

KATIE APKER

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EDUCATION

- Cornell University** – School of Industrial and Labor Relations **Expected May 2027**
PhD Candidate, Organizational Behavior (Macro)
- Areas of Emphasis: Entrepreneurship, Gender & Digital Platforms
 - Research Assistant Positions: Pamela Tolbert; Ben Rissing
 - Teaching Assistant Positions: Macro Organizational Behavior; Micro Organizational Behavior; Managing and Leading in Organizations; Strategic Management of Technology & Innovation
- Cornell University** – School of Industrial and Labor Relations **May 2024**
MS, Organizational Behavior (Macro)
- Brigham Young University** – Marriott School of Business **April 2021**
MBA, OT & Strategy Pre-PhD Emphasis
- Research Assistant Positions: Jeff Dyer; Ben Lewis
 - Teaching Assistant Positions: MBA Finance; MBA Entrepreneurship & Innovation
 - Leadership Positions: MBA Pre-PhD Association, Women in Management
- Brigham Young University** **April 2007**
BS, Presidential Scholar

RESEARCH PROJECTS

Working Papers

- “Approval Without Amplification: Gender and Entrepreneurial Visibility on Algorithmically Mediated Platforms”
 - Apker, K.
 - Job Market Paper; manuscript draft complete; editing for submission
- “Putting the “I” in Entrepreneurial Identity: Self-Enclosure in Digital Ventures”
 - Apker, K.
 - Currently under review at *Administrative Science Quarterly*
- “Gender Ideology, Separate-Spheres, and the Decline of Women's Entrepreneurship”
 - Polhill, P., Raines, G., & Apker, K.
 - Currently under review at *Organization Science*
- “Mapping the Creator Economy: A Theoretical Framework and Research Agenda for Management Scholarship”
 - Cho, Y. H., Apker, K., Ghaedipour, F., Pillemer, J., Sackett, E., Sonal, R., Thomas, N.
 - Manuscript draft complete; editing for submission
- “Government Mandates, Manager Compliance, and a Partisan Filter in Enforcement Expectation”
 - Rissing, B., Apker, K., & Carver, L.
 - Manuscript draft complete; editing for submission
- “Corporate Responsibility Ratings as Drivers of Diversity Norms: An Examination of Board Gender Diversity”
 - Apker, K., Checketts, M., Christensen, L.J., Howell, T., Lewis, B., Scott, G.

- Manuscript draft complete; editing for submission
- “Increasing Diversity and Organizational Outcomes: Evidence from American Sociology Departments”
 - Tolbert, P., Apker, K.
 - Data analysis in progress

Data Collection in Progress

- “Longitudinal YouTube Creator Panel: AI Adoption, Gender, and Career Dynamics on Algorithmically Mediated Platforms”
 - Apker, K.
- “Spousal Overwork, Family Structure, and Entrepreneurial Entry: Examination of SIPP Data”
 - Apker, K.

PRESENTATIONS & CONFERENCE ORGANIZING

Presentations

- Apker, K. “Approval Without Amplification: Gender and Entrepreneurial Visibility on Algorithmically Mediated Platforms”
 - Accepted for the 2026 Wharton People and Organizations Conference
 - Accepted for the 2026 Academy of Management Annual Conference
 - Presented at the 2026 Management & Organizations Research Camp, Cornell University
 - Presented at the 2026 JMP Showcase at the Equitable Opportunity Conference, McGill University
 - Presented at the 2025 Academy of Management Annual Conference
 - Presented at the 2025 East Coast Doctoral Student Conference
- Apker, K. “Putting the “I” in Entrepreneurial Identity: Self-Enclosure in Digital Ventures”
 - Accepted for the 2026 Academy of Management Annual Conference
 - Presented at the 2025 Academy of Management Annual Conference
- Rissing, B., Apker, K., & Carver, L. “Government Mandates, Manager Compliance, and a Partisan Filter in Enforcement Expectation”
 - Accepted for the 2026 Academy of Management Annual Conference
 - Paper presented at the 2026 Wharton Migration & Organizations Conference
 - Paper presented at the 2025 American Sociological Association Annual Conference
 - Paper presented at the 2024 Academy of Management Annual Conference
- Apker, K., Checketts, M., Christensen, L.J., Howell, T., Lewis, B., Scott, G. “Corporate Responsibility Ratings as Drivers of Diversity Norms: An Examination of Board Gender Diversity”
 - Paper presented at the 2026 BYU Research Week Conference
 - Presented at the 2025 ARCS conference
 - Presented at the 2023 Academy of Management Annual Conference
 - Presented at the 2020 & 2022 Strategic Management Society London Annual Conference
 - Nominated for the 2020 SMS London Research Methods Paper Prize
- Tolbert, P., Apker, K., Ye, A. “Increasing Diversity and Organizational Outcomes: Past and Present”
 - Paper presented at the 2024 EGOS Annual Conference

Conference Organizing

- “Entrepreneurship and Strategy in the Creator Economy: Extending Empirical Insights”
 - Paper Symposium, 2026 Academy of Management Annual Conference

- With Lindsey Cameron (University of Pennsylvania, Wharton), Andrew Nelson (University of Oregon), Liz Calder (Harvard Business School), Yun Ha Cho (Indiana University) and Tuo Liu (Boston College)
- "Labor Market Structures and Entrepreneurship: Theoretical and Methodological Frontiers"
 - Professional Development Workshop, 2026 Academy of Management Annual Conference
 - With Damon J. Phillips (University of Pennsylvania), Chris I. Rider (University of Michigan), Tiantian Yang (University of Pennsylvania, Wharton), Mabel Abraham (Columbia Business School), Geoffrey Borchhardt (University of Oregon), Susie Choe (University of Minnesota), Kylie Jiwon Hwang (Northwestern University), Peter Younkin (University of Oregon), Peter Polhill (Cornell University) and Grady Raines (Indiana University)
- "Exploring the Creator Economy: New Lenses on Entrepreneurship and Strategy"
 - Paper Symposium, 2025 Academy of Management Annual Conference
 - With Liz Calder (Harvard Business School), Hatim Rahman (Northwestern University), and Chad Navid (Clemson University)
- "A Sociological Perspective on Gender Inequality in Entrepreneurship"
 - Paper Symposium, 2025 Academy of Management Annual Conference
 - With Grady Raines (Cornell University), Peter Polhill (Cornell University), Sarah Thebaud (University of California Santa Barbara), and Peter Younkin (University of Oregon)

RESEARCH EXPERIENCE

Cornell University – School of Industrial and Labor Relations

2021-Present

Graduate Research Assistant

- Dr. Pamela Tolbert (Lois S. Gray Professor of ILR and Social Sciences)
 - Working Paper: *Increasing Diversity and Organizational Outcomes: Past and Present*
- Dr. Benjamin Rissing (Associate Professor of Organizational Behavior)
 - Working Paper: *Government Leader Rhetoric, Mandates, and Manager Anticipatory Compliance: The Moderating Role of Political Ideology*

Brigham Young University – Marriott School Management Department

2018-2021

Graduate Research Assistant

- Dr. Ben Lewis (Associate Professor of Strategy)
 - Working Paper: *Corporate Social Responsibility Ratings as Drivers of Diversity Norms: An Examination of Board Gender Diversity*
 - 2020 Strategic Management Society London Annual Conference Research Methods Paper Prize Nomination
- Dr. Jeff Dyer (Horace Beesley Professor of Strategy)
 - Project: *CEO Innovation, Social Capital and Value Creation Rankings*
 - Working Paper: *Platforms as Organization Design*, with Dr. David Bryce
- Dr. David Kryscynski (Associate Professor of Strategy)
 - Project: *BYU Faculty Advisory Council Childcare Survey*

Harvard Business School – Organizational Behavior Department

2020

Graduate Research Assistant

- Michael Q. Christensen (then a Doctoral Candidate in Management), advised by Dr. Ranjay Gulati (Paul R. Lawrence MBA Class of 1942 Professor of Business Administration)
 - Project: *Qualitatively Measuring Strategic Decision Making*
 - Conducted inductive coding of interview data from the World Strategy Survey to discern strategic orientation among CEOs and C-level executives of 260+ manufacturing firms
 - Completed consensus scoring for each interview to ensure clean data
 - Analyzed and recorded patterns in data to inform future research streams
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TEACHING EXPERIENCE

Cornell University – School of Industrial and Labor Relations **2023-Present**
Graduate Teaching Assistant & Lecturer

- *Sociology of Work (Macro Organizational Behavior)* – ILR undergraduate course – with Drs. Eli Friedman, Ben Rissing, & Devin Wiggs
 - Teaching rating: 4.69/5
- *Psychology of Work (Micro Organizational Behavior)* – ILR undergraduate course – with Drs. Vanessa Bohns & Brad Bell
 - Teaching rating: 4.72/5

Cornell University – SC Johnson Graduate School of Management **2021-2022**
Graduate Teaching Assistant

- *Managing and Leading in Organizations* - SC Johnson Graduate School of Management Executive MBA course – with Dr. Michelle Duguid
- *Strategic Management of Technology & Innovation* – SC Johnson Graduate School of Management continuing education graduate summer course - with Dr. Andrew Foley

Brigham Young University – Marriott School of Business **2019-2021**
Graduate Teaching Assistant

- *Creative Strategic Thinking* – MBA elective course – teaching assistant for Dr. Jeff Dyer
- *Corporate Finance* – MBA core course – teaching assistant for Dr. Grant McQueen

AWARDS & HONORS

- **2020 Hawes Scholar** – highest distinction awarded to MBA students for academic performance
- **2020 Marriott School Emerging Scholar** – received for excellence in academic research
- **2020 Poets & Quants “Best and Brightest MBAs” nominee**
- **2019 Utah State Sego Student Founder Award** – received for innovation in female-led entrepreneurship & management
- **BYU Presidential Scholar** – top academic scholarship offered by the University; awarded for duration of both undergraduate and graduate enrollment

SERVICE

Academic Service

- Academy of Management (AOM) – *Ad Hoc Reviewer* **Ongoing**

Community Service

- Ithaca City School District Board of Education – *Board Member* **2023-2024**

INDUSTRY EXPERIENCE

Styled Stock House – Visual Marketing Content Subscription Service **2008-2019**
Founder, Creative Director

- Exclusively owned, subscription-accessed digital library of marketing file assets
 - Comprised of stock photos, stock videos, and editing templates
- Acquired direct competitor in 2018, increasing digital asset offering by 30%
- Sold ownership interest to external investor in December 2019

PHD COMMITTEE REFERENCES

Pamela S. Tolbert

Lois S. Gray Professor of Industrial and Labor Relations and the Social Sciences
ILR School, Cornell University
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Wesley D. Sine

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Ben A. Rissing

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