

# Elena M. Wong

The Wharton School | University of Pennsylvania  
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Philadelphia, PA 19104  
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## ACADEMIC APPOINTMENTS

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**Provost's Postdoctoral Fellow** 2024 +  
Department of Management  
The Wharton School, University of Pennsylvania

## EDUCATION

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**Ph.D., University of Arizona, Eller College of Management** 2024  
Department of Management and Organizations  
Minor in Statistics and Research Methods  
Dissertation: *We Hope You Are Well: The Co-creation of Wellbeing by Individuals in Organizations*  
Committee: Dr. Brian Hilligoss (chair), Dr. Oliver Schilke, Dr. Katina Sawyer

**B.S., University of North Carolina at Chapel Hill** 2015  
Psychology  
Minor in Spanish for the Professions (Business)

## RESEARCH INTERESTS

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- Wellbeing
- Work-Nonwork Interface
- Organizational Resilience
- Organizational Change

## REFEREED PUBLICATIONS

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**Wong, E. M.,** Crawley, R., Butler, S., Olson, A., Mchiri, A., Gandhi, S., Caligiuri, M., & White, M. L. (2023). Resolving Conflict and Fostering Cooperation: A Cross-Cultural Experiential Exercise. *Management Teaching Review*. Advance online publication. doi:10.1177/23792981231163303

Gabriel, A. S., Chawla, N., Rosen, C. C., Lee, Y. E., Koopman, J., & **Wong, E. M.** (2023). Who speaks up when harassment is in the air? A within-person investigation of ambient harassment and voice behavior at work. *Journal of Applied Psychology*. Advance online publication. doi:1037/apl0001131

Gabriel, A.S., Calderwood, C., Bennett, A.A., **Wong, E.M.**, Dahling, J.J., & Trougakos, J.P. (2019). Examining recovery experiences among working college students: A person-centered study. *Journal of Vocational Behavior*, 115, 103329. doi:10.1016/j.jvb.2019.103329

Chawla, N., **Wong, E. M.**, & Gabriel, A.S. (2019). Expanding the discourse surrounding sexual harassment: The case for considering experienced and observed hostile sexism, benevolent sexism, and gendered incivility. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 79-83. doi:10.1017/iop.2019.13

## **WORK UNDER REVISION AND REVIEW**

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**Wong, E.M.**, MacGowan, R.L., Ganster, M.L., Gabriel, A.S., & Rosen, C.C. (Under review, 1<sup>st</sup> round). Daily eldercare demands. *Organization Science*.

Hilligoss, B., Larson, J.D., Lai, A., DePuccio, M. & **Wong, E.M.** (Revise and Resubmit Requested). Modes of Adjustment: There is more than one way to organize for resilience. *Administrative Science Quarterly*.

## **MANUSCRIPTS IN PROGRESS**

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Wong, E.M. (Data Analysis). Organizational and Employee Wellbeing Alignment.

Wong, E.M. (Data Analysis). Employee wellbeing and the relationship with nature.

Martínez, P.G., **Wong, E.M.**, & Thies, J. Students wellness outcomes under a SKY (Sudarshna Kriya Yoga) breath work meditation intervention and pilot program. Target: *Jesuit Journal of Business Education*.

## **CONFERENCE PRESENTATIONS (\*Indicates Presenter)**

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\***Wong, E.M.**, MacGowan, R.L., Ganster, M.L., Gabriel, A.S., & Rosen, C.C. (October 2023). Understanding Experiences of Eldercare: A Mixed-Method Approach. Conference presentation at the MIT Rising Scholars Conference, Virtual Conference.

\***Wong, E.M.**, MacGowan, R.L., Ganster, M.L., & Gabriel, A.S. (August 2023). Understanding Experiences of Eldercare: A Mixed-Method Approach. Symposium presentation at the Academy of Management Annual Meeting, Boston, MA.

\*Hilligoss, B., Larson, J., Lai, A.Y., DePuccio, M., & **Wong, E.M.** (August 2022). Modes of Adjustment: There's More Than One Way to Organize Resiliently. Symposium presentation at the Academy of Management Annual Meeting, Seattle, WA.

*Paper Awarded Managerial and Organizational Cognition Division Inaugural  
Denny Gioia Best Qualitative Paper Award*

\*Martínez, P.G., **Wong, E.M.**, & Thies, J. (July 2022) Implementing U.N. Sustainable Development Goal #3, Good Health & Well-being: A pilot study of business student wellness outcomes from a yoga breath work and meditation intervention. Conference presentation at the 2022 Colleagues in Jesuit Business Education Conference. Washington, D.C.

\*Hilligoss, B., Larson, J., Lai, A.Y., DePuccio, M., & **Wong, E.M.** (June 2022). Modes of Adjustment: There's More Than One Way to Organize Resiliently. Presentation at the Positive Organization Studies Research Conference, Ann Arbor, MI.

\***Wong, E.M.**, \*Butler, S., \*Caligiuri, M.D., \*Cerecedo, J., \*Crawley, R., \*Fournet, A., \*Gandhi, S., \*Kiratikosolrak, P., \*Mchiri, A., \*Nae, Y., \*Olson, A., \*Ragland, E., \*Sengupta, A., \*White, M.L., \*Willis, C. (June 2022). Resolving Conflict, Fostering Cooperation: A Doctoral Institute Experiential

Exercise. Presentation at the Management and Organizational Behavior Teaching Society conference, Pomona, CA.

Gabriel, A.S., Calderwood, C., Minnen, M.E., **Wong, E.M.**, & Trougakos, J.P. (August 2020). Understanding the synchrony between supervisor support and employee work recovery. In K. Zipay & M.M. Butts (Chairs), Bring on the night: Exploring after-work experiences in relation to work. Symposium presented at the 80th Annual Conference of the Academy of Management, Virtual Conference.

Gabriel, A.S., \***Wong, E.M.**, Rosen, C.C., Koopman, J., & Lee, Y.E. (April 2020). Understanding the episodic consequences of sexism at work. In A. Melson-Silimon & N.T. Carter (Chairs), Novel approaches to studying workplace sexual harassment. Symposium presented at the 33rd Annual Conference of the Society of Industrial and Organizational Psychology, Austin, TX.

\*Calderwood, C., Gabriel, A.S., Dahling, J.J., Bennett, A., Trougakos, J.P., & **Wong, E.M.** (May 2019). Examining recovery experiences among working college students: A latent profile investigation. Paper presented at the 19th Annual Conference of the European Association of Work and Organizational Psychology, Turin, Italy.

Chawla, N., \***Wong, E.M.**, & Gabriel, A. S. (June 2019). Expanding the discourse surrounding sexual harassment: The case for considering experienced and observed hostile sexism, benevolent sexism, and gendered incivility. Poster presented at the International Conference on Social Dilemmas, Sedona, AZ.

\*Broschak, J.P., Block, E., Haveman, H., & **Wong, E.M.**, (September 2019). Career Mobility in Women's Intercollegiate Athletics: How Ecological and Institutional Forces Shape Mobility Patterns in an Emerging Occupational Labor Market. Presented at the People and Organizations Conference, Philadelphia, PA.

## **TEACHING EXPERIENCE**

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### **University of Arizona, Eller College of Management.**

- *Strategic Human Resource Management*, Undergraduate, Spring, 2023.

### **North Carolina Outward Bound School**

- Outward Bound Professionals (OBP) Facilitator, **Summer 2022**
- Assistant Instructor, Wilderness Courses - Backpacking and Rock Climbing, **Summer 2022**

## **HONORS AND AWARDS**

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2022 Doctoral Institute scholarship, Management and Organizational Behavior Teaching Society

## **RESEARCH FUNDING**

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- 2023 \$1,500 –University of Arizona Graduate & Professional Student Council Research and Project Grant  
Project: “Wellbeing in Organizations: Understanding Cultures of Wellbeing”
- 2023 \$2,000 – Eller College of Management Small Research Grant  
Project: “Wellbeing in Organizations: Understanding Cultures of Wellbeing”

- 2019 \$5,000 – Center for Management Innovations in Healthcare  
Project: “Understanding the Daily Implications of Caregiving for Elders on Employees”
- 2019 \$2,760 – Eller College of Management Department of Management & Organizations Small Research Grant  
Project: “Gender’s Influence on Career Histories and Labor Market Outcomes”
- 2019 \$2,500 – Eller College of Management Department of Management & Organizations Small Research Grant  
Project: “Understanding the Daily Implications of Caregiving for Elders on Employees”
- 2019 \$2,800 – Eller College of Management Small Research Grant  
Project: “Understanding the Daily Implications of Caregiving for Elders on Employees”
- 2018 \$4,000 – Eller College of Management Department of Management & Organizations Small Research Grant  
Project: “Understanding the Episodic Consequences of Sexism at Work”
- 2018 \$2,500 – Eller College of Management Small Grant  
Project: “Understanding the Episodic Consequences of Sexism at Work”
- 2018 \$2,500 – Eller College of Management Center for Leadership Ethics Grant  
Project: "Understanding the Episodic Consequences of Sexism at Work”

## **SERVICE**

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### **Service to Academic Community:**

The PhD Project, Management Doctoral Student Association	
<i>Planning Committee</i>	2023 - 2024
<i>President</i>	2022 – 2023
<i>Membership Committee Co-chair</i>	2020 – 2021
<i>Sessions and Membership Committee Member and Student Mentor</i>	2019 – 2020
La Familia Management Scholars	2019- Present
<i>Digital Infrastructure Task Force: Web development and listserv integration</i>	2023

### **Service to University:**

Doctoral Student Recruiting at PhD Project Conference	2018 – 2023
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### **Community Outreach**

E.N.C.A.S.A. (Elder aNd Caregiver Assistance and Support Access) <i>Community Advisory Council Member</i>	2019 – 2021
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## **RESEARCH EXPERIENCE**

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University of Arizona, Eller College of Management <i>Graduate Research Assistant, Department of Management &amp; Organizations</i>	2018 – Present
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New York University, School of Global Public Health 2020 – 2021  
*Graduate Research Assistant, Dr. Alden Lai*

- Landscape review of the Gross Domestic Wellbeing concept as used by domestic and international organizations
- Creation of stakeholder database for Global Wellbeing Initiative

University of California, Berkeley, Haas School of Business 2017– 2018  
*Research Assistant, Management of Organizations Department*

- Conducted field and lab research in the Mind and Person Perception Lab

## **WORK EXPERIENCE**

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**North Carolina Outward Bound School (NCOBS), Assistant Instructor** 2022

- Fellow with the 2022 NCOBS BIPOC Fellowship
- Facilitated Outward Bound Professionals virtual and in-person programs
- Instructed an eight-day wilderness course for educators

**Elena M. Wong Consulting LLC, Entrepreneur** 2021 – 2022

- Participated in LaunchCamp, a workshop to help entrepreneurs start and build business, hosted by Launch Greensboro, with support from the Greensboro Chamber of Commerce
- Participated in LaunchLab 101, a 5-week incubator, facilitated by Launch Greensboro
- Presented a 90-Minute workshop titled “Wellbeing of the World: Wellbeing Beyond Yoga and Meditation” at the 2022 Association of Experiential Education, Southeast Conference

**Huron Consulting Group, Healthcare Consulting Analyst** 2015– 2017

- Collaborated with the Chief Financial Officer and hospital leadership to realize \$762K in labor savings by implementing productivity management tools for a critical access hospital
- Implemented productivity software and conducted trainings for Revenue Cycle department staff to improve financial performance at a community hospital
- Assessed opportunities through interviews, observations and data analytics to improve efficiency and reporting capabilities, thereby enabling data-driven decision making for 6 hospitals
- Investigated and recommended employee engagement survey and employee rounding enhancements in order to better align internal company culture and values with that of over 1,000 employees

**Center for Creative Leadership, Intern** 2013 – 2014

- Summarized 58 CCL white papers into “White Paper Insights”; condensed versions of white papers for business executives to access on a web-based tool
- Restructured and updated Historical Performance reports for the Global Marketing Strategy team

## **PROFESSIONAL AFFILIATIONS**

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- Academy of Management (AOM)
- The Ph.D. Project – Management Doctoral Student Association (MDSA)
- Management & Organizational Behavior Teaching Society (MOBTS)
- Association for Experiential Education (AEE)

## **ADDITIONAL SKILLS AND CERTIFICATIONS**

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- Fluent in Spanish
- Wilderness First Responder