CHANDRA PATHKI
Assistant Professor of Practice in Management
Co-Director, Institute for Leadership Research (ILR)
Rawls College of Business
Texas Tech University
Email: cpathki@ttu.edu
Mobile No: 469-954-9547

EDUCATION

- Ph.D., Business Administration (OB/HR), University of Illinois, Chicago, 2021.
- M.S. & B.S., Psychology, University of Hyderabad, India, 2013.

RESIDENT APPOINTMENTS

- Assistant Professor of Practice, Texas Tech University, Lubbock, 2024-Present.
- Assistant Professor, Nazarbayev University Graduate School of Business, Kazakhstan, 2021-2024.
- Instructor & Research Assistant, University of Illinois, Chicago, 2018-21.
- Research Assistant, University of Illinois, Chicago, 2016-18.
- Research Associate, Indian School of Business, India, 2013-16.

ACADEMIC LEADERSHIP ROLE

- Co-Director, Institute of Leadership Research (ILR), Texas Tech University, 2024-Present.
- Director, Nazarbayev University Leadership Center (NULEAD), 2023-2024.

RESEARCH INTERESTS

Leadership, Work Interactions, and Individual Differences.

ARTICLES IN REFEREED ACADEMIC JOURNALS

- Sharma, V., Babalola, M. T., **Pathki, C. S**., Pandey, J., & Muchiri, M. K. (2026). Understanding Why and When Supervisor Bottom-Line Mentality Inhibits Workplace Safety. *Journal of Organizational Behavior*, *47*(5), 808-822. https://doi.org/10.1002/job.70017
- Khorshidi, M. S., Merigó, J. M., Muller, C., **Pathki, C. S.,** Gardner, W. L., & Griep, Y. (2026). 50th Anniversary of Group & Organization Management: A Bibliometric Retrospective. *Group and Organization Management, 0*(0), 1-92. https://doi.org/10.1177/10596011261433
- **Pathki, C. S.,** Swab, G. R., Johnson, P. D., & Kluemper, D (2025). H. Hypercompetitiveness Congruence Between the Leader and the Follower and Employee Outcomes. *Group and Organization Management, 0*(0), 1-45. https://doi.org/10.1177/10596011251381477
- Babalola, M., Qu, Y., **Pathki, C. S.,** Usman, M., & Ali, M. (2023). An Uncertainty Management Perspective on the Antecedents of Leader Self-Serving Behavior. *Journal of Organizational Behavior*. https://doi.org/10.1002/job.2711

- **Pathki, C. S.,** Kluemper, D. H., Meuser, J. D., & McLarty, B. D. (2022). The ORG-B5: development of a short work frame-of-reference measure of the big five. *Journal of Management*, *48*(5), 1299–1337. https://doi.org/10.1177/01492063211002627
- Vadera, A. K., & **Pathki, C. S.** (2021). Competition and cheating: Investigating the role of moral awareness, moral identity, and moral elevation. *Journal of Organizational Behavior*, *42*(8), 1060–1081. https://doi.org/10.1002/job.2545
- Puranik, H., Vough, H. C., & **Pathki, C. S.** (2021). Oops, I did it (again)! The emotional experience, interpersonal responses, and relational consequences of social gaffes in the workplace. *Journal of Organizational Behavior*, *42*(9), 1261–1281. https://doi.org/10.1002/job.2546

MANUSCRIPTS UNDER REVIEW

- Shukla, J., **Pathki, C. S.,** & Kluemper, D. H. When Does Speaking Up leads to Interpersonal Deviance? A Longitudinal Investigation of the Role of Followers' and Leaders' LMX Perceptions. *Under Review at Group and Organization Management.*

MANUSCRIPTS UNDER PREPARATION

- Rai, A. **& Pathki, C. S.** Benefits and Burdens of Competitive Psychological Climate on Knowledge Hiding. *Target: Journal of Management.*
- Rai, A. **& Pathki, C. S.** Empowerment or Entitlement: Examining the Mechanisms linking Empowering leadership to Employee Organizational. *Target: Personnel Psychology.*
- **Pathki, C. S.,** & Kluemper, D. H. Conscientiousness at Home and/or Conscientiousness at Work? Impact on Interpersonal and Performance Outcomes at Work. *Target: Journal of Applied Psychology.*
- Babalola, M. & **Pathki, C. S.** Does Follower's Unethical Behavior Drive Leader's Ethical Leadership Behavior? Examining the Role of Self-Conscious Emotions. *Target: Journal of Organizational Behavior.*

PRESENTATIONS AT ACADEMIC CONFERENCES

- Rai, A. **& Pathki, C. S.** (2026, August). *Benefits and Burdens of Competitive Psychological Climate on Knowledge Hiding.* At the Academy of Management Annual Meetings, Philadelphia, PA.
- Babalola, M. & **Pathki, C. S.** (2023, August). *Does Follower's Unethical Behavior Drive Leader's Ethical Leadership Behavior? Examining the Role of Self-Conscious Emotions*. Presented at the Academy of Management Annual Meetings, Boston, MA.
- **Pathki, C. S. R.,** Swab, G. R., Johnson, P. D., & Kluemper, D. H. (2021, November). *Hypercompetitiveness Congruence Between the Leader and the Follower and Employee Outcomes*. Southern Management Association Annual Meetings, New Orleans, LA.
- **Pathki, C. S. R.,** Gooty, J., Williams, C., Kluemper, D. H., & Little, L. M. (2020, August). The *Role of a LMX Defining Memory and Relationship Emotions in Leader-Follower Relationships.* Presented at the Academy of Management Annual Meetings, Vancouver, Canada. *Best Paper Proceedings*.
- Puranik, H., Vough, H. C., & **Pathki, C. S. R**. (2020, October). *Oops I Did It (Again)! Social Gaffes in the Workplace and their Emotional, Behavioral and Relational Outcomes*. Southern Management Association Annual Meetings, St. Pete Beach, FL.

- **Pathki, C. S. R.,** Kluemper D. H. & Meuser J. D. (2019, October). *A Review of Work Frame-of-Reference Personality Measurement and Introduction of the Org-B5.* Presented at the Southern Management Association Annual Meetings, Norfolk, VA.
- Vadera, A.K., Aquino, K., & **Pathki, C. S. R.** (2015, June). *Effects of Competition on Unethical Behaviors.* Presented at the Asian Management Research Consortium, Singapore.

INVITED ACADEMIC PRESENTATIONS

- Duke University, Durham, 2022.
- United Arab Emirates University, UAE, 2022.
- Alba Graduate Business School, Athens, 2023.

CONSULTING AND PRACTICE

- Led Institute for Leadership Research community and industry outreach initiatives, translating organizational behavior and leadership research into applied leadership development programs generating $160,000 in revenue in 2025-2026.
- **Select Milk Group**: Leading an ongoing leadership capacity building for Select Milk group.
- **Continental Dairy Facility**: Leading an ongoing leadership capacity building through various five-day bootcamps for their executives, mid-level managers, emerging leaders, and floor level employees at their Southwest and Michigan facilities.
- **Lubbock Fire Rescue**: Designed and delivered research-based leadership and decision-making workshops for public-sector and nonprofit organizations, including Lubbock Fire Rescue.
- **Fort Worth Hispanic Chamber of Commerce**: Supported and delivered leadership modules for the AUDAZ Leadership Program in partnership with the Fort Worth Hispanic Chamber of Commerce, contributing to a planned multi-year collaboration.
- **Abell-Hanger Foundation**: Conducted a strategic decision-making workshop for the Abell-Hanger Foundation (Midland).
- **CASFER**: Delivered decision making, building teams programs for researchers and doctoral students at CASFER Research Center, Texas Tech University.
- Organized Level-Up lunch series in collaboration with Lubbock Chamber of Commerce (2024-2026).
- Integrated outreach activities with teaching and research agendas, advancing ILR's engaged-scholarship mission through sustained university–community partnerships.
- HR consulting, BI construction group, Kazakhstan, 2023-.
- Strategic partnership between NULEAD and SEV center for excellence in creative leadership, Alba Graduate Business School, Athens, 2023-.
- Strategic partnership between NULEAD and COLE Leadership center, Duke University, 2023.
- Management consulting, Nazarbayev University Career Advancement Services, Kazakhstan, 2023.
- Management consulting, National Research Cardiac Surgery Center & University Medical Center, Kazakhstan, 2022-.

COURSES TAUGHT

Graduate-Level

- Human Resource Analytics, 2025- present (Online – Asynchronous).
- Talent Management, 2022 (Online – Synchronous & Asynchronous).
- Business Communications, 2022 & 2023 (in-person).
- Human Resource Management, 2024-present (Asynchronous)

Undergraduate-Level

- Human Resource Management, 2021 (Online – Synchronous).
- Organizational Behavior, Spring 2020 & Summer 2020 (Online – Synchronous).
- Organizational Behavior, 2018-present (in-person)
- Recruitment, Selection, And Retention, 2024-Present (in-person and Asynchronous).

AWARDS & RECOGNITIONS

- Research Grant (USD 381,000), Nazarbayev University, 2023.
- Social Policy Grant (USD 10,000), Nazarbayev University, 2022.
- Best Paper Award, Asian Management Research Consortium (AMRC), Dubai, 2022.
- Best Paper Proceedings Award, 80th Academy of Management Annual Meeting, 2020.
- Chicago Consular Corps Scholarship, 2020.
- Greenleaf Scholars' Grant, 2018 & 2019.
- College of Business Administration Fellowship, 2016-2021.
- Liautaud Doctoral Fellowship, 2016-2021.

SERVICE

Professional

- Ad-hoc reviewer, Journal of Business Ethics, 2021-22.
- Ad-hoc reviewer, European Management Journal, 2021-22.
- Volunteer, MOC division, Academy of Management Annual Meeting, 2018.
- Reviewer, Academy of Management Annual Meetings, 2016-.
- Reviewer, Southern Management Association Annual Meetings 2018-20.

School and Department

- Co-Director, Institute for Leadership Research, Rawls College of Business, 2024-Present.
- Member, MS-HRM Curriculum Committee, Rawls College of Business, 2025.
- Co-Ordinator, Carlton Whitehead Speaker Series, Rawls College of Business, 2024-2025.
- Member, Grade Appeal Committee, Rawls College of Business, 2025-Present.
- Faculty Advisor, Beta Gamma Sigma, Rawls College of Business, 2024-2025.
- Member, Faculty search committee, Nazarbayev University Graduate School of Business, 2022.
- Member, Nazarbayev University scientific research and ethics committee, 2022-.
- Organizer, Doctoral student incubator sessions, University of Illinois, Chicago, 2019-20.
- Organizer, Faculty-student meetings, University of Illinois, Chicago, 2019-20.

- Volunteer, AACSB Re-accreditation Review, Indian School of Business, 2015-16.
- Organizer, Cultural festival and graduation ceremony, Indian School of Business, 2014-15.

PROFESSIONAL AFFILIATIONS

Academy of Management, American Psychological Association, Society for Industrial & Organizational Psychology, and Beta Gamma Sigma.

INTERVIEWS AND MENTIONS IN POPULAR MEDIA

Interview, Forbes, Kazakhstan, "HR is not about bureaucracy, but talent development".
Research mention, HR Drive, "Social gaffes can make or break your work relationships".
Research mention, George Mason University, "How to repair work relationships after making a social blunder".

LANGUAGES KNOWN

English – Full Professional Proficiency.
Hindi – Professional Working Proficiency.
Telugu – Native Proficiency.

REFERENCES

Donald H. Kluemper (Dissertation Chair)
Area Coordinator & Professor of Management,
Rawls College of Business,
Texas Tech University,
703 Flint Ave, Lubbock, TX 79409,
Don.Kluemper@ttu.edu | (806) 834-8695

Robert C. Liden
Associate Dean & Professor of Management,
Liautaud Graduate School of Business,
University of Illinois at Chicago,
601 S. Morgan St., Chicago, IL 60607,
bobliden@uic.edu | (708) 287-0154

Mayowa Babalola
Professor of Management,
College of Business and Law, RMIT University ,
124 La Trobe St, Melbourne VIC 3000, Australia,
mayowa.babalola@rmit.edu.au | +61 (490) 876-182

Abhijeet K. Vadera
Associate Professor of Management,
Lee Kong Chian School of Business,
Singapore Management University,
50 Stamford Road, #04-01, Singapore, 78899
abhijeetv@smu.edu.sg | +65 68280702