

## NATASHA D. REED

Georgia Institute of Technology  
800 West Peachtree St., NW  
Atlanta, GA 30308-1149

E-mail: [Natasha.Reed@scheller.gatech.edu](mailto:Natasha.Reed@scheller.gatech.edu)

Website: <https://sites.google.com/view/natashadreed>

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### EDUCATION

**Georgia Institute of Technology, Scheller College of Business** – Atlanta, GA

Ph.D., Organizational Behavior: Expected, May 2025

**University of Tennessee at Chattanooga** – Chattanooga, TN

Master of Business Administration

2011

B.S. in Human Resources and Business Management

2005

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### RESEARCH INTERESTS

Mental Illness and Health | Identity Threats | Social Identity

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### DISSERTATION

Title: When Mental Illness is Mistaken for Intentional Misconduct among Under-Represented Groups: Barring Employee Leniency for Naiveté. *Expected Proposal Defense, August 2024*

The growing presence of mental illness within the workplace, particularly in the aftermath of the pandemic, has become an ever-pressing issue. A further concern is the negative perceptions that these mental illnesses carry and their potential compounding effects when combined with different marginalized identities, such as belonging to an under-represented racial minority group. Within three studies including experimental and field research, I will employ attribution theory to ascertain when and why the same exhibited perceived negative behavior induced by mental illness might lead to varying workplace outcomes. I examine the impact of mental illness and race in the workplace, thereby providing the opportunity to identify and mitigate negative consequences.

**Committee:** Katie Badura (co-chair), Tiffany D. Johnson (co-chair), Enrica Ruggs (external member, University of Houston)

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### PUBLICATIONS

#### ACCEPTED

Rice, D. B., **Reed, N. D.** (2021). Supervisor Emotional Exhaustion and Goal-Focused Leader Behavior: The Roles of Bottom-Line Mentality and Conscientiousness. *Current Psychology*, <https://doi.org/10.1007/s12144-021-01349-8>

#### MANUSCRIPT UNDER REVIEW

Johnson, T. D., Forrester, J., **Reed, N. D.** Practicing Wholeness: How Black Women in Academia Defy Devaluation and Claim Their Worth. Under Review. *Equality, Diversity, and Inclusion. An International Journal*. (Acceptance rate: 21%)

#### IN-PROGRESS

**Reed, N. D.**, Johnson, T. D., & Badura, K. L. Identity Threat Events and Prosocial Behavior. Target: *Organizational Behavior and Human Decision Processes*. (Data Collection Phase: Studies 1 and 2 complete, Study 3 in progress).

**Reed, N. D.** When Mental Illness is Mistaken for Intentional Misconduct among Under-Represented Groups. Target: *Journal of Applied Psychology*. (Method Development)

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## **AWARDS & GRANTS**

Institute for Leadership and Social Impact Research Grant (\$3000)	2024
Sheth Fellows Award	2024
Georgia Tech's Faces of Inclusive Excellence	2021
Herbert P. Haley Fellowship	2020

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## **REFEREED PRESENTATION**

Johnson, T. D., Forrester, J., & **Reed, N.D.** Allyship & Agentic Rituals of Recovery. Panel symposium presented at the 82nd annual meeting of the Academy of Management, Seattle, WA.

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## **TEACHING EXPERIENCE**

### **Lead Instructor**

Introduction to Organizational Behavior (MGT 301)	July 2024
Instructor Rating: 4.7/5 (6 students)	

### **Lead Instructor**

Introduction to Organizational Behavior (MGT 301)	Aug 2023
Instructor Rating: 3.9/5 (39 students)	

### **Lead Instructor**

Introduction to Organizational Behavior (MGT 301)	
Instructor Rating: Expected Jan 2025	

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## **PROFESSIONAL MEMBERSHIPS**

Academy of Management Association, Member	2020 – Present
PhD Project Management Doctoral Student Association	2020 - Present
Society for Human Resources Management, Member	2012 – Present
Chamber of Commerce, Member	2016

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## **SERVICE**

PhD Project Management Doctoral Student Association Service Committee	2023 – Present
Reviewer, Academy of Management Annual Meeting	2021 – Present
GA Tech Diversity and Inclusion Fellows Program Committee, Member	2021

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## **PROFESSIONAL EXPERIENCE**

Talent Acquisition Partner/Regional Recruiter, Adventist Health Systems	Jan 2018 – Aug 2018
Talent Acquisition Consultant, BlueCross BlueShield of Tennessee	Feb 2013 – Jan 2018
HR Service Center Specialist, BlueCross BlueShield of Tennessee	Nov 2010 – Feb 2013
Varied HR and Service Operations Roles, BlueCross BlueShield of Tennessee	Feb 2006 – Nov 2010

## PROFESSIONAL CERTIFICATIONS

Lean Human Capital – Recruiter Academy Certified Recruiter	2018
Lean Six Sigma Yellow Belt	2011

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## REFERENCES

### **Katie Badura (Co-Chair)**

Assistant Professor, Organizational Behavior  
Scheller College of Business  
Georgia Institute of Technology  
[Katie.Badura@scheller.gatech.edu](mailto:Katie.Badura@scheller.gatech.edu)

### **Tiffany D. Johnson (Co-Chair)**

Associate Professor, Organizational Behavior  
Scheller College of Business  
Georgia Institute of Technology  
[Tiffany.Johnosn@scheller.gatech.edu](mailto:Tiffany.Johnosn@scheller.gatech.edu)

### **Terry Blum**

ADVANCE Professor Faculty Director  
Scheller College of Business  
Georgia Institute of Technology  
[Terry.Blum@ilsi.gatech.edu](mailto:Terry.Blum@ilsi.gatech.edu)