.

Ogundipe, O.* & **Preston, M.C**. [topic: solidarity]. Data collection; target: *Organizational Behavior and Human Decision Processes*.

Shah, A.*, & **Preston, M.C**. [topic: leader discouragement of ethical voice]. In preparation for submission; target: *Journal of Applied Psychology*.

INVITED RESEARCH PRESENTATIONS (PAST AND UPCOMING)

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

Kim, L. **Preston, M.C.** (2026, May). When Words Matter: Examining the Effects of DEI Labels of Employees. Presented at Equitable Opportunity Conference. McGill University, Montreal, Canada.

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 Leader*s. 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 Leader*s. 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

- 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

- 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

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
- 2nd Year Paper Committee, NYU Stern
  - Lilliam 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

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

PROFESSIONAL EXPERIENCE

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