

DEVIN KILPATRICK

University of Michigan
Stephen M. Ross School of Business
Ann Arbor, MI 48104

devinbk@umich.edu | devinkilpatrick.com

EDUCATION

University of Michigan (Stephen M. Ross School of Business)

PhD, Management and Organizations

Expected 2028

- Current program stage: Advanced to candidacy (ABD)

Wake Forest University School of Business

MS, Business Management

2020

Certificate in Teaching, Assessment, and Instruction

Princeton University

AB, Sociology

2019

Certificate in Latin American Studies

RESEARCH STATEMENT

My research examines the evolving nature of work, focusing on how the decoupling of work from shared, in-person workplaces reshapes individual and collective outcomes. As technological innovation and shifting norms grant workers unprecedented levels of agency over where they work, organizations wrestle with a critical tension between enabling individual choice and flexibility and the maintenance of organizational culture, norms, and coordination. I investigate how hybrid workers' choices in working location influence individual and group dynamics. My research also questions the fundamental "value proposition" of physical presence—investigating whether in-person gatherings act as engines for inclusion or mechanisms for exclusion. This research helps us to not only better understand hybrid work, but also how recent technological advances like the metaverse and generative AI may alter the social fabric of the workplace and the significance of human interaction in modern organizations.

WORKS IN PROGRESS

Kilpatrick, D., Greer, L.L., & Thatcher, S.M.B. Hybrid Teamwork, Team Member Identity, and Outcomes

- Current stage: edits in response to reviews + manuscript preparation for submission
- Target journal: AMR

Kilpatrick, D. Here To Work: A Qualitative Exploration of In-Person Work in an Era of Hybrid Work

- Current stage: iterating on working paper; sending for friendly reviews
- Target journal: OS or ASQ

Kilpatrick, D. & Greer, L.L. Hybrid Teamwork, Team Member Identity, and Outcomes

- Current stage: idea development
- Target journal: AMJ

Kilpatrick, D. Why are we here? Integrative review of literature on in-person “gatherings”.

- Current stage: Literature scoping and search
- Target journal: Annals

CONFERENCE PRESENTATIONS

Kilpatrick, D. (2026). “Why We’re Here, Together: In-Person Work in An Era of Hybrid and Remote Work” Presented at the U-M Interdisciplinary Committee on Organizational Studies (ICOS) Likert Poster Session, University of Michigan – Ross School of Business, Ann Arbor, MI.

Kilpatrick, D. (2025). “Here to Work: An Examination of In-Person Work in an Era of Hybrid Work.” Presented at the Academy of Management Conference, Copenhagen, Denmark (part of a **AOM “Program Highlights”** Symposium that I organized)

Kilpatrick, D. (2025). “Here to Work: An Examination of In-Person Work in an Era of Hybrid Work.” Presented at the Positive Organizational Scholarship Conference, University of Michigan – Ross School of Business, Ann Arbor, MI.

Kilpatrick, D. (2025). “Here to Work: An Examination of In-Person Work in an Era of Hybrid Work.” Presented at the East Coast Doctoral Conference, NYU Stern School of Business, New York, NY.

Kilpatrick, D. (2025). “Here to Work: An Examination of In-Person Work in an Era of Hybrid Work.” Presented at the Baruch – PhD Project Symposium, CUNY Baruch Zicklin School of Business, New York, NY.

Kilpatrick, D. (2024). “Here to Work: An Examination of In-Person Work in an Era of Hybrid Work.” Presented at the Remote Work Conference, Stanford University & the Hoover Institution, Stanford, CA.

Kilpatrick, D., Greer, L.L., & Thatcher, S.M.B. (2024). “Where is Everyone? Choice, Identity Integration, and Hybrid Team Outcomes.” Presented at the Academy of Management Conference, Chicago, IL (part of a **Showcase Symposium** that I organized).

Kilpatrick, D. (2024). “Here to Work: An Examination of In-Person Work in an Era of Hybrid Work.” Presented at the Equitable Opportunity Conference, University of Michigan – Ross School of Business, Ann Arbor, MI.

AWARDS

Best Reviewer Award, OB Division

Academy Of Management Annual Meeting	2025
Best Reviewer Award, OB Division	
Academy Of Management Annual Meeting	2024

TEACHING

INSTRUCTOR OF RECORD/LECTURER:

University of Michigan (Ross School of Business)

MO 300: Behavioral Theory in Management *Instructor of Record* 2024-2025

- Taught one section in Fall 2024 and two sections in Fall 2025 of a core survey course required for all undergraduate business majors at the Ross School of Business
- Teaching evaluation score: 4.9/5 in both Fall 2024 and 2025 semesters

BA 319: Developing Global Competency *Guest Lecturer* 2023-2026

- Designed and taught class session on global teams and cross-cultural communication

OTHER INSTRUCTIONAL EXPERIENCE:

University of Michigan (Ross School of Business)

MO 399: Independent Study in Management and Organizations *Advisor* 2026

MO 533: Human Behavior and Organizations *Instructional Support Specialist* 2026

EMBA 641: Leadership Development *Grader* 2026

BA 320: Global Competency: Applying International Experience *Course Designer* 2025-2026

BA 319: Developing Global Competency *Course Designer* 2024-2026

SERVICE

Sanger Leadership Center, Ross School of Business

[Leadership Crisis Challenge](#) *Faculty Judge* 2025-2026

University of Michigan – Ross Management and Organizations Department

Student Brown Bag *Organizer and Facilitator* 2024-2026

Admissions Committee *Member* 2022-2023

MO 300 Subject Pool Coordination Committee *Member* 2022-2023

AOM Reception Committee *Member* 2023

The PhD Project

Research Committee *Member* 2023-2024

Ross MO *Student Liaison* 2022-2024

The PhD Project Conference *Panelist* 2023

PROFESSIONAL AFFILIATIONS

Academy of Management

The PhD Project

Sanger Leadership Center

Center for Positive Organizations