

Jared P. Scruggs

Goizueta Business School | Emory University
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ACADEMIC APPOINTMENTS

Goizueta Business School, Emory University

Post-Doctoral Fellow in Organization and Management

2024—

EDUCATION

The Wharton School, University of Pennsylvania

Ph.D., Management; M.S. Management

2024

Dissertation: The rejection of 'work as worth': The conceptualization, emergence, and consequences of employee anti-work orientation

Awards: 2023 William H. Newman Dissertation-Based Paper Award

2023 Most Innovative Student Paper (AOM OB Division)

Committee: Michael R. Parke, Ingrid M. Nembhard, Samir Nurmohamed

The University of North Carolina at Chapel Hill

B.S., Psychology & Neuroscience; Second Major, Portuguese

2016

Honors: Phi Beta Kappa, Order of the Grail-Valkyries, Camões Chancellor's Award in Portuguese

UNDER REVIEW

Scruggs, J. [Rejection of work]. *Under 2nd Review at Academy of Management Journal.*

Arnett, R., **Scruggs, J.**, & Chen, K. [Diversity-related risks and DEI advocacy]. *1st Round Revise and Resubmit at Organization Science.*

Creary, S.J., Rothbard, N., **Scruggs, J.**, & Parke, M.R. [DEI, Belonging, and Voice]. *1st Round Revise and Resubmit at Organization Science.*

RESEARCH IN PROGRESS

Scruggs, J. Contentious frames toward work. (*Status: Preparing for submission; Target: Academy of Management Review*)

Scruggs, J. I'll give it right back: Reconceptualizing time theft. (*Status: Preparing for submission; Target: Organization Science*)

Trzebiatowski, T., **Scruggs, J.**, & Arnett, R. The role of AI in DEI-related conversations. (*Status: Initial data collection*)

Scruggs, J. & Bianchi, E. Recessions and civic engagement. (*Status: Initial data analysis*)

Parke, M.R., **Scruggs, J.**, & Simon, G. Voice faking in organizations. (*Status: Study 3 data collection*)

OTHER PUBLICATIONS

Scruggs, J. 2023. Not about the grind: Emergence and consequences of employee anti-work orientation. *Academy of Management Best Paper Proceedings.*

Creary, S.J., Rothbard, N., & **Scruggs, J.** 2021. Improving workplace culture through evidence-based diversity, equity, and inclusion practices. *The Wharton School at the University of Pennsylvania.* <https://psyarxiv.com/8zgt9/>

Creary, S.J., McDonnell, M., Ghai, S., & **Scruggs, J.** 2019. When and why diversity improves your board's performance. *Harvard Business Review.*

TEACHING

Goizueta Business School, Emory University

Organization and Management (109 undergraduate students)

Spring 2025

Instructor Rating: Mean = 4.65/5 (Median = 5)

The Wharton School Global Youth Program

Instructor

Summer 2024

Essentials of Entrepreneurship (280 high-school students)

The Wharton School, University of Pennsylvania

Teaching Assistant

Foundations of Teamwork and Leadership

Teamwork and Interpersonal Influence

Introduction to Management

Introduction to Negotiations

Social Entrepreneurship

Fall 2019—Fall 2023

Fall 2021—Spring 2022

Fall 2020

Spring 2020

Fall 2019

PRESENTATIONS, SYMPOSIA, & INVITED TALKS

2025-2026

Annual Meeting at the Academy of Management. Copenhagen, Denmark.

Panel Series at Fundação Dom Cabral. São Paulo, SP, & Belo Horizonte, MG, Brazil.

Seminar Series at FGV-EAESP. São Paulo, SP, Brazil.

2024-2025

Annual Meeting at the Academy of Management. Boston, MA.

Invited Talk at Emory University Goizueta Business School. Atlanta, GA.

2023-2024

INSPER Seminar Series. São Paulo, SP, Brazil.

MIT Sloan Economic Sociology Seminar Series. Cambridge, MA.

Invited Talk at Heinz College, Carnegie Mellon University. Pittsburgh, PA.

Annual Meeting at the Academy of Management. Boston, MA.

"Professions and Professionals in a Globalizing World," Society for the Advancement of Socio-Economics (SASE) Conference. Rio de Janeiro, Brazil.

"Organizing for Meaningful Work," 2023 EGOS Colloquium. Cagliari, Sardinia, Italy.

2022-2023

Transatlantic Doctoral Conference (TADC), London Business School. London, United Kingdom.

Joint AMR and AMD Paper Development Workshop, FGV-EAESP. São Paulo, SP Brazil.

Wharton-INSEAD Doctoral Consortium. Fontainebleau, France.

East Coast Doctoral Conference CBS/NYU. New York, NY.

2021-2022

Annual Meeting at the Academy of Management.

2020-2021

Wharton-INSEAD Doctoral Consortium.

Academy of Management COVID-19 Virtual Plenary.

GRANTS, AWARDS, & SCHOLARSHIPS

The Wharton School, University of Pennsylvania

- The Center for Human Resources (\$5,000); 2023
- Wharton Center for Leadership and Change Management (\$5,000); 2023
- Dan Levinthal Research Award (\$1,000); 2023
- Robert Katz Emotional Intelligence Fund (\$5,000); 2019

The University of North Carolina at Chapel Hill

- David Bray Peele Memorial Research Award; 2016
- UNC Camões Chancellor's Award in Portuguese; 2013, 2016
 - Awarded to one outstanding undergraduate in Portuguese
- North Carolina Banker's Association Caviness Scholar; 2012 – 2016
- Carolina Scholar; 2012 – 2016
 - Full-tuition merit scholarship

AFFILIATIONS

European Group for Organizational Studies

Academy of Management – Annual Reviewer

- OB Division Best Reviewer Award (2022, 2023, 2024, 2025)

PRIOR PROFESSIONAL EXPERIENCE

CloudPay Solutions, Raleigh, NC

International Payroll and Implementation Specialist

2016—2018

REFERENCES

Michael R. Parke

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The Wharton School
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Ingrid M. Nembhard

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