

Herrison J Chicas

www.herrisonchicas.com | herrison.chicas@scheller.gatech.edu

ACADEMIC APPOINTMENTS

**GEORIGIA INSTITUTE OF TECHNOLOGY,
SCHELLER COLLEGE OF BUSINESS**

Assistant Professor of Organizational Behavior

July 2024-Present

EDUCATION

UNC, KENAN-FLAGLER BUSINESS SCHOOL

Doctor of Philosophy: Organizational Behavior

May 2024

UNIVERSITY OF NORTH CAROLINA

Bachelor of Arts Double Major: Psychology and Sociology

May 2013

RESEARCH STREAMS

Diversity & Immigration | Narrative Identity & Meaning | Intergenerational Behavior

DISSERTATION

Title: The Intergenerational Effects of Phantom Lives: How Parents' Forgone Professional Identities Influence Children's Work Outcomes. *Proposal defended May 16, 2023*

The weight of evidence within intergenerational research, or the extent to which behaviors and characteristics of individuals from one generation affect those in the subsequent generation, indicates that parents massively influence their children's personalities, value sets, relational networks, and socioeconomic status. In management, this work has studied how a parent's professional identity is perpetuated by the child (e.g. doctors rear doctors). I extend this research and draw from recent challenges in the identity literature to explore how a parent's forgone professional identity—the professional identity an employee could have had a key decision or event in life happened differently—intergenerationally affects their child's work outcomes. Across four studies, I find evidence that parents who dwelled on their forgone professional identity were more likely to engage in vicarious enactment, yearning for their child to attain the professional identity they could not. This, in turn, led parents to be more psychologically controlling in their parenting, which imprinted poor mental health and self-defeating behaviors onto the child that were exhibited not only during adolescence but well into their careers. In short, the “phantom lives” of parents haunted not only the parent, but the subsequent generation of employees.

Committee: Shimul Melwani (chair), Will Maddux, Mike Christian, Tim Kundro and Samir Nurmohamed (external member, Wharton)

ACCEPTED AND REVISE-AND-RESUBMITS

Rogers, B.A., **Chicas, H.**, Kelly, J.M., Kubin, E., Christian, M.S., Kachanoff, F.J., Berger, J., Puryear, C., Guo, J., McAdams, D.P., Gray, K. (2023). Seeing your life story as a Hero's Journey increases meaning in life. *Journal of Personality and Social Psychology*.

* Featured in Time Magazine: Want to Give Your Life More Meaning? Think of It As a 'Hero's Journey'. <https://time.com/6304708/heros-journey-psychology/>

Chicas, H. & Melwani, S. Paying Off Intergenerational Debt: Why and when children of immigrants status-strive at work. 2nd Round R&R, *Organizational Behavior and Human Decision Processes*.

- * Winner of 2022 Jenessa Shapiro Graduate Research Award
- * Nominated for the Carolyn B. Dexter Award at 2022 AOM Annual Meeting, DEI Division

IN PROGRESS

(in order of journal submission proximity)

Chicas, H. & Moy, J., The Internal Clash of Cultures, The External Clash of Coworkers: Bicultural identity integration effects the perception of work culture and organization citizenship behavior.

Chicas, H., Rogers, B., Cho, Y. “I’m dying at work”: Interaction of mortality salience and work orientation effects perception of work exploitation and turnover intention.

Chicas, H., Bradley, C., & Christian, M.S. Employee-Leader Emotional Contagion: Leader imposter thoughts leads to catching employee emotion.

Chicas, H. & Melwani, S. The Tired, The Poor, The Huddled Masses: A model of anti-immigrant prejudice and obedient work behaviors.

AWARDS & GRANTS

UNC Carolina Latinx Center Innovation Award (2024)

UNC Kenan-Flagler Innovation Core Values Award (2024)

UNC Kenan-Flagler Research Grant \$6000 (2023)

Migration & Organization Conference PhD Consortium Fellow \$1000 (2023)

Jenessa Shapiro Graduate Research Award \$1000 (2022)

- *This award provides assistance to a graduate student from an underrepresented background with the cost of conducting research in personality and/ or social psychology*

Carolyn B. Dexter Award Nominee, Nominated by AOM DEI Division (2022)

- *One of three papers nominated for All-Academy award that best meets the objective of internationalizing the Academy of Management.*

The P. Rao & Venku M. Chatrathi Doctoral Scholarship \$1500 (2021)

- *Recognizes a Kenan-Flagler PhD student interested in research in international business.*

UNC Kenan-Flagler DEI Grant \$500 (2021)

Royster Travel Fund \$2000 (2021)

Southern Management Association- Early-Stage Doctoral Consortia \$500 (2021)

Royster Society of Fellows- The George Morgan Fellowship (2019-Present)

- *The Royster Fellowship is the premier doctoral recruitment fellowship at UNC-Chapel Hill*

Carolina Covenant Scholar (2009-2013)

- *Carolina Covenant Scholars are from families with a total income that is at or below 200% of the poverty guideline.*

Carolina First Generation (2009-2013)

Hispanic Scholarship Fund & Norsan Media Scholarship (2010)

Ronald McDonald Scholarship (2009)

INVITED PRESENTATIONS

Carnegie Mellon University (CMU), Organizational Behavior and Theory Department	2023
IESE Business School, The Managing People in Organizations Department	2023
London School of Economics (LSE), Organisational Behaviour Department	2023
New York University (NYU) Stern, Management and Organizations Department	2023
Rice University, Organizational Behavior Department	2023

REFEREED PRESENTATIONS

Chicas, H. & Melwani, S. (2023). Paying Off The Intergenerational Debt: The Immigrant Bargain and Status-Striving. Presented at Migration and Organization Conference, New York City, New York.

Chicas, H. (2023). The Intergenerational Effects of Phantom Lives: How Forgone Professional Identities Of Parents Influence The Well-being & Work Behavior Of Their Children. Presented at the Piedmont Organizational Behavior Summit, Chapel Hill, North Carolina.

Chicas, H. & Melwani, S. (2022). Paying Off The Intergenerational Debt: The Immigrant Bargain and Status-Striving. Presented at the 82nd Academy of Management Conference, Seattle, Washington.

Chicas, H. & Melwani, S. (2022). Paying Off The Intergenerational Debt: The Immigrant Bargain and Status-Striving. Presented at the Positive Organizational Scholarship Research Conference at University of Michigan's Ross Business School, Ann Arbor, Michigan.

Chicas, H. & Melwani, S. (2021). The Immigrant Bargain: Why Children of Immigrants Status-Strive. Presented at the Rising Scholar Conference in Harvard Business School, Virtual Conference.

TEACHING

Teaching Instructor

BUSI 405: Leading and Managing in Organizations
Ratings 4.9/5 (44 students)

Jan 2022-May 2022
Chapel Hill, NC

Executive Team Building, Facilitator

MBA 801: Leading and Managing in Organizations
Ratings 4.7/5 (6 students)

Jan 2020-Feb 2020
Chapel Hill, NC

SERVICE

To University

Lider, Advisory Board	2023-Present
Kenan-Flagler Business School DEI Event-“The Latinx Experience”, Presenter	2022
UNC DEI Event- “The Psychology of Work”, Organizer & Presenter	2021-2022
Kenan-Flagler Business School Diversity Committee, Member	2020-Present
Doctoral Student Recruiting at PhD Project Conference	2019-Present
UNC Carolina Latinx Center, Member & Inaugural Speaker	2019

To Academic Community

Organizational Science, Reviewer	2024
Academy of Management Annual Meeting Reviewer	2021
KPMG PhD Project, Management Doctoral Student Association	
<i>President</i>	2023-Present
<i>Networking Committee, Co-Chair</i>	2022-2023
<i>Service Committee</i>	2020-2022
<i>Membership Committee</i>	2019-2023
<i>Student Mentor</i>	2019-Present

To Community

A Care Conference Initiative for Those on the Front Lines, Coordinator	2024
Presenter	2023-Present
La Unidad Latina, Lambda Upsilon Lambda Fraternity Inc., Member/Member/Chapter Advisor	2009-Present
Donate Life, Kidney Donor & Ambassador	2018-Present
Latin American Chamber Of Commerce of Charlotte, Member	2015-2017

PROFESSIONAL MEMBERSHIP

Penn-Birmingham Migration Fellows Program	2022-Present
Southern Academy of Management Association, Member	2021-Present
Society for Personality and Social Psychology, Member	2020-Present
Association for Psychological Science, Member	2020-Present
American Psychological Association, Member	2020-Present
Academy of Management Association, Member	2019-Present
PhD Project Management Doctoral Student Association, Member	2019-Present

PROFESSIONAL WORK EXPERIENCE

HERRISON CHICAS - Charlotte, NC 2013-2019

Keynote Speaker/Storyteller

Clients: Social Venture Partners, Let Me Run, Reemprise Fund/Foundation For The Carolinas

Media features and high-profile bookings:

Organizations: TEDx, Smithsonian Institution, National Association of Latin Arts & Culture

Universities: Duke University, Dartmouth College, University of Virginia, Virginia Tech

Media: Univision, BET, The Daily TarHeel, Hola Noticias, HerCampus Magazine

#WITHUNIVERSE - Charlotte, NC 2015-2018

Founder/Executive Coach

Notable clientele: AXA Advisor, LearnLoft