

Kayla S. Stajkovic (formerly Sergent)
Assistant Professor of Management
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EDUCATION

Ph.D., University of Wisconsin-Madison, 12/2018
Major: Organizational Behavior | Minor: Research Methods
B.Sc., Accounting, St. Cloud State University, MN (12/2010)
CPA, Minnesota License, Board of Accountancy, Cert. #27129



POSITION

Edgewood College, Business, Communication, and Innovation
□ Assistant Professor, Spring 2019-Present

University of California, Davis, Graduate School of Management
□ Visiting Professor, Summer 2022-Present

ACADEMIC HONORS

- [*Responsible Research in Management Award, AOM, Finalist, 2021*](#)
- *Distinguished Teaching Awards*, UW-Madison, 2015, 2016, 2017
- *E. J. Blakely Memorial Research Scholarship*, UW-Madison, 2016
- *KPMG Research and Teaching Scholarship*, UW-Madison, 2015
- *Summa Cum Laude, Dean's List*, Saint Cloud State University, 2009, 2010

PUBLICATIONS

Peer-Reviewed Journal Articles

Stajkovic, A.D., Greenwald, J., **Stajkovic, K.** (2022). The money priming debate revisited: A review, meta-analysis, and extension to organizations. [*Journal of Organizational Behavior*](#).

Sergent, K., & Stajkovic, A. D. (2020). Women's leadership is associated with fewer deaths during the COVID-19 crisis: Quantitative and qualitative analyses of United States governors. [*Journal of Applied Psychology*](#), 105, 771-783.

Sergent, K., Lee, S., Stajkovic, A. D., Greenwald, J. M., Younger, S., & Raffiee, J. (2020). The mitigating role of trait core confidence on psychological distress in entrepreneurship. [*Applied Psychology: An International Review*](#), 70, 1128-1153.

Stajkovic, A.D., Latham, G. P., **Sergent, K.**, & Peterson, S. (2019). Prime and performance: Can a CEO motivate employees without their awareness? [*Journal of Business and Psychology*](#), 34, 791-802.

Sergent, K., & Stajkovic, A.D. (2019). Prime and prejudice. [*Applied Psychology: An International Review*](#), 68, 391-448.

Stajkovic, A.D., Bandura, A., Locke, E. A., Lee, D., & **Sergent, K.** (2018). Test of three conceptual models of influence of the big five personality traits and self-efficacy on academic performance. *Personality and Individual Differences*, 120, 238-245.

Lee, D., Stajkovic, A.D., & **Sergent, K.** (2016). A field examination of the moderating role of group trust in group efficacy formation. *Journal of Occupational and Organizational Psychology*, 89, 856-876.

Online Only Peer-Reviewed Publications

Stajkovic, A.D., & **Sergent, K.** (in press). Meta-analysis. *Oxford Classic Encyclopedias in Management*. Oxford University Press.

Stajkovic, A.D., & **Sergent, K.** (2019). Social cognitive theory. *Oxford Classic Bibliographies in Management*. Oxford University Press.

Books

Stajkovic, A.D., & **Sergent, K.** *Confidence and its manifestations in organizations: Integrating social, cognitive, and personality perspectives*. Oxford University Press. Due May 2022.

Stajkovic, K. & Stajkovic, A. (2022). [Women's leadership quotes](#). Research Paradigms Applied.

Stajkovic, A.D. & **Sergent, K.** (2019). *Cognitive Automation and Organizational Psychology: Goal Priming as a New Source of Competitive Advantage*. New York, NY: Routledge publishers.

Stajkovic, A.D., & **Sergent, K.** (2019). *Management and Leadership: What Can MBA Do in My Workday?* Research Paradigms Applied.

Conference Proceedings

Sergent, K., & Stajkovic, A.D. (2018). Prime and punishment: When subconscious goals sabotage conscious goals in auditing profession. *Academy of Management Proceedings*.

RESEARCH IN PROGRESS

Revise and Resubmit

Sergent, K., & Stajkovic, A. D. Leadership ethics of care, racial inclusion, and economic health in the cities: Is there a female leadership advantage? *Journal of Business Ethics*. R&R Round 1.

Papers Under Review

Stajkovic, K., & Stajkovic, A. D. Intersectionality leadership advantage and civil unrest: A multi event study of summer 2020 protests. *Journal of Management*.

Stajkovic, K., & Stajkovic, A. D. Female leadership advantage, ethics of care, and the homelessness crisis: Quantitative and qualitative analyses. *Journal of Applied Psychology*.

In Preparation for Submission

Sergent, K., Covaleski, M. A., & Stajkovic, A. D. Co-existence of commercialism and professionalism in auditing: Unforeseen consequences of subconscious goal priming on auditor performance. *Auditing: A Journal of Practice and Theory*.

Stajkovic, A. D., Sergent, K., Greenwald, J., Peterson, S. Chronic self-efficacy and the automaticity of its effects: Evidence from six studies. *Personality and Individual Differences*.

Stajkovic, K., & Stajkovic, A.D. Reducing cognitive load and improving task performance: The role of congruent and conflicted conscious and primed goals. *Academy of Management Journal*.

PRESENTATIONS (peer reviewed)

Sergent, K., Eby, L., Post, C., Hoobler, J., & Stajkovic, A. D. (2021). The Female Leadership Advantage in a Crisis. *Academy of Management*, online.

Sergent, K., Wright, A., Castello, I. (2021). Publishing Responsible Research in Management: Celebrating Accomplishments and Passing the Torch. *Academy of Management*, online.

Stajkovic, A. D., & **Sergent, K.** (2019). Money-priming review: A meta-analysis. *Society for the Science of Motivation*, Washington, D.C.

Sergent, K., & Stajkovic, A.D. (2018). Prime and punishment: When subconscious goals sabotage conscious goals in auditing. *Academy of Management, OB division*, Chicago, IL

Stajkovic, A.D., & **Sergent, K.** (2018). Discriminant, convergent, and incremental validities between perceived self-efficacy and primed self-efficacy. *Association for Psychological Science*, San Francisco, CA.

Sergent, K., Stajkovic, A.D., & Latham, G. P. (2018). Can a CEO motivate employee performance by priming an achievement goal? *Society for the Science of Motivation*, San Francisco, CA.

Stajkovic, A.D., **Sergent, K.**, Peterson, S., & Greenwald, J. (2017). Interactive effects of primed and perceived self-efficacy on goal-directed action. *Association for Psychological Science*, Boston, MA.

Stajkovic, A.D., Peterson, S. J., **Sergent, K.**, & Bartels, A., (2017). Effects of conscious and primed self-efficacy and goals in self-regulation of behavior. *Society for Industrial and Organizational Psychology*, Orlando, FL.

Stajkovic, A.D., **Sergent, K.**, Peterson, S. J., Schantz, A. (2016). Symposium on latest developments in priming research in Organizational Behavior. *Academy of Management, OB division*. Anaheim, CA.

INVITED PRESENTATIONS (not peer reviewed)

Stajkovic, K. (2021). Harkness Method. *Edgewood College Teaching and Learning Symposium*.

Sergent, K., and A.D. Stajkovic (2021). Women's Leadership in a Crisis. *Pontificia Universidad Javeriana, Bogota, Colombia.*

Sergent, K. (2020). Women's Leadership During the COVID-19 Crisis: An Interactive Virtual Discussion. *Executive Speaker Series, Edgewood College.*

Stajkovic, A. D., & **Sergent, K.** (2020). Cognitive Automation in Organizations. *Wisconsin Department of Workforce Development, Madison WI.*

Stajkovic, A. D., & **Sergent, K.** (2019). Cognitive Automation: Cutting-edge Research Colloquium. *Evening and Executive MBA Professional Development Workshop, UW-Madison.*

Sergent, K. (2019). Prime and Prejudice. *2019-2020 Faculty Colloquium, Edgewood College.*

Sergent, K. (2019). Chronic Self-efficacy and the Automaticity of its Effects: Evidence from Six Studies. *Faculty Development Seminar, Edgewood College.*

Stajkovic, A. D., **Sergent, K.** (2019). Prime and Prejudice. *UW-Madison, Human Resource Representatives, March 22, 2019.*

Stajkovic, A.D., & **Sergent, K.** (2018). Prime and prejudice: Implications for HR professionals. *HR@UW December, 2018, UW-Madison, Office of Central HR.*

Sergent, K., Stajkovic, A.D. (2018). Self-regulation in the workplace. *Professionals Conference, UW-Madison, the Learning and Development Office.*

TEACHING

<u>Course</u>	<u>Program</u>	<u>Evaluations</u>	<u>Top 30%</u>
<i>Confidence & Professional Success</i> (BUS 100) Edgewood College, ECSB, Fall 2021	Undergrad	4.79 (scale 1) 4.34 (scale 2)	100%
<i>Organizational Sustainability/Innovation</i> (BUS 455) Edgewood College, ECSB, Fall 2021	Hybrid UG	4.84 (scale 1) 4.79 (scale 2)	100%
<i>Auditing</i> (BUS 481/706) Edgewood College, ECSB, Fall 2021	Hybrid UG/G	4.71 (scale 1) 4.76 (scale 2)	100%
<i>Advanced Cost & Management Control</i> (BUS 714) Edgewood College, ECSB, Fall 2021	Online M.A.	3.97 (scale 1) 4.40 (scale 2)	80%
<i>Organizational Behavior/Development</i> (BUS 603) Edgewood College, ECSB, Summer 2021	Online MBA	4.80 (scale 1) 4.40 (scale 2)	100%
<i>Strategic Management Accounting</i> (BUS 798) Edgewood College, ECSB, Spring 2021	Online M.A.	4.50 (scale 1) 4.75 (scale 2)	75%

<i>Management & Prof. Communication</i> (BUS 349) Edgewood College, ECSB, Spring 2021	Hybrid UG	4.29 (scale 1) 4.41 (scale 2)	94%
<i>Management & Prof. Communication</i> (BUS 348) Edgewood College, ECSB, Spring 2021	Hybrid UG	4.32 (scale 1) 4.02 (scale 2)	82%
<i>Organizational Behavior/Development</i> (BUS 603) Edgewood College, ECSB, Spring 2021	Online MBA	3.93 (scale 1) 4.19 (scale 2)	63%
<i>Advanced Cost & Management Control</i> (BUS 714) Edgewood College, ECSB, Fall 2020	Online M.A.	4.75 (scale 1) 4.50 (scale 2)	100%
<i>Organizational Behavior/Development</i> (BUS 603) Edgewood College, ECSB, Fall 2020	Online MBA	4.41 (scale 1) 4.49 (scale 2)	88%
<i>Executive Communication</i> (BUS 601) Edgewood College, ECSB, Fall 2020	Online MBA	4.33 (scale 1) 4.56 (scale 2)	67%
<i>Business Capstone</i> (BUS 499) Edgewood College, ECSB, Spring 2020	Hybrid UG	4.23 (scale 1) 4.18 (scale 2)	87%*
<i>Management & Prof. Communication</i> (BUS 349) Edgewood College, ECSB, Spring 2020	Online UG	4.18 (scale 1) 4.22 (scale 2)	68%*
<i>Management & Prof. Communication</i> (BUS 348) Edgewood College, ECSB, Spring 2020	Undergrad	4.16 (scale 1) 4.18 (scale 2)	73%
<i>Business Capstone</i> (BUS 499) Edgewood College, ECSB, Fall 2019	Undergrad	4.73 (scale 1) 4.50 (scale 2)	100%
<i>Management & Prof. Communication</i> (BUS 349) Edgewood College, ECSB, Fall 2019	Undergrad	4.47 (scale 1) 4.33 (scale 2)	92%
<i>Management & Prof. Communication</i> (BUS 348) Edgewood College, ECSB, Fall 2019	Undergrad	4.32 (scale 1) 4.16 (scale 2)	73%
<i>Management & Prof. Communication</i> (BUS 349) Edgewood College, ECSB, Spring 2019	Undergrad	4.38 (scale 1) 4.29 (scale 2)	76%
<i>Management & Prof. Communication</i> (BUS 348) Edgewood College, ECSB, Spring 2019	Undergrad	4.32 (scale 1) 4.27 (scale 2)	79%
<i>Organizational Behavior/Development</i> (BUS 603) Edgewood College, ECSB, Spring 2019	Online MBA	4.13 (scale 1) 4.18 (scale 2)	70%
<i>Managing Organizations</i> (MHR 300) UW-Madison, WSOB, Summer 2018	Online UG	4.12 (scale 1) 4.02 (scale 2)	78%
<i>Introduction to Managerial Accounting</i> (AIS 211)	Undergrad	4.89 (scale 1)	80%

UW-Madison, WSOB, Summer 2016

4.42 (scale 2)

Introduction to Managerial Accounting (AIS 211) Undergrad 4.72 (scale 1) 83%
UW-Madison, WSOB, Fall 2015 3.91 (scale 2)

Introduction to Managerial Accounting (AIS 211) Undergrad 4.46 (scale 1) 63%
UW-Madison, WSOB, Fall 2014 3.87 (scale 2)

Scale 1 = Instructor rating, Scale 2 = Course rating

* Courses had an unexpected transition from face-to-face to online delivery due to the COVID-19 crisis

Teaching Assistant

<u>Course</u>	<u>Program</u>	<u>Semester/Year</u>
<i>Organizational Behavior</i> (MHR 700) UW-Madison, Wisconsin School of Business	Executive MBA	Fall '16/'17/'18
<i>Managing Behavior in Organizations</i> (MHR 704) UW-Madison, Wisconsin School of Business	Evening MBA	Fall '16/'17/'18
<i>Leadership</i> (MHR 365) UW-Madison, Wisconsin School of Business	Undergraduate	Fall 2018
<i>Contemporary Topics: Strategy</i> (MHR 765) UW-Madison, Wisconsin School of Business	Full-time MBA	Spring 2018
<i>Business Strategy</i> (MHR 723) UW-Madison, Wisconsin School of Business	Masters level	Spring 2018
<i>Strategic Management</i> (MHR 423) UW-Madison, Wisconsin School of Business	Undergraduate	Spring 2018
<i>Negotiations</i> (MHR 728) UW-Madison, Wisconsin School of Business	Full-time MBA	Spring 2017
<i>Negotiations</i> (MHR 628) UW-Madison, Wisconsin School of Business	Undergraduate	Spring 2017

Course Coordinator

<u>Course</u>	<u>Title</u>	<u># of Sections</u>
<i>Introduction to Managerial Accounting</i> (AIS 211) UW-Madison, WSOB, Spring 2015	Ph.D. Course Coordinator	18
<i>Introduction to Managerial Accounting</i> (AIS 211) UW-Madison, WSOB, Fall 2015	Ph.D. Course Coordinator	5
<i>Introduction to Managerial Accounting</i> (AIS 211) UW-Madison, WSOB, Spring 2016	Ph.D. Course Coordinator	17

MEDIA EXPOSURE (<http://kstajkovic.com/media/>)

- *Reuters* (April 2021): What Happens When Women Run the Economy?
- *Forbes* (March 2021): Data Shows Women Make Better Leaders
- *Toronto Star* (March 2021): Are Women Better at Saving Lives Than Men?
- *R&E Evidence* (March 2021): Are Women Leaders a Better Fit for COVID Response?
- *The Washington Post* (February 2021): Research Cited in Perspectives Article on Gender
- *Bloomberg* (January 2021): 2021 Is a Tipping Point for Female Leaders
- *Johns Hopkins COVID Monologues* (Coming in February 2021): Research-Based Theater
- *BBC News* (January 2021): Why do we still distrust women leaders?
- *Inc. Magazine* (January 2021): New Research: Women Leader Performed Better During the Covid Crisis
- *Becker's Hospital Review* (January 2021): Women Can Lead Better Through Crises
- *Harvard Business Review* (December 2020): Research :Women Are Better Leaders During a Crisis
- *The Hindu* (September 2020): Weighing in on The Efficacy of Female Leadership.
- *I/O At Work* (September 2020): The Benefits of Female Leadership During the COVID-19 Pandemic.
- *Society for Personality and Social Psychology* (September 2020): Women's Leadership in the COVID-19 Crisis.
- *WebMD* (August 2020): States with Female Governors Had Fewer COVID Deaths.
- *Wisconsin Public Radio* (August 2020): Wisconsin professors: Women governors may be more successfully managing pandemic.
- *PsyPost News* (August 2020): States with women governors had fewer COVID-19 deaths and more optimistic public briefings.
- *Wisconsin School of Business Faculty Blog* (July 2020): Leadership during the pandemic: States with women governors had fewer COVID-19 deaths
- *Fisher College of Business, Lead Read Today* (July 2020): Women's leadership during the COVID-19 crisis.

EXECUTIVE EDUCATION

WE Energies

- ❑ *Organizational Culture*, custom program, 1 day
- ❑ Co-taught with Professor Alex Stajkovic

Cummins

- ❑ *Creating a Culture of Creative Presence*, custom program, 3 days
- ❑ Co-taught with Professor Alex Stajkovic

SERVICE

Edgewood College

Assessment and Program Evaluation Committee, Edgewood College, Fall 2020 - Present

Undergraduate Curriculum Committee, Edgewood College, Fall 2020 - Spring 2021

Faculty Development Committee, Edgewood College, Spring 2020 - 2021

Diversity and Inclusion Committee, Edgewood College School of Business, 2019 - 2020

ECSB High School Business Case Competition, Committee Chair, 2019 - 2020

Ad Hoc Reviewer

Journal of Management Studies, 2022

Gender in Management: An International Journal, 2022

Equality, Diversity, and Inclusion: An International Journal, 2021-2022

World Medical & Health Policy, 2021-2022

Journal of Applied Psychology, 2020 - 2022

Proceedings of the National Academy of Science, 2021

PLOS One, 2021

American Psychologist, 2020

Academy of Management Review, 2019

University of Wisconsin - Madison

Member of Wisconsin School of Business Dean Search and Screen Committee, 2016-17

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Organizational Behavior division | Research Methods division

American Psychological Association (APA)

Division 14, Society for Industrial and Organizational Psychology (SIOP)

Division 8, Personality and Social Psychology

Association for Psychological Science (APS)

Society for Science of Motivation (SSM)

NATIONAL ASSOCIATION CONSORTIUMS

Accounting, Behavior, and Organizations: Doctoral consortium, 2015

PROFESSIONAL EXPERIENCE

The Travelers Companies Inc.

Senior Internal Auditor, St. Paul, MN (2011-2014)

UnitedHealth Group

Accountant, Minneapolis, MN (Spring 2011)

KPMG, LLP

External Auditor, Minneapolis, MN (2010-11)

EXTRA CURRICULAR ACTIVITIES

Division II Collegiate Women's Tennis, singles, doubles, 2009, 2010

Division III Collegiate Women's Tennis, singles, doubles 2007, 2008

CV updated, May 2022