

# Anastasiia Agolli

Management Department  
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## EDUCATION

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- Ph.D. in Business Administration, Concentration in Human Resource Management & Organizational Behavior Expected May 2025  
*Fox School of Business, Temple University, Philadelphia, PA*  
*GPA: 3.94 (4.0)*  
**Dissertation:** Dogs at the workplace: Daily investigation of effects on well-being and job performance. *Proposal defended on June 26, 2023.*  
**Committee:** Brian Holtz (chair), Crystal Harold, and Ryan Vogel
- B.A. in Business Administration Dec. 2017  
B.A. in Journalism and Mass Communication  
*American University in Bulgaria (AUBG), Blagoevgrad, Bulgaria*  
*CGPA: 3.98 (4.0)*

## RESEARCH INTERESTS

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Employee well-being; Employee recovery; Work-nonwork interface; Animals in the workplace; Employee-animal interactions

## REFEREED JOURNAL PUBLICATIONS

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Agolli, A. & Holtz, B.C. (2023). Facilitating detachment from work: A systematic review, evidence-based recommendations, and guide for future research. *Journal of Occupational Health Psychology*, 28(3), 129–159. <https://doi.org/10.1037/ocp0000353>

Vogel, R. M., Rodell, J. B., & Agolli, A. (2022). Daily engagement and productivity: The importance of the speed of engagement. *Journal of Applied Psychology*, 107(9), 1579–1599. <https://doi.org/10.1037/apl0000958>

Han, S., Harold, C. M., Oh, I.-S., Kim, J. K., & Agolli, A. (2022). A meta-analysis integrating 20 years of workplace incivility research: Antecedents, consequences, and boundary conditions. *Journal of Organizational Behavior*, 43(3), 497–523. <https://doi.org/10.1002/job.2568>

## RESEARCH UNDER REVIEW

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Jiang, X., Agolli, A., & Harold, C. M. (1st R&R). Title omitted to preserve blind-review process (systematic literature review on leader roles). *Journal of Organizational Behavior*.

Hu, D., Oh, I.-S., & Agolli, A. (1<sup>st</sup> R&R). Title omitted to preserve blind-review process (meta-analysis on employee perceptions of HR). *Human Resource Management*.

## CONFERENCE PAPERS AND PRESENTATIONS

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(\*presenter)

\*McKay, P. F., Avery, D. R., Rosado-Solomon, E., Pustovit, S., & **Agolli, A.** (2024). *The Cascading Effect of Managerial Cooperative Climate on Performance in Racially-Diverse Business Units*. To be presented at the 2024 Meeting of the Southern Management Association, San Antonio, TX, United States.

**Agolli, A.** & \*Kim, D. (2023). *Breaks at work: Review of the literature and directions for future research* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

\***Agolli, A.**, Hu, D., & Oh, I.-S. (2023). *A meta-analytic study of the outcomes of HR attributions* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

\***Agolli, A.** & Holtz, B. (2022). *What predicts psychological detachment from work? A literature review and agenda for future research*. 82<sup>nd</sup> Annual Meeting of the Academy of Management, Seattle, WA, United States.

\***Agolli, A.** (2022). *Workplace meetings and psychological detachment from work in the evenings* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States (Virtual).

Vogel, R. M., Rodell, J. B., & \***Agolli, A.** (2021). The home-detachment intervention: Boosting the speed of engagement and daily productivity. In B. A. Rogers & O. Sezer (Chairs), *Managing boundaries, transitions, and well-being in an age of virtual work and COVID-19*. Academy of Management, Philadelphia PA (Virtual).

## WORKING PAPERS

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**Agolli, A.** Psychological detachment from work and workplace meetings: Implications of time orientation. [Study 2 design stage]. Target journal: *Journal of Applied Psychology*.

**Agolli, A.** & Holtz, B.C. Effects of role salience profiles on employee recovery. [Data analysis stage]. Target journal: *Journal of Organizational Behavior*.

**Agolli, A.** & Kim, D. Experiences of remote and hybrid workers working alongside pets. [Study design stage]. Target journal: *Journal of Applied Psychology*.

**Agolli, A.** & Hu, D. Effects of pet-friendly HR policies on organizational and employee outcomes. [Research model development stage]. Target journal: *Human Resource Management*.

## TEACHING

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Instructor

Spring 2023

*Course: Leadership and Organizational Management (HRM 1101)*

*Format: In-person*

*Class size: 40 students*

*Average instructor ratings: 4.4/5.0 (School average: 4.3/5.0)*

Instructor Fall 2022  
*Course: Leadership and Organizational Management (HRM 1101)*  
*Format: In-person*  
*Class size: 50 students*  
*Average instructor ratings: 4.7/5.0 (School average: 4.3/5.0)*

Graduate Teaching Assistant Fall 2021  
*Course: Leadership and Organizational Management (HRM 1101)*  
*Instructor: Kelly Grace, PhD*  
*Format: Online*  
*Class size: 45 students*

### **Certificates**

Teaching for Equity Institute Mar. 2023  
*Center for the Advancement of Teaching, Temple University*

Online Teaching Certificate Aug. 2021  
*Department of Online & Digital Learning*  
*Fox School of Business, Temple University*

Teaching Academy July 2021  
*Center for Innovation in Teaching and Learning*  
*Fox School of Business, Temple University*

Diversity & Inclusion train-the-trainer program Aug. 2014, Aug. 2015  
*Residence Life and Housing Office, American University in Bulgaria*

### **Professional Development**

Case Teaching Workshop with Ivey Publishing June 11-12, 2024

Workshops and webinars by the Center for the Advancement of Teaching, Temple University

*“Considering the Impact of ChatGPT on Learning”* Apr. 7, 2023

*“Using the Gradebook for Efficiency and Transparency”* Jan. 30, 2023

*“Polling Strategies to Deepen Learning and Gauge Understanding”* Jan. 26, 2023

*“Delivering Effective Feedback”* Jan. 24, 2023

*“Effective Teaching Strategies in Synchronous Online Classes”* Jan. 23, 2023

*“Managing Canvas Courses from Semester to Semester”* Jan. 13, 2023

*“Jumpstarting Student Motivation: Practices that Encourage Engagement and Persistence”* Nov. 7, 2022

*“Cultivating Connection with Canvas Collaborations (and Groups Too!)”* Nov. 7, 2022

“Critical Thinking and Information Literacy in an Age of (Dis)Information” Oct – Nov. 2022  
(3 sessions, 1.5 hrs each)

Book group: “Teaching with Your Mouth Shut” by Donald L. Finkel Oct – Nov. 2022  
Canvas Training at the Management Department Aug. 9, 2022

## **PROFESSIONAL SERVICE AND AFFILIATIONS**

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### **Service**

Student Representative (Awards Committee), HR Division of the Academy of Management Aug. 2022 – Aug. 2024

### Reviewer

*Academy of Management Annual Meeting (HR Division)* Since 2022

*Society of Industrial and Organizational Psychology Annual Meeting* Since 2022

### **Professional Affiliations**

Academy of Management 2020 – present  
*Human Resources Division*  
*Organizational Behavior Division*

Society of Industrial and Organizational Psychology 2020 – present

## **AWARDS, RESEARCH GRANTS, & HONORS**

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Top Cited Article 2022-2023 in *Journal of Organizational Behavior* (Han, S., Harold, C. M., Oh, I.-S., Kim, J. K., & Agolli, A. (2022). A meta-analysis integrating 20 years of workplace incivility research: Antecedents, consequences, and boundary conditions. *Journal of Organizational Behavior*, 43(3), 497–523. <https://doi.org/10.1002/job.2568>) July 2024

2024 Fox School of Business 3-Minute-Thesis Competition – People’s Choice Award, Temple University Mar. 2024

27<sup>th</sup> Young Scholars Interdisciplinary Forum Research Grant, Temple University (\$1,500) Nov. 2023

2023 PhD Student Research Competition – People’s Choice Award, Temple University Nov. 2023

26<sup>th</sup> Young Scholars Interdisciplinary Forum Research Grant, Temple University (\$1,200) June 2023

25<sup>th</sup> Young Scholars Interdisciplinary Forum Research Grant, Temple University (\$700) Dec. 2022

2022 Cochran Award for Excellence in Research by a PhD Student, Temple University Nov. 2022

2022 Dean’s Outstanding Publication Award, Temple University Nov. 2022

22<sup>nd</sup> Young Scholars Interdisciplinary Forum Research Grant, Temple University (\$800) Apr. 2021

21<sup>st</sup> Young Scholars Interdisciplinary Forum Research Grant, Temple University (\$225) Dec. 2020

20<sup>th</sup> Young Scholars Interdisciplinary Forum Research Grant, Temple University (\$900) Apr. 2020

Graduate Research Assistantship Aug. 2019 – Aug. 2024

Open Society Institute Full Scholarship Sept. 2013 – Dec. 2017  
The Phi Beta Delta Honor Society for International Scholars Sept. 2015 – present

## **WORK EXPERIENCE**

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Research Assistant and Instructor Aug. 2019 – Aug. 2024  
*Advisor: Brian Holtz*  
*Management Department, Temple University*

Journalism Intern Sept. 2016 – Dec. 2016  
*Communications and Marketing Office, AUBG*

Resident Assistant Sept. 2014 - Dec. 2016  
*Residence Life and Housing Office, AUBG*

Bulgarian Language Tutor Sept. 2015 – May 2016  
*Academic Advising Center, AUBG*

Journalism Intern Sept. – Dec. 2014  
*Admissions Office, AUBG*

Counselor at the Educational Summer Camp July – Aug. 2014  
*Conferences and External Events Office, AUBG*

## **REFERENCES**

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### **Dr. Brian C. Holtz**

Associate Professor & Peter Liacouras Research Fellow  
Management Department  
Fox School of Business and Management  
Temple University  
1801 Liacouras Walk, Alter Hall 342, Philadelphia, PA 19122  
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Email: [bholtz@temple.edu](mailto:bholtz@temple.edu)

### **Dr. Crystal M. Harold**

Professor & Paul Anderson Research Fellow  
Management Department  
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Phone: 215-204-2425  
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### **Dr. Ryan M. Vogel**

Associate Professor & David Adamany Research Fellow  
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