

The background of the slide features a large, modern sculpture on the left, composed of dark, angular, metallic-looking plates that fan out like a stylized flower or a hand. To the right of the sculpture is a coastal scene with a road, a body of water, and a clear blue sky with some clouds. The text is overlaid on a semi-transparent white band across the middle of the image.

Socioeconomic Status and the Workplace: Research, Progress, and Future Directions

Andrew F. Johnson, PhD
Professor of Management



TEXAS A&M
UNIVERSITY
CORPUS
CHRISTI

COLLEGE OF
BUSINESS

Faculty Development Leave Goal

... “a better understanding of employment challenges faced by applicants/students from lower socio-economic status and how universities can better prepare students in these populations to secure employment and achieve increased socio-economic status.”

-Regents Abstract (Johnson, 2024)

The Research Question

**How does socioeconomic status influence employment
and advancement outcomes?**

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Why This Matters

For individuals

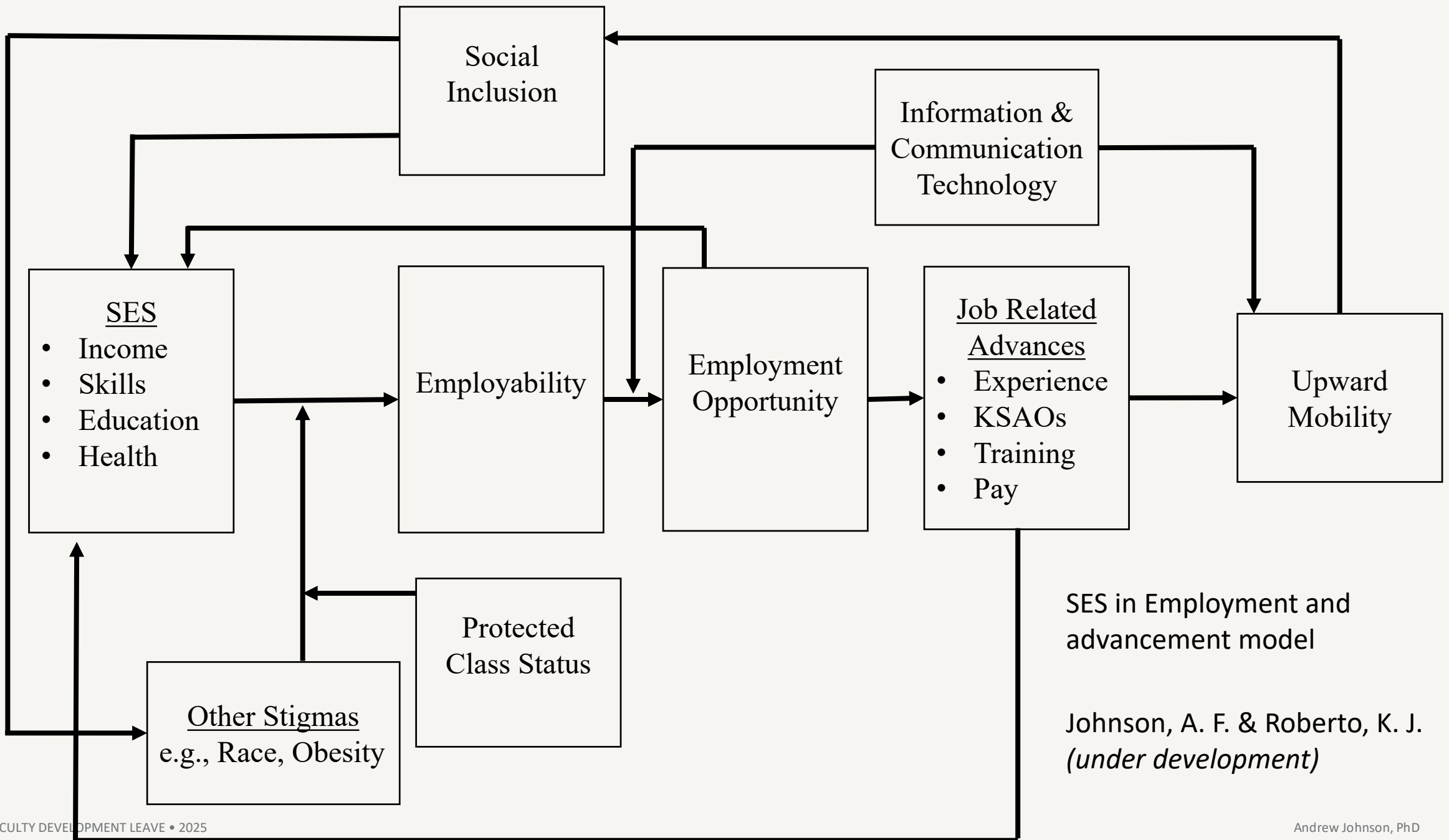
Identify barriers that can shape access to jobs, workplace experiences, and advancement.

For organizations

Better understand how assumptions about class background can affect talent decisions.

For higher education

Help lower-SES students succeed in their studies, prepare for careers and advancement.



Key Achievements: Academy of Management Symposium

**Academy of Management Annual Meeting , 2025
Symposium: Economic Hardship and the Workplace**

**Organizers: Andrew F. Johnson, PhD & Katherine J. Roberto, PhD
Texas A & M University-Corpus Christi**

**Discussant: Nichole J. Young , PhD
Franklin & Marshall College**

Economic Hardship and the Workplace

01 A Systematic Review of the Working Poor Individuals: Overlooked, Understudied, and Vulnerable

Michele Heath, DBA; Kim Lukaszewski, PhD
Cleveland State University; Wright State University

02 Socioeconomic Status, Stigmatization, and Discrimination

Katherine J. Roberto, PhD; Andrew F. Johnson, PhD
Texas A&M University–Corpus Christi

03 Examining Organizations' Commitment to Hiring Justice-Impacted Individuals

Catrina Johnson, PhD; Kristenne Robison, PhD
Kent State University

04 Working on an Empty Stomach? Exploring Food Insecurity's Impact on Job Performance Through a Moderated Multiple Mediation Model

Francisco J. Moreno PhD; Michael A. Johnson PhD; Bailey Bigelow PhD
Louisiana State University

05 The Role of Socio-Economic Status in Business: Intersectionality of Race, Gender, SES, Employment, and Earnings Potential

Jennifer Flanagan, PhD
Texas Woman's University

Key Achievements & Future Directions : SES Agenda

FDL strengthened the core SES agenda

- AOM Symposium allowed for work with several scholars and new co-authors

- Symposium highlighted the issue of SES in employment and pushed research agenda for 11 scholars representing 7 institutions from several areas of the United States

- Johnson, A. F., & Roberto, K. J., A history of the working poor: Definitions, public policy, and social meaning. *Pending Submission to Western Academy of Management Conference (October 2026)*

- Johnson, A. F. & Wooldridge, C. W., (2026). Food insecurity and federal nutrition policy: Administrative change and safety net strain. *Administrative Theory & Praxis. (published online)*

- Organizing a symposium proposal for AOM 2027 on Susceptible Classes (Johnson & Roberto, 2021)

Key Achievements & Future Directions : Broader Research Agenda

FDL advanced my broader research agenda

Johnson, A. F., “Belief, Behavior, Strategy: Linking Political Ideology, Status Quo Preference, and Corporate Political Activity,” presented at the *Southwest Academy of Management* Meeting, March 2026, Dallas, Texas. *Best Paper in Track Award*

Johnson, A. F., Wertheim, C. P., & Theodossiou, A. K. “Jackpot! Why the U.S. federal government is the biggest lottery winner”, presented at the *Association of Business Research* conference, March 2026, New Orleans, Louisiana. (under review at *Academy of Business Journal*, June 2026)

Johnson, A. F. & Karst, R. V. “Aeropuerto Internacional El Dorado: Logistics Lifeline for a Landlocked City” presented at the *Western Hemispheric Trade Conference*, April 2026, Laredo, Texas. (under review at *International Trade Journal*, June 2026)

Johnson, A. F. & Karst, R. V. “Moving Bogotá: Transit Infrastructure and Economic Development in Colombia’s Capital” presented at the *Western Hemispheric Trade Conference*, April 2026, Laredo, Texas. (pending journal submission, Fall 2026)

Thank you.