

## Curriculum Vita

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### Michelle (Mikki) Rae Hebl

Martha and Henry Malcolm Lovett Professor of Psychology and Management  
Rice University  
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#### Education

1997 – Ph.D. in Psychology	Dartmouth College Hanover, NH
1993 – M.S. in Psychology	Texas A&M University College Station, TX
1991 – B.A. in Psychology with High Honors	Smith College Northampton, MA

#### Professional Experience

August, 2017 – present	Center for Teaching Excellence Faculty Fellow Rice University
January, 2017 – May, 2017	Cherry Award Professor, Department of Psychology Baylor University
January, 2016 - April, 2016	Faculty Member aboard Summer Semester at Sea Program Visited 16 Countries Worldwide University of Virginia Academic Sponsor
May, 2015 – present	Head of Faculty Advisory Committee for Doerr Institute for Leadership Rice University
May, 2015 - present	Endowed with the Martha and Henry Malcolm Lovett Chair of Psychology Rice University
June, 2014 - August, 2014	Faculty Member aboard Summer Semester at Sea Program Visited 12 Countries in Europe University of Virginia Academic Sponsor
August, 2013 - present	Joint Appointment, Jones School of Management Rice University
July, 2010 - present	Full Professor, Department of Psychology Rice University
July, 2004 - June, 2010	Associate Professor, Department of Psychology Rice University

July, 2005	Rice University Commencement Speaker (2005)
January, 2002 - June, 2002	Visiting Scholar, Department of Psychology Stanford University
May, 2001 - July, 2004	Radoslav Tsanoff Assistant Professorship, Endowed Chair Position Rice University
April, 2000 - present	Courtesy Appointment, Jones School of Management Rice University
July, 1998 - July, 2004	Assistant Professor, Department of Psychology Rice University
July, 1997 - July, 1998	Visiting Assistant Professor, Department of Psychology Dartmouth College

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### Teaching Awards

- 20 - Jesse H. Jones Graduate School of Business MBA for Executives Award for Teaching Excellence, 2017 – voted on by the executive MBAs.
- 19 - Cherry Professor of the Year Award Winner, 2016 – national award “designed to honor great teachers to stimulate discussion in the academy about teaching, and to encourage departments and institutions to value their own great teachers.” \$250,000 teaching award; \$25 additional to department
- 18 - George R. Brown Certificate of Highest Merit, 2015 – Most prestigious teaching award given at Rice University. Retired from winning additional teaching awards.
- 17 - Sarah A. Burnett Superior Teaching in the Social Sciences, 2015 – Given to one social science faculty member at Rice University.
- 16 - Cherry Professor of the Year Award, Finalist, 2015 – national award “designed to honor great teachers to stimulate discussion in the academy about teaching, and to encourage departments and institutions to value their own great teachers.”
- 15 - George R. Brown Prize for Superior Teaching, 2014 - voted on by alumni who graduated two and five years ago from Rice University.
- 14 - George R. Brown Prize for Superior Teaching, 2012 - voted on by alumni who graduated two and five years ago from Rice University.
- 13 - George R. Brown Prize for Excellence in Teaching, 2010 - “the most prestigious award granted by Rice University for teaching.”
- Nominated for CASE Professor of the Year Award, 2009; 2014; 2015 - “salutes the most outstanding undergraduate instructors in the country – those who excel in teaching and positively influence the lives and careers of students.”

- 12 - Charles W. Duncan Jr. Achievement Award for Outstanding Faculty, 2008 - “for outstanding achievement in both scholarship and teaching” at Rice University.
  - 11 - Nicolas Salgo Distinguished Teacher Award, 2008 - voted on by the current junior and senior students at Rice University.
  - 10 - Distinguished Teaching Contributions Award, 2008 - Awarded by Society of I/O Psychology in recognition of SIOP members who demonstrate a sustained record of excellence in teaching, as revealed by excellence in the classroom or via Web-based teaching, student development, and community service via teaching.
  - 9 - George R. Brown Award for Superior Teaching, 2005 - voted on by alumni who graduated two and five years ago from Rice University.
  - 8 - Julia Miles Chance Prize for Excellence in Teaching, 2005 - given to an associate or full professor at Rice who “provides students with intellectual challenge and inspiration in his or her field of study, shows extraordinary dedication to students' professional development and advancement, and enhances gender-sensitive leadership on campus.”
  - 7 - Piper Foundation Teaching Award, 2004 - Texas State Award from the Minnie Stevens Piper Foundation. One of 15 state-level awards given to university and college professors across Texas.
  - 6 - George R. Brown Award for Superior Teaching, 2004 - voted on by alumni who graduated two and five years ago from Rice University.
  - 5 - George R. Brown Prize for Excellence in Teaching, 2003 - “the most prestigious award granted by Rice University for teaching.”
  - 4 - Graduate Student Association’s Faculty Teaching / Mentoring Award, 2003 - for “demonstrated commitment to graduate education and teaching graduate students at Rice University.”
  - 3 - George R. Brown Award for Superior Teaching, 2002 - voted on by alumni who graduated two and five years ago from Rice University.
  - 2 - Nicolas Salgo Distinguished Teacher Award, 2000 - voted on by the current junior and senior students at Rice University.
  - 1 - Phi Beta Kappa Teaching Prize, 2000 - non-tenured assistant professor judged to be "the most effective teacher among Assistant Professors at Rice University."
- Finalist for the Phi Beta Kappa Teaching Prize, 1999 - non-tenured Rice University assistant professor who "demonstrates outstanding commitment to education and teaching performance."
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### **Other Awards and Honors**

Women in Academia with Outstanding Careers Award (2018). Nominated and selected by University of Lausanne, Switzerland.

Wayland Academy Alumni Achievement Award (2017) – awarded for “outstanding achievement,” “representing the true ideals of the Academy,” and “setting a living example of what a Wayland education is all about."

Selected to give the APS David Myers Distinguished Lecture on the Science and Craft of Teaching Psychological Science (2017). APS Boston.

The Sage Award for Scholarly Contribution (2014) - lifetime award from the "Gender and Diversity in Organizations" Division at the Academy of Management that recognizes a present or past member of the division who has made outstanding scholarly contributions that have advanced our knowledge of gender and diversity in organizations.

Mikki Hebl Women's Cross Country Award (2013) – Named Rice University Athletics Award given yearly to the outstanding Rice women's cross country runner.

One of 104 participants invited to attend the Gender & Work: Challenging Conventional Wisdom Conference (2013, 2014, 2015) at Harvard Business School.

Lesbian, Gay, Bi-Sexual, and Transgender Committee's Research Award (2013) from Society of Industrial/Organizational Psychology (SIOP) for best peer reviewed submission focusing on LGBT issues. Co-recipients: Alex Lindsey, Noah Levine, and Eden King.

Betty Vetter Award for Research (2011) - From the Women in Engineering ProActive Network (WEPAN) for "notable achievement in research related to women in engineering."

Finalist / Runner-up for the HR Division Scholarly Achievement Award (2007) - given annually to most significant article published in human resource management.

Commencement Speaker (2007) - Wayland Academy, Beaver Dam, WI. Selected by the Headmaster.

Commencement Speaker (2005) - Rice University. Selected by President and Nominating Student Body.

John C. Flanagan Award (2005). Presented to my students from the Society of Industrial and Organizational Psychology for the best student-directed paper. Co-recipients: Stacey Turner, Sarah Singletary, Jenessa Shapiro, and Eden King

Women's Resource Center Impact Award, 2003 - award for "service to campus and community; involvement in student life/activities; raising awareness of women's issues; and being a role model in the empowerment of women." Rice University.

The Society for the Teaching of Psychology (APA Division Two) Award, 2003 - \$500 for the poster judged as best incorporating new or innovative content into psychology courses. National Institute for the Teaching of Psychology. St. Petersburg, FL. Co-recipient: Julie McGuire

Rice Premedical Society Outstanding Faculty Award, 2002 - for "supporting students with their pre-medical studies; and time, effort, and thought given to advising students." Rice University.

Selected Faculty Member to deliver the New Student Orientation Address, 2001 and 2012 - before a crowd of 1000 incoming Rice University students.

Distinguished Faculty Associate at Richardson College, 2000 - for "appreciation for valuable contribution to the college system." Rice University.

Women's Resource Center Impact Award, 1999 - for "service to campus and community; raising awareness of women's issues; and being a role model in empowering women." Rice University.

Hannah T. Croasdale Award, 1997 - \$1,000 award given to the graduating Ph.D. candidate who "best exemplifies the qualities of a scholar, having intellectual curiosity and a dedicated commitment to the pursuit of new knowledge and teaching." Dartmouth College.

Marshal for the Arts & Sciences Doctoral Degree candidates, 1997 – Selected by the Dean to lead the Commencement Ceremonies at Dartmouth College.

Academic Excellence Award, Texas A&M University, 1994

Honor Societies: Phi Kappa Phi, Academic Honor Society (inducted 1993); Sigma Chi National Research Honor Society (inducted 1991); Psi Chi National Honor Society (1989)

### **Research Grants Under Review**

National Institute of Health. *The aging stigma in healthcare: Targeting interpersonal discrimination*. Under revision. PI with Beier and King.

National Institute of Health. *Empowering African American and Hispanic students in STEM: Interventions to promote interest and retention*. Under revision. Co-PI with King and Shapiro.

### **Research Grants Funded**

Leader Development Innovation Award (2018). *Predicting future leadership: Leveraging the power of alumni leaders for leaders of tomorrow*. Doerr Institute. Co-PI. \$7,610.

Leader Development Innovation Award (2018). *Promoting cultural agility for international students*. Doerr Institute. Co-PI. \$28,795.

Leader Development Innovation Award (2018). *Seeing is believing: Promoting leadership through increased visual representation of female and racial minority leaders*. Doerr Institute. Co-PI. \$25,635.

Rice University Department of Psychology Seed Grant (2017). Co-PI with Margaret Beier and Eden King. \$7,000

Boniuk Institute Small Grant Program (2017). Examining strategies to remediate discrimination against Muslim Americans. Rice University. Boniuk Institute for Religious Tolerance. \$5,000 Co-PI with Cheng and Corrington.

Baylor University Undergraduate Research and Scholarly Activities Small Grant Program (URSA; 2017). The Effects of sleep deprivation on discrimination. Baylor University. \$5,000 Co-PI with Michael Scullin.

National Science Foundation. (under review). Collaborative research: Broadening participation: Strategies that empower underrepresented minorities to overcome subtle discrimination in STEM Co-PI \$230,844

Leader Development Innovation Award (2016). Developing better leaders by incorporating diversity competencies into training programs, Doerr Institute. Co-PI. \$28,795.

- National Aeronautics and Space Administration (NASA; 2016-2019). *Facilitating the Synergistic Side of Cultural diversity in LDSE: Identification of challenges and development of cultural training* . Co-PI with Salas (PI). \$375,000
- National Institute of General Medical Sciences. *Mentoring functions in scientist development* (2011-2015). Co-PI with Rodgers, Slaughter, Laufman, and Beal. \$308,223.
- National Institute of Health (2009-2012). *Gender schemas and gatekeepers*. \$482,711. Co-PI with Valian and Martin.
- National Science Foundation ADVANCE *Institutional transformation of Rice University* (2006-11). \$3,229,789 (\$659,957 to Hebl). Co-PI with Matthews, Keller-McNulty, Richards-Kortum, and Whitmire.
- Rice University Brown Teaching Grant. (2005). *Psychology as a major, a field, and a career*. \$4,635. Co-PI with King and Law.
- Wayne F. Placek Investigator Development Award (2004). *Assessing and enhancing diversity training with regard to sexual orientation*. \$4,000. PI
- Department of Health and Human Service: Administration for Children and Families, ACF (2004-06). *Dissertation research: How organizations can help child care work: Reducing incidences and consequences of child care disruptions*. \$50,000. Co-PI with King. King Dissertation Grant.
- National Space Biomedical Research Institute (2003-04). *Medical operations support team (MOST) Project*. \$27,200. Co-PI with Doerr.
- National Science Foundation (2001-04). *Online statistics education: An interactive, multimedia course of study*. \$401,990. Co-PI with Lane, Osherson, Scott, Guerra, & Ziemer.
- APA Block Travel Grant (2001). National Institute of Mental Health Funding. 28th Interamerican Congress of Psychology. Santiago, Chile. \$200 PI
- Department of Health and Human Service: Administration for Children and Families, ACF (2000-02). *The effects of childcare disruptions on working parents: An experience sampling method approach*. \$74,500. Co-PI with Foster. Foster Dissertation Grant.
- Wayne F. Placek Small Grant Award, American Psychological Foundation Grant (1999). *To acknowledge or not to acknowledge: Dilemma in the workplace*. \$5,000. PI
- Dartmouth College Rockefeller Grant (1997). *Subcultural variation in the stigma of obesity*. \$9,968. Co-PI with Heatherston.
- American Psychological Association Dissertation Research Grant Award (1997). *To acknowledge or not to acknowledge*. \$1,000. PI
- American Psychological Society Mini-Grant (1995). *Impressions of stigmatized individuals and their close associates: The examination of stigma spreading*. \$200. PI

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### Professional Memberships

Society for Industrial/Organizational Psychology (1998-present); Co-Chair of the LGBT Ad hoc Committee (2003-2009); Member of Programming Hours and Saturday Theme Track Subcommittee (2007-2008; 2011-2012); Teaching Award Subcommittee (2008-present); Education and Training Committee Chair-in-Training (2009-2010); Education and Training Chair (2010-2012); Fellow (2011); Cultural and Ethnic Minority Affairs Chair (2014-2016), SIOP Research and Science Portfolio Officer, 2016

Society of Experimental and Social Psychology (2004-present): Fellow (2004)

Academy of Management (1999-present); GDO Division (1999-present), OB Division (1999-present)

Society for the Psychological Study of Social Issues (2003-present); Grants-In-Aid Committee Member (2006-7). SPSSI Conference Keynote Speaker (2010).

Society for Personality and Social Psychology (1995-present), Cialdini Award Nomination Panel (2013-2015); Chair of Panel (2014)

American Psychological Society (1992-present); APS Fund Steering Committee (2007-2011); Fellow (2014); Board of Directors, Executive Member-at-large (2014-2017); Chair of Election Committee (2016-2018)

American Psychological Association (1992-present); Division 2: Teaching (1995-present)

## **Review Experience**

### *Associate Editor Positions*

- Archives of Scientific Psychology, 2016 - present
- Personnel Assessment and Decisions, 2014 - present
- Cultural Diversity and Ethnic Minority Psychology, Co-editor on Special feature on “Race and ethnic psychology in the workplace,” 2014

### *Editorial Boards*

- Stigma and Health, 2015 - present
- Journal of Management, 2008 - present
- Journal of Business and Psychology, 2008 - present
- Journal of Applied Psychology, 2003-2007, 2013 - 2017
- Journal of Business and Psychology, Special feature on “The 50th anniversary of the Civil Rights Act: The evolution of research, practice, and legal perspectives on employment discrimination”

### *Ad-hoc Reviewer*

Academy of Management Journal, Academy of Management Review, Analysis of Social Issues and Public Policy, Basic and Applied Social Psychology, Current Directions, European Journal of Social Psychology, Group and Organizational Management, Human Performance, Personality and Social Psychological Bulletin, Personality and Social Psychological Review, Journal of Applied Psychology, Journal of Applied Social Psychology, Journal of Experimental Social Psychology, Journal of Personality & Social Psychology, Organizational Behavior and Human Decision Processes, Personnel Psychology, Psychological Bulletin, Self and Identity, Review of General Psychology, Sex Roles, Small Group Research, Rehabilitation Psychology, Journal of Occupational Health Psychology

***Grant & Research Review Experience***

Marchionne Foundation Small Grants Program, Social Sciences and Humanities Research Council of Canada (SSHRC), Ford Foundation Diversity Fellowships Predoctoral Review, SPSSI Grants in Aid Committee, National Science Foundation Reviewer (Social Psychology Program)

***Textbook Review Experience***

Greenberg, J., Schmader, T., Arndt, J., & Landau, M. (2014). *Social Psychology: The Science of Everyday Life*. Worth Publishing - Reviewed textbook chapters.

Nisbett, R., Gilovich, T., & Keltner, D. (2003). *Social Psychology*. Norton Publishing - Consulted on textbook revisions.

Gazzaniga, M., & Heatherton, T. (2001; 2002). *Introduction to Psychology Course Textbook*. Norton Publishing - Consulted on textbook revisions and offer supplemental materials.

Chemers, M. (2001). *Leadership*. Guilford Publishing - Consulted on a new leadership textbook currently being considered for adoption.

**Publications*****Edited Books***

- 2 - Hebl, M., Brewer, C. L., & Benjamin, L. T., Jr., (2000). *Handbook for teaching introductory psychology. Volume 2*. NJ: Lawrence Erlbaum Associates.
- 1 - Heatherton, T. F., Kleck, R. E., Hebl, M., & Hull, J. (2000). *The social psychology of stigma*. NY: Guilford Publications, Inc.

***Journal Articles (\*Denotes both authors contributed equally)***

- 104 - Nittrouer, C. L., Trump-Steele, R., Hebl, M., O'Brien, K., Gardner, D., & Rodgers, J. R. (accepted). The impact of biomedical students' ethnicity and gender. *Equality, Diversity, and Inclusion: An International Journal*.
- 103 - Nittrouer, C. L., Hebl, M. R., Trump-Steele, R., Ashburn-Nardo, L., Lane, D., & Valian, V. (accepted). Gender bias in colloquium speakers. *Proceedings of the National Academy of Sciences*.
- 102 - \*Cheng, S., \*Corrington, A., \*Hebl, M., \*Ng, L., & \*Watson, I. (in press). Victim precipitation and the wage gap. *Industrial and Organizational Psychology*.
- 101 – King, E. B., Avery, D. R., Hebl, M., & Cortina, J. (in press). Systematic subjectivity: How subtle biases infect the scholarship review process. *Journal of Management*.
- 100 – Corrington, A., & Hebl, M. (in press). America clearly isn't ready for a female president: Why? *Equality, Diversity and Inclusion: An International Journal*.
- 99 – Martinez, L. R., Xu, S. X., & Hebl, M. R. (2017). Utilizing education and perspective taking to remediate the stigma of taking antidepressants. *Community Mental Health Journal*.
- 98 – Martinez, L. R., Hebl, M., Smith, N. A., & Sabat, I. E. (2017). Standing up and speaking out against prejudice toward gay men in the workplace. *Journal of Vocational Behavior*.



- 97 - Cheung, H. K.\*, Hebl, M.\*, King, E.\*, Markell, H.\*, Moreno, C.\*, & Nittrouer, C. L\*. (2017). Back to the future: Methodologies that capture real people in the real world. *Social Psychology and Personality Science*.
- 96 - Colella, A., Hebl, M., & King, E. B. (2017). One hundred years of discrimination research in *JAP*: A sobering synopsis. *Journal of Applied Psychology*.
- 95 - Randall, J. G., Zimmer, C. U., O'Brien, K. R., Trump-Steele, R., Villado, A. J., & Hebl, M. (2016). Sizing up requests? Weight discrimination in helping behavior. *European Review of Applied Psychology*, 67, 125-137.
- 94 - Hebl, M., Barron, L. G., Cox, C., & Corrington, A. (2016). The efficacy of sexual orientation anti-discrimination legislation. *Equality, Diversity, and Inclusion: An International Journal*, 35(7/8), 449-466.
- 93 - O'Brien, K. R., McAbee, S. T., Hebl, M., & Rodgers, J. R. (2016). The impact of interpersonal discrimination and stress on health and performance for early career STEM academicians. *Frontiers in Psychology*, 7, 1-11.
- 92 - Ruggs, E. N., Hebl, M. R., Caridad Rabelo, V., Weaver, K. B., Kovacs, J., & Kemp, A. S. (2016). Baltimore is burning: Can I-O psychologists help extinguish the flames? Focal article in *Industrial and Organizational Psychology Perspectives on Science and Practice*, 9(3), 525-547.
- 91 - Lyons, B., Martinez, L., Ruggs, E., Hebl, M., Ryan, A. M., O'Brien, K., & Roebuck, A., (2016). To say or not to say: Different strategies of acknowledging a visible disability. *Journal of Management*.
- 90 - Cheung, H. K., Lindsey, A., King, E., & Hebl, M. (2016). Beyond sex: Exploring the effects of femininity and masculinity on women's use of influence tactics. *Gender in Management: An International Journal*, 31(1), 43-60.
- 89 - Martinez, L., O'Brien, K., & Hebl, M. (2016). Fleeing the ivory tower: Gender differences in the turnover experiences of women faculty. *Journal of Women's Health*.
- 88 - Martinez, L., & Hebl, M. (2016). Surviving or thriving? Childhood cancer survivors' identity disclosures in the workplace. *Journal of Cancer Survivorship*, 10(2), 416-424.
- 87 - Fa-Kaji, N., Nguyen, L., Hebl, M., & Skorinko, J. (2016). Is "bow" for an arrow or for hair? A classroom demonstration on gender differences in interpreting ambiguous information. *Teaching of Psychology*, 43(4), 314-317.
- 86 - Ruggs, E., Martinez, L., Hebl, M., & Law, C. (2015). Workplace trans-actions: How organizations, coworkers, and individual openness influence perceived gender identity discrimination. *Psychology of Sexual Orientation and Gender Diversity*, 2, 404-412.
- 85 - Hernandez, M., Avery, D. R., Tonidandel, S., Hebl, M., McKay, P., & Smith, A. (2015). The role of proximal social contexts: Assessing stigma-by-association effects on leader appraisals. *Journal of Applied Psychology*, 101(1), 68-85.
- 84 - Martinez, L., White, C., Shapiro, J., & Hebl, M. (2015). Selection BIAS: Stereotypes and discrimination related to having a history of cancer. *Journal of Applied Psychology*, 101(1), 122-128.

- 83 - Lindsey, A., King, E., Cheung, H., Hebl, M., Lynch, S., & Mancini, V. (2015). When do women respond against discrimination? Exploring factors of subtlety, form, and focus. *Journal of Applied Social Psychology, 45*(12), 649-661.
- 82 - O'Brien, K.R., Martinez, L. R., Ruggs, E. N., Rinehart, J., & Hebl, M. (2015). Policies that make a difference: Bridging gender equity and the work-family gap in academia. *Gender in Management, 30*(5), 414-426.
- 81 - Ruggs, E., Williams, A., & Hebl, M. (2015). Weight isn't selling: The insidious effects of weight stigmatization in retail settings. *Journal of Applied Psychology, 100*, 1483-1496.
- 80 - O'Brien, K., & Hebl, M. (2015). Great expectations in academia: Realistic job previews on jobs and work-family balance. *Gender in Management, 30*(6), 457-478.
- 79 - Lindsey, A., King, E., Hebl, M., & Levine, N. (2014). The impact of method, motivation, and empathy on diversity training effectiveness. *Journal of Business and Psychology, 1-13*.
- 78 - Plaut, V. C., Thomas, K. M., & Hebl, M. R. (2014). Race and ethnicity in the workplace: Spotlighting the perspectives of historically stigmatized groups. *Cultural Diversity and Ethnic Minority Psychology, 20*(4), 479-482.
- 77 - Nittrouer, C. L., Trump, R. C., O'Brien, K. R., & Hebl, M. (2014). Stand up and be counted: In the long run, disclosing helps all. *Industrial and Organizational Psychology, 7*(2), 235-241.
- 76 - King, E. B., Rogelberg, S. G., Hebl, M. R., Braddy, P. W., Shanock, L. R., Doerer, S. C., & McDowell-Larsen, S. (2014). Waistlines and ratings of executives: Does executive status overcome obesity stigma?. *Human Resource Management*.
- 75 - Ruggs, E. R., Hebl, M., Singletary, S. L. B., & Fa-Kaji, N. (2014). Selection biases that emerge when age meets gender. *Journal of Managerial Psychology, 29*(8), 1028-1043.
- 74 - Madera, J. M., King, E., & Hebl, M. (2013). Enhancing the effects of sexual orientation training: The effects of setting goals and training mentors on attitudes and behaviors. *Journal of Business and Psychology, 28*(1), 79-91.
- 73 - Walker, S. S., Madera, J. M., & Hebl, M. R. (2013). Effects of leader race and leader mistake on patronizing behaviors. *Journal of Business Diversity, 13*(1), 52-64.
- 72 - Morgan, W. B., Singletary, S. L. B., Hebl, M., & King, E. (2013). A field experiment: Reducing interpersonal discrimination toward pregnant job applicants. *Journal of Applied Psychology, 98*(5), 799-809.
- 71 - Narula, T., Rampasand, C., Ruggs, E. N., & Hebl, M. (2013). Increasing colonoscopies? A psychological perspective on opting-in versus opting-out. *Health Psychology, 33*(11), 1426-1429.
- 70 - Martinez, L. M., Ruggs, E., Sabat, I., Hebl, M., & Binggeli, S. (2013). The role of organizational leaders in sexual orientation equality at organizational and federal levels. *Journal of Business and Psychology, 28*(4), 455-466.
- 69 - Madera, J. M., & Hebl, M. R. (in press). "Don't stigmatize": The ironic effects of equal opportunity guidelines in interviews. *Basic and Applied Social Psychology, 35*(1), 123-130.

- 68 - Barron, L. G., & Hebl, M. (2013). The force of law: The effects of sexual orientation anti-discrimination legislation on interpersonal discrimination. *Psychology, Public Policy, & Law, 19*, 191-205.
- 67 - Volpone, S. D., Stewart, R. W., Luksyte, A., Avery, D. R., Hernandez, M., McKay, P.F., & Hebl, M. R. (2013). Examining the draw of diversity: How diversity climate perceptions affect job pursuit intentions. *Human Resource Management, 52*, 175-193.
- 66 - Ruggs, E. N., Law, C., Cox, C., Roehling, M. V., Wiener, R. L., Hebl, M., & Barron, L. (2013). Gone fishing: I/O psychologists' missed opportunities to understand marginalized employees' experiences with discrimination. Focal Article in *Industrial and Organizational Psychology: Perspectives on Science and Practice, 6*, 39-60.
- 65 - King, E. B., Hebl, M. R., Botsford Morgan, W., & Ahmad, A. (2012). Field experiments on sensitive organizational topics. *Organizational Research Methods, 16*(4), 501-521.
- 64 - King, E. B., Botsford, W. E., Hebl, M., Kazama, S., & Perkins, A., Dawson, J. (2012). Benevolent sexism at work: Gender differences in the distribution of challenging developmental experiences. *Journal of Management, 38*, 1835-1866.
- 63 - Martinez, L. R., Law, C., & Hebl, M. (2012). How sexuality information impacts attitude and behaviors toward gay service members. *Military Psychology, 24*, 461-472.
- 62 - Hebl, M., Williams, M., Kell, H., Sundermann, J., & Davies, P. (2012). Selectively confirming friends: The influence of racial stereotypicality on social networks. *Journal of Experimental Social Psychology, 48*, 1329-1335.
- 61 - Smith, A. N., Botsford, W. E., King, E., & Hebl, M. (2012). The ins and outs of diversity management: The effect of authenticity on outsider perceptions and insider behaviors. *Journal of Applied Social Psychology, 42*, E21-E55.
- 60 - Madera, J., King, E. B., & Hebl, M. R. (2012). Bringing social identity to work: The influence of manifestation and suppression on perceived discrimination, job satisfaction, and turnover intentions. *Cultural Diversity and Ethnic Minority Psychology, 18*, 165-170.
- 59 - Madera, J. M., & Hebl, M. (2012). Discrimination against facially stigmatized applicants in interviews: An eye-tracking and face-to-face investigation. *Journal of Applied Psychology, 97*(6), 317-330.
- 58 - Hebl, M., Tonidandel, S., Lin, J., & Ruggs, E. R. (2012). The impact of like-mentors for gay and lesbian employees. *Human Performance, 25*, 52-71.
- 57 - Law, C. L., Martinez, L. R., Ruggs, E. N., Hebl, M. R., & Akers, E. (2011). Trans-parency in the workplace: How the experiences of transsexual employees can be improved. *Journal of Vocational Behavior, 79*, 710-723.
- 56 - Ruggs, E. R., Martinez, L., & Hebl, M., (2011). How individuals and organizations can reduce interpersonal discrimination. *Social and Personality Psychology Compass, 5*, 29-42.
- 55 - Barron, L. G., Hebl, M., & King, E. B. (2011). Effects of manifest ethnic identification on employment discrimination. *Cultural Diversity and Ethnic Minority Psychology, 17*, 23-30.
- 54 - Barron, L. G., & Hebl, M. (2010). Reducing "acceptable" stigmas through legislation. *Social Issues and Policy Review, 4*, 1-30.

- 53 - Bavishi, A., Madera, J. M., & Hebl, M. (2010). The effect of professor ethnicity and gender on student evaluations: Judged before met. *Journal of Diversity in Higher Education*.
- 52 - Bradley-Geist, J., King, E. B., Skorinko, J., Hebl, M., & McKenna, C. (2010). Moral credentialing by associations: The importance of choice and bias. *Personality and Social Psychology Bulletin*, 36, 1564-1575.
- 51 - Barron, L. G., & Hebl, M. (2010). Extending LGBT supportive organizational policies: Communities matter too. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 79-81.
- 50 - Martinez, L. R., & Hebl, M. (2010). Additional agents of change in promoting LGBT inclusiveness in organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 82-85.
- 49 - Wang, K., Barron, L. G., & Hebl, M. (2010). Making those who cannot see look best: Effects of visual resume formatting on ratings of job applicants with blindness. *Rehabilitation Psychology*, 55, 68-73.
- 48 - Knight, J. L., King, E. B., & Hebl, M. (2010). The influence of economic threat on aspects of stigmatization. *Journal of Social Issues*, 66, 446-460.
- 47 - Ruggs, E., King, E. B., Hebl, M., & Fitzsimmons, M. (2010). Assessment of weight stigma. *Obesity Facts. Special Issue: The burden of the burden: Interdisciplinary advances in weight stigma research*, 3, 60-69.
- 46 - Hebl, M., King, E. B., & Perkins, A. (2009). Ethnic differences in the stigma of obesity: Identification and engagement with a thin ideal. *Journal of Experimental Social Psychology*, 45, 1165-1172.
- 45 - King, E. B., Hebl, M., George, J., & Matusik, S. (2009). Understanding tokenism: Antecedents and consequences of psychological climate for gender inequity. *Journal of Management*, 2, 482-510.
- 44 - Avery, D. R., Richeson, J., Hebl, M., & Ambady, N. (2009). It doesn't have to be uncomfortable: The role of behavioral scripts in Black-White interracial interactions. *Journal of Applied Psychology*, 94, 1382-1393.
- 43 - Madera, J., Hebl, M., & Martin, R. (2009). Gender and letters of recommendation for academics: Agentic and communal differences. *Journal of Applied Psychology*, 94, 1591-1599.
- 42 - \*Singletary, S. L., & Hebl, M. (2009). Compensatory strategies for reducing interpersonal discrimination: The effectiveness of acknowledgments, increased positivity, and individuating information. *Journal of Applied Psychology*, 94, 797-805.
- 41 - King, E. B., Hebl, M., & Beal, D. (2009). Conflict and cooperation in diverse workgroups. *Journal of Social Issues*, 65, 261-285.
- 40 - Hebl, M., Ruggs, E., Singletary, S. L., & Beal, D. J. (2008). Perceptions of obesity across the lifespan. In R Puhl & Latner, J. (Eds.) *Obesity*, 16, S46-S52.
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- 37 - King, E. B., Reilly, C., & Hebl, M. (2008). The best and worst of times: Dual perspectives of “coming out” in the workplace. *Group and Organization Management*, 33, 566-601.
- 36 - King, E. B., De Chermont, K., West, M. A., Dawson, J., & Hebl, M. (2007). How innovation can alleviate negative consequences of demanding work contexts: The influence of climate for innovation on organizational outcomes. *Journal of Occupational and Organizational Psychology*, 80, 631-645.
- 35 - Hebl, M., King, E. B., Glick, P., Singletary, S., & Kazama, S. (2007). Hostile and benevolent reactions toward pregnant women: Complementary interpersonal punishments and rewards that maintain traditional roles. *Journal of Applied Psychology*, 92, 1499-1511.
- 34 - Law, C. L., King, E., Zitek, E., & Hebl, M. (2007). Methods for understanding the stigma of AIDS in the United States: A review and future directions. In N. Varas Diaz & I. Serrano-Garcia (Eds.) *International Perspectives on AIDS Stigma. Interamerican Journal of Psychology*. 41, 75-86. San Juan, Puerto Rico.
- 33 - \*Zitek, E. M., & Hebl, M. (2007). The role of social norm clarity in the influenced expression of prejudice over time. *Journal of Experimental Social Psychology*, 43, 867-876.
- 32 - Madera, J., Podratz, K., King, E. B., & Hebl, M. (2007). Schematic responses to sexual harassment complainants: The influence of gender and physical attractiveness. *Sex Roles*, 56, 223-230.
- 31 - McKay, P. F., Avery, D. R., Hernandez, M., Morris, M., & Hebl, M. (2007). Racial differences in employee retention: Are diversity climate perceptions the key? *Personnel Psychology*, 60, 35-62. Paper awarded Finalist / Runner-up for the HR Division Scholarly Achievement Award for 2007.
- 30 - Skorinko, J. L., Kemmer, S., Hebl, M., & Lane, D. M. (2006). A rose by any other name...: Color-naming influences on decision making. *Psychology and Marketing*, 23, 975-993.
- 29 - King, E., Shapiro, J. L., Hebl, M., Singletary, S., & Turner, S. (2006). The stigma of obesity in customer service: A mechanism for remediation and bottom-line consequences of interpersonal discrimination. *Journal of Applied Psychology*, 91, 579-593.
- 28 - King, E. B., Madera, J. M., Hebl, M., Knight, J. L., & Mendoza, S. (2006). What’s in a name? A multiracial investigation of the role of occupational stereotypes in selection decisions. *Journal of Applied Social Psychology*, 36, 1145-1159.
- 27 - Hebl, M., & Skorinko, J. L. (2005). Acknowledging one’s physical disability in the interview: Does “when” make a difference? *Journal of Applied Social Psychology*, 35, 2477-2492.
- 26 - Williams, M. J., & Hebl, M. (2005). Warding off the attacker: Self defense in theory and in practice. *Journal of Applied Social Psychology*, 35, 366-382.
- 25 - Knight, J. L., & Hebl, M. (2005). Affirmative reaction: The influence of type of justification on nonbeneficiary attitudes toward affirmative action plans in higher education. *Journal of Social Issues*, 61, 547-568.
- 24 - King, E., George, J., & Hebl, M. (2005). Linking personality to helping behaviors at work: An interactional perspective. *Journal of Personality*, 73, 585-607.
- 23 - Hebl, M., & Turchin, J. (2005). The stigma of obesity: What about men? *Basic and Applied Social*

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- 22 - Hebl, M., & Dovidio, J. F. (2005). Promoting the “social” in the examination of social stigmas. *Personality and Social Psychology Review*, 9, 156-182.
- 21 - \*Hebl, M., King, E., & Lin, J. (2004). The swimsuit becomes us all: Ethnicity, gender, and vulnerability to self-objectification. *Personality and Social Psychology Bulletin*, 30, 1322-1331.
- 20 - Hebl, M., Guiliano, T. A., King, E. B., Knight, J. L., Shapiro, J. R., Skorinko, J., & Wig, A. (2004). Paying the way: The ticket to gender equality in sports. *Sex Roles*, 51, 227-235.
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- 18 - Hebl, M., & King, E. (2004). You are what you wear: An interactive demonstration of the self-fulfilling prophecy. *Teaching of Psychology*, 31, 260-262.
- 17 - Avery, D., Hernandez, M., & Hebl, M. (2004). Who’s watching the race? Racial salience in recruitment advertising. *Journal of Applied Social Psychology*, 34, 146-161.
- 16 - Knight, J. L., Hebl, M., Foster, J. B., & Mannix, L. M. (2003). Out of role? Out of luck: The influence of race and leadership status on performance appraisals. *Journal of Leadership and Organizational Studies*, 9, 85-93.
- 15 - Hebl, M., Xu, J., & Mason, M. (2003). Weighing the care: Patients’ perceptions of physician care as a function of gender and weight. *International Journal of Obesity*, 27, 269-275.
- 14 - Hebl, M., & Mannix, L. (2003). The weight of obesity in evaluating others: A mere proximity effect. *Personality and Social Psychology Bulletin*, 29, 28-38.
- 13 - Peake, P., Hebl, M., & Mischel, W. (2002). Strategic attention deployment for delay of gratification in working and waiting situations. *Developmental Psychology*, 38, 313-326.
- 12 - Hebl, M., & Kleck, R. E. (2002). Acknowledging one’s stigma in the interview setting: Effective strategy or liability? *Journal of Applied Social Psychology*, 32, 223-249.
- 11 - Hebl, M., Foster, J. B., Mannix, L. M., & Dovidio, J. F. (2002). Formal and interpersonal discrimination: A field study of bias toward homosexual applicants. *Personality and Social Psychology Bulletin*, 28, 815-825.
- 10 - Hebl, M., & Kleck, R. E. (2002). Virtually interactive: A new paradigm for the analysis of stigma. *Psychological Inquiry*, 13, 128-132.
- 9 - \*Griffith, K., & Hebl, M. (2002). The disclosure dilemma for gay men and lesbians: “Coming out” at work. *Journal of Applied Psychology*, 87, 1191-1199.
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- 7 - Ganske, K. H., & Hebl, M. (2001). Once upon a time there was a math contest: Gender stereotyping and memory. *Teaching of Psychology*, 28, 266-268.

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- 4 - Hebl, M., & Heatherton, T. F. (1998). The stigma of obesity in women: The difference is Black and White. *Personality and Social Psychology Bulletin*, 24, 417-426.
- 3 - Wood, W., Christensen, P. N., Hebl, M., & Rothgerber, H. (1997). Conformity to sex-typed norms, affect, and the self-concept. *Journal of Personality and Social Psychology*, 73, 523-535.
- 2 - Hebl, M., & Kashy, D. A. (1995). Sociosexuality and everyday social interaction. *Personal Relationships*, 2, 371-383.
- 1 - Hebl, M. (1994). Gender bias in leader selection. *Teaching of Psychology*, 22, 186-188. Reprinted in Benjamin, L. T., Nodine, B. F., Blair-Broeker, C., & Ernst, R. M. (1999). *Activities handbook for the teaching of psychology, Vol. 4*, 285-288. NJ: Lawrence Erlbaum Associates. Reprinted in Benjamin, L. T. (2008). *Favorite activities for the teaching of psychology*, 269-272.

***Book Chapters, Reviews, Proceedings, and Other Articles***

- 38 – Cheng, S., Mendoza, S., Ng, L., Nittrouer, C., & Hebl, M (2018). Disability in the workplace. In D. Dunn (Ed.) *Disability: Social Psychological Perspectives*. Oxford University Press.
- 37 – Cheng, S., & Hebl, M. (2017). Different strategies for identifying and remediating prejudice: The state of the science. L. Benuto, Duckworth, M., Masudo, A., & O’Donohue, W (2018). *Prejudice, Stigma, Privilege, and Oppression: A Behavioral Health Handbook*. Springer Publishing.
- 36 - Corrington, A., Hebl, M., & Tsang, J. (2017) Behavioral indicators of discrimination in social interactions.
- 35 - Trump, R. C. E., Nittrouer, C. L., Hebl, M., Ashburn-Nardo, L. (2016). The inevitable stigma for childbearing-aged women in the workplace: Five perspectives on the pregnancy-work intersection (pp. 79-103). In Spitzmueller, C., & R. Matthews. (Eds.). *Work and the Transition to Motherhood: Research Perspectives*. New York: Springer Press.
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- 32 - Hebl, M., Madera, J. M., & Martinez, L. R. (2014). Personnel selection. In F. T. L. Leong, Comas-Diza, L., G. C. Nagayama Hall, McLoyd, V. C., Trimble, J. E. (Eds.). *APA Handbook of Multicultural Psychology, Vol. 2: Applicants and Training*. APA Handbooks in psychology (pp. 253-264). APA: Washington D.C.
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- and Discrimination 2<sup>nd</sup> Edition*. NY, NY: Taylor & Francis/Psychology Press.
- 30 - Hebl, M. R., Martinez, L. R., Barron, L. G., King, E. B., & Skorinko, J. (2015). How diversity ideologies influence LGBT employees: To be or not to be and to see or not to see. In V. Plaut & K. Thomas (Eds.), *Diversity Ideologies*.
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- 27 - King, E. B., & Hebl, M. R. (2013). Oh the places we should go! Stereotyping and prejudice in (real) mixed interactions. In C. Stangor & C. Crandall (Eds.), *Stereotyping and Prejudice*. Psychology Press.
- 26 - King, E. B., & Hebl, M. (2013). The social and psychological experience of stigma. In Q. Roberson (Ed.) *Oxford Handbook of Diversity*. Oxford University Press.
- 25 - Ruggs, E. N., & Hebl, M. (2012). Diversity, inclusion, and cultural awareness for classroom and outreach education. *The SWE AWE Project and National Academy of Engineering: Center for the Advancement of Scholarship on Engineering Education*.
- 24 - Barron, L. G., & Hebl, M. (2012). Understanding and remediating sexual orientation prejudice in the workplace. In M. Paludi (Ed.) *Managing diversity in today's workforce*. CA: Praeger Publishers.
- 23 - Dovidio, J. F., Pagotto, L., & Hebl, M. (2011). Implicit attitudes and discrimination against people with physical disabilities (pp. 157-183). In R. Wiener & Willborn, S. L. (Eds.). *Disability and aging discrimination*. New York: Springer Press.
- 22 - Barron, L. G., Hebl, M., & Paludi, M. (in press). Reducing stigma about employees with HIV/AIDS: Workplace responses. CA: Praeger Publishers.
- 21 - Barron, L. G., & Hebl, M. (in press). Sexual orientation: A protected and unprotected class. In Paludi, M., DeSousa, E., & Paludi, C. Jr., (Eds.). *Praeger handbook of workplace discrimination: Legal, management and social science perspectives*. CA: Praeger Publishers.
- 20 - Hebl, M., Law, C., & King, E. B. (2010). Heterosexism. In M. Hewstone, Glick, P., Dovidio, J. F., & Esses, V. (Eds.). *The handbook of prejudice, stereotyping, and discrimination*. CA: Sage.
- 19 - Hebl, M., & O'Brien, K. (2010). Ambivalent sexism. In Levine, J., & Hogg, M. (Eds.). *Encyclopedia of Group Processes*. CA: Sage.
- 18 - Hebl, M., & Barron, L. G. (2010). Stigma. In Levine, J., & Hogg, M. (Eds.). *Encyclopedia of Group Processes*. CA: Sage.
- 17 - Bachman, K. R. O., Hebl, M., Martinez, L. R., & Rittmayer, A. D. (2009). Girls' experiences in the classroom. *The SWE AWE Project and National Academy of Engineering: Center for the Advancement of Scholarship on Engineering Education*.
- 16 - Singletary, S., L., Ruggs, E., N. Hebl, M., & Davies, P. G. (2009). Stereotype threat: Causes, effects, and remedies. *The SWE AWE Project and National Academy of Engineering: Center for the Advancement*



*of Scholarship on Engineering Education.*

- 15 - Crandall, C. S., Nierman, A., & Hebl, M. (2009). Anti-fat prejudice (pp. 469-488). In T. Nelson (Ed.). *Handbook of prejudice, stereotyping, and discrimination*. NJ: Lawrence Erlbaum Associates.
- 14 - Hebl, M., Madera, J. M., & King, E. B. (2008). Exclusion, avoidance, and social distancing. In K. M. Thomas (Ed.) *Diversity resistance: Manifestation and solutions* (pp. 127-150). NJ: Lawrence Erlbaum Associates.
- 13 - Shelton, J. N., Dovidio, J. F., Hebl, M., & Richeson, J. A. (2008). Prejudice and intergroup interaction. In S. Demoulin, J.P. Leyens, & J. F. Dovidio (Eds.). *Intergroup misunderstandings: Impact of divergent social realities*. NY: Psychology Press.
- 12 - Hebl, M., Dovidio, J. F., Richeson, J. A., Shelton, J. N., Gaertner, S. L., & Kawakami, K. (2008). Interpretation of interaction: Responsiveness to verbal and nonverbal cues. In S. Demoulin, J.P. Leyens, & J. F. Dovidio (Eds.). *Intergroup misunderstandings: Impact of divergent social realities*. New York: Psychology Press.
- 11 - Hebl, M., & Madera, J. (2007). Ethnocentrism. In K. Vohs & Baumeister, R. (Eds.). *Encyclopedia of social psychology*. Sage.
- 10 - Richeson, J., Dovidio, J. F., Shelton, J. N., & Hebl, M. (2007). Implications for ingroup-outgroup membership for interpersonal perceptions: Faces and emotions. In U. Hess & Kirouac, G. (Eds.). *Group Dynamics and Emotional Expression* (pp. 7-32), 3<sup>rd</sup> edition. NY: Guilford Press.
- 9 - Dovidio, J. F., Hebl, M., Richeson, J. A., & Shelton, J. N. (2006). Nonverbal communication, race, and intergroup interaction. In V. Manusov & M. L. Patterson (Eds.). *The SAGE handbook of nonverbal communication* (pp. 481-500). Thousand Oaks, CA: Sage.
- 8 - Hebl, M., King, E. B., & Law, C. (2005). Gay, lesbian, and bisexual issues at work. In S. Rogelberg (Ed.). *The Encyclopedia of Industrial and Organizational Psychology*. CA: Sage.
- 7 - King, E. B., Hebl, M., & Heatherton, T. F. (2005). Theories of stigma: Limitations and needed direction. In K. D. Brownell, Puhl, R. M., Schwartz, M. B. & Rudd, L (Eds.). *Weight bias: Nature, consequences, and remedies* (pp. 109-120). NY: Guilford Publications, Inc.
- 6 - King, E., & Hebl, M. (2004). LGBT and SIOP: Critical issues, barriers, and future directions. *The Industrial-Organizational Psychologist*, 42.
- 5 - Hebl, M. (2004). Diversity: Social reality, not political correctness. Review for Bronstein, P., & Quina, K. Teaching gender and multicultural awareness: Resources for the psychology classroom. *Psychology of Women Quarterly*, 28, 268-269.
- 4 - Dovidio, J. F., & Hebl, M. (2003). Discrimination at the level of the individual: cognitive and affective factors. In A. Colella, & Dipboye, R. (Eds.). *Discrimination at Work*. CA: Jossey-Bass.
- 3 - Hebl, M., & Kleck, R. E. (2000). The social consequences of physical disability. In R. E. Kleck, Heatherton, T. F., Hull, J, & Hebl, M. (Eds.). *The social psychology of stigma* (pp.419-440). NY: Guilford Publications, Inc.

- 2 - Hebl, M., Heatherton, T. F., & Tickle, J. (2000). Awkward moments in interactions between nonstigmatized and stigmatized individuals. In R. E. Kleck, Heatherton, T. F., Hull, J., & Hebl, M. (Eds.). *The social psychology of stigma* (pp.273-306). NY: Guilford Publications, Inc.
- 1 - Heatherton, T. F., & Hebl, M. (1997). Body image. In H. Friedman (Ed.). *Encyclopedia of Mental Health*. Academic Press: San Diego, CA.

### **Manuscripts Given Revise and Resubmit Status**

- 1 - Madera, J., Hebl, M., Valian, V., Martin, R., & Dial, H. (2017). Raising doubt in letters of recommendation for prospective faculty: Gender differences and their impact. Submitted to *Journal of Business and Psychology*.
- 2 – Crom, D. B., Ness, K. K., Martinez, L. R., Hebl, M. R., Robison, L. L., Hudson, M. M., & Brinkman, T. M. (under review). Workplace experiences and turnover intention among adult survivors of childhood cancer. *Journal of Cancer Survivorship*.
- 3 - \*Corrington, A. R., \*Nittrouer, C., Trump-Steele, R., Hebl, M. (R&R). The “B” in “LGBT” matters: Current findings and directions for future research. *Journal of Vocational Behavior*.

### **Manuscripts in Progress or in Review Process**

- 17 – Corrington, A. R. (2017). Perceptions of organizations that endorse BLM: Not so Black and White?
- 16 - Dinh, J. V., Corrington, A. R., Hebl, M., Salas, E. Global work in multinational enterprises: An integrative review of competencies and strategies for HR systems.
- 15 - Steele, S. T., Corrington, A. R., Hebl, M. (under review) Does cross-cultural training influence expatriate adjustment? The important role of moderators.
- 14 - Carter, J. T., Corrington, A. R., Nittrouer, C. L., Trump-Steele, R. C. E., Moreno, C. A., Hebl, M. Weaves and afros: Do hairstyles influence employers?
- 13 - Moreno, C. A., Nittrouer, C. L., Trump-Steele, R. C. E., Corrington, A. R., Hebl, M. The impact of job prestige on evaluations of Latino male and female applicants.
- 12 - Corrington, A. R., Ramprasad, C., Narula, T., & Hebl, M. How age and gender bias influence medical students’ evaluations of gastrointestinal issues.
- 11 - Zajac, S., Corrington, A. R., Dinh, J., Hebl, M. (in preparation for *American Psychologist*). Diversity in teams: The power of organizational context.
- 10 - \*Corrington, A. R., \*Trump-Steele, R., Lane, D. M., Hebl, M. (2017). Effect sizes that are statistically small can still be profoundly impactful.
- 9 - Binggeli, S., Moreno, C., & Hebl, M. (2017). The right hat for the job: Does citizenship ameliorate the effects of an applicant’s ethnicity?
- 8 - Gardner, D. M., Nittrouer, C. L., Hebl, M. R., and Trump-Steele, R. C. E. (2017). Do gender stereotypes limit veteran job applicants?
- 7 - Ock, J., Mendoza, S., & Hebl, M. (2017). Multicultural experience and cultural framework switching:

Implications for managing a culturally diverse workforce.

- 6 – Corrington, A., Turner, S., & Hebl, M. (2017). Expatriate adjustment and job performance: The moderating role of supervisor training.
- 5 - King, E. B., Bradley, J., & Hebl, M. R. (2017). Stigma at work: A dual-perspective multilevel feedback model. Manuscript under revision for submission to *Human Resource Management Review*.
- 4 - Clair, J., King, E., & Hebl, M. (2017). The influence of neighborhoods on work-family balance.
- 3 - Gilrane, V. L., Wessel, J. L., King, E. B., & Hebl, M. R. (2016). The consequences of making the right impressions for STEM women: Metastereotypes, impression management, and supervisor ratings. Manuscript under second revision,
- 2 - O'Brien, K., Hebl, M., & King, E. B. (2016). Gender differences in ability to decline requests in the workplace.
- 1 - Ruggs, E., & Hebl, M. (2017). The stigma of tattoo. Under revision.

### **Theses**

- Hebl, M. (1991). Cognitive factors influencing voluntary participation in adolescent abuse prevention programs. Undergraduate Thesis. Smith College Honors Thesis Collection.
- Hebl, M. (1993). Sex differences in affective and physiological responses to relationship orientations. Masters Thesis. Evans Library, Texas A&M University.
- Hebl, M. (1997). Nonstigmatized individuals' reactions to the acknowledgment and valuation of a stigma by physically disabled and overweight individuals. Dissertation. Baker Library. Dartmouth College.

### **Presentations of Research**

#### *Invited Talks and Keynote Addresses*

- AOM Carma Research Methods Division Consortium Online, 2017  
 APS - Chicago Invited I/O Address, 2008  
 Arizona State University, 2002  
 Baker Institute, Rice University, 2001  
 Baylor University Cherry Talk, 2015  
 Baylor University, 2017, 2018  
 Butler University, 2014  
 Catolica Universidad. Santiago, Chile, 2001  
 Colorado State, 2015  
 Columbia Business School and Columbia University, 2009  
 Dartmouth College, 1999  
 Davidson College, 2011  
 Department of Surgery, Texas Children's Hospital, 2017  
 Diversity Summit Keynote Speaker– Sugarland, TX, 2010  
 Duke University Fuqua School of Business, 2013  
 Elon College Keynote Address, 2014

George Mason University, 2010  
 George Washington University, 2012  
 Goizueta Business School, Emory University, 2018  
 Google, CA, 2013  
 Hamilton College, 2017  
 Houston Organizational Development Network, HODN; 2013  
 INSEAD Singapore, 2015  
 INSEAD, France, 2018  
 IOOB Conference, Rice University, 2017  
 IUPUI – Indianapolis, 2010, 2016  
 John Cabot University. Rome, Italy, 1999  
 MD Anderson Pediatric Rounds, TX, 2012  
 Miami University of Ohio, 2006  
 MPA – Chicago Invited Address, 2014  
 National Cancer Institute, Bethesda, MD, 2008  
 National Institute for the Teaching of Psychology Keynote Address, 2018  
 North Carolina I-O Psychology (NCIOP) Keynote Speaker, 2009  
 Northeastern University, 1998  
 Northeastern University, 2012  
 Northwestern University, 2015  
 Pennsylvania State-Schuylkill Haven, 2009  
 Philander Smith College, AR Keynote Speaker, 2010  
 Portland State University, 2012  
 Princeton University, 2017  
 Providence College, 2017  
 Rice University TedX Talk, 2013  
 SPSSI – New Orleans, Keynote Speaker, 2010  
 Stanford University, 2002  
 Summit Talk – University of Connecticut Summit Talk, 2011  
 Syracuse University-Albany, 2005  
 Texas A&M University, 2000, 2005, 2007, 2010, 2013, 2015, 2016  
 Texas Christian University, 2001  
 Tulane University, 2009  
 UC-Boulder Leeds Business School Diversity Conference Keynote Speaker, 2011  
 UCLA Anderson Business School, 2014  
 University of Central Arkansas – Southwestern Keynote Speaker, 2009  
 University of Chicago, 2000  
 University of Colorado-Boulder, 2011  
 University of Connecticut Department of Psychology, 2011  
 University of Georgia - Visiting Franklin Scholar, 2008  
 University of Houston - Hilton Hotel Management, 2008  
 University of Houston Bauer College of Business, 2003  
 University of Houston, 1999  
 University of Houston, 2000, 2001,  
 University of Houston, Diversity Institute, 2014  
 University of Kansas, 2007  
 University of Lausanne – Switzerland, 2012, 2018  
 University of Lieden, Holland, 2007  
 University of Maryland, 2018  
 University of Michigan, 2015  
 University of Minnesota-Mankato, 2016  
 University of Nebraska-Lincoln ThinkTank Speaker, 2010

University of Oklahoma, 2005  
 University of South Florida, 2012  
 University of Sussex, England, 2014  
 University of Texas at Arlington, 2002  
 University of Texas at Austin, 1999, 2003, 2007  
 University of Texas at Austin, 2001  
 University of Washington; Edwins Lecture Series, 2015  
 University of Wisconsin-Madison, 2000, 2005  
 UT-Medical Sciences, 2016  
 Wake Forest Law School, 2016  
 Women in Leadership Conference (WILC) Keynote Speaker, Rice, 2017

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### **Teaching Experience**

#### ***Courses Taught at Dartmouth College and Texas A&M University***

Psychology of Gender, Experimental Social Psychology, Social Psychology, Experimental Psychology

#### ***Courses Taught at Rice University***

Research Methods, Undergraduate Professional Issues, Diversity and Discrimination, Graduate Level Social Psychology, The Psychology of Gender, Social Psychology, Graduate Seminar on Professional Issues, The Power of Persuasion, Industrial/Organizational Psychology, Graduate Seminar on Leadership, Advanced Topics in Industrial/Organizational Psychology

#### ***Courses/Modules Taught at Jones School***

Exams, Class Rings, and Backpacks: Intro to the Rice MBA Program, Team Work, Women and the MBA, Implicit Bias, Diversity Management, Optimizing the Future of the Workforce, Executive MBA Class

#### ***Courses Taught during Semester at Sea***

Cultural Psychology, Psychology of Gender, Social Psychology

#### ***Courses Taught at Baylor University***

I/O Psychology, Diversity and Discrimination

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### **Diversity Consulting / Training Experience**

- Pink Petro, Houston, TX – Spring 2017 – Expert Panel Discussant
- ConocoPhillips, Houston TX - Fall, 2016 – Diversity management and unconscious bias training
- Gender Justice, Saint Paul, MN - Fall 2016 – Expert witness for case on transgender discrimination
- Spectra Energy, Houston TX - Summer, 2016 – Diversity consultant, examined structures and made recommendations, unconscious bias training, action plan for HR
- Northwestern University - Spring, 2015 – Presented to faculty and administration on Unconscious Bias and Remediation
- Rice University - Fall, 2010 - 2013 – Trained faculty on conducting equitable searches. Worked with faculty women on development initiatives
- University of Connecticut - Fall, 2011 – Diversity consultant and trained faculty on conducting equitable searches.
- Davidson College - Fall, 2011 – Diversity consultant and trained faculty on conducting equitable searches
- ConocoPhillips, Houston TX - Spring, 2011 – Diversity consultant and presenter.
- Vinson and Elkins, Houston, TX - Fall, 2003 – Acted as a consultant for discrimination case.

- Jeanneret and Associates, Houston, TX - Fall, 2000 – Consultant for gender discrimination research and compiled an extensive database of survey items to test for the prevalence of discrimination on a university campus.
  - City of Houston, TX - Spring, 1999 – Served as an expert witness and prepared a testimony for a sexual harassment and discrimination case involving the Houston Police Department.
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## **Committees and Service to Rice University**

### ***Service in Psychology***

- Executive Committee Rice Psychology Department (2014)
- Psychology Graduate Recruitment Committee (2005; 2007)
- Psychology Graduate Student Committee (2004-2009; 2016-present)
- Psychology Undergraduate Student Committee (2009-2013)
- Chair of Undergraduate Honors Theses Committee (2010-2012)
- Psychology Representative for Masters of Arts in Teaching (2009-present)
- Psychology Strategic Planning Committee (2004-2005)
- Head of Psychology Search Committee (2004-2005); (2007-2008) Part of Search Committee (2002-2004; 2006- 2007; 2014)
- Director of Graduate Studies, Department of Psychology (Spring, 2007)
- Undergraduate Psychology Committee (1998-2000)
- Colloquium Committee for the Psychology Department (1999-2000; 2002-2007, 2016-present)
- Majors Day Representative (August, 1999)

### ***Social Science Service***

- Gardner Award Dissertation Committee (2004)
- Social Science Dean Search Committee (2005-2006)
- Faculty Advisory Committee for the Social Sciences (2006-2010)
- Graduate Student Training Workshop Speaker (August, 1999; 2004; 2006)
- Committee for Evaluation of Social Science Dean (2010)
- Personnel, Priorities and Planning Committee (PPPC) for the School of Social Sciences (2016-present)

### ***Jones School Service***

- Leadership Committee (2014)
- Committee to Review Dean of College (2014)
- Hiring Committee for New Dean of College (2015)

### ***University Service***

- Faculty Senate (2011-2012)
- Chair of Office of Faculty Development Search Committee (2012)
- Parent Weekend Talks (2011-14)
- Rice Leaders (2012)
- Teaching Committee (2010-12)
- Rice University Undergraduate Dean Search Committee (2010; 2018)
- Commencement Marshall (2013; 2015)
- Panelist and Round Table Host for CTE Symposium (2014)
- Faculty Chair, Rice University United Way Campaign

### ***Service related to Doerr Leadership Institute***

- Search Committee for Executive Director of Doerr Center for Student Leadership (2014)
- Director of the Faculty Advisory Committee for Doerr Center for Student Leadership (2015)

***Service related to ADVANCE***

- Leader of Search Chair Training (2009-2012)
- Leadership Committee (2006- 2012)
- Initiator of ADVANCE Small Grants Program (2006-2012)
- Director of Climate Survey (2007, 2010)
- Director of Exit Survey (2007)
- Co-Chair of Assessment Committee (2006-2012)
- Lead talks for ADVANCE groups
  - Fear of Failure, Fear of Success. ADVANCE talk given at Negotiating the Ideal Faculty Position Conference. 10/06; 11/07; 10/08; 10/10;
  - The Status of Women. ADVANCE talk given at Career Success Workshop for Faculty women in Engineering and Natural Sciences. 4/07.
  - Pay It Forward. ADVANCE talk given at Career Success Workshop for Faculty women in Engineering and Natural Sciences. 4/07; 4/08.
  - Climate and Careers for Women given to STEM graduate students and postdocs. 4/10.
  - Queen Bee. ADVANCE talk given to STEM Faculty women. 4/10.
  - Preparing Your CV, talk given to graduate students, postdocs '10 & '11
  - Discrimination talk given to Mathematics Ph.D. students '11
  - Discrimination talk given to Biochemistry & Cell Biology Ph.D. & Postdoc Students '11
  - "Lean In" co-discussant for faculty women

***Development***

- Social Science Pilot Program, Development and Alumni Relations

***Diversity-Related Service***

- The Provost's Fellowship Program-Diversity in Graduate School Committee (2000-present)
- Member of Rice University Training Committee for Faculty Searches (2007, 2008, 2009)
- Keynote speaker at Diversity Conference at University of Houston, Hospitality Industry (2009)
- Alliances for Graduate Education in the Professoriate (AGEP): Diversity Recruitment of Xavier Students to Rice Graduate Programs (2000); Speaker (2002; 2010)
- Organized Holocaust Survivor Ben Waserman's talk and visit to the Psychology Department, 4/26/99
- Career Outlook Business Program, Lamar ISD, Community Partnership Program, 2/24/00
- U.S. State Department International Visitor Program. Spoke for "Leadership development for women." 3/26/04
- Rice University Business and Professional Women. Spoke on gender issues to 25 Rice grads. 2/16/05.
- Participation in Women in Business Conference, Jones School of Management (2002; 2004)
- Participation in Melon Scholar Program (2000-present)
- Guest Panelist on Body Image at the Rice Women Conference (February, 1998)

***Admissions***

- Recruiter of Blue Chip Rice University Applicants (1999-present)
- Meet with athletes to discuss psychology (1999-present)
- Keynote speaker for the Rice University Young Alumni Committee Builders Award. 1/26/06.
- Vision: Multicultural Weekend for Prospective Students (2000; 2001; 2007; 2014)
- Development Office Recruitment Committee (2000)
- Participation in Century Scholar Program (2000-2010)
- Admission Office Phonathon (2009)
- Special lecture for prospectives and parents (2013)

***Athletics***

- Assistance to the Athletic Department: Football Recruitment Weekend Dinner (1999); Met with prospective scholar athletes interested in psychology (1999-present); Delivered scholar-athlete banquet address (2001).
- Rice University Athletics Committee (2001; 2003-2005)
- Athletic Admission Sub-committee of Admissions (2003-2005)

***Participation in Rice University Scholars Program (2000-present)***

***Presidential Committee on Faculty Women (2005-2008)***

***Student Center Advisory Council (2000-2004)***

***Participation in Residential College System***

- Associate of Sid Richardson (1998-2001)
- Cooperative Interdisciplinary Course at Sid/Rich as part of Hewlett Foundation (1998)
- Divisional Advisor to Sid Richardson (2000)
- Associate of Wiess (2002-present); Initiated Tuesday morning 3 mile jog
- OWeek Common Reading Facilitator (2011; 2012); Trainer of OWeek Faculty/Student Pairs (2012);

**Advising**

***Current Graduate Advising of Dissertation Candidates***

Linnea Ng  
 Shannon Cheng  
 Abby Corrington  
 Carlos Moreno  
 Christy Nittrouer  
 Rachel Trump-Steele

***Previous Graduate Advising of Dissertation Candidates***

Laura Barron, 2007-2009. Ph.D. 2009. Personnel Research Psychologist at U.S. Air Force.

Steve Binggeli, 2012-2013. Ph.D. University of Lausanne, Switzerland. Economist at the Federal Office for Gender Equality in Switzerland.

Kelly (de Chermont) Goff. 2004-2008. Ph.D. 2008. Senior HR Manager with Amazon, Seattle, WA.

Jessica Foster. 1998-2003. Ph.D., 2003. Received HumRRO Best Dissertation Award. Senior Partner and Global Practice Leader at HRH, Atlanta, GA.

Stephanie Kazama. 2000-2004; Ph.D. 2004. Director of Quality and Reporting Analytics. Blue Cross, Richmond, VA.

Eden King. 2002-2006. Received Gardner Award for Best Dissertation in the entire Social Sciences. Associate Professor at Rice University.

Jennifer Knight. 2000-2004. Ph.D., 2004. Department of Defense, Washington D.C.



Charles Law. 2004-2008. Ph.D. 2008. Assistant Professor at Florida Southern College.

Katie O'Brien, 2007-2014. Ph.D. 2014. Workforce Consultant at CUNA in Madison, Wisconsin.

Juan Madera, 2004-2008. Ph.D. 2008. Received Gardner Award for Best Dissertation in the entire Social Sciences. Associate Professor at University of Houston.

Larry Martinez, 2007-2012. Ph.D. 2012. Assistant Professor at Portland State University.

Kenneth Podratz. 2003-2005. Ph.D. 2005. Organizational Development Manager at UPS, Atlanta, GA.

Enrica Ruggs, 2007-2013. Ph.D. 2013. Assistant Professor at University of North Carolina-Charlotte.

Sarah Singletary. 2003-2008. Associate Professor at University of Houston - Downtown Campus.

Stacey Turner. 2002-2006. Ph.D. 2006. Portfolio Manager, Global Learning and Development at McKinsey & Co., Chicago.

***Previous Graduate Advising of Masters Thesis Candidates***

Carlos Moreno, M.A., 2016

Christy Nittrouer, M.A., 2015

Rachel Trump, M. A., 2015

Katie Bachman, M. A., 2013

Larry Martinez, M.A., 2010

Laura Barron, M.A., 2007

Sarah Singletary, M.A. 2006

Eden King, M.A., 2004

Stacey Turner, M.A., 2002 (co-advised)

Stephanie Kazama. M.A., 2002

Jennifer Knight. M.A., 2002

Jessica Foster. M.A., 2001

Laura Mannix. M.A., 2001

Jean Lin. M.A., 2001

Jingping Xu, University of Texas School of Public Health. Masters of Public Health Degree, 1999

***Committee Member for Dissertations***

Stephanie Zajac, 2016

Carmen Young, 2015

Jason Randall, 2014

Christina Upchurch, 2014

Paul Cruz, 2010

Lynn, Fahey (sociology), 2016

Ashley Rittmayer, 2010

Christy Aroopala, 2009

Anna Hardigree, 2008.

Cody Cox, 2008.

Bobby Naemi. 2008.

Courtney Holladay, 2004

Stefanie Halverson, 2004

Nancy Olson, University of Houston Social Psychology Dissertation Committee. 2003.

Xihou Tang, 2003.

***Committee Member for Master Theses***

Michelle Kim, 2017  
 Brittany Bradford, 2017  
 Jackie Torres, 2016  
 Carmen Young, 2014  
 Amber Raley, 2009  
 Paul Cruz, 2005  
 Bobby Naemi, 2005  
 Juan Madera. 2004  
 Annie Adams, 2000  
 Scott Tonidandel, 2000  
 Judith Solecki. 2000  
 AnJanette Nease, 1999  
 Derek Avery, 1999

***Undergraduate Advising of Major Projects or Senior Honors Theses***

Anemaly Salgado (2016-2017). Rice University Honors Thesis.  
 Colleen Phillips (2016-2017). Rice University Scholars Program and Honors Thesis.  
 Courtney Wang (2016-2017). Rice University Scholars Program and Honors Thesis.  
 Kristina Dickman (2016-2017). Rice University Scholars Program and Honors Thesis.  
 James Carter (2016-17). Rice University Scholars Program and Honors Thesis. PhD in Organizational Management at Columbia University.  
 Kiara Sanchez (2015-6). Rice University Scholars Program and Honors Thesis. PhD in Social Psychology at Stanford University.  
 Derek Brown (2015-6). Rice University Scholars Program and Honors Thesis. PhD in I-O Psychology at Portland State University.  
 Danielle Gardner (2015-6). Rice University Scholars Program and Honors Thesis. PhD in I-O Psychology at Michigan State University.  
 Cinoo Lee (2015-6). Rice University Scholars Program and Honors Thesis. PhD in Social Psychology at Stanford University.  
 Roshni Janakiraman (2015-6). Rice University Scholars Program and Honors Thesis.  
 Vivian Xiao (2015-6). Rice University Scholars Program and Honors Thesis. PhD in Organizational Behavior at Stanford University.  
 Adam Griffin (2015-6). Rice University Scholars Program and Honors Thesis.  
 Linda Nguyen (2014-5). Rice University Scholars Program and Honors Thesis. Management and Organization Science PhD at UCLA Business School.  
 Julia George-Jones (2014-5). Rice University Scholars Program and Honors Thesis. PhD in Clinical Psychology at University of Texas-Austin.  
 Lyangela Gutierrez (2014-5). Rice University Scholars Program and Honors Thesis. Management and Organization Science PhD at UCLA Business School.  
 Brianne Rodgers (2013-2015). Rice University. Mellon Mays Fellow.  
 Cortney Simmons (2013-2014). Rice University. Honors Thesis. Ph.D. in Developmental Psychology at University of California-Irvine.  
 Michael Petrus (2013-2014). Rice University. Honors Thesis. UT Southwestern Medical School.  
 Daniel Elledge (2013-2014). Rice University. Honors Thesis. Clinical PhD Program at UT-Southwestern.  
 Naomi Fa-Kaji (2013-2014). Rice University. Rice University Scholars Program and Honors Thesis. Organizational Behavior PhD at Stanford University.  
 Asia Cleary-McGaddy (2011-2014). Rice University. Mellon Mays Fellow. Rice University Scholars Program and Honors Thesis. Ph.D. in Social Psychology at University of Vermont.  
 Nathan Parker (2011-2012). Rice University. Rice University Scholars Program and Honors Thesis.  
 Melissa Sheng (2011-2012). Rice University. Honors Thesis. Clinical PhD Program at UCLA.

Katie Wang (2008-2009). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. Social Psychology. Yale University. Now Assistant Professor at Yale University.

Rebecca Hofstein (2010-2011). Rice University. Ph.D. Social Psychology. Honors Thesis. UC-Irvine.

Trishna Narula (2010-2011). Rice University. Honors Thesis. Stanford Medical School.

Chethan Rampasand (2010-2011). Rice University. Honors Thesis. University of Miami Medical School.

Samantha Thompson (2010-2011). Rice University. Rice University Scholars Program and Honors Thesis. Harvard Law School.

Dorraine Jodi Levy (2008-2010). Rice University. Mellon Mays Fellow. Honors Thesis. Ph.D. Social Psychology. Northwestern University.

Amber Williams (2009-2010). Rice University. Honors Thesis. Ph.D. Developmental Psychology. University of Michigan.

Clare Morneau (2007-2008). Rice University. Rice University Scholars Program.

Jane Sundermann (2007-2008). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. Clinical Psychology, University of Denver.

Kim Hartson (2007-2008). Rice University. Honors Thesis. Ph.D. Social Psychology, U California-Santa Barbara.

Jennifer Wessel (2005-6). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. I/O Psychology, Michigan State University. Now Asst. Prof. at University of Maryland.

Whitney Botsford (2003-2004). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. I/O Psychology George Mason University. Now an Asst. Prof. at University of Houston.

Emily Zitek (2002-2003). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. Social Psychology, Stanford. Now Asst. Prof. at Cornell University.

Jeanine Skorinko (2000-2001). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. Social Psychology, UVA. Now an Associate Prof. at RPI.

Eden King (2000-2001). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. I/O Psychology, Rice. Now an Associate Professor at Rice University.

Morela Hernandez (1999-2000). Rice University. Honors Thesis. Ph.D. Management, Duke. Now an Associate Professor at University of Virginia.

Altovise Rogers (1999-2000). Rice University. Mellon Mays Fellow. Ph.D. I/O Psychology, University of Houston. Now Asst. Prof. at San Jose State University.

Kristina Guillen (1998-2000). Rice University. Honors Thesis. MS. In ILR, Cornell. Group Director in Talent Management at Coca-Cola.

Lee Kuhn (1997-1998). Dartmouth College. Senior Honors Thesis.

Anjali Jalota (1997-1998). Dartmouth College. Women in Science First-Year Project.

Mara Tieken (1997-1998). Dartmouth College. Women in Science First-Year Project.

***Additional Former Members of Hebl Lab in Psychology***

***Social***

Jenessa Shapiro, PhD in Social Psychology at Arizona State University. Associate Professor at UCLA.

Melissa Williams, PhD in Social Psychology at Berkeley. Associate Professor at Emory University.

Saaïd Mendoza, PhD in Social Psychology at NYU. Assistant Professor at Providence College.

Malia Mason, PhD in Social Psychology at Dartmouth. Associate Professor at Columbia Business School.

Daniel Brickman, PhD in Social Psychology at University of Michigan. Project Team Lead at Abbvie Stemcentrx.

Kristin Dukes, PhD in Social Psychology at Tufts University. Assistant Professor at Simmons College.

Kim Hartson, Ph.D. in Social Psychology at UC-Santa Barbara. PostDoc Scholar UCSF.

Katie Wang, Ph.D. in Social Psychology at Yale University. Assistant Professor at Yale University.

Kristin Stecher, Ph.D. in Social Psychology at University of Washington. Now at TIVO.

Asia McCleary-Gaddy, Ph.D. in Social Psychology at University of Vermont.

***I/O and OB***

Maria Arboleda, PhD in I/O Psychology at SUNY-Albany. Now at Google.

Abby Corrington, Ph.D. in I/O Psychology at Rice University.

Shannon Cheng, Ph.D. in I/O Psychology at Rice University.

Tamara Friedrich, PhD in I/O Psychology at Oklahoma State Univ. Now tenured at University of Warwick.

Alexis Smith, PhD in I/O Psychology at Tulane University. Now Asst. Prof. at Oklahoma State University.

Melissa Waitsman, Ph.D. in I/O Psychology at Clemson. Now at Walter Reed Institute of Research.

Raenada Wilson, Ph.D. in I/O Psychology at University of Houston. Now Organizational Development Consultant / Executive Coach at Schmidt Harvey Consulting.

Lennie Waite, Ph.D. in I/O Psychology at University of Houston. Now professional Olympic runner.

Jennifer Rodriguez, Ph.D. candidate in I/O Psychology at Texas A&M University.

Claire Taylor, Ph.D. I/O psychology at Louisiana State University. User Experience Researcher at Google.

Juan Batarse, PhD candidate in I/O Psychology at Texas A&M University.

Isaac Sabat, Ph.D. candidate in I/O Psychology at George Mason University. Now Assistant Professor at Texas A&M University.

Sophie Romay, Ph.D. I/O Psychology at University of Houston. Personnel Research Psychologist, US Air Force.

Emily Robinson, Ph.D. candidate in Organizational Behavior at INSEAD.

### ***Developmental/Sociology***

Lisa Rosen, Ph.D. in Developmental Psychology at UT-Austin. Now Asst. Prof. at Texas Women's University.

Dan DeHanas, Ph.D. in Sociology at UNC-Chapel Hill. Now research fellow at University of Kent.

Aubrey Jackson, Ph.D. in Sociology at Ohio State University. Now Asst. Prof. at University of New Mexico.

Courtney Simmons, Ph.D. candidate at University of Southern California.

### ***Clinical***

Dan Elledge, Ph.D in Clinical Psychology at University of Texas-Southwestern.

Margaret Schwartz Moravec, Ph.D. in Clinical Psychology at University of Houston. Now at Houston VA.

Charity Hammond, Ph.D. in Clinical Psychology at University of Georgia. Now at VA Medical Center Houston.

Amanda Venta, Ph.D. in Clinical Psychology at University of Houston.

Katie Hollingsworth Ganske, Ph.D. in Clinical Psychology at George State Univ. Now in private practice.

Eddie Wright, Ph.D. in Clinical Psychology at University of Kansas.

Perry Factor, Ph.D. in Clinical Psychology at University of Louisville.

Serena Rodriguez, PhD in Behavioral Sciences at UT School of Public Health. Now Direct of Assessment and Evaluation at Safe Mothers, Safe Babies.

Shannon Kelley, Ph.D. candidate in Clinical Psychology at Texas A&M University.

Miranda Nadeau, Ph.D. candidate in Clinical Psychology at University of Texas.

Mary Dozier, Ph.D. candidate in Clinical Psychology at UC-San Diego.