

(Revised June 12<sup>th</sup>, 2025)

## Takaki Ohya

428 W. Magnolia Ave. Lowder Hall Auburn, AL 36849  
+1 (334) 559-0350 / [tzo0023@auburn.edu](mailto:tzo0023@auburn.edu) / [Google Scholar Profile](#)

### EDUCATION

---

<b>Ph.D. in Business, Management</b>	<b>2026 (expected)</b>
Harbert College of Business, Auburn University, USA (Cumulative GPA: 4.0)	
<b>M.A. in Business Administration</b>	<b>2018</b>
Graduate School of Business Administration, Kobe University, Japan	
<b>B.A. in Economics</b>	<b>2016</b>
Faculty of Economics, Kyoto University, Japan	
<b>Exchange (undergraduate)</b>	<b>2014</b>
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. | [\[Link\]](#)

### 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

---

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 40<sup>th</sup> 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 40<sup>th</sup> 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 84<sup>th</sup> 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 84<sup>th</sup> 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 84<sup>th</sup> 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 83<sup>rd</sup> 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 82<sup>nd</sup> 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 35<sup>th</sup> 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.

## **WORKING MANUSCRIPTS**

---

- Ohya, T.**, Koopmann, J., & Rosado-Solomon, E. Mapping of mental health/illness interventions. Writing phase.
- Shockley, K. M., **Ohya, T.**, & Nilsen, W. Remote work and belongingness. Writing phase.
- Allen, T. D., Shockley, K. M., Kayhan, V. O., Schoffel, M. K., **Ohya, T.**, & Tanuboddi, V. S. S. R. Activities of remote workers. Writing phase.
- Li, J., Zhang, W., Gu, W., Wang, L., Kong, M., & **Ohya, T.** Consequences of extreme empathy. Writing phase.
- Grant, R., Shockley, K. M., Outland, N., & **Ohya, T.** Computational model for work-family decision making. Data analysis phase.
- Zorn, M., Frieder, R. E., Hackney, K. J., Koopmann, J., & **Ohya, T.** Post-partum mental health challenges and the workplace. Data collection phase.

(Revised June 12<sup>th</sup>, 2025)

**Ohya, T.**, Shockley, K. M., Grant, R.S., & Koopmann, J. Weekly recovery patterns. Study design phase.

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

**Ohya, T.**, Koopmann, J., & Rosado-Solomon, E. Unintended effects of mental health/illness interventions. 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 1<sup>st</sup> place at the competition and was sent to Asia-Pacific Final in Chicago

## **GRANTS**

---

- Auburn University Feild-Armenakis Fellowship (\$3,600) 2023–2025
- Exemption of Student Loan by Japan Student Services Organization (¥4,392,000) 2024
- Auburn University York Fellowship (\$6,000) 2023, 2024
- Auburn University Harbert College of Business Management Department Summer Fellowship Program (\$16,666) 2023, 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
- Graduation with High Distinction (Exemption of Student Loan by Japan Student Services Organization) (¥2,112,000) 2018
- Tobe Maki Fund Scholarship (¥1,200,000) 2016–2018
- 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
- Murao Educational Society Scholarship (¥1,296,000) 2013–2016

## **TEACHING EXPERIENCE**

---

**Teaching Assistant at Kobe University** 2017

- Assisted an MBA course, *Applied Research in Modern Business Administration*

(Revised June 12<sup>th</sup>, 2025)

**Tutor at Sundai Preparatory School, Kobe**

**2012–2014, 2015–2016**

- Taught over 50 students the general strategy for university entrance examinations

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

**COMPUTER SKILLS**

---

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