

University of Mississippi

eGrove

---

University of Mississippi News

---

6-13-2022

## Professor Studies Effects of Internal Recognition on Promotions

Claire Sahs

Follow this and additional works at: <https://egrove.olemiss.edu/umnews>

---

### Recommended Citation

Sahs, Claire, "Professor Studies Effects of Internal Recognition on Promotions" (2022). *University of Mississippi News*. 4193.

<https://egrove.olemiss.edu/umnews/4193>

This Article is brought to you for free and open access by eGrove. It has been accepted for inclusion in University of Mississippi News by an authorized administrator of eGrove. For more information, please contact [egrove@olemiss.edu](mailto:egrove@olemiss.edu).

## Professor Studies Effects of Internal Recognition on Promotions

Kristin Cullen-Lester and colleagues receive SIOP Small Grant to fund work

JUNE 13, 2022 BY CLAIRE SAHS



UM management professor Kristin Cullen-Lester (left), picks up the Small Grant award from the Society for Industrial and Organizational Psychology along with Caitlin Porter (middle) and Katelyn Cavanaugh. They received the grant at the SIOP annual conference in April in Seattle. Submitted photo

OXFORD, Miss. – How does internal recognition affect promotions and retention of women in the field of academic medicine? That is a question that Kristin Cullen-Lester, an assistant professor of management at the **University of Mississippi**, hopes to answer.

Research shows that women in academic medicine wait longer to receive a promotion and leave their jobs at a faster rate than male peers. This project seeks to clarify whether and to what extent internal visibility influences the data.

Cullen-Lester is conducting the research with Caitlin Porter, a University of Memphis assistant professor of management, and Katelyn Cavanaugh, an industrial-organizational psychologist at the University of Texas MD Anderson Cancer Center.

"We are looking at the impact of internal awards on speed to promotion and voluntary turnover, including whether receiving these awards impacts the careers of men and women differently," Cullen-Lester said.

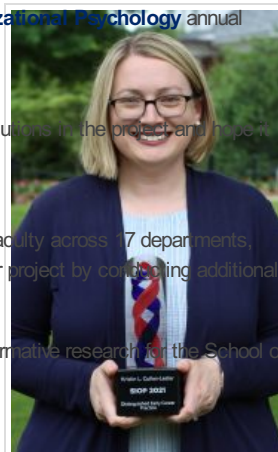
The team recently traveled to the **Society for Industrial and Organizational Psychology** annual conference in Seattle to receive an SIOP Small Grant to fund their large-scale research study.

"We are all looking forward to involving students at our respective institutions in the project and hope it will be a great learning experience for early career researchers," Cullen-Lester said.

The project features an analysis of data for more than 1,800 medical faculty across 17 departments, spanning a 15-year period. They plan to use the grant to continue their project by conducting additional research.

"Dr. Cullen-Lester continues to produce exceptionally relevant and informative research for the School of Business," said Richard Gentry, chair of the **management department** at UM.

"Her work produces the kinds of findings that can be immediately applicable in practice just as well as informative in the classroom.



Kristin Cullen-Lester shows off

### Follow us on social



### Campus Briefs

#### Civil Engineering Professor Receives Most-Cited Paper Award

OXFORD, Miss. – Peer recognition is a rewarding experience for anyone, but University of Mississippi researcher Amir Mehrara Molan was elated when an article he co-authored recently received the Most Cited Paper Award at the 102nd Transportation Research Board meeting in the nation's capital. The International Journal of Transportation Science and Technology presented the civil engineering

[Read the story ...](#)

#### More Posts from this Category

### Thank You To Our Donors

#### Young Alumna Gives Back to School of Accountancy

OXFORD, Miss. – Stephanie Jennings Teague, of Chicago, sees her commitment of \$100,000 to the Patterson School of Accountancy's new building at the University of Mississippi as a means of saying "thank you." "It is a way to show a small token of my appreciation to Ole Miss, the faculty and staff, and the accounting

[Read the story ...](#)

#### More Posts from this Category

### Ole Miss In the News

#### Reuters: Keep an Eye on the Money Supply

U.S. inflation roller coaster prompts fresh look at long-ignored money supply By Michael S. Derby NEW YORK – The amount of money sloshing around the U.S. economy shrank last year for the first time on record, a development that some economists believe bolsters the case for U.S. inflation pressures continuing to

She would certainly know; she has extensive industry experience.”

Ken Cyree, dean of the Ole Miss **School of Business**

**Administration**, also praised Cullen-Lester’s achievements both inside and outside the university.

her **Distinguished Early Career Practice award from the Society for Industrial and Organizational Psychology**. Photo by Stella Connell/School of Business Administration

“Dr. Cullen-Lester has been a prolific author with success in publishing in several journals that are rated as elite,” he said. “We are glad to have her providing insight into leadership and performance in organizations, in addition to adding value in the classroom for our students.

“Her research is outstanding and she contributes effectively to our research mission as a R1-rated institution on this and other projects.”



FILED UNDER: **NEWS RELEASES, SCHOOL OF BUSINESS ADMINISTRATION**

abate. The Federal Reserve’s

[Read the story ...](#)

**More Posts from this Category**