

AMNAH AMEEN

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 University of Connecticut
 School of Business
 2100 Hillside Road, BUSN 404
 Storrs, CT 06269

EDUCATION

University of Connecticut , School of Business Ph.D. Management Organizational Behavior	August 2022 – May 2027 (Expected)
University of Pennsylvania Post-Baccalaureate Studies Psychology	December 2019
Carnegie Mellon University , Tepper School of Business B.Sc. Business Administration Management	May 2018

RESEARCH INTERESTS

Envy, Workplace relationships, Interpersonal processes, Social perception, Negotiations, Natural Language Processing

PEER-REVIEWED JOURNAL PUBLICATIONS

* Denotes equal contribution

Beer, A. R.*, **Ameen**, A.*, Badwaik, D., Domingo, M., & Madjar, N. (Forthcoming). Sustaining Co-Creation: How Creative Service Providers Navigate Authority-Expertise Asymmetry in Creative Service Work. *Academy of Management Journal*. Accepted March 2026

Bhatia, S., Olivola, C. Y., Bhatia, N., & **Ameen**, A. (2022). Predicting leadership perception with large-scale natural language data. *The Leadership Quarterly*, 33(5), 101535.

MANUSCRIPTS UNDER REVISION OR UNDER REVIEW

[Title replaced with brief description]

* Denotes equal contribution

Ameen, A., Beer, A. R., & Oh, J. K. [Workplace envy], *Academy of Management Review*. 2nd round Revise & Resubmit.

Ameen, A.*, Beer, A. R.*, & Wittman, S. [Gender and Careers]. *Organization Science*. 2nd round Revise & Resubmit.

SELECTED RESEARCH IN PROGRESS

[Title replaced with brief description]

⁺ denotes authors listed alphabetically

Ameen, A., Gunia, B., Bhatia, N. Negotiation and Relationships, *invited piece for Current Opinion in Psychology*. (Writing stage)

Mihelcic, C. A., Beer, A. R., **Ameen, A.**, & Badwaik, D. Badge of courage or scarlet letter: Exploring the Interpersonal Body Work of Tattoo Artists. (Writing stage; Preparing for submission to Organization Science)

Amnah, A., Mathieu, J., & Oh, J. K. [Computer Aided Projective Personality Scoring]. Manuscript under preparation.

Oh, J. K., **Ameen, A.**, Yu, A., Ha, J. W., Park, S. H. [Perceptions of pay fairness]. Field data collection completed.

Ameen, A., Oh, J. K., Sohn, W. B., Yu, A., & Ha, J. W. [Employee entitlement and envy in the workplace]. Field data collection completed.

CHAired CONFERENCE SYMPOSIA

Mathieu, J. E., **Ameen, A.** (2025). Revolutionizing HR & OB Research: Advancing Methods with Natural Language Processing (Showcase Symposium). Co-chair of Symposium at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark. (Canceled due to travel constraints)

Ameen, A. (2024). Co-creation across boundaries: Exploring co-creation in flexible environments across creative industries. Chair of Symposium at the 84th Annual Meeting of the Academy of Management, Chicago, IL.

REFEREED CONFERENCE PRESENTATIONS

Ameen, A., Beer, A. R., & Oh, K. (2025). The Relational Underpinnings of Workplace Envy. Presented as part of symposium at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.

Beer, A. R., Ameen, A., Wittman, S. (2025). Turn-Taking as Disparity-Evoking Events: Navigating Identity and Ambivalence in Dual-Career Couples. 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.

Ameen, A., Badwaik, D., Domingo, M., Madjar, N., & Rheinhardt, A. (2024). Ink-spiration: The Episodic and Intimate Co-creation Process Between Creative Providers and their Clients in the Tattoo Industry. In **Ameen, A.** (Chair), Co-creation across boundaries: Exploring co-creation in flexible environments across creative industries. 84th Annual Meeting of the Academy of Management, Chicago, IL.

Ameen, A. (2024). Unpacking workplace envy: The role of organizational justice and self-evaluation motives. 84th Annual Meeting of the Academy of Management, Chicago, IL.

Bhatia, N., Ameen, A., Schweitzer, M. (2023). Negotiation in the wild: What is missing in the negotiation literature? International Association for Conflict Management Conference, Thessaloniki, Greece.

ACADEMIC WORK EXPERIENCE

Visiting Scholar
University of Pennsylvania

Feb 2020 – Feb 2022

TEACHING EXPERIENCE

University of Connecticut | School of Business

Instructor of Record

MENT 3236 – Managerial Negotiations
 Spring 2026 (0.00 / 5.00)
 Spring 2025 (4.70 / 5.00)
 Spring 2024 (4.90 / 5.00)
 MENT 4899 – Independent Study

Teaching Assistant

MENT 6200 – Doctoral Research Design Seminar
 Fall 2025
 MENT 3101 – Managerial & Interpersonal Behavior
 Fall 2024 (3 sections)
 Spring 2024 (3 sections)
 Spring 2023 (3 sections)
 MENT 3236 – Managerial Negotiations
 Fall 2022
 MENT 5674 – Negotiation Strategies
 Fall 2022

University of Pennsylvania | The Wharton School

Teaching Assistant

LGST 806 – Negotiations (Executive MBA, JD/MBA)
 Fall 2021; Fall 2020, Summer 2020
 MGMT 691 – Negotiations (MBA)
 Spring 2020
 MGMT 291 – Negotiation & Conflict Resolution
 Spring 2020 (2 sections); Fall 2019 (2 sections); Spring 2019

PROFESSIONAL AFFILIATIONS

Academy of Management
 International Association for Conflict Management

ACADEMIC SERVICE

Ad-Hoc Reviewer for Academy of Management Annual Meeting
 Ad-Hoc Reviewer for International Association for Conflict Management Annual Conference

HONORS AND AWARDS

Ph.D. Student Outstanding Teaching Award 2025

MEDIA COVERAGE

- Media Coverage of “Predicting Leadership Perception with Knowledge Representations Derived from Large-scale Natural Language Data” (Bhatia, Olivola, Bhatia & Ameen, 2022, Leadership Quarterly)
 - Fortune (September 27, 2021) <https://fortune.com/2021/09/27/does-your-voice-make-you-a-leader/>