

CHRISTINA B. HYMER

Department of Management • Darla Moore School of Business • University of South Carolina
Columbia, SC • (803) 743-2248 • christina.hymer@grad.moore.sc.edu

EDUCATION

Ph.D. in Business Administration, Management emphasis anticipated May 2021
Darla Moore School of Business, University of South Carolina

Bachelor of Science, Industrial and Labor Relations May 2012
School of Industrial and Labor Relations, Cornell University

One-Year Direct Enrollment Study Abroad, London School of Economics May 2011
Concentration: Human Resources Management

RESEARCH

Interests

Identity; Identity transitions; Multiple identities; Work transitions

Publications

Liu, X., Park, J., **Hymer, C. B.**, & Thatcher, S. M. B. (2019). Multidimensionality: A cross-disciplinary review and integration, *Journal of Management*, 45(1): 197-230.

Weller, I., **Hymer, C. B.**, Nyberg, A., & Ebert, J. (2019). Matching: Cogs and wheels for human capital resources research. *Academy of Management Annals*, 13(1): 188-214.

***Bailey, C. C.**, & Dragoni, L. 2013. "Repatriation after global assignments: Current HR practices and suggestions for ensuring successful repatriation", *HR People and Strategy Journal*, 36(1): 48-57.

Works in Progress

Dragoni, L., Li, H., **Hymer, C. B.**, Woodruff, T., Young, L. (in progress). The impact of ambidextrous leadership in goal orientation on teams' adaptive performance. *Drafting manuscript*.

Hymer, C. B., & Thatcher, S. M. B. (in progress). Extending conceptualizations of identity threat: The effect of identity threat(s) on the self. *Drafting manuscript*

Hymer, C. B., Thatcher, S. M. B., & Ravlin, E. C. (in progress). Identity work behaviors after an international experience. *Data analysis*.

Ravlin, E. C., & **Hymer, C. B.** (in progress). How does perceived seller-buyer similarity inform influence tactics used within B2B relationships? *Data analysis*.

Korsgaard, M. A., Thatcher, S. M. B., **Hymer, C. B.**, & Clark, S. (in progress). Making the move: Self-enhancement as a predictor of engagement in proactive development and leader self-identity transition. *Data analysis*

Hymer, C. B., Maltarich, M. A., & Thatcher, S. M. B. (in progress). Using where I work to construct who I am: Towards a theory on task environment crafting. *Data collection*.

Hymer, C. B., Liu, X., Park, J., & Thatcher, S. M. B. (in progress). Identity shifting amid threatening and enhancing situations. *Data collection*.

Korsgaard, M. A., Thatcher, S. M. B., Hymer, C. B., Bliese, P. E., & Ployhart, R. E. (in progress). Trajectories of leadership transitions. *Data collection*.

Conference Presentations

Hymer, C. B., & Ravlin, E. C. “Identity Work Behaviors After an International Experience” at the 2018 Academy of Management Annual Conference, Chicago, IL. *Note: This presentation was presented at the following symposium: “Identity Transitions: Advancing Theories on When and How Individuals Evolve Their Sense of Self”*

Hymer, C. B. “A Holistic Understanding of Shared Workspaces: A Guiding Typology and Framework” at the 2018 Academy of Management Annual Conference, Chicago, IL.

Chaired Symposia

“Identity Transitions: Advancing Theories on When and How Individuals Evolve Their Sense of Self” Symposium at the 2018 Academy of Management Annual Conference, Chicago, IL

Technical Reports

Wright, P., Schepker, D., Nyberg, A., Cragun, O., & Hymer, C. (2017). CFO and CHRO Succession: Comparing and Contrasting the Roles.

Wright, P., Nyberg, A., Schepker, D., Cragun, O., & Hymer, C. (2017). Inside the C-Suite: The CEO, the Board, and the ELT.

Wright, P., Nyberg, A., Schepker, D., Cragun, O., & Hymer, C. (2017). Diversity in CEO Succession Pools: Present State, Past Obstacles, and Future Solutions.

SERVICE

Institution

Co-chair

Doctoral Student Roundtable, Darla Moore School of Business 2017 – 2018

Management Department Representative

Doctoral Student Association, Darla Moore School of Business 2016 – present

Academic Research Assistant

University of South Carolina, Columbia, SC

Dr. Sherry Thatcher, Fall 2016 – Summer 2017; Fall 2018 – Present

Dr. Elizabeth Ravlin, Fall 2017 – Summer 2018

Professional

Reviewer

Academy of Management: OB Division, 2017 – present

AWARDS & GRANTS

Moore School Research Grant Program for Ravlin, E. C., Hymer, C. B., “Identity work behaviors after an international experience” (Awarded \$5,000, 2017)

Riegel & Emory HR Center Research Grant for Hymer, C.B., Thatcher, S.M.B., “Exploring the intersection between work and flexible space within shared workspaces” (Awarded \$3,140, 2017)

Moore School Research Grant Program for Thatcher, S.M.B, Bliese, P.D., & Hymer, C.B. “Examining the trajectories of employee attitudes in response to an office move” (Awarded \$2,839, 2018)

WORK EXPERIENCE

Deloitte Consulting, New York, NY and Nashville, TN

Consultant, HR Transformation (SAP/SuccessFactors)

2014-2016

Analyst, HR Transformation (SAP/SuccessFactors)

2012-2014

Goldman Sachs, London, United Kingdom

Summer Human Capital Analyst

2011

Morningstar, London, United Kingdom

Human Resources Intern

2011