

## **Devin J. Rapp, Ph.D.**

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(Updated 2026)

Organizational Behavior | Leadership | Workplace Burnout & Culture  
Fluent in English & Spanish

### **Areas of Expertise**

- Workplace burnout and chronic stress
- Organizational culture
- Leadership effectiveness
- Workplace mental health
- Psychological safety
- Employee engagement and retention
- Toxic workplace dynamics
- Management and supervisory practices
- Workplace conflict and retaliation
- Negotiation and organizational decision-making

### **ACADEMIC POSITION**

Assistant Professor of Management, San Diego State University

Courses include leadership, negotiations, conflict, organizational behavior, management, and workplace dynamics.

### **EDUCATION**

Ph.D. Management (Organizational Behavior), 2024  
University of Utah: David Eccles School of Business  
Dissertation Chair: Glen E. Kreiner

B.S. Health Sciences, Minor: Gerontology, 2012  
Brigham Young University

### **PUBLICATIONS**

Research published in leading journals, including *Journal of Applied Psychology* and *Academy of Management Journal*. Work has received 350+ scholarly citations. (See [Google Scholar](#) link for current citations and scholarly articles.)

Kreiner, G.E., Cannon, D.O., Rapp, D.J., Wiseman, J., Williams, T.A. (2026). Community Weaving to Address Societal Grand Challenges: The Case of Mental Health Destigmatization. Accepted at *Journal of Applied Psychology*

- Rapp, D.J., Monnot, R., Hughey, J. M., Kreiner, G.E., Cannon, D.O. (2026). Plowing Ahead or Sowing Seeds: Navigating Mental Health Stigma at Work. *Academy of Management Proceedings*.  
 \*Best Paper Award—Invited for publication in the 2026 Academy of Management Meeting Proceedings, an honor bestowed on the highest-evaluated papers.
- Hughey, J. M., Rapp, D. J., Monnot, R. Cannon, D.O., & Kreiner, G. E. (2025). Fit or Misfit? Toward a Theory of Entrepreneurial Identification (Vol. 2025). Briarcliff Manor, NY 10510: *Academy of Management Proceedings*.  
 \*Best Paper Award—Invited for publication in the 2025 Academy of Management Meeting Proceedings, an honor bestowed on the highest-evaluated papers.
- Rapp, D.J., Hughey, J.M., & Kreiner, G.E. Dirty Heroes? (2024) Healthcare Workers' Experience of Mixed Social Evaluations During the Pandemic. Accepted for publication. *Academy of Management Journal*. [Link](#)  
 Finalist for the 2024 Responsible Research in Management Award  
 20+ citations ([Link for citation count](#))
- Rapp, D. (2023). Dirty Heroes? Healthcare Workers' Experience of Mixed Social Evaluations During the Pandemic. In *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 10780).
- Sriharan, A., Hertelendy, A. J., Banaszak-Holl, J., Fleig-Palmer, M. M., Mitchell, C., Nigam, A., Gutberg, J., Rapp, D. J., & Singer, S. J. (2022). Public Health and Health Sector Crisis Leadership During Pandemics: A Review of the Medical and Business Literature. *Medical Care Research and Review*, 79(4), 475–486. [Link](#)  
 Medical Care Research and Review 2022 Article of the Year  
 120+ citations ([Link for citation count](#))
- Hertelendy, A. J., Gutberg, J., Mitchell, C., Gustavsson, M., Rapp, D.J., Mayo, M., von Schreeb, J. (2022). Mitigating Moral Distress in Leaders of Healthcare Organizations: A Scoping Review. *Journal of Healthcare Management*, 67(5), 380-402. [Link](#)  
 2024 Runner-up, Edgar C. Hayhow Award, Selected by the American College of Healthcare Executives Article of the Year Awards Committee.  
 20+ citations ([Link for citation count](#))
- Rapp, D.J., Hughey, J.M., & Kreiner, G.E. (2021). Boundary work as a buffer against burnout: Evidence from healthcare workers during the COVID-19 pandemic. *Journal of Applied Psychology*, 106(8), 1169-1187. [Link](#)  
 2022 Honor Roll Paper by Responsible Research for Business and Management  
 150+ citations ([Link for citation count](#))
- Hertelendy, A. J., McNulty, E., Mitchell, C., Gutberg, J., Lassar, W., Durneva, P., & Rapp, D.J. (2021). Crisis leadership: The new imperative for MBA curricula. *The International Journal of Management Education*, 19(3), 100534. [Link](#)  
 30+ citations ([Link for citation count](#))

## Book Chapters

Rapp, Devin. (2022). Burnout and boundaries: Ethical considerations for essential workers during crises. In E. Egel & C. Patton (Eds.), *The COVID-19 pandemic collection: Ethical challenges and considerations* (pp. 227-243). Ethics International Press.

## **MEDIA & MEDIA MENTIONS**

(2025) SDSU Researcher Reveals Healthcare Workers' Feelings of Stigma and Isolation During the Pandemic by Fowler College of Business News. Article [Link](#)

(2024) The Lit Review: An AMJ Podcast | Devin Rapp (Season 4, Episode 2) Podcast Appearance as Episode's Guest and Featured Paper. Episode [Link](#)

(2024) The Dark Side of Being a "Healthcare Hero" During the Pandemic, Character & Context Blog by The Society for Personality and Social Psychology. Article [Link](#)

(2023, Mathis) Escaping the Hustle Culture: Practical Tips for Finding a Healthier Work-Life Balance. Marriott Magazine, Fall 2023. Article [Link](#)

(2022, Patrick) How to Tell if You Are "Quietly Quitting" Your Job. Psychology Today, December 30, 2022. Article [Link](#)

## **AWARDS AND HONORS**

2026 Best Paper Award Nominee for the Academy of Management Meeting Conference  
2026 Denny Gioia Award Nominee for Best Qualitative Paper, Academy of Management  
2025 AOM Managerial and Organizational Cognition (MOC) Outstanding Reviewer Award  
2025 Best Paper Award Nominee for the Academy of Management Meeting Conference  
2025 Best Paper Award Nominee in Entrepreneurial Cognition, Academy of Management  
2025 Denny Gioia Award Nominee for Best Qualitative Paper, Academy of Management  
2024 Finalist for the Responsible Research in Management Award, co-sponsored by the Fellows of the Academy of Management and the Community for Responsible Research in Business and Management, for an article in the *Academy of Management Journal*  
2024 Runner-up for the Edgar C. Hayhow Award. Selected by the American College of Healthcare Executives Article of the Year Awards Committee.  
2022 Honor Roll Selection by Responsible Research for Business and Management (RRBM) for an article in the *Journal of Applied Psychology*  
2022 Journal Article of the Year. *Medical Care Research and Review*

## **TEACHING**

Organizational Behavior & Leadership (BA 673, Sports MBA)  
Global Campus Extended Studies at SDSU, *Fall 2025*  
Management and Organizational Behavior (BA 350, two sections)  
Fowler College of Business at San Diego State University, *Fall 2025*  
Management and Organizational Behavior (BA 350, three sections)  
Fowler College of Business at San Diego State University, *Summer (S1/S2) 2025*  
Seminar in Group Processes and Leadership (MGT 721, MBA)  
Fowler College of Business at San Diego State University, *Summer (S1) 2025*

Management and Organizational Behavior (BA 350, two sections)  
Fowler College of Business at San Diego State University, *Spring 2025*

Management and Organizational Behavior (BA 350, two sections)  
Fowler College of Business at San Diego State University, *Fall 2024*

Organizational Behavior & Leadership (BA 673, Sports MBA)  
Global Campus Extended Studies at SDSU, *Fall 2024*

Management and Organizational Behavior (BA350)  
Fowler College of Business at San Diego State University, *Summer 2024*

Seminar in Group Processes and Leadership (MGT 721, MBA)  
Fowler College of Business at San Diego State University, *Summer 2024*

Business Core Fundamentals 3030: Management/Organizational Behavior  
David Eccles School of Business at the University of Utah. *Summer 2022*

### **Course & Curriculum Development**

Special Topics in Business: Quo Vadis? Exploring Your Future in Leadership  
SKK GSB, Sungkyunkwan University, *Summer 2026* (Online, synchronous)

Sustainable Leadership: Building High-Performing, Resilient Teams (PMBA)  
SKK GSB, Sungkyunkwan University, *Summer 2025* (In-person)

Management and Organizational Behavior (Online BA 350)  
Fowler College of Business at San Diego State, *Summer 2024*. (Online, asynchronous)

### **Visiting/Executive Education Teaching**

Special Topics in Business: Quo Vadis? Exploring Your Future in Leadership  
SKK GSB, Sungkyunkwan University, *Summer 2026* (Online, synchronous)

Building Effective Teams (executive training for international founders)  
SoftLanding @ SDSU, San Diego State University, *Spring 2026*

Sustainable Leadership: Building High-Performing, Resilient Teams (6 sessions for PMBA)  
SKK GSB, Sungkyunkwan University, *Summer 2025*

### **Academic Reviewer:**

Academy of Management Conference, 2026  
*Organizational Behavior and Human Decision Processes*, 2025-2026, ad hoc  
*Journal of Organizational Behavior*, 2025-2026, ad hoc  
*Academy of Management Discoveries*, 2025, ad hoc  
Academy of Management Conference, 2025  
2025 Outstanding Reviewer Award (MOC Division)

Honor Roll: Responsible Research for Business & Management (2024)  
*Journal of Applied Psychology*, 2024-2026, ad hoc  
*Academy of Management Journal*, 2024-2025, ad hoc  
*Academy of Management Discoveries*, 2024, ad hoc  
Academy of Management Conference, 2024  
Western Academy of Management Conference, 2024  
*Academy of Management Journal*, 2023, ad hoc  
Honor Roll: Responsible Research for Business & Management (2023)  
Academy of Management Conference, 2022  
Honor Roll: Responsible Research for Business & Management (2022)  
Academy of Management Conference, 2021

Academy of Management Conference, 2020

**RECENT PRESENTATIONS (For full list, see full [Academic CV](#))**

Co-organizer, “Tales from the Field: Eliciting Identity and Identification in Qualitative Research”,  
Annually, 2024-2026.

Panelist, The Spectrum of Work’s Social Evaluation: Theorizing Social Evaluation at the  
Occupation Level, 2026

Invited speaker/facilitator, Navigating Qualitative Dissertations Professional Development  
Workshop, 2026

Co-organizer & co-Moderator, “Who are you?: And More Nuanced Methods of Eliciting Identity  
in Qualitative Organizational Research”, 2023.

Panelist, Navigating Qualitative Dissertations Professional Development Workshop, 2025

Panelist, Halfway There, But Now What? Professional Development Workshop, 2024

Rapp, D.J., Monnot, R., Hughey, J. M., Kreiner, G.E., Cannon, D.O. (2026). Full Paper  
Presentation. Presenter. Plowing Ahead or Sowing Seeds: Navigating Mental Health  
Stigma at Work. To be presented at the 86th Annual Meeting of the Academy of  
Management, Philadelphia, PA, United States.

*\*Best Paper Award—Invited for publication in the 2026 Academy of Management  
Meeting Proceedings, an honor bestowed on the top 10% of accepted papers.*

*\*Nominated for the Denny Gioia Award for Best Qualitative Paper*

Rapp, D.J., Monnot, R., Hughey, J. M., Kreiner, G.E., Cannon, D.O. (2024). Full Paper  
Presentation. Presenter. Plowing Ahead or Sowing Seeds: Navigating Mental Health  
Stigma at Work. Presented at Western Academy of Management in Santa Fe, NM on Mar  
13th, 2026.

Rapp, D. J., Monnot, R., & Hughey, J. M. (2025). *Burnout in Strongly Identified Work*.  
[Paper presentation]. In George, M. M. & Vyšniauskaite, A. (Chairs), *Emerging  
Stronger? The Role of Identity Processes in Experiencing and Navigating Mental  
Disorders* [Symposium]. 85<sup>th</sup> Annual Meeting of the Academy of Management,  
Copenhagen, HS, Denmark.

*\*Recognized by MOC Division as a “Showcase Symposium.”*

Hughey, J. M., Rapp, D. J., Monnot, R. Cannon, D.O., & Kreiner, G. E. (2025). *Tales from  
the Field: Eliciting Identity and Identification in Qualitative Research* [PDW]. 85<sup>th</sup>  
Annual Meeting of the Academy of Management, Copenhagen, HS, Denmark.

Hughey, J. M., Rapp, D. J., Monnot, R. Cannon, D.O., & Kreiner, G. E. (2025). *Fit or Misfit?  
Toward a Theory of Entrepreneurial Identification* [Paper presentation]. 85th Annual  
Meeting of the Academy of Management, Copenhagen, HS, Denmark.

*\*Best Paper Award—Invited for publication in the 2025 Academy of Management Meeting  
Proceedings, an honor bestowed on the top 10% of accepted papers.*

*\*Finalist for the Best Paper Award in Entrepreneurial Cognition*

*\*Nominated for the Denny Gioia Award for Best Qualitative Paper*