

(Revised March 1st, 2026)

Takaki Ohya

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EDUCATION

Ph.D. in Business, Management	2027 (expected)
Harbert College of Business, Auburn University, USA (Cumulative GPA: 4.0)	
M.A. in Business Administration	2018
Graduate School of Business Administration, Kobe University, Japan	
B.A. in Economics	2016
Faculty of Economics, Kyoto University, Japan	
Exchange (undergraduate)	2014
Faculty of Arts, The University of Melbourne, Australia	

REFEREED JOURNAL PUBLICATIONS

Wu, J., **Ohya, T.**, & Sekiguchi, T. (2024) Applications of agent-based modeling and simulation in organization management: a quarter-century review through bibliometric mapping (1998–2022). *Computational and Mathematical Organization Theory*, 30, 1–31. | [\[Link\]](#)

WORKS UNDER REVISION AND REVIEW

(Note: Manuscript names redacted to protect blind peer-review)

Ohya, T., Koopmann, J., Rosado-Solomon, E., Shao, Y., & Song, J. (Under 2nd review). Mental health/illness interventions. *Journal of Management*.

OTHER PUBLICATIONS

Allen, T. D., Shockley, K. M., **Ohya, T.***, & Schoffel, M.* (2025). Theory testing and the work-family interface. *Journal of Management Scientific Reports*, 3(1), 11-27. (Editorial *These authors contributed equally). | [\[Link\]](#)

Shoji, Y. *, & **Ohya, T.*** (2022). Work-life balance and workplace norms: A review with a focus on pluralistic ignorance. *Ryukyu Daigaku Keiei Kenkyu [University of the Ryukyus Management Research]*, 2, 63–80 (in Japanese). (*These authors contributed equally).

Kishino, S., Matsushita, H., Ichimura, Y., **Ohya, T.**, & Suzuki, R. (2019). The relationship between authentic leadership and family-supportive supervisor behaviors. *Kokumin Keizai Zasshi [Journal of Political Economy & Business Administration]*, 220(1), 15–36 (in Japanese). (Invited paper).

CONFERENCE PRESENTATION

Ohya, T., Allen, T. D., Shockley, K. M., Kayhan, V., & Schoffel, M. K. (forthcoming). Within day time use and transitions across location of work: Comparisons of work, nonwork, and wellbeing activities. Accepted for presentation at a Symposium, “What Shapes Employee Experiences of Employee Benefits?” *The 41st Annual Conference of the Society for Industrial and Organizational Psychology (SIOP)*. New Orleans, USA.

Grant, R.S., **Ohya, T.**, & Wright, J. W. (2025). Kickstart my recovery: The role of psychological detachment in promoting an optimal recovery process across the evening. Presented at a Symposium, “Give Me a Break! Supporting Resilience and Well-Being Through Multilevel

Recovery.” *The 40th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP)*. Denver, USA.

Schoffel, M. K., **Ohya, T.**, Allen, T. D., & Shockley, K. M. (2025). Theory testing and the work-family interface. Presented at a Symposium, “Work-Family Research: Comprehensive Reviews on Critical Topics.” *The 40th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP)*. Denver, USA.

Ohya, T. (2024). Giving yourself grace in the workplace: Relational mechanism linking self-compassion and performance. *The 84th Annual Meeting of the Academy of Management (AOM)*. Chicago, USA.

Lin, W., Deng, Y., **Ohya, T.**, & Koopmann, J. (2024). Too safe to perform: Curvilinear consequences of psychological safety climate on team. Presented at a Symposium, “The Dark Causes and Effects of Psychological Safety.” *The 84th Annual Meeting of the Academy of Management (AOM)*. Chicago, USA.

Zorn, M., Frieder, R. E., Hackney, K. J., Koopmann, J., & **Ohya, T.** (2024) Post-partum mental health challenges and the workplace. Presented at a Symposium, “Disability Unveiled: Impact of Contextual Factors and Perceptions on Disability in the Workplace.” *The 84th Annual Meeting of the Academy of Management (AOM)*. Chicago, USA.

Wu, J., Sekiguchi, T., & **Ohya, T.** (2023). How the transactive memory system becomes ineffective over time and when it is revitalized: An agent-based approach. Presented at a Professional Development Workshop (PDW), “Agent-Based Modeling in Organizational Research: Opportunities and Challenges.” *The 83rd Annual Meeting of the Academy of Management (AOM)*. Boston, USA.

Ohya, T., Tsuchiya, Y., & Matsushita, H. (2022). Authentic leadership and subordinates' well-being: The mediating effect of self-compassion. *The 82nd Annual Meeting of the Academy of Management (AOM)*. Seattle, USA.

Doiguchi, T., & **Ohya, T.** (2022). A configurational approach to expatriate adjustment: The case of Japanese expatriates. *Academy of International Business (AIB) Annual Meeting 2022*. Miami, USA.

Doiguchi, T., & **Ohya, T.** (2022). A configurational approach to expatriate adjustment: The case of Japanese expatriates. *The 35th Annual Meeting of the Association of Japanese Business Studies (AJBS)*. Online.

Ohya, T., & Shoji, Y. (2022) Pluralistic ignorance about work-life balance and expected sanctions: An agent-based simulation. *2022 Research Presentation Conference of the Academic Association of Organizational Science (AAOS)*. Online (in Japanese).

Doiguchi, T., & **Ohya, T.** (2022). A configurational approach to expatriate adjustment. *First Annual QCA Conference of the Americas (AQCA) 2022*. Texas, USA.

Ichimura, Y., & **Ohya, T.** (2021). Does organizational support foster career dependence? A Japan-US comparison. *2021 Academy of International Business (AIB) Asia Pacific Regional Conference*. Nakhon Pathom, Thailand.

SELECTED WORKS IN PROGRESS

Li, J., Zhang, W., Gu, W., Wang, L., Kong, M., & **Ohya, T.** Consequences of extreme empathy. Writing phase.

Ohya, T., Shockley, K. M., Grant, R.S., & Koopmann, J. Weekly recovery patterns. Data collection phase.

Allen, T. D., Shockley, K. M., Dosumu, F., **Ohya, T.**, & Schoffel, M. Role transitions among remote workers. Data collection phase (sponsored by the National Science Foundation).

Ohya, T., Koopmann, J., Shockley, K. M. The effect of self-compassion on work performance through a relational mechanism. Study design phase.

Ohya, T., Allen, T. D., Shockley, K. M., Dosumu, F., & Schoffel, M. Recovery paradox and dynamic network modeling. Study design phase (sponsored by the National Science Foundation).

Grant, R.S., **Ohya, T.**, & Reed, B. Mastery experience scald development. Study design phase (sponsored by the Center for Working Well).

Koopmann, J., Song, J., & **Ohya, T.** Job search and status quo acceptance. Study design phase.

AWARDS

Best Reviewer Award (Organizational Behavior Division) at the Annual Meeting of the Academy of Management (AOM) 2024

Kyoto University President's Award 2016

*Award to the most prominent students of the year among all students at the university.

- Awarded for the outstanding achievement in winning the CFA Research Challenge

Champion at Chartered Financial Analyst (CFA) Research Challenge Japan Final 2015

*Competition of the financial valuation of a target company. Participating teams compete with each other based on the quality of their financial analysis report.

- Won the 1st place at the competition and was sent to Asia-Pacific Final in Chicago

GRANTS

- Purdue University Daniels School of Business Center for Working Well Research Award (\$5,000) 2025-2026
- Japan Student Services Organization (JASSO) Scholarship (¥4,666,000) 2025-2026
- Auburn University Feild-Armenakis Fellowship (\$3,600) 2023-2025
- Auburn University Harbert College of Business Management Department Summer Fellowship Program (\$24,999) 2023-2025
- Southern Management Association, Late-Stage Doctoral Consortium Stipend (\$550) 2025
- Auburn University York Fellowship (\$6,000) 2023, 2024
- Full Student Loan Repayment Exemption Awarded by the Japan Student Services Organization (JASSO) (¥4,392,000) 2024
- Southern Management Association, Early-Stage Doctoral Consortium Stipend (\$500) 2023
- Japan Science and Technology Agency's Support for Pioneering Research Initiated by the Next Generation (SPRING) (¥2,230,000) 2021-2022
- Tobe Maki Fund Scholarship (¥1,200,000) 2016-2018

- Graduation with High Distinction (Exemption of Student Loan by Japan Student Services Organization) (¥2,112,000) **2018**
- Murao Educational Society Scholarship (¥1,296,000) **2013–2016**
- Kyoto University Young Scholars Overseas Visit Program (John Mung Program) at the University of Oxford (£4,360) **2015**
- Japan Student Services Organization Scholarship for Studying Abroad (¥770,000) **2014**

TEACHING EXPERIENCE

Auburn University

- *MNGT 3460 - Organizational Behavior*. Undergraduate, 2025.
Fall 2025 Overall Evaluation: 5.6/6.0

Kobe University

- *Applied Research in Modern Business Administration*. MBA (TA), 2017.

Sundai Preparatory School, Kobe

- Tutoring (general strategy for university entrance examinations). 12th graders. 2012–2014, 2015–2016.

INDUSTRY EXPERIENCE

Mercer Japan, Ltd.

2018–2020

- Provided consultation in HR transformation for over 20 companies ranging from a Japanese IT start-up to an American MNC in the manufacturing industry.
- Assigned to a vice project manager role in the third year at Mercer and supervised junior staff.

Deloitte Tohmatsu Tax Co. (intern)

2016–2017

- Assisted Global Employer Service to analyze clients' tax-related information and prepare documents for tax return applications.

PROFESSIONAL SERVICE

Ad-hoc Conference Reviewing

- Academy of Management Annual Meeting (2025, 2024)
- Southern Management Association Annual Meeting (2023)

Service to the Profession

- Volunteer/facilitator for the International Human Resource Conference in Japan (2017–2018, 2021–2022)

PROFESSIONAL AFFILIATIONS

- Academy of Management (AOM)
- Society for Industrial and Organizational Psychology (SIOP)
- Southern Management Association (SMA)
- Soshiki Gakkai [The Academic Association for Organizational Science: AAOS] (Japan)

- Keiei Koudou Kagaku Gakkai [The Japanese Association of Administrative Science: JAAS] (Japan)

COMPUTER SKILLS

- Statistical Software: R, Mplus, SPSS, Stata
- Others: Java, Repast Symphony (agent-based simulation toolkit)