(Revised June 11th, 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. (Revising, 2nd round). 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. (2026). Within day time use and transitions across location of work: Comparisons of work, nonwork, and wellbeing activities. Presented 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

Allen, T. D., Shockley, K. M., Dosumu, F., **Ohya, T.**, & Schoffel, M. Remote workers' time use (sponsored by the National Science Foundation). Writing phase.

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

Grant, R.S., **Ohya, T.**, Harris-Watson, A., Reed, B., Gonzalez, M., & Lin, S. Daily off-job mastery experiences (sponsored by the Center for Working Well, Daniels School of Business, Purdue University). Data collection phase.

**Ohya, T.**, Shockley, K. M., Koopmann, J., & Grant, R. S. Recovery variability. Study design phase.

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

Grant, R.S., Calderwood, C., & **Ohya, T**. Recovery and challenge/hindrance stressors. Study design phase.

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

## AWARDS

**2025–2026 PhD Student of the Year Award (Co-Recipient), Department of Management and Entrepreneurship, Harbert College of Business, Auburn University 2026**

**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

- Auburn University York Fellowship ($9,000) **2023, 2024, 2026**
- 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**
- 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, 2025–2026.
  Spring 2026 (20 students) Overall Evaluation: 6.0/6.0
  Fall 2025 (17 students) 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 Simphony (agent-based simulation toolkit)