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Bio

Professor of Professional Practice at Rutgers Business School (RBS). Specializes in disability employment and how Fortune 500 companies recruit, retain, and advance people with disabilities. Research, supported by \$16.2M in external grant funding, has been published in leading outlets, including [Harvard Business Review](#) and [MIT Sloan Management Review](#), and featured in The New York Times, including selection for the “[Best Live Conversations on Times Journalism](#).” Partnered with organizations on disability access reform, such as Deutsche Bank, Accenture, Salesforce, NFL, HSBC, EY, Hershey, World Bank Group, [TEDx](#), U.S. House of Representatives, Department of Energy, Department of Labor, the National Labor Relations Board, and Election Assistance Commission. Teaches Management Skills and Negotiations using simulations, case work, and applied exercises to connect theory with practice. Co-leads curriculum development across RBS and the Rutgers Honors College, including redesign of the Rutgers–New Brunswick Honors curriculum, launch of the Disability Studies minor, and contributions to Management Skills, Organizational Behavior, and Negotiations curricula. Recipient of the Presidential Award for Excellence in Teaching, the Provost’s Award for Excellence in Teaching Innovations, and recognition as one of Poets&Quants’s [Best 40 Under 40 MBA Professors](#).

Education

University	School	Concentration	Degree	Year
Rutgers University	School of Management	Human Resources	Ph.D.	2017

Employment

**Held faculty and leadership roles in academia and federal government.*

Organization	Position	Start	End
RBS	Professor of Professional Practice	2025	Present
	Associate Professor of Professional Practice	2021	2025
	Assistant Professor of Professional Practice	2017	2021
	Executive Director, Honors Programs	2025	Present
	Executive Director, Experiential Learning	2024	2025
	Executive Director, Student Experience	2023	2024
	Director of Academic Integrity	2023	2023
	Director of Special Projects	2019	2023
Rutgers Honors College	Director of Education	2015	2017

Teaching Statistics

*70 courses taught, with average effectiveness rating of 4.83/5. Selected courses include:

Course	UG Sections	Grad Sections	Effectiveness	Dept. Mean
Management Skills (sample)	37	2	4.81	4.32
Negotiations (sample)	11	4	4.89	4.39

Invited Teaching	Program	Sessions	Semester
The Business of Everything (samples)	Rutgers Honors College	2	Spring 2026; Fall 2025
Disability Authenticity Paradox (sample)	RBS Executive Education	1	Fall 2023
Executive Leadership	RBS Executive MBA	3	Fall 2021; Fall 2020; Fall 2019
Negotiations (China)	Rutgers Newark Institute at Northeast Normal University	12	Winter 2019

Academic Innovations

*Selected examples below.

Curriculum Development

- Co-led the [redesign of the Rutgers-New Brunswick Honors College curriculum](#).
- Launched [The Business of Everything](#), RBS's inaugural Honors College "Mission" course, providing all New Brunswick-honors students an interdisciplinary view of business through [experts from our departments and Fortune 500](#), the first course of its kind at RBS.
- Co-launched the Rutgers-New Brunswick [Disability Studies Minor](#) and co-designed its core course, [Introduction to Disability Studies](#).
- Developing a [Disability Employment module](#) for RBS Build Your Own Course program.

Experiential Learning

- Led a two-year initiative to map and celebrate experiential learning at RBS.
 - ⇒ **Year one:** [conducted a comprehensive inventory](#)
 - ⇒ **Year two:** [co-launched the RBS Experiential Learning Showcase \(ELS\)](#) to spotlight inventory findings and elevate reflection as a core learning outcome, emphasizing three pillars... Application (problem-solving using RBS education), Impact (tangible results), and Growth (insights gained through reflection).

Enhancing Student Experience

- Overseeing Title II ADA digital accessibility compliance, ensuring WCAG 2.1 AA-conforming course materials and faculty training in accessibility tools, and [establishing RBS as a leader in fair pedagogy for all learners](#).

Awards

**14 awards at the school, university, and community levels. Selected awards include:*

Teaching Awards	Reward	Year
Dean’s Meritorious Teaching Award	\$7,000	2025
Poets&Quants Best 40 Under 40 MBA Professors	---	2023
Dean’s Meritorious Education Innovation Award	\$3,000	2021
The Provost’s Award for Excellence in Teaching Innovations	\$2,500	2021
The Presidential Award for Excellence in Teaching	\$1,000	2019
Research Awards	Reward	Year
Dean’s Meritorious Scholarly Contribution Award	\$3,000	2023
Academy of Management Discoveries Best Article Award	---	2021
Dean’s Meritorious Scholarly Contribution Award	\$3,000	2019
Service Awards	Reward	Year
Dean’s Meritorious Service Award	\$3,000	2022

Publications

**50 publications, including scholarly and applied works. Selected publications include:*

Practitioner Journal Articles

1. Ameri, M., Kurtzberg, T.R., & Su, H. (2025). Shortcut or sellout? Perceptions of AI use and disability in the workplace. *Rutgers Business Review*, 10: 52-56.
2. Kurtzberg, T. R. & Ameri, M. (2024). Research: The stigma disabled people face during negotiations. *Harvard Business Review*.
3. Ameri, M. & Kurtzberg, T. R. (2024). How to improve the hiring process for disabled candidates. *Harvard Business Review*.
4. Ameri, M. & Kurtzberg, T. R. (2022). Leveling the playing field through remote work. *MIT Sloan Management Review*, 63: 1-3.

Practitioner-Oriented Book

5. Kurtzberg, T. R. & Ameri, M. (2022). *The 10-second commute: New realities of virtual work*. Praeger (Bloomsbury).

Editorials

- Kurtzberg, T. R. & Ameri, M. (2023, May 30). *The return-to-office wars could end in a stalemate as we all reach the same conclusions about what the flexible future of work means.* Fortune.

Peer-Reviewed Journal Articles

- Ameri, M. & Kurtzberg, T. R. (2025). The language of inclusion: A randomized trial of how DEI statements influence hiring practices for people with visible and invisible disabilities. *Disability and Health Journal*, 18: 101717.
- Kurtzberg, T. R. & Ameri, M. (2024). Beyond compliance: A randomized trial of DEI statements and subsequent signals for job seekers with disabilities. *Disability and Health Journal*, 17, 101513.
- Ameri, M., Rogers, S., Schur, L., & Kruse, D. L. (2020). No room at the inn? Disability access in the new sharing economy. *Academy of Management Discoveries*, 6: 176-205.
- Ameri, M., Schur, L., Adya, M., Bentley, S., McKay, P., & Kruse, D. L. (2018). The disability employment puzzle: A field experiment on employer hiring behavior. *ILR Review*, 71: 329-364.

Grants

*Co-PI on 14 grants totaling \$16M+ in funding for disability research. Selected awards include:

Agency	Amount	Start	End
Department of Health and Human Services	\$4,600,000	2025	2030
Pew Charitable Trusts	\$49,991	2025	2026
Department of Health and Human Services	\$4,300,000	2021	2026
Department of Health and Human Services	\$4,300,000	2020	2025
United States Election Assistance Commission	\$430,000	2023	2024
National Science Foundation	\$1,884,010	2020	2024
Pew Charitable Trusts	\$121,000	2023	
United States Election Assistance Commission	\$306,500	2022	2023
United States Election Assistance Commission	\$88,000	2022	2023
United States Election Assistance Commission	\$267,000	2021	2022

Conference Presentations

*37 presentations at academic conferences. Selected presentations include:

1. Ameri, M. (2026, January). The disability-authenticity dilemma: A randomized trial of responses to disability disclosure. [Conference presentation]. American Economic Association Annual Conference, Philadelphia, PA.
2. Gajardo-Vejar, C., Gilbert, L., Spoor, J. R., Prasad, J., Kaupins, G., Gilbert, L., Cobb, H. R., & Ameri, M. (Discussant). (2025, August). *From hiring to thriving: Advancing workplace inclusion for neurodivergent and disabled employees* [Conference session]. Annual Meeting of the Academy of Management, Copenhagen, Denmark.
3. McCarthy, M., Shukla, P., Ameri, M., Donelson, D., Livengood, R. S., Malhotra, A., Papadimitriou, A., & Settles, A. (2025, August). *Consortium for educator faculty: Building careers and connection* [Professional development workshop]. Annual Meeting of the Academy of Management, Copenhagen, Denmark.
4. Ameri, M., Schur, L., Colella, A., Adya, M., Kurtzberg, T.R., & Kruse, D. L. (2024, August). *Intersecting biases: Does veteran status overcome disability and gender disadvantages in employment?* [Conference presentation/Moderator]. Annual Meeting of the Academy of Management, Chicago, IL.
5. Schur, L., Ameri, M., Dietrich, J., Herron, M., Kruse, D., Quesenbery, W., Rogers, M., Schroedel, J., Smith, D., & Wimpy, C. (2023, September). *Ensuring usability/disability access within the voting experience*. [Conference presentation]. Mapping Election Administration & Election Science Workshop, MIT Election Data and Science Lab, Boston, MA.
6. Ameri, M., & Kurtzberg, T. R. (2023, August). *Neat gizmo!/that looks scary: Employer reactions to assistive technology*. [Conference presentation/Moderator]. Annual Meeting of the Academy of Management, Boston, MA.
7. Ameri, M., & Kurtzberg, T. R. (2023, August). *Small empires: How equipped are small business owners to hire people with disabilities?* [Conference presentation]. Annual Meeting of the Academy of Management, Boston, MA.
8. Kruse, D. L., Schur, L., Ameri, M., & Gilbert, L. (2022, August). *Paid leave mandates and employment of people with disabilities*. [Conference presentation]. Annual Meeting of the Academy of Management, Virtual.
9. Ameri, M. & Rogers, S. (2019, August). *Military veterans and organizational inclusivity: Research directions, networking, and community*. [Conference presentation]. Annual Meeting of the Academy of Management, Boston, MA.
10. Ameri, M., Schur, L., Adya, M., & Kruse, D. L. (2019, August). *The empathy effect: Employer responses to veteran and disability status*. [Conference presentation]. Annual Meeting of the Academy of Management, Boston, MA.

11. Ameri, M., Kruse, D. L., and Schur, L. (2018, January). *See me, not the disability: Examining employer responses to applicants with disabilities*. [Conference presentation]. American Economic Association Annual Conference, Philadelphia, PA.
12. Ameri, M., Kruse, D. L., and Schur, L. (2017, January). *Examining employer hiring behavior in able-bodied society: A field experiment*. [Conference presentation]. American Economic Association Annual Conference, Chicago, IL.
13. Ameri, M., Schur, L., Adya, M., McKay, P., Bentley, S., & Kruse, D. L. (2015, August). *A field experiment on employer reactions to job applications: Does disability status matter?* [Conference presentation]. Annual Meeting of the Academy of Management, Vancouver, BC.
14. Ameri, M., Schur, L., Adya, M., McKay, P., Bentley, S., & Kruse, D. L. (2015, July). *The disability employment puzzle: A field experiment on employer hiring behavior*. [Conference presentation]. National Bureau of Economic Research Conference, Boston, MA.

Invited Presentations

**50 invited addresses to Fortune 500 companies, state and federal government agencies, and academic institutions. Selected talks include:*

1. Ameri, M. (2025, November). *Responsible AI in Practice: Skills, Risks, and Leadership - Insights from Microsoft*. [Discussion panel]. Rutgers Honors College, New Brunswick, NJ.
2. Ameri, M. (2025, October). *Disability Employment in the Fortune 500: Insights from Deutsche Bank and Disability:IN*. [Discussion panel]. Rutgers Disability Awareness Month Online Seminar Series, Virtual.
3. Ameri, M. (2025, July). *Mental health disability: The next employment frontier*. [Seminar]. Inclusion and Accessibility Symposium, United States Department of State Mandela Washington Fellowship, Rutgers University, New Brunswick, NJ.
4. Ameri, M. (2025, March). *Disability employment practices and assistive technologies*. [Workshop]. Ernst & Young, New Brunswick, NJ.
5. Ameri, M. (2024, December). *Building trust: How language and actions shape disability employment*. [Keynote]. Deutsche Bank, New York, NY.
6. Ameri, M. (2024, November). *Shaping new technologies to create a more accessible world for people with blindness and visual impairments*. [Discussion panel]. Salesforce, Virtual.
7. Ameri, M. (2024, September). *Making the disability vote count!* [Keynote]. The New Jersey State House, Trenton, NJ.
8. Ameri, M. (2024, July). *The disability inclusion imperative*. [Keynote and Discussion panel]. Accenture, New York, NY.

9. Ameri, M. (2024, July). *Perspectives on advancing disability employment*. [Seminar]. Inclusion and Accessibility Symposium, United States Department of State Mandela Washington Fellowship, Rutgers University, New Brunswick, NJ.
10. Ameri, M. (2023, November). *Advancing DEI at work: Access for people with disabilities*. [Seminar]. Rutgers Business School Executive Education's Learn Webinar, Rutgers Business School, Rutgers University, Virtual.
11. Ameri, M. (2023, October). *Disability access in the modern workplace*. Summit on Insights into Disability Employment. [Keynote]. Reckitt Benckiser Group PLC, Parsippany, NJ/Virtual.
12. Ameri, M. (2023, October). *Ability-focused advocacy: Breaking barriers to achieving careers and independence*. [Keynote]. United States Conference on Disability, Scranton University, Scranton, PA.
13. Ameri, M. (2023, July). *Disability: An integral aspect of human diversity*. [Seminar]. Inclusion and Accessibility Symposium, United States Department of State Mandela Washington Fellowship, Rutgers University, New Brunswick, NJ.
14. Ameri, M. (2022, November). *Leading change for employees with disabilities*. [Seminar]. Leading Change: DEI Power of 33 Summit, National Football League, Inglewood, CA.
15. Ameri, M. (2022, November). *Advancing Inclusion: Access for those with disabilities*. [Seminar]. Collective Impact DEI Partner Summit, National Football League, Inglewood, CA.
16. Schur, L., Kruse, D. L., & Ameri, M. (2022, July). *Disability, the voting process, and the digital divide*. [Commissioner Briefing]. United States Election Assistance Commission, Virtual.
17. Ameri, M. (2021, September). *Rutgers future of work task force*. [Seminar]. Office of the Senior Vice President, Rutgers University, Virtual.
18. Ameri, M. (2019, December). *Limits of the ADA on Airbnb*. [Deposition]. Subcommittee on Civil Rights and Civil Liberties, House Committee on Oversight and Reform, United States House of Representatives, Washington, DC.
19. Ameri, M. (2019, February). *Fear of the unknown: The risky side of first impressions*. [Conference presentation]. TEDx Conference, Rutgers University, New Brunswick, NJ.
20. Ameri, M. (2016, January). *How stigma and hiring biases hamper workplace inclusion for persons with disabilities and persons from the LGBTI community*. [Keynote]. World Bank Group, Washington, DC.

Press Coverage

**187 media mentions on disability access across national and international outlets. Selected coverage includes:*

Publication	Topic	Date
The New York Times	Elections have gotten more accessible for disabled voters, but gaps remain	4.18.24
The New York Times	Can't think, can't remember: More Americans say they're in a cognitive fog.	11.13.23
PBS Newshour	Report finds people with disabilities continue to face outsized barriers to voting.	11.11.23
Bloomberg	Disabled voters were evenly split in 2016. Now the GOP is pushing them away.	7.12.23
The Wall Street Journal	Why we tell lies more on a laptop than on a cellphone.	6.09.23
The Washington Post	Disabled people can help ease the shortage of workers.	3.14.23
Bloomberg Law	Reissue: Disabled people can help ease the shortage of workers.	3.14.23
The New York Times	The best live conversations on Times journalism.	2.09.23
Los Angeles Times	Surge in remote working due to COVID fuels record employment for people with disabilities.	12.15.22
The New York Times	For disabled Americans, employment is soaring.	12.12.22
The New York Times	Disabled people are being hired more often and making more money in the U.S.'s tight labor market. Did Covid prove that remote work was possible after all?	12.10.22
The New York Times	For disabled workers, a tight labor market opens new doors.	10.23.22
NPR	Remote work is commonplace now, and workers with disabilities could benefit from the change.	4.05.22
PBS	Will remote work become more of a long-term option for workers with disabilities?	9.03.21
Marketplace	Ready, willing, and disabled.	2.11.20
Fast Company	Airbnb strives for inclusiveness with accessibility-approved rentals.	3.16.18
Guardian	Access all areas: Airbnb expands into stays for disabled travelers.	11.27.17
BBC	'Disabled Airbnb' bought by Airbnb.	11.16.17
CNN	Airbnb to offer more accessible rentals.	11.16.17
Fast Company	Airbnb just bought Accomable to reach more travelers with disabilities.	11.16.17
Forbes	Airbnb acquires Accomable in push to better accommodate travelers with disabilities.	11.16.17
Fortune	Airbnb is buying a startup that offered similar home rental services for disabled travelers.	11.16.17
NPR	FIU drawn into the battle between hotels and Airbnb.	8.10.17
Los Angeles Times	Airbnb hosts are more likely to reject guests with disabilities, study finds.	6.06.17

NPR	Tech Tuesday: Airbnb, cryptocurrency, and apple's HomePod.	6.06.17
The Guardian	Airbnb hosts more likely to reject guests with disabilities, study finds.	6.02.17
The New York Times	Disabled travelers are more likely to be rejected by Airbnb hosts, a study finds.	6.02.17
PBS Newshour	Why is job opportunity still lagging for people with disabilities?	3.16.17
BBC	Are autistic individuals the best workers around?	1.07.16
PBS	Study indicates presence of workplace discrimination against people with disabilities.	11.18.15
Wharton Business Inc	Knowledge @Wharton.	11.05.15
Inc	Small companies guilty of discriminating against disabled job applicants, study says.	11.04.15
Forbes	Discrimination against disabled applicants sadly 'not surprising': NDRN director.	11.03.15
Huffington Post	Catch-22 of disclosing disabilities for job seekers.	11.03.15
Fast Company	Study: Small companies more likely to discriminate against disabled job applicants.	11.02.15
New York Magazine	A new study reveals how employers discriminate against disabled people.	11.02.15
The New York Times	Fake cover letters expose discrimination against disabled.	11.02.15
The Washington Post	We've tried to smooth disabled peoples' path back to work. Why isn't it helping?	10.23.15

Fellowships

**Six fellowships in academic and policy institutions. Selected ones include:*

Type	Organization	Location	Start	End
Teaching	Rutgers Honors College	Rutgers University	2025	Present
Research	Employer Disability Practices Center	Rutgers University	2021	Present
Research	Center for Women in Business	Rutgers University	2021	Present
Research	Disability Employment Policy RRTC	Syracuse University	2020	Present

Mentorship

**Mentored 107 undergraduate and graduate mentees, who have advanced to leading graduate programs and professional roles. Selected mentees include:*

Teaching

- Vasiharan Mahilkanthan → Now at Deloitte Tax, LLP
- Ishika Khanna → Now at University of Chicago Booth School of Business

Research

- Michael Shalony, J.D. Candidate → Now at Benjamin N. Cardozo School of Law

- Nicholas Pellitta, J.D. → Now at Yale Law School
- Danielle Grant, M.D. → Now at Yale School of Medicine
- Ryan Gross, Ph.D. Student → Now at The Wharton School
- Alina Thokkadam, Ph.D., → Now at Princeton University
- Jonathan Stange, Ph.D. Candidate → Now at Princeton University

Doctoral Advising

- Adrian Cameron, D.B.A. → Now at RBS
- So Ri Park, Ph.D. → Now at Rutgers School of Management and Labor Relations

Service

University Level	Position	Start	End
Honors College Global Curriculum Committee (led by Vice Provost for Experiential Learning)	RBS Delegate	2025	Present
Rutgers Honors Council (led by Vice Provost for Experiential Learning)	RBS Delegate	2024	Present
Classroom Enrichment Funding Review Committee (led by Vice Provost for Experiential Learning)	Member	2024	Present
University Senate	Senator	2020	Present
New Brunswick Faculty Council	Member	2020	Present
Disability Studies Interdepartmental Minor Committee	Member	2018	2023
Dean Evaluation Committee: Dean Menifield, School of Public Affairs and Administration (led by Provost and Executive Vice Chancellor, Newark)	Member		2022
Future of Work Task Force (led by the Senior Vice President for Human Resources and Organizational Effectiveness)	Faculty Subject Matter Advisor	2021	2022
Working Group for Academic Integrity Resources for Faculty (led by the Vice Provost for Undergraduate Education, New Brunswick)	Member		2020
Innovations in Education and Teaching Pilot Grants (led by the Provost and Executive Vice Chancellor for Research & Academic Affairs, New Brunswick)	Referee		2020
COVID-19 Undergraduate Academic Continuity Working Group (led by the Provost and Executive Vice Chancellor for Research & Academic Affairs, New Brunswick)	Member		2020
School Level	Position	Start	End
Search Committee for Director of Development, Rutgers Foundation	Member		2024
Search Committee for the Undergraduate Program Senior Associate Dean	Member		2022
2030 Curriculum Committee	Member	2020	2021
Department Level	Position	Start	End

Committee on Grading Inflation	Member	2021	2022
Management Skills Curriculum Committee for module on Diversity	Chair	2020	2021
Leading in the Digital World Curriculum Committee	Member	2020	
Negotiations Online MBA Curriculum Committee	Member	2019	2020
Organizational Behavior Curriculum Committee	Member	2018	2018

Broader Community	Position	Start	End
Academy of Management Perspectives	Editorial Board Member	2024	2027
Journal of Occupational Rehabilitation	Managing Editor	2023	2024
United States Election Assistance Commission	Advisor	2021	2024
United States Department of Labor, Office of Disability Employment Policy	Advisor	2021	2022
National Labor Relations Board	Advisor	2021	2022
United States House of Representatives, Committee on Oversight and Reform	Advisor	2019	

References

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Appendix

Full CV (organized by section) available [here](#).