

## Jazmin Argueta-Rivera

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### EDUCATION

**Rice University**, Houston, TX

M.A. in Industrial Organizational Psychology

Dec 2024

Ph.D. in Industrial Organizational Psychology

*Expected:* May 2027

*Advisor:* Dr. Eden King

**Relevant Courses:** Organizational Psychology, Psychometrics, Regression, Multilevel Modeling, Personnel Psychology, Leadership, Social Psychology, Diversity in Organizations

May 2022

**University of Maryland (UMD)**, College Park, MD

B.S. in Psychology

Minor in Spanish Language, Culture, and Professional Contexts & Human Development

### GRANTS AND AWARDS

**National Science Foundation Graduate Research Fellowship Program**

2024

*Honorable Mention*

**Rice University Graduate and Postdoctoral Studies Travel Grant**

2023 & 2024

Award amount: \$1,000

**William G. Johnson '63 Endowed Scholarship**, University of Maryland

2021

Award amount: \$1,000

**BIG 10 Academic Alliance Summer Research Opportunity Program**

2021

Award amount: \$5,000

### PUBLICATIONS

**Argueta-Rivera, J.**, Chen, Y. R., Jean-Baptiste, T., Siner, C., & Hebl, M. (2024). Recruitment in the modern context. J. E. Slaughter & Allen, D. G. (Eds.). *Essentials of employee recruitment: Industrial and organizational perspectives*. Routledge: NY.

Masters-Waage, T. C., Kinias, Z., **Argueta-Rivera, J.**, Stewart, D., Ivany, R., King, E. B., & Hebl, M. (2024). Social inattention blindness to idea stealing in meetings. *Scientific Reports*. 14(1), 8060. <https://www.nature.com/articles/s41598-024-56905-6>

Silver, E. R., Bilotta, I., Stewart, D., **Argueta-Rivera, J.**, Spitzmueller, C., Brown, H., King, E. B., & Hebl, M. (2023). Allyship in the university setting: Supporting women's success. *Equity, Diversity, and Inclusion: An International Journal*. 43(4), 728-739. <https://www.doi.org/10.1108/EDI-08-2023-0267>

### MANUSCRIPTS IN PROGRESS

**Argueta-Rivera, J.**, Alston, C., King, E. (Under review). Investigating anti-meritocratic assumptions behind DEI programming in engineering education. *Journal of Engineering Education*

Silver, E., King, E., Thomas, N., **Argueta-Rivera, J.**, Myeong, H., Hebl, M., Dawson, J., & Stewart, D. (in progress). Man enough? Effects of spousal relative income and gender role values on husbands' and wives' self-evaluations and job attitudes.

- Thomas, N., King, E., Dawson, J., Silver, E. R., Hebl, M., **Argueta-Rivera, J.**, Myeong, H., & Stewart, D. (Second R&R). Economic trajectories of women: The impact of abortion on women's career self-management and salary growth. *Journal of Applied Psychology*
- Myeong, H., Dawson, J., Farley, S. King, E., Thomas, N., Stewart, D., Hebl, M., Silver, E., **Argueta-Rivera, J.** (in progress) Revisiting the babble hypothesis: The babble curve interacting with humor and nationality  
*Target journal: Leadership Quarterly*
- Argueta-Rivera, J.\***, Stewart, D.\*, King, E., Hebl, M., Rungta, R. (in progress). Emerging forms of subtle discrimination: Unexpected perpetrators and harm reduction. *Target journal: Journal of Applied Psychology*

### PRESENTATIONS

- Argueta-Rivera, J.**, Stewart, D., King, E., Hebl, M. (2025, July) Emerging forms of subtle discrimination: Unexpected perpetrators and consequences. Poster accepted for the Academy of Management Annual Meeting, Copenhagen, Denmark.
- Argueta-Rivera, J.**, Stewart, D., Rungta, R., King, E., Hebl, M. (2025, April) Racial in-group norm violations and subtle discrimination in the workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States of America.
- Argueta-Rivera, J.**, & King, E. B. (2025, April) How gender and race influence the relationship between pay transparency and negotiation intentions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States of America.
- Stewart, D., King, D., Thai, W., Davis, S., Davis, J., **Argueta-Rivera, J.**, & Hampton, F. (2024, April). Navigating Graduate School as a URM Student: Insights on Strengths, Weaknesses, and Opportunities for Growth [Panel]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States of America.
- Argueta-Rivera, J.**, Stewart, D., Hebl, M., King, E., & Rungta, R. (2024, April). Exploratory Study on Racial and Gender Differences in Experiences of Emerging Microaggressions [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States of America.
- Argueta-Rivera, J.**, King, E., Alston, C., & Chatman, T. (2024, April) Understanding the State of Diversity and Inclusion within Engineering Research Centers [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States of America.
- Neuman, C., **Argueta-Rivera, J.**, Kellner, K., Ryan, E., & Chen, E. (2022, May). Qualitative Study on the Barriers Experienced by Adults with Autism in the Workplace. Presentation at the Psychology Research Fair, UMD, College Park, MD **\*Silver award winner**
- Argueta-Rivera, J.**, & Robertson, M. (2021, July). Mentor Support of Mentees from Racial and Ethnic Minority Groups. Presentation at the 2022 BIG 10 Summer Research Opportunities Program Exhibit, Purdue University, West Lafayette, IN. **\*Third place winner best presentation**
- Argueta-Rivera, J.** (2020, May). Teaching LEGO Robotics at Martin Luther King Jr. Middle School. Poster presentation at the College Park Scholars Showcase, UMD, College Park, MD.

**RESEARCH EXPERIENCE****Hebl/King Lab, Rice University**

August 2022-Present

*Graduate Research Assistant & Lab Manager*

- Designs and conducts qualitative and quantitative studies on workplace discrimination, DEI, pay transparency, and worker well-being
- Manages and trains 10 undergraduate research assistants on their research tasks
- Leads study development and manages research timeline
- Writes and publishes peer-reviewed articles in I/O psychology
- Analyzes large datasets with R Studio using linear regression and ANOVA

**Identity Management (IMg) Lab, UMD**

September 2021-May 2022

*Undergraduate Research Assistant*

- Conducted literature review for emerging project on diversity, equity, and inclusion topics in academia
- Collaborated with lead investigator, graduate students, and other undergraduate research assistants during research lab meetings
- Presented research findings to faculty, students, and administrators at the UMD annual Psychology Research Fair

**Relationships and Work Lab, Purdue University**

August 2021-September 2021

*Undergraduate Research Assistant*

- Collaborated with principal investigator on research regarding mentor support of mentees from underrepresented racial and ethnic backgrounds
- Conducted 20, 1 hour long semi-structured interviews to collect data
- Edited and coded through qualitative data from interview transcripts
- Identified which participants to invite for a subsequent interview

**BIG 10 Summer Research Opportunities Program, Purdue University**

June 2021-July 2021

*Summer Research Scholar*

- Studied mentor support of mentees from underrepresented racial and ethnic groups from employee's perspectives in the Relationships and Work Lab
- Reviewed interview protocol before it was administered to participants
- Conducted semi-structured interviews to collect data
- Edited and coded through qualitative data from interview transcripts
- Presented to faculty, students, and administrators at Purdue University for the BIG 10 Summer Research Opportunities Program Exhibit

**Family Involvement Lab, UMD.**

January 2021-July 2021

*Undergraduate Research Assistant*

- Collected 30 hours of data from participating families via Zoom meetings
- Led meetings and guided participating families through study-related tasks
- Recruited and screened approximately 20 new participants
- Transcribed and coded 6 hours of data weekly in English and Spanish from the videos of participating families on Datavyu

**APPLIED WORK EXPERIENCE****American Society of Clinical Oncology, Alexandria, VA**

June 2024-August 2024

*Equity, Diversity, and Inclusion (EDI) Intern*

- Adapted current EDI metrics from over 50 programs across organizational departments to enhance user accessibility and capture accurate data trends
- Devised a health equity strategy to provide cancer care to Indigenous populations in the United States and

globally and bring awareness to the health disparities in this community

- Collected qualitative data from over 15 staff to inform an employee engagement strategy which boosted participation in EDI programming
- Presented actionable recommendations for all 3 projects to the Center for Equity, Diversity, and Inclusion leadership team including the organization's Chief Equity Diversity and Inclusion Officer

### **Development Corps, Remote**

July 2023-August 2023

#### *Performance Management Consultant*

- Analyzed over 200 qualitative data points from employee engagement surveys using thematic analysis
- Created 50 feedback reports for managers and supervisors

### **Volunteer Program Assessment, Remote**

October 2022-December 2024

#### *Consultant*

- Provided pro-bono consulting services for non-profit organizations as a multi-site collaboration with the University of North Carolina, Charlotte
- Conducted thematic analysis on qualitative data from over 200 volunteers at animal shelters
- Developed a survey instrument to collect data on the work experiences of volunteers
- Organized data into themes and provided volunteer coordinators feedback on their practices

## **MENTORSHIP AND LEADERSHIP EXPERIENCE**

### **Office of Undergraduate Research and Inquiry (OURI), Rice University**

May 2025-July 2025

#### *Graduate Student Advisor*

- Facilitates professional development workshops and panels to support undergraduate students in applying to graduate school
- Mentors 20 mentees in weekly advising meetings to foster academic and scientific growth
- Collaborates with co-advisors and OURI staff to plan and administer the Summer Research Symposium for participating students

### **Graduate Student Association, Rice University**

March 2025-Present

#### *Vice President of Equity and Inclusion*

- Serves on the elected board of students who represent and support the needs of over 4,000 graduate students
- Leads programming to create an inclusive learning environment for all students, including the annual Culture Night event
- Collaborates with the Office for International Student Success (OISS) and the Office of Access and Institutional Excellence to advance equitable policies for all students

### **Latinx Graduate Student Organization (LatinxGrads), Rice University**

April 2023-Present

#### *President*

- Builds community for Latinx/o/a graduate students by organizing and developing social, volunteer, and professional development events

### **Rice University Graduate & Postdoctoral Studies Pathways Program**

April 2023-May 2025

#### *Pathways Legacy Leadership Team*

- Organized workshops, panels, and social events for the professional development of doctoral students from underrepresented backgrounds in their second year and beyond
- Led workshops and thought-provoking discussions about the graduate student experience with students
- Served as a liaison between our organization and affinity groups on campus (e.g., Black Graduate

**Rice Industrial/Organizational Psychology Association, Rice University** October 2022-September 2023  
*Co-President*

- Unified the program by creating more opportunities to engage with one another
- Produced social media content for the program's Instagram account to reach a wider audience
- Organized an end of year social event for 100+ attendees
- Revived program's website by adding student images to create a more welcoming interface for future applicants

**Help Center Committee for Diversity and Inclusion, UMD** July 2020-August 2021  
*Co-Founder*

- Developed new diversity and inclusion standards for the student-led crisis hotline that will enhance the experience of volunteers and callers from minority populations
- Reviewed current applicant and training policies and revised them to align with new diversity and inclusion standards

**TEACHING EXPERIENCE**

**Guest Lecturer**

- **PSYC 231: Introduction to Industrial and Organizational Psychology, Rice University**  
*Title: Organizational Justice & Fairness, Fall 2024*
- **PSYC 202: Introduction to Social Psychology, Rice University**  
*Title: Social Psychology and I/O Psychology, Fall 2024*

**Graduate Teaching Assistant**

- **PSYC 202: Introduction to Social Psychology, Rice University**  
Fall 2024
- **PSYC 231: Introduction to Industrial and Organizational Psychology, Rice University**  
Spring 2024

**Instructor of Record**

- **PSYC 202: Introduction to Social Psychology, Rice University**  
Fall 2025
- **MGMT 821: Leading Across Differences, Rice University**  
Summer 2025

**SKILLS**

**Languages:** English, Spanish (fluent)

**Data Analysis:** R Studio, SPSS, JAMOV, LIWQ, NVivo, Datavyu, JASP, Excel

**Data Collection:** Qualtrics, Prolific, Google Forms, Google Sheets

**Graphics:** Adobe, PowerPoint, Google Slides

**PROFESSIONAL MEMBERSHIPS**

<b>Society for Human Resource Management</b>	2024-Present
<b>Latinos in Industrial Organizational Psychology</b>	2023-Present
<b>Society for Industrial and Organizational Psychology</b>	2023-Present

