

EDEN B. KING

CURRICULUM VITAE

EDUCATION

Rice University, Houston, TX.

B.A. in Psychology, *May 2001*. Cum Laude and Honors in Psychology.

M.A. in I/O Psychology, *May 2004*.

Ph.D. in I/O Psychology, *May 2006*.

ACADEMIC APPOINTMENTS

Lynette S. Autrey Professor of Psychology, Rice University (2020- present).

Associate Professor of Psychology, Rice University (2017-2020).

Center for the Study of Women, Gender, and Sexuality Affiliated Faculty.

Associate Professor of Psychology, George Mason University (2011-2017).

Assistant Professor of Psychology, George Mason University (2006-2011).

Women and Gender Studies Affiliate (2008-2017).

PUBLICATIONS

(*denotes that authors contributed equally, names in *italics reflect authors who were students at the time of the study*)

Journal Publications

107. Arena, D., Jones, K., & King, E. B. (in press). The intrapersonal experience of pregnancy at work: An exploratory study. *Journal of Business and Psychology*.
106. Lindsey, A., King, E. B., & Amber, B. (in press). Diversity training effectiveness: Affective mechanisms, motivational drivers, individual difference moderators, and contextual boundary conditions. *Research in Human Resource Management*.
105. Shockley, K. M., Clark, M. A. *Dodd, H.*, & King, E. B. (2020). Work-family strategies during COVID-19: Examining gender dynamics among dual-earner couples with young children. *Journal of Applied Psychology*.
104. Cheng S., Dawson, J., Thamby, J., Liaw, W. R., & King, E. B. (2020). How do aggression source, employee characteristics and organisational response impact the relationship between workplace aggression and work and health outcomes in healthcare employees? A cross-sectional analysis of the National Health Service staff survey in England. *BMJ Open*, 10, 1e035957.

103. Sabat, I., Goldberg, C., & King, E. B. (2020). Pygmalion in the pipeline: How expectations of minority newcomers influence turnover intentions. *Human Resource Management*, 1-14.
102. Bilotta, I., Cheng, S., Ng, L., Corrington, A., Watson, I., King, E., & Hebl, M. (2020). Softening the blow: Using justice and fairness perceptions to inform best practices for layoffs during COVID-19. *Behavioral Science and Policy*.
101. Corrington, A., Hebl, M., Ng, L., Bilotta, I., Cheng, S., Watson, I., & King, E. (2020). How behavioral science can inform policies to prevent discrimination against the Asian community in the era of COVID-19. *Behavioral Science & Policy*.
100. Roberson, Q., King, E. B., & Hebl, M. R. (2020). Designing more effective practices to address workplace inequality. *Behavioral Science & Policy*, 6, 39-49.
99. Grandey, A., Gabriel, A., & King, E. B. (2020). Tackling taboo topics: A review of the three Ms in working women's lives. *Journal of Management*, 46, 7-35.
98. Lindsey, A. P., King, E. B., Gilmore, D., Sabat, I., & Ahmad, A. (2020). The benefits of identity integration across life domains. *Journal of Homosexuality*, 8, 1164-1172.
97. Jones, K. J., Clair, J., King, E. B., Humberd, B., & Arena, D. (2020). How help during pregnancy can undermine self-efficacy and increase postpartum intentions to quit. *Personnel Psychology*, 73, 431-458.
96. Lindsey, A. P., King, E. B., Amber, B., Sabat, I., & Ahmad, A. (2019). Examining why and for whom reflection diversity training works. *Personnel Assessment Decisions*, 5, 82-90.
95. Hebl, M. R., & King, E. B. (2019). Gender equality in the workplace: An introduction. *Archives of Scientific Psychology*, 7, 1-3.
94. Mohr, J.,* Markell, H. *, King, E. B., Jones, K., Kendra, M., & Peddie, C. (2019). Affective antecedents and consequences of revealing and concealing a lesbian, gay, or bisexual identity. *Journal of Applied Psychology*, 104, 1266-1282.
93. Sabat, I., Lindsey, A., Winslow, C., Membere, A., Jones, K., & King, E. B. (2019). Stigma expression outcomes and boundary conditions: A meta-analysis. *Journal of Business and Psychology*, 1-16.
92. Gilrane, V. L., Wessel, J. L., Cheung, H. K., & King, E. B. (2019). The consequences of making the right impressions for STEM women: Metastereotypes, impression management, and supervisor ratings. *Archives of Scientific Psychology*, 7, 22-31.
91. Cheng, S., Ng, L., Traylor, A., & King, E. B. (2019). Helping or hurting? Understanding women's perceptions of male allies. *Personnel Assessment Decisions*, 5, 44-54.

90. Parmigiani, A., & King, E. B. (2019). Successfully proposing and composing review papers. *Journal of Management*, 45, 3083-3090.
89. Anderson, A., Ahmad, A., King, E. B., & Gilrane, V. (2019). Subtle and overt behaviors toward ethnic minority leaders and the moderating role of competence. *Journal of Organizational Leadership Studies*, 26, 372-388.
88. *Bilotta, I., *Corrington, A., *Mendoza, S. A., *Watson, I., & King, E. B. (2019). How subtle bias infects the law. *Annual Review of Law and Social Science*, 15, 6.1-6.19.
87. Ahmad, A., Sabat, I., Trump-Steele, R., & King, E. B. (2019). Evidence-based strategies for improving diversity and inclusion in undergraduate labs. *Frontiers in Psychology*.
86. *Leslie, L., *King, E. B., & Clair, J. (2019). Work-life ideologies: The contextual basis and consequences of beliefs about work and life. *Academy of Management Review*, 44.
85. *Cheng, S., *Corrington, A., *Dinh, J., *Hebl, M. R., *King, E. B., *Ng, L., *Reyes, D., *Salas, E., & *Traylor, A. (2018). Challenging diversity training myths: Changing the conversation about diversity training to shape science and practice. *Organizational Dynamics*.
84. King, E. B., Avery, D. R., Hebl, M. R., & Cortina, J. (2018). Systematic subjectivity: How subtle biases infect the scholarship review process. *Journal of Management*, 44, 843-853.
83. Botsford Morgan, W., Nelson, J. C., King, E. B., & Mancini, V. (2018). Reactions to men's and women's counterproductive work behavior. *Equality, Diversity, and Inclusion*, 37, 582-599.
82. Tonidandel, S., King, E. B., & Cortina, J. (2018). Big data methods: Leveraging modern data analytic techniques to build organizational science. *Organizational Research Methods*, 21, 525-547.
81. Cheung, H. K., Goldberg, C. B., King, E. B., & Magley, V. J. (2018). Are they true to the cause? Beliefs about organizational and unit commitment to sexual harassment awareness training. *Group and Organization Management*, 43, 531-560.
80. Jones, K., Sabat, I., King, E. B., Ahmad, A., McCausland, T., & Chen, T. (2017). Isms and schisms: A meta-analysis of the prejudice-discrimination relationship across racism, sexism, and ageism. *Journal of Organizational Behavior*, 38, 1076-1100.
79. Lindsey, A. P., *Avery, D. R., *Dawson, J. F., & *King, E. B. (2017). Investigating why and for whom management ethnic representativeness influences interpersonal mistreatment in the workplace. *Journal of Applied Psychology*, 102, 1545-1563.

78. Sabat, I. E., Lindsey, A. P., King, E. B., Ahmad, A. S., & Membere, A. (2017). How prior knowledge of LGB identities alters the effects of workplace disclosure. *Journal of Vocational Behavior*, 103, 56-70.
77. *Cheung, H. K., *Hebl, M. R., *King, E. B., *Markell, H., *Moreno, C., & *Nitttrouer, C. (2017). Back to the future: Methodologies that capture real people in the real world. *Social Psychology and Personality Science*, 8, 564-572.
76. Paustian-Underdahl, S., King, E. B., Rogelberg, S., Kulich, C., & Gentry, W. (2017). Perceptions of supervisor support: Resolving paradoxical patterns across gender and race. *Journal of Occupational and Organizational Psychology*, 90, 436-457.
75. *Colella, A., *Hebl, M., & *King, E. B. (2017). One hundred years of discrimination research in JAP: A sobering synthesis. *Journal of Applied Psychology*, 102, 500-513.
74. *King, E. B., *Mohr, J., Peddie, C., Kendra, M., & Jones, K. (2017). Predictors of identity management: An exploratory experience sampling study of lesbian, gay, and bisexual workers. *Journal of Management*, 43, 476-502.
73. King, E. B., Dawson, J. F., Jensen, J., & Jones, K. (2017). A socioecological perspective of relational demography: Demographic representativeness, respect, and job attitudes. *Journal of Business and Psychology*, 32, 1-19.
72. Cheung, H. K., Lindsey, A., King, E. B., & Hebl, M. R. (2016). Beyond gender: Exploring the effects of gender identity on women's use of influence tactics. *Gender and Management: An International Journal*, 31, 43-60.
71. Jones, K., Peddie, C. I., Gilrane, V., King, E. B., & Gray, A. (2016). Not so subtle: A meta-analytic investigation of the correlates of subtle and overt discrimination. *Journal of Management*, 42, 1588-1613.
70. Jones, K. J., King, E. B., Gilrane, V., McCausland, T., Cortina, J., & Grimm, K. (2016). The baby bump: Managing a dynamic stigma over time. *Journal of Management*, 42, 1530-1556.
69. King, E. B., Rogelberg, S., Hebl, M. R., Braddy, P., Shanock, L., Doerer, S., & Larsen, S. (2016). Waistlines and ratings of executives: Does executive status overcome obesity stigma? *Human Resource Management*, 55, 283-300.
68. Jensen, J., Ahmad, A., King, E. B., & Lee, J. (2016). A cross-cultural investigation of the effects of incivility on occupational aspirations. *Journal of College Student Development*, 57, 233-247.
67. 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, 649-661.

66. Guzzo, R., Fink, A., King, E. B., Tonidandel, S., & Landis, R. (2015). Big data recommendations for IO psychology. *Industrial Organizational Psychology: Perspectives of Science and Practice* (focal article), 8, 491-508.
65. Ryan, K., King, E. B., & Finkelstein, L. (2015). Younger workers' metastereotypes, workplace mood, attitudes, and behavior. *Journal of Managerial Psychology*, 30, 54-70.
64. Anderson, A., King, E. B., Ahmad, A., Lindsey, A. P. (2015). The effectiveness of training strategies to reduce the influence of bias in evaluations of female leaders. *Journal of Applied Social Psychology*.
63. McCausland, T., King, E. B., Bartholemew, L., Feyre, R., Ahmad, A., & Finkelstein, L. (2015). The technological age: The effects of perceived age in technology training. *Journal of Business and Psychology*, 1-16.
62. Finkelstein, L., King, E. B., & Voyles, E. (2015). Age metastereotyping and cross-age workplace interactions: A meta view of age stereotypes at work. *Work, Aging, and Retirement* 1, 26-40.
61. Sabat, I., Trump, R., & King, E. B. (2014). Individual, interpersonal, and contextual factors relating to disclosure decisions of lesbian, gay, and bisexual individuals. *Psychology of Sexual Orientation and Gender Diversity*, 1, 431.
60. Huffman, A., Olson, K., King, E. B., & O'Gara, T. (2014). Gender role beliefs and fathers' work-family conflict. *Journal of Managerial Psychology*, 29, 774-793.
59. Lindsey, A. P., King, E. B., Hebl, M. R., & Levine, N. (2014). The impact of method, motivation, and empathy on diversity training effectiveness. *Journal of Business and Psychology*, 1-13.
58. Sabat, I. E., Lindsey, A. P., Membere, A., Anderson, A., Ahmad, A., King, E. B., & Bolunmez, B. (2014). Invisible disabilities. Unique strategies for workplace allies. *Industrial-Organizational Psychology: Perspectives of Science and Practice*, 7, 259-265.
57. McAbee, S., King, E. B., *Allen, T., Converse, P., Eby, L., Leslie, L. M., Meyer, R. D., Oswald, F. L., Rogelberg, S. G., Stark, S., & Yang, L. (2014). Including science advocacy in IO curricula. *Industrial-Organizational Psychology: Perspectives of Science and Practice*, 7, 61-65.
56. Jones, K., Stewart, K., King, E. B., *Botsford, W., *Gilrane, V., & *Hylton, K. (2014). Negative consequences of benevolent sexism on efficacy and performance. *Gender in Management*, 29, 171-189.
55. Jones, K. J., & King, E. B. (2014). Managing concealable stigmas at work: A review and multilevel model. *Journal of Management*, 40, 1466-1494.

54. Botsford Morgan, W. A., Elder, K. B., & King, E. B. (2013). The emergence and reduction of bias in letters of recommendation. *Journal of Applied Social Psychology*, 43, 2297-2306.
53. Lindsey, A., King, E. B., Dunleavy, E., McCausland, T., & Jones, K. (2013). Strategies for reducing discrimination. *Industrial-Organizational Psychology: Perspectives of Science and Practice*, 6, 391-413.
52. King, E. B., Avery, D. R., & Sackett, P. (2013). Three perspectives of employment discrimination 50 years after the Civil Rights Act: A promise fulfilled? *Journal of Business and Psychology*, 28, 375-382.
51. Botsford Morgan, W., Singletary, S., Hebl, M. R., & King, E. B. (2013). A field experiment: Reducing discrimination toward pregnant job applicants. *Journal of Applied Psychology*, 98, 799.
50. King, E. B., Hebl, M. R., Botsford Morgan, W., & Ahmad, A. (2013). Experimental field research on sensitive organizational topics. *Organizational Research Methods*, 16, 501-521.
49. Finkelstein, L., Ryan, K., & King, E. B. (2013). Stereotypes and metastereotypes of older, younger, and middle-aged workers. *European Journal of Work and Organizational Psychology*, 1-25.
48. Madera, J., King, E. B., & Hebl, M. R. (2013). Enhancing the effects of diversity training: How setting goals and mentor support can improve trainees' attitudes and behaviors. *Journal of Business and Psychology*, 28, 79-91.
47. Jones, K., King, E. B., Nelson, J. C., Bowes-Sperry, L., & Geller, D. (2013). Diversity as a moral issue: Integrating ethical perspectives to improve diversity training effectiveness. *Human Resource Management*, 52, 55-74.
46. Botsford Morgan, W., & King, E. B. (2012). Effects of work-family guilt on pro- and anti-social work behaviors. *Journal of Social Issues*, 68, 684-703.
45. Ryan, K., King, E. B., *Adis, C., *Gulick, L., *Hargraves, R., & *Peddie, C. (2012). Exploring the asymmetrical effects of gender tokenism on supervisor-subordinate relationships. *Journal of Applied Social Psychology*, 42, E56-E102.
44. Smith, A., Botsford Morgan, W., King, E. B., Hebl, M. R., & Peddie, C. I. (2012). The ins and outs of diversity management: The effect of authenticity on outsider perceptions. *Journal of Applied Social Psychology*, 42, E21-E55.
43. King, E. B., Botsford Morgan, W., Hebl, M. R., Kazama, S., Dawson, J. F., & Perkins, A. (2012). Benevolent sexism at work: Gender differences in the distribution of challenging developmental experiences. *Journal of Management*, 38, 1835-1866.

42. Madera, J., King, E. B., & Hebl, M. R. (2012). Managing group identity in the workplace: The influence of manifestation and suppression on perceived discrimination, job satisfaction, and turnover intentions. *Cultural Diversity and Ethnic Minority Psychology*, 18, 165-170.
41. King, E. B., Kravitz, D. A., McCausland, T., & Paustian-Underdahl, S. (2012). Values cannot be ignored. *Industrial-Organizational Psychology: Perspectives of Science and Practice*, 5, 354-357.
40. Botsford Morgan, W. A., & King, E. B. (2012). Mothers' psychological contracts: Does breach explain intentions to leave the workforce? *Human Resource Management*, 51, 629-650.
39. Botsford Morgan, W., & King, E. B. (2012). An activity for teaching the effects of nonverbal communication. *Journal of Effective Teaching*, 12, 20-31.
38. Avery, D. R., Volpone, S. D., McKay, P. F., King, E. B., & Wilson, D. C. (2012). Is relational demography relative? How employment status influences effects of supervisor-subordinate demographic dissimilarity. *Journal of Business and Psychology*, 27, 83-98.
37. King, E. B., Dawson, J. F., Kravitz, D. A., & Gulick, L. M. V. (2012). Multilevel relationships between diversity training, discrimination, and job satisfaction. *Journal of Organizational Behavior*, 33, 5-20.
36. King, E. B., Dawson, J. F., West, M. A., Gilrane, V., Peddie, C., & Bastin, L. (2011). Why organizational and community demography matter: Demographic representativeness and the emergence of incivility and organizational outcomes. *Academy of Management Journal*, 54, 1103-1118.
Winner of the 2012 Saroj Parasuraman Award for the Best Paper on Gender and Diversity.
35. *King, E. B., *Dunleavy, D., Dunleavy, E., Jaffer, S., Elder, K., Botsford, W., Graebner, R., & Newman, C. (2011). Discrimination in the 21st century: Are science and the law aligned? *Psychology, Public Policy, and Law*, 17, 54-75.
34. Barron, L., Hebl, M. R., & King, E. B. (2011). The effects of manifest ethnic identification on discrimination. *Cultural Diversity and Ethnic Minority Psychology*, 17, 23-30.
33. King, E. B., & Ahmad, A. (2010). An experimental field study of discrimination toward Muslim job applicants. *Personnel Psychology*, 63, 881-906.
32. *King, E. B., *Knight, J., & Hebl, M. R. (2010). The influence of economic threat on aspects of stigmatization. *Journal of Social Issues*, 66, 446-460.

31. Bradley-Geist, J., King, E. B., Hebl, M. R., & Skorinko, J. (2010). Moral credentialing by association: Do friendships with stigmatized individuals provide license to discriminate. *Personality and Social Psychology Bulletin*, 36, 1564-1575.
30. King, E. B., Gulick, L., & Avery, D. (2010). The divide between diversity training and diversity education: Integrating best practices. *Journal of Management Education*, 34, 891-906.
29. King, E. B., & Cortina, J. M. (2010). Stated and unstated barriers and opportunities to creating LGBT-supportive organizations. *Industrial-Organizational Psychology: Perspectives of Science and Practice*, 3, 103-108.
28. King, E. B., & Cortina, J. M. (2010). The social and economic imperative of LGBT-supportive organizations. *Industrial-Organizational Psychology: Perspectives of Science and Practice*, 3, 69-78.
27. Ruggs, E., King, E. B., Hebl, M. R., & Fitzsimmons, M. (2010). Assessment of weight stigma. *Obesity Facts*, 3, 60-69.
26. King, E. B., Hebl, M. R., George, J. M., & Matusik, S. F. (2010). Understanding tokenism: Negative consequences of perceived gender discrimination in male-dominated organizations. *Journal of Management*, 36, 537-554.
25. King, E. B., Botsford, W. A., & Huffman, A. H. (2009). Work, family, and organizational advancement: Does balance support the advancement of women? *Sex Roles*, 61, 879-891.
24. King, E. B., & Botsford, W. (2009). Managing pregnancy disclosures: Understanding and overcoming the challenges of expectant motherhood at work. *Human Resource Management Review*, 19, 314-323.
23. *Hebl, M. R., *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.
22. King, E. B., Hebl, M. R., & Beal, D. J. (2009). Conflict and cooperation in diverse workgroups. *Journal of Social Issues*, 65, 261-285.
21. King, E. B. (2008). The effect of bias on the advancement of working mothers: Disentangling legitimate concerns from inaccurate stereotypes as predictors of career success. *Human Relations*, 61, 1677-1711.
20. King, E. B., & Botsford, W. A. (2008). Individual and organizational strategies for reducing discrimination. *Equal Opportunities International*, 27, 654-658.
19. Leslie, L. M., King, E. B., Bradley, J. C., & Hebl, M. R. (2008). Triangulating across multiple methods: All signs point to persistent stereotyping in organizations. *Industrial*

and Organizational Psychology: Perspectives on Science and Practice, 1, 399-404.

18. King, E. B., Reilly, C., & Hebl, M. R. (2008). The best and worst of times: Dual perspectives of coming out in the workplace. *Group and Organization Management*, 33, 566-601.
17. Huffman, A., Watrous, K., & King, E. B. (2008). Diversity in the workplace: Support for lesbian, gay, and bisexual workers. *Human Resource Management*, 47, 237-253.
16. Hebl, M. R., King, E. B., McGuire, J., & Williams, M. (2008). The grapefruit race: Demonstrating gender differences in comfort with intimacy. *Teaching of Psychology*, 35, 18-21.
15. Hebl, M. R., King, E. B., Glick, P., Kazama, S., & Singletary, 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.
14. King, E. B., De Chermont, K., West, M. A., Dawson, J., & Hebl, M. R. (2007). How innovation can alleviate the negative consequences of demanding work: The influence of climate for innovation on organizational outcomes. *Journal of Occupational and Organizational Psychology*, 80, 631-645.
13. Shapiro, J., King, E. B., & Quiñones, M. (2007). Expectations of obese trainees: How stigmatized trainee characteristics influence training effectiveness. *Journal of Applied Psychology*, 92, 239-249.
12. Madera, J., Podratz, K., King, E. B., & Hebl, M. R. (2007). Schematic responses to sexual harassment complainants: The influence of gender and physical attractiveness. *Sex Roles*, 56, 223-230.
11. Law, C., King, E. B., Zitek, E., & Hebl, M. R. (2007). The stigma of AIDS in the United States: A methodological review and directions for future research. *Interamerican Journal of Psychology*, 41, 75-87.
10. Currall, S. C., King, E. B., Lane, N., Madera, J., & Turner, S. (2007). How fast should nanotechnology advance? *Nature: Nanotechnology*, 2, 327.
9. Currall, S. C., King, E. B., Lane, N., Madera, J., & Turner, S. (2006). What drives public acceptance of nanotechnology? *Nature: Nanotechnology*, 1, 153-156.
8. *King, E. B., *Shapiro, J., Hebl, M. R., Singletary, S., & Turner, S. (2006). The stigma of obesity in customer service: A mechanism of remediation and bottom-line consequences of interpersonal discrimination. *Journal of Applied Psychology*, 91, 579-593.
7. King, E. B. (2006). Current Industrial/Organizational psychology perspectives of women in organizations. *Equal Opportunities International*, 25, 215-218.

6. King, E. B., Mendoza, S., Madera, J., Hebl, M. R., & Knight, J. L. (2006). What's in a name? A multi-ethnic investigation of access discrimination. *Journal of Applied Social Psychology*, 36, 1145-1159.
5. King, E. B., George, J. M., & Hebl, M. R. (2005). Linking personality to helping behaviors at work: An interactional perspective. *Journal of Personality*, 73, 585-608.
4. *Hebl, M. R., *King, E. B., & *Lin, J. (2004). The swimsuit becomes us all: Gender, ethnicity, and self-objectification. *Personality and Social Psychology Bulletin*, 30, 1322-1331.
3. Kearney, L. K., Rochlen, A. B., & King, E. B. (2004). Male gender role conflict, sexual harassment tolerance, and the efficacy of a psychoeducative training program. *Psychology of Men and Masculinity*, 5, 72-82.
2. Hebl, M. R., *Guiliano, T., *King, E. B., *Knight, J. L., *Skorinko, J., & *Shapiro, J. (2004). Paying the way to equity: The disparity between men's and women's sports ticket prices. *Sex Roles*, 51, 227-235.
1. Hebl, M. R. & King, E. B. (2004). You are what you wear: An interactive classroom demonstration of the self-fulfilling prophecy. *Teaching of Psychology*, 260-262.

Books

- King, E. B., Roberson, Q., & Hebl, M. R. (2020). *Research on Social Issues in Management: Perspectives of Gender and Work* (Volume 2). Information Age Publishing.
- King, E. B., Roberson, Q., & Hebl, M. R. (2020). *Research on Social Issues in Management: Pushing our Understanding of Diversity in Organizations* (Volume 1). Information Age Publishing.
- Colella, A. J., & King, E. B. (2018). *Handbook of workplace discrimination*. Oxford University Press.
- Tonidandel, S., King, E. B., & Cortina, J. (2015). *Big data at work: The data science revolution and organizational psychology*. Taylor Francis.
- King, E. B., & Knight, J. L. (2011). *How women can make it work: The science of success*. Praeger.

Book Chapters, Encyclopedia Entries, and non-Peer Reviewed Publications

32. Ruggs, E., King, E. B., & Hebl, M. R. (2020). The opportunity costs of obesity bias at work. Sloan Management Review. <https://sloanreview.mit.edu/article/the-opportunity-costs-of-weight-bias-at-work/>

31. King, E. B., Finkelstein, L., Thomas, C., & Corrington, A. (2019). Generational differences at work are small. Thinking they are big affects our behavior. Harvard Business Review. <https://hbr.org/2019/08/generational-differences-at-work-are-small-thinking-theyre-big-affects-our-behavior>
30. Ahmad, A., Sabat, I., & King, E. B. (2018). The upsides of disclosing your religion, sexual orientation, or parental status at work. Harvard Business Review. Available online: <https://hbr.org/2018/03/research-the-upsides-of-disclosing-your-religion-sexual-orientation-or-parental-status-at-work>
29. Corrington, C., Cheng, S., Ng, L., & King, E. B. (2018). Changes in worker demographics. In M. Shoss & B. Hoffman (Eds.), *Cambridge Handbook of the Changing Nature of Work*. Cambridge University Press.
28. Lindsey, A., King, E. B., & Membere, A. (2017). Two types of diversity training that really work. Harvard Business Review. Available online: <https://hbr.org/2017/07/two-types-of-diversity-training-that-really-work>
27. McCausland, T. C., & King, E. B. (2017). Demographic differences in training and development. In K. G. Brown (Ed.), *The Cambridge Handbook of Workplace Training and Employee Development*. Cambridge University Press.
26. Jones, K. P., & King, E. B. (2016). Stop “protecting” women from challenging work. Harvard Business Review. Available online: <https://hbr.org/2016/09/stop-protecting-women-from-challenging-work>
25. King, E. B., & Jones, K. P. (2016). Why subtle bias is so often worse than blatant discrimination. Harvard Business Review. Available online: <https://hbr.org/2016/07/why-subtle-bias-is-so-often-worse-than-blatant-discrimination>
24. King, E. B., & Andrews, M. E. (2016). *Diversity at Mason (Volume 7): The Science of Diversity Project*. Diversity Research Group, George Mason University.
23. Cheung, H. K., Lindsey, A. P., Membere, A. A., King, E. B., Markell, H., & Kilcullen, M. (2016). Understanding and reducing discrimination. In M. Buckley (Ed.), *Research in Personnel and Human Resource Management*. Emerald Group Publishing.
22. Ahmad, A., Anderson, A., Sabat, I., Membere, A., & King, E. B. (2016). Women in organizations. In Anderson, Ones, Sinangil, * Viswesvaran (Eds.), *Handbook of Industrial, Work, and Organizational Psychology*. Sage.
21. Sabat, I., Lindsey, A. P., & King, E. B. (2014). Antecedents, outcomes, prevention and coping strategies for lesbian, gay, and bisexual workplace stress. In P. Perrewe, J. Halbesleben, & C. Rosen (Eds.), *Research in Occupational Stress and Well Being*. Emerald.

20. Sabat, I., Lindsey, A. P., King, E. B., Jones, K. P. (2016). Understanding and overcoming challenges faced by working mothers. In R. Matthews & C. Spitzmueller's (Eds.), *Research Perspectives on Work and the Transition to Motherhood*. Springer. Springer International Publishing.
19. Anderson, A. J., Jensen, J. M., Ahmad, A. S., & King, E. B. (2014). Women's accounts of stereotypes, stigma, and incivility. In M. Paludi (Ed.), *Women and Management Worldwide: Global Issues and Promising Situations*. Santa Barbara, CA: Praeger.
18. McCausland, T., Ahmad, A. S., Botsford Morgan, W., King, E. B., & Jones, K. P. (2014). Making it work for women, children, and the job. In M. Paludi (Ed.), *Women, Work, and Family: How Companies Thrive with a 21st Century Multicultural Workforce*. Santa Barbara, CA: Praeger.
17. Ahmad, A. S., King, E. B., & Anderson, A. J. (2013). Effect of gender and parenting on work-life integration. In D. Major & R. Burke (Eds.), *Handbook of Work-Life Integration of Professionals: Challenges and Opportunities*. UK: Elgar.
16. 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.
15. Bradley-Geist, J., & King, E. B. (2013). Building an inclusive work world: Promoting diversity and positive intergroup relations through CSR. In J. Olson-Buchanan, L. Koppes Bryan, & L. Foster Thompson (Eds.), *Using IO Psychology for the Greater Good*. NY, NY: Taylor & Francis.
14. Hebl, M. R., Martinez, L. R., Barron, L. G., King, E. B., & Skorinko, J. (2013). 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*.
13. Hebl, M. R., & King, E. B. (2013). The social and psychological experience of stigma. In Q. Roberson (Ed.), *The Oxford Handbook of Diversity at Work*.
12. Gilrane, V. L., McCausland, T., Jones, K., & King, E. B. (2012). Evaluating the success of workplace multicultural programs. In M. Paludi (Ed.), *Managing Diversity in Today's Workplace*. Westport, CT: Praeger.
11. King, E. B. (2012). What is love? In M. Paludi (Ed.), *The Psychology of Love*. Westport, CT: Praeger.
10. Morgan, W. B., Gilrane, V. L., McCausland, T. C., & King, E. B. (2011). Social stigma faced by female leaders in the workplace. In M. Paludi (Ed.), *Women as Transformational Leaders: From Grassroots to Global Interests*. Westport, CT: Praeger.
9. Hebl, M. R., Law, C., & King, E. B. (2010). Heterosexism. In J. F. Dovidio, M. Hewstone, P.

- Glick, & V. M. Esses (Eds.), *Handbook of prejudice, stereotyping, and discrimination*. London: Sage Publications.
8. King, E. B., Gulick, L. M. V., & Kravitz, D. A. (2010). Emerging evidence on diversity training programs. In M. Paludi (Ed.), *Praeger Handbook on Understanding and Preventing Workplace Discrimination* (Vol. 2): Best Practices for Preventing and Dealing with Workplace Discrimination. Westport, CT: Praeger.
 7. Kaplan, S., Brooks-Shesler, L., King, E. B., & Zaccaro, S. (2009). Thinking inside the box: How conformity can promote innovation. In M. Neale, B. Mannix, and J. Goncalo (Eds.), *Research on Managing Groups and Teams: Creativity in Groups* (p. 229-266). Bingley, UK: Emerald Publications.
 6. *King, E. B., *Kaplan, S., & Zaccaro, S. (2008). Metaperceptions in diverse workgroups: Intrapersonal perspectives and intragroup processes. In B. Mannix, M. Neale, & C. Anderson (Eds.), *Research on managing groups and teams: Diversity in Groups* (p. 109-142). Oxford, UK: Elsevier.
 5. Hebl, M. R., Madera, J., & King, E. B. (2008). Exclusion, avoidance, and social distancing. In K. Thomas (Ed.), *Diversity resistance in organizations: Manifestations and solutions* (p. 127-150). NY: Lawrence Erlbaum.
 4. George, J. M., & King, E. B. (2007). Potential pitfalls of affect convergence in groups: Functions and dysfunctions of group affective tone. In B. Mannix, M. Neale, & C. Anderson (Eds.), *Research on managing groups and teams* (p. 97-124). Oxford, UK: Elsevier.
 3. Hebl, M. R., King, E. B., & Law, C. (2006). Gay, lesbian, and bisexual issues at work. In S. G. Rogelberg's (Ed.), *Encyclopedia of Industrial and Organizational Psychology*.
 2. King, E. B., Hebl, M. R., & Heatherton, T. F. (2005). Theories of stigma: Limitations and needed direction. In Brownell, Phul, Schwartz, & Rudd (Eds.), *Bias, Discrimination, Stigma, and Obesity*. New York: Guilford Publications.
 1. King, E.B., Zitek, E.M. & Hebl, M.R. (2005). Antecedents, manifestations, and consequences of the stigma of homosexuality: A community perspective. In N. Varas Díaz & I. Serrano-García (Eds.) *Community Psychology: Reflections, implications and new paths*. San Juan, Puerto Rico: Publicaciones Puertorriqueñas.

GRANTS

National Science Foundation, Science of Organizations and Broadening Participation in STEM: Collaborative research: Broadening participation: How allies can help reduce the consequences of subtle discrimination in STEM (PI #1759853: \$322,000, 2018-2021).

Rice University Race and Anti-Racism Research Grant: Assessing Subtle Racism against Black and Hispanic Patients to Reduce Health Disparities (PI, \$36,500, 2020-2021).

Doerr Institute Innovation Award (mentoring Isabel Bilotta): Evaluating and training inclusive leadership (\$20,000, 2019-2021).

National Science Foundation, Science of Organizations: When team diversity facilitates performance: Understanding and overcoming fractured behavioral patterns. (PI #1461584: \$496,000, 2015-2017).

Society for Human Resource Management. Enhancing perspective and authenticity to improve age-diverse mentoring relationships (Co-I, \$100,000, 2016-2018).

Sloan Foundation Working Longer Program (PI: \$90,000, 2013-2014).

GMU Students as Scholars Course Development Award (PI: ~\$30,000, 2012-2014).

Sloan Work-Family Career Development Grant Award (PI: \$45,000, 2009-2011).

National Science Foundation, ADVANCE Program Subcontract (~\$30,000, 2006-2011).

Summer Research Award, George Mason University Office of the Provost (\$4,500, 2009).

American Psychological Foundation 2008 Wayne F. Placek Large Grant (\$54,996).

Childcare Bureau Research Scholars Program Dissertation Grant, Administration for Children and Families of the Department of Health and Human Services (\$49,500, 2004-2006).

Brown Teaching Grant, Rice University (\$4,600, 2005-2007).

Clara Mayo Grant, Society for the Psychological Study of Social Issues (\$1,000, 2003-2004).

Additional Grant Applications

PI: Coping with subtle discrimination: Empowering Ethnic Minorities Retention Intervention for Science and Engineering (e-RISE) (2013, 2014). Proposal submitted to NIH (\$1.3 million).

Co-PI (with Ann Huffman): Lesbian, gay, bisexual (LGB) military personnel: Understanding the effects of the repeal of “don’t ask, don’t tell” (2013). Pre-proposal submitted to the U.S. Army Medical Research and Material Command Headquarters (\$1,000,000).

PI (with David Kravitz): Evidenced-based diversity management: How can diversity training enhance cultural competence? (2012). Submitted to the Society for Human

Resource Management Grants Program (\$80,000).

PI (with Kristen Jones): Discrimination as a risk factor for the onset of mood disorders in pregnancy (2011). Submitted to the National Institutes of Health (\$200,000).

PI (with Lisa Finkelstein): Understanding intergenerational interactions: Exploring the content, accuracy, and behavioral implications of age metastereotypes (2009). Submitted to the National Science Foundation Social Psychology Program (\$335,000).

Co-PI (with Johnathan Nelson and Whitney Botsford): Letting boys be boys? Reactions to men's and women's counterproductive work behavior (2009). Submitted to the Society for Industrial Organizational Psychology Small Grant Program (\$5,000).

Co-PI (with Steve Vallas): The effects of age diversity on the performance of work groups: A multimethod study (2008). Submitted to the National Science Foundation Sociology Program (\$417,298).

PI: Managing pregnancy disclosures: Understanding and overcoming the challenges of expectant motherhood at work (2008). Submitted to the Society for Human Resource Management Grant Program (\$72,854).

Co-PI (with Seth Kaplan): Antecedents and consequences of metaperceptions in culturally and hierarchically heterogeneous teams (2008). Submitted to the U.S. Army Research Institute for Behavior and Social Sciences Basic Research Program (\$109,712).

HONORS

2020 Jenessa Shapiro Award for Contributions to Diversity and Inclusion, Society for Personality and Social Psychology (2020).

Scholarly Achievement Award, Human Resources Division of the Academy of Management (2020).

Sage Award for Scholarly Contributions, Gender and Diversity in Organizations (2019).

Distinguished Service Award, Society for Industrial and Organizational Psychology (2018).

APA Committee on Women in Psychology Leadership Award (2017).

Fellow, Society for Industrial and Organizational Psychology (2016).

Fellow, Association for Psychological Science (2016).

OSCAR Mentor Award, George Mason University (2014).

Scholarly Contributions to Educational Practice Advancing Women in Leadership Award

(2013).

Society for IO Psychology's LGBT Research Award (2013).

Emerging Scholar Award, George Mason University (2012).

Saroj Parasuraman Best Paper Award, Academy of Management (2012).

OSCAR Mentor Nominee, George Mason University (2012).

Rising Star Award, State Council of Higher Education of Virginia (2011).

Louise Kidder Early Career Award, Society for the Psychological Study of Social Issues (2010).

Finalist, Teaching Excellence Award, George Mason University (2010).

Finalist, Rosabeth Moss Kanter Award for Best Paper in Work-Family Research (2010).

Gardner Award.

Given in honor of the best dissertation in the Social Sciences at Rice University, 2006.

John C. Flanagan Award.

Given by the Society for Industrial/Organizational Psychology for the best student paper, 2005.

Outstanding Reviewer Award, Academy of Management Conference (Gender and Diversity Division), 2007, 2009, 2011.

Lodieska Stockbridge Vaughan Fellowship.

Given to the most promising doctoral student in Social Sciences at Rice University, 2005.

Rice University Women's Impact Award.

Honored for contribution to women's issues, 1999; 2004.

Roy Scrivner Research Award.

Given for meritorious research by the Texas Psychological Foundation, 2003.

CONFERENCE PRESENTATIONS

162. Bilotta, I., Corrington, A., King, E., Hebl, M., & Tonidandel, S. (2020, April). The presence and role of allies for minority undergraduate students in STEM. Symposia to be presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.

161. Bilotta, I., King, E., Tonidandel, S., Corrington, A., King, D., & Hebl, M. (2020, April).

Minority students' resilience in STEM. Symposia to be presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.

160. Cheng, S., & King, E. (2020, April). How Muslim Americans experience and manage their religious identities at work. In L. Park & L. Martinez (Co-Chairs), *Ye of any and no faith: Exploring faith identity management in the workplace*. Symposium to be presented at the 35th annual conference of the Society for Industrial Organizational Psychology, Austin, TX.

160. King, E. B., & Parmigiani, A. (October, 2019). How to publish review papers. Panel session presented at the annual conference of the Southern Management Association in Norfolk, VA.

159. King, E. B. (August, 2019). Sexual harassment in and around organizations: A broader scope. Invited discussant for workshop at the annual conference of the Academy of Management in Boston, MA.

158. King, E. B. (August, 2019). OB Junior Faculty Consortium. Invited participant for workshop at the annual conference of the Academy of Management in Boston, MA.

157. King, E. B. (August, 2019). OB Doctoral Consortium. Invited participant for workshop at the annual conference of the Academy of Management in Boston, MA.

156. King, E. B. (August, 2019). Publishing diversity workshop. Invited participant for workshop at the annual conference of the Academy of Management in Boston, MA.

155. King, E. B. (August, 2019). The opt-out explanation is insufficient. Invited presentation at the American Psychological Association's annual conference in Chicago, IL.

154. Grandey, A., Gabriel, A., & King, E. B. (May, 2019). The three M's in organizations: How women's careers intersect with menstruation, maternity, and menopause. Paper presented at the biannual conference of the European Association of Work and Organizational Psychology in Turin, Italy.

153. Ng, L., Cheng, S., Corrington, A., Davenport, M. K., Paoletti, J., Traylor, A. M., & King, E. B. (2019, May). Salary and gender diversity at work predict household labor division in heterosexual dyads. Poster session presented at the 31st annual convention of the Association for Psychological Science, Washington, D.C.

152. Cheung, H. K., & King, E. B. (2019, April). From pregnancy to motherhood: Experiences of new and expectant mothers in the field. Symposium conducted at the 34th annual conference of the Society for Industrial Organizational Psychology, National Harbor, MD.

151. King, E. B. (2019, April). Emerging technology and predictive analytics: Fairness concerns and opportunities. Panelist for session conducted at the 34th annual conference of the Society for Industrial Organizational Psychology, National Harbor, MD.

150. King, E. B. (2019, April). Methodological developments in research using organic data: An

interdisciplinary view. Panelist for session conducted at the 34th annual conference of the Society for Industrial Organizational Psychology, National Harbor, MD.

149. Cheng, S., Ng, L., Traylor, A., & King, E. (2019, April). Helping or hurting?: Understanding women's perceptions of male allies. In I. E. Sabat, S. C. Liu, & K. Dray (Co-Chairs), *Building better workplace allies: Where are we lacking and how can we get there?* Symposium conducted at the 34th annual conference of the Society for Industrial Organizational Psychology, National Harbor, MD.

148. Ng, L., Cheng, S., Nittouer, C. L., Markell, H., Sitzmann, T., Hebl, M., & King, E. B. (2019, April). Does everyone think breast is best? Negative reactions to breastfeeding customers. In E. B. King, & H. K. Cheung (Co-Chairs), *From pregnancy to motherhood: Experiences of new and expectant mothers in the field*. Symposium conducted at the 34th annual conference of the Society for Industrial Organizational Psychology, National Harbor, MD.

147. King, E. B., Shapiro, J. R., & Hebl, M. R. (April, 2019). How allies can reduce the negative consequences of subtle bias toward minorities in STEM. Poster presented at the Coalition of the National Science Foundation in Washington, DC.

146. King, E. B. (August, 2018). Gender and leadership: Shining a light on the importance of context. Discussant for symposium at the annual conference of the Academy of Management in Chicago, IL.

145. King, E. B. (August, 2018). Publishing diversity workshop. Invited participant for workshop at the annual conference of the Academy of Management in Chicago, IL.

144. King, E. B. (August, 2018). Organizational behavior doctoral consortium. Discussant for consortium at the annual conference of the Academy of Management in Chicago, IL.

143. King, E. B. (April, 2018). Teaching big data 2.0. Panelist at the annual conference of the Society for Industrial Organizational Psychology in Chicago, IL.

142. King, E. B. (April, 2018). Transgender employee experiences: Understanding the issues. Discussant for symposium at the annual conference of the Society for Industrial Organizational Psychology in Chicago, IL.

141. Markell, H., Chang, Y., & King, E. B. (April, 2018). Managing breastfeeding at work. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in Chicago, IL.

140. Sabat, I., & King, E. B. (April, 2018). Disclosure dissonance: Conflicting LGB attitudes, experiences, and environments. Poster presented at the annual conference of the Society for Industrial Organizational Psychology in Chicago, IL.

139. Tonidandel, S., *King, E. B., Lindsey, A. P., Cheung, H. K., Membere, A., Jennings, R., Guzzo, R., & Park, M. (April, 2018). Inclusion buffers the detrimental effects of faultlines on

team communication networks. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in Chicago, IL.

138. Markell, H., Barth, S., Wessel, J., & King, E. B. (April, 2018). Enhancing perspective and authenticity to improve age-diverse mentoring relationships. Poster presented at the annual conference of the Society for Industrial Organizational Psychology in Chicago, IL.

137. King, E. B. (August, 2017). Publishing diversity workshop. Invited participant at the annual conference of the Academy of Management in Atlanta, GA.

136. Lindsey, A., Bezrukova, Y., Spell, C., Shore, D., Sabat, I., & King, E. B. (August, 2017). Faultlines, pressure, and when things matter. Paper presented at the annual conference of the Academy of Management in Atlanta, GA.

135. King, E. B. (August, 2017). Gender matters in interpersonal interactions in the workplace: Job and career implications. Discussant at the annual conference of the Academy of Management in Atlanta, GA.

134. King, E. B. (August, 2017). Organizational behavior doctoral consortium. Discussant for consortium at the annual conference of the Academy of Management in Atlanta, GA.

133. King, E. B. (August, 2017). How LGB employees are affected by, react to, and attempt to change workplace heterosexism. Discussant for consortium at the annual conference of the Academy of Management in Atlanta, GA.

132. King, E. B. (August, 2017). Junior faculty consortium. Discussant for consortium at the annual conference of the Academy of Management in Chicago, IL.

131. King, E. B., Clair, J., Hebl, M. R., Jones, K., & Anderson, A. (June, 2016). How neighborhoods shape expectations and experiences of working parents. Paper presented at the biannual conference of the Work Family Researchers Network in Washington, DC.

130. Spell, C., Lindsey, A., Bezrukova, K., & King, E. (June, 2016). The ins and outs in team chemistry: The why, the how, and the when. Poster presented at the annual meeting of the International Association for Conflict Management in New York, NY.

129. Bolunmez, B., Fletcher, L., Kim, F. J., & King, E. B. (April, 2016). Participant-defined mapping: New perspectives to study human-space interaction. Poster presented at the annual conference of the Society for Industrial Organizational Psychology in Anaheim, CA.

128. Sabat, I. E., Goldberg, C., & King, E. (April, 2016). Pygmalion in the pipeline: How managers' perceptions influence minority turnover. Poster presented at the annual conference of the Society for Industrial Organizational Psychology in Anaheim, CA.

127. Sabat, I., Bolunmez, B., King, E., Lindsey, A., Gulick, L., & Choos, L. (April, 2016). Recognizing bias about bias can improve diversity training effectiveness. Paper presented at the

annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

126. Cheung, H., & King, E. B. (April, 2016). Does it pay for parents to take short parental leave? Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

125. Jones, K. P., Clair, J., King, E. B., & Humberd, B. (August, 2015). Helpful or harmful? The dark side of seemingly supportive behaviors toward pregnant workers. Paper presented at the annual meeting of the Academy of Management in Vancouver, BC.

124. Mohr, J., King, E. B., Jones, K. P., & Peddie, C. I. (August, 2015). Immediate and next-day affective consequences of revealing and concealing a lesbian, gay, or bisexual Identity. Paper presented at the annual meeting of the Academy of Management in Vancouver, BC.

123. Anderson, A.J., King, E.B., Campbell, E., Winslow, C.J., Morris, A., & Hall, L. (April, 2015). Individual and organizational strategies to reduce hiring discrimination against mothers. In K.P. Jones (Chair), *Working Moms and Dads: Trials, Tribulations, and Coping Strategies*. Symposium presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

122. Sabat, I. E., Lindsey, A. P., Ahmad, A. S., Membere, A. A., King, E. B., & Arena, D. (2015, April). Prior knowledge of disclosures and interpersonal discrimination in the workplace. In I. E. Sabat and L. R. Martinez (Chairs), *Intra- and interpersonal antecedents and outcomes of stigmatized identity management*. Symposium conducted at the annual conference of the Society for Industrial Organizational Psychology, Philadelphia, PA.

121. Sabat, I. E., Lindsey, A. P., Winslow, C., King, E. B., Jones, K. P., Membere, A., Smith, N., Arena, D. (2015, April). Stigma disclosure outcomes and boundary conditions: A meta-analysis. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Philadelphia, PA.

120. Bradburn, J. King, E. B., Sabat, I. E. (2015, April). Community and occupational unemployment influence sole earners' job satisfaction. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Philadelphia, PA.

119. Ahmad, A. S., King, E. B., Lindsey, A. P., Sabat, I. E., Anderson, A. Trump, R. Keeler, K., & Moore, J. (2015, April). Interpersonal implications of religious identity management in interviews. In I. E. Sabat and L. R. Martinez (Chairs), *Intra- and interpersonal antecedents and outcomes of stigmatized identity management*. Symposium conducted at the annual conference of the Society for Industrial Organizational Psychology, Philadelphia, PA.

118. Jones, K., McCausland, T., Chen, T., King, E.B., Sabat, I., Chen, L., & Ahmad, A.S. (2014). The Battle of the "ISMs": Racism vs. Sexism vs. Ageism. Poster presented at the annual conference of the Society for Industrial Organizational Psychology in Honolulu, HI.

117. Sabat, I.E., King, E.K., Lindsey, A.P., Ahmad, A.S., & Anderson, A.J. (May, 2014). The

effects of prior knowledge of invisible stigmas. In A. Lindsey & L. Finkelstein (Co-Chairs), *New Perspectives on Workplace Experiences of Sexual Orientation Minorities*. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in Honolulu, HI.

116. Ahmad, A.S., King, E.B., Lindsey, A.P., Sabat, I.E., Anderson, A.J., Keeler, K.R., & Trump, R. (May, 2014). Religious identity management and discrimination: A field experiment. In J.L. Wessel & A.I. Zelin (Chairs), *Express yourself: Advances in stigma identity management research*. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in Honolulu, HI.

115. Lindsey, A., King, E., Ahmad, A., Sabat, I., & Dong, Y. (2014). Examining the Wage Gap between Gay and Straight Employees. In A. Lindsey & L. Finkelstein (Co-Chairs), *New Perspectives on Workplace Experiences of Sexual Orientation Minorities*. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in Honolulu, HI.

114. McCausland, T. C., & King, E. B. (May, 2014). Age and training outcomes: Examining psychological processes and cognitive ability. In T. C. McCausland & E. B. King (Co-Chairs), *Training older workers: Fresh insights and future directions*. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in Honolulu, HI.

113. Lindsey, A. P., King, E. B., Lynch, S., & Hebl, M. (May, 2014). Factors influencing reactions to gender discrimination in the workplace. In B. J. Casad & T. Macan (Co-Chairs), *Discrimination in the workplace: Contemporary issues still facing women today*.

112. King, E. B. (May, 2014). Panelist: We have work-family needs too! Considering neglected populations.

111. King, E. B. (May, 2014). Panelist: Gender beyond the binary: Implications for I/O research and practice.

110. Gilrane, V., & King, E. B. (May, 2014). STEM women's metastereotypes, impression management, and supervisor ratings. In K. R. O'Brien and J. Shapiro (Co-Chairs), *Advancing women in the STEM workplace: Barriers and strategies*. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in Honolulu, HI.

109. Botsford Morgan, W., Walker, S. S., Hebl, M., & King, E. B. (May, 2014). Leaning in by providing counterstereotypic information. In T. M. Green Shortridge (Chair), *Leaning in and leaning on: Women's career progression today*. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in Honolulu, HI.

108. O'Brien, K. R., Hebl, M., & King, E. B. (May, 2014). Gender differences in ability to decline requests in the workplace. In M. S. Stockdale & K. A. Sliter (Co-chairs), *(Not) moving on up: Dilemmas in women's career advancement*. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in Honolulu, HI.

107. King, E. B., Lindsey, A., McCausland, T., Ahmad, A., & Jones, K. (2013). Strategies for

reducing discrimination. Paper presented at the annual conference of the Academy of Management in Orlando, FL.

106. Gilrane, V., Anderson, A., Ahmad, A., King, E., Kim, S., & Park, J. (2013). Evaluations and interpersonal treatment of Arab and Asian leaders. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

105. Lindsey, A. P., Levine, N., King, E. B., & Hebl, M. R. (2013). Enhancing diversity training; Framing, methods, and individual difference effects. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

104. Jones, K. P., King, E. B., Gilrane, V. L., & McCausland, T. C. (April, 2013). I can't get no satisfaction: Attitudes during pregnancy and postpartum. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

103. Lindsey, A. P., King, E., Ahmad, A., & Trump, R. (2013). Potential consequences of identity management of stigmatized individuals in the workplace. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

102. Ahmad, A. S., King, E. B., Lindsey, A. P., Anderson, A. J., & Sabat, I. E. (2013). Religious identity management and discrimination: A field experiment. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

101. Anderson, A., Ahmad, A., Lindsey, A. P., King, E., Ragone, S., Feyre, R., & Kim, S. (2013). The effectiveness of training strategies to reduce bias in evaluations of female leaders. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Houston, Texas.

100. Jones, K. P., King, E. B., Botsford Morgan, W., & Singletary Walker, S. (2012). From baby bump to stressful slump: An episodic model of identity management in pregnant employees. Paper presented at the annual conference of the Academy of Management in Boston, MA.

99. McCausland, T., King, E. B., Bartholomew, L., Feyre, R., & Ahmad, A. (2012). Age stereotypes affect performance in information technology training. Paper presented at the annual conference of the Academy of Management in Boston, MA.

98. Castillo-Page, L., King, E. B., & Schoolcraft, S. (2012). Diversity 3.0: Assessing and creating an inclusive culture. Presented at the Workplace Diversity Conference in Fairfax, VA.

97. Jaffri, Z., & King, E. B. (2012). Improving the work-family interface: Can teammates help? Paper presented at the annual conference of the Society for Industrial Organizational Psychology in San Diego, CA.

96. Anderson, A., Gilrane, V., Brown, E., Huggins, T., Lee, A., & King, E. B. (2012). The effects of race and legitimacy on reactions toward leaders. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in San Diego, CA.

95. Ahmad, A., & King, E. B. (2012). Interpersonal experiences of religious minorities in the workplace. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in San Diego, CA.
94. King, E. B., Dawson, J. F., Jensen, J., & Jones, K. (2012). Relational demography is relative: Demographic representativeness and job attitudes. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in San Diego, CA.
93. Gilrane, V., Jones, K., McCausland, T., & King, E. B. (2012). Longitudinal analysis of supervisor support influencing work-pregnancy conflict. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in San Diego, CA.
92. Botsford Morgan, W., Singletary Walker, S., Jones, K., & King, E. B. (2012). Reactions to how expectant mothers disclose their pregnant status. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in San Diego, CA.
91. King, E. B., Roegelberg, S., Hebl, M. R., Braddy, P., Shanock, L., Doerer, S., & Larsen, S. (April, 2011). When top dogs are fat cats: Do increased waistlines influence performance ratings? Poster presented at the annual conference of the Society for Industrial Organizational Psychology in Chicago, IL.
90. Jensen, J., Ahmad, A., King, E. B., & Hyun, J. (April, 2011). A cross-cultural comparison of the outcomes of incivility. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in Chicago, IL.
89. Jones, K., King, E. B., Gilrane, V., & McCausland, T. (April, 2011). The baby bump: Managing a dynamic stigma over pregnancy's course. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in Chicago, IL.
88. Ryan, K., King, E. B., & Finkelstein, L. (April, 2011). Younger workers' metastereotypes in relation to impression management behaviors. Poster presented at the annual conference of the Society for Industrial Organizational Psychology in Chicago, IL.
87. Peddie, C. I., Gilrane, V. L., Jones, K., Gray, A., & King, E. B. (April, 2011). A meta-analysis of the outcomes of overt and subtle discrimination. Poster presented at the annual conference of the Society for Industrial Organizational Psychology in Chicago, IL.
86. Gilrane, V. L., & King, E. B. (April, 2011). Discrimination in the 21st century: Contemporary perspectives of organizational discrimination. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology in Chicago, IL.
85. King, E. B., & Ahmad, A. S. (October, 2010). A field experiment of discrimination toward Muslim job applicants. Paper presented at the annual conference of the Society for Experimental Social Psychology in Minneapolis, MN.

84. Cades, D., Kidd, D., Boehm-Davis, D., McKnight, P., & King, E. B. (September, 2010). Factors affecting interrupted task performance: Effects of adaptability, impulsivity, and intelligence. Paper presented at the annual meeting of the Human Factors and Ergonomics Society in San Francisco, CA.
83. Adis, C., King, E. B., Gulick, L., Peddie, C., & Ryan, K. M. (August, 2010). Metaperceptive threats from social comparison: Implications for interpersonal interactions. Paper presented at the annual conference of the American Psychological Association in San Diego, CA.
82. Mohr, J. J., King, E. B., Kendra, M., Peddie, C. I., Jones, K., & McShea, H. (August, 2010). Everyday identity management experiences of lesbian, gay, and bisexual workers. Paper to be presented at the annual conference of the American Psychological Association in San Diego, CA.
81. Mohr, J. J., & King, E. B. (August, 2010). Advances in sexual minority research on careers and the workplace. Symposium to be presented at the annual conference of the American Psychological Association in San Diego, CA.
80. King, E. B., Dawson, J. F., West, M. A., Gilrane, V., Peddie, C. I., & Bastin, L. (August, 2010). Why organizational and community demography matter: Incivility and organizational outcomes. Paper to be presented at the annual conference for the Academy of Management in Montreal, Quebec.
79. Ragins, B. R., King, E. B., & Ophir, R. (June, 2010). Creating and sustaining LGBT-supportive organizational cultures. Session to be facilitated at the annual conference on Workplace Diversity: Practice and Research in Arlington, VA.
78. Botsford, W., & King, E. B. (June, 2010). An activity for teaching the effects of nonverbal reactions to female leaders. Paper to be presented at the Teaching Conference for Management Educators in Albuquerque, NM.
77. King, E. B., Mohr, J., Peddie, C., Jones, K., Kendra, M., & McShea, H. (April, 2010). Everyday experiences of LGB identity management: Individual and organizational factors. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in Atlanta, GA.
76. Gilrane, V., & King, E. B. (April, 2010). The correspondence between Asian-American stereotypes and effective leader stereotypes. Poster presented at the annual conference of the Society for Industrial Organizational Psychology in Atlanta, GA.
75. Peddie, C., King, E. B., Gilmore, P., & Hsen, K. (April, 2010). Reversals of ingroup favoritism. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in Atlanta, GA.
74. Jones, K., & King, E. B. (April, 2010). Pregnancy disclosure strategies in the workplace. Paper presented at the annual conference of the Society for Industrial Organizational Psychology

in Atlanta, GA.

73. Neslon, J., Botsford, W., King, E. B., & Mueller-Hanson, R. (April, 2010). Gendered reactions to counterproductive work behavior. Poster presented at the annual conference of the Society for Industrial Organizational Psychology in Atlanta, GA.

72. Jones, K., Geller, D., King, E. B., & Bowes-Sperry, L. (April, 2010). Diversity framed as an ethical issue. Poster presented at the annual conference of the Society for Industrial Organizational Psychology in Atlanta, GA.

71. King, E. B., & Botsford, W. E. (August, 2009). Family-friendly policies and climate influence team responses to work-family conflict. Paper presented at the annual conference of the Academy of Management in Chicago, IL.

70. King, E. B. (August, 2009). Pink management: An LGBTQ research incubator. Panelist at the annual conference of the Academy of Management in Chicago, IL.

69. King, E. B. (August, 2009). Is weight the new race? Implications of workplace weight discrimination. Discussant at the annual conference of the Academy of Management in Chicago, IL.

68. King, E. B. (August, 2009). Stigmatization of men, caregivers, and sexual minorities. Discussant at the annual conference of the Academy of Management in Chicago, IL.

67. King, E. B., & Avery, D. A. (April, 2009). Evidence-based diversity management: Strategies for managing diverse organizations. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology in New Orleans, LA.

66. Finkelstein, L., King, E. B., & Ryan, K. (May, 2009). The impact of cross-generational stereotypes and metastereotypes on workplace cross-generational interactions in the United States. Paper presented at the annual congress of the European Association of Work and Organizational Psychology in Santiago de Compostela, Spain.

65. Avery, D. R., Volpone, S. D., McKay, P. F., King, E. B., & Wilson, D. C. (April, 2009). A caveat to relational demography: How employment status influences effects of supervisor-subordinate demographic dissimilarity. Poster presented at the annual conference of the Society for Industrial Organizational Psychology in New Orleans, LA.

64. King, E. B., Barron, L., & Peddie, C. (April, 2009). Social identities across the work/non-work divide. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in New Orleans, LA.

63. King, E. B., Dawson, J. F., Kravitz, D., & Gulick, L. (April, 2009). A longitudinal, multilevel study of the relationships between diversity training, ethnic discrimination, and satisfaction in organizations. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in New Orleans, LA.

62. Dunleavy, D., King, E. B., Jaffer, S., Elder, K., Newman, C., Botsford, W., Graebner, R., Basu, S., & Dunleavy, E. (April, 2009). Discrimination in the 21st century: Are science and the law aligned? Paper presented at the annual conference of the Society for Industrial Organizational Psychology in New Orleans, LA.

61. Botsford, W. A., & King, E. B. (April, 2009). Clarifying the career decisions of mothers by exploring the content of work experiences. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in New Orleans, LA.

60. Kaplan, S., & King, E. B. (April, 2009). Interpersonal perspectives on intergroup bias: What happens when diverse individuals interact. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology in New Orleans, LA.

59. Botsford, W., King, E. B., Demarais, J., & Maguire, C. (April, 2009). Effects of work-family guilt on pro- and anti-social work behaviors. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in New Orleans, LA.

58. Gulick, L., Jose, I., Peddie, C., King, E. B., & Kravitz, D. A. (April, 2009). Implications of the bias blind spot for trainee acceptance of diversity training. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in New Orleans, LA.

57. Stewart, K., Elder, K., King, E. B., Agerter, A., Peddie, C., DiRosa, G., & Winters, A. (April, 2009). Assumptions of preferential selection: The role of diversity climate. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in New Orleans, LA.

56. Ryan, K., Adis, C., King, E. B., Gulick, L., & Peddie, C. (April, 2009). Proportional gender representation and women's support of subordinate women. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in New Orleans, LA.

55. Luchman, J., Kaplan, S., King, E. B., & Adis, C. (April, 2009). Thinking of you thinking of me: The role of metaperceptive concern in team performance. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in New Orleans, LA.

54. King, E. B., & Botsford, W. A. (August, 2008). Managing pregnancy disclosures: Understanding and reducing fears of asking and telling. Paper presented at the annual conference of the Academy of Management in Anaheim, CA.

53. Gulick, L., Adis, C., Hargraves, R., King, E. B., & Ryan, K. (August, 2008). Do women support other women? Self-esteem threat and ingroup bias. Paper presented at the annual conference of the Academy of Management in Anaheim, CA.

52. Bradley, J. C., King, E. B., & Leslie, L. M. (August, 2008). Intergroup bias in organizational contexts: When do ingroup favoritism and outgroup derogation not apply? Symposium presented at the annual conference of the Academy of Management in Anaheim, CA.

51. Saeed, A., Ullah, H., & King, E. B. (August, 2008). Discrimination toward Muslim women in job applications. Poster presented at the annual conference of the American Psychological Association in Boston, MA.
50. Brooks-Shesler, L., Kaplan, S., King, E. B., & Zaccaro, S. (2008). Thinking inside the box: How conformity can promote innovation. Paper presented at the annual conference on Managing Groups and Teams in Palo Alto, CA.
49. King, E. B., Botsford, W., Huffman, A., & Hebl, M. R. (April, 2008). Work, family, and organizational advancement: Does balance support the advancement of mothers? Paper presented at the annual conference of the Society for Industrial Organizational Psychology in San Francisco, CA.
48. King, E. B. (April, 2008). Integrating diversity in IO curriculum. Poster presented at the annual conference of the Society for Industrial Organizational Psychology in San Francisco, CA.
47. King, E. B. (April, 2008). Obesity and workplace discrimination. Session panelist at the annual conference of the Society for Industrial Organizational Psychology in San Francisco, CA.
46. Botsford, W. A., & King, E. B. (April, 2008). Work-family emotions and health. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology in San Francisco, CA.
45. Botsford, W. A., & King, E. B. (April, 2008). Antecedents and consequences of work-family guilt. Paper presented at annual conference of the Society for Industrial Organizational Psychology in San Francisco, CA.
44. Nelson, J. C., Botsford, W. A., & King, E. B. (April, 2008). Gender differences in evaluations of counterproductive and citizenship behaviors. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in San Francisco, CA.
43. Stewart, K., King, E. B., Hylton, K., & Vagias, E. (April, 2008). Is benevolence bad? Task consequences of benevolent and hostile sexism. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in San Francisco, CA.
42. Hebl, M. R., & King, E. B. (April, 2008). Labeling and acting on subtle and blatant discrimination toward the self and others. Paper presented at the annual conference of the Society for Industrial Organizational Psychology in San Francisco, CA.
41. King, E. B., Reilly, C., & Hebl, M. (February, 2008). The best and worst of times: Exploring dual perspectives of "coming out". Paper presented at the annual conference of the Society for Personality and Social Psychology in Albuquerque, NM.
40. Wessel, J., King, E. B., & Hebl, M. R. (August, 2007). Diversity training effectiveness: An examination of training and trainee characteristics. Poster presented at the annual conference of

the American Psychological Association in San Francisco, CA.

39. King, E. B. (August, 2007). Disentangling legitimate concerns from inaccurate stereotypes as predictors of mothers' advancement. Paper presented at the annual conference of the Academy of Management in Philadelphia, PA.

38. King, E. B., Botsford, W., Hebl, M. R., Kazama, S., & Smith, K. (August, 2007). Gender differences in the distribution of developmental experiences in the workplace. Paper presented at the annual conference of the Academy of Management in Philadelphia, PA.

37. King, E. B. (April, 2007). Individual and organizational strategies for the reduction of discrimination. Symposium chaired at the annual conference of the Society for Industrial/Organizational Psychology in New York, NY.

36. King, E. B. (April, 2007). Women in academe: New solutions to a persistent problem. Panel discussion chaired at the annual conference of the Society for Industrial/Organizational Psychology in New York, NY.

35. King, E. B., & Hebl, M. R. (April, 2007). How organizations can help childcare work: Reducing consequences of childcare disruptions. Paper presented at the annual conference of the Society for Industrial/Organizational Psychology in New York, NY.

34. Law, C., King, E. B., & Hebl, M. R. (April, 2007). Gender, gender identities, and transformational leadership. Poster presented at the annual conference of the Society for Industrial/Organizational Psychology in New York, NY.

33. Elder, K., Botsford, W., King, E. B., & Koslowsky, M. (April, 2007). Letters of recommendation: Bias and how to reduce bias. Paper presented at the annual conference of the Society for Industrial/Organizational Psychology in New York, NY.

32. King, E. B., Hebl, M. R., Beier, M., Madera, J., & Quinones, M. (August, 2006). The efficacy of diversity training initiatives: evaluating strategies for improving the experiences of GLBT employees. Paper presented at the annual conference of the Academy of Management in Atlanta, GA.

31. Law, C., King, E. B., & Hebl, M. R. (August, 2006). The relationships among gender, gender role, and transformational leadership for GLBT employees. Paper presented at the annual conference of the Academy of Management in Atlanta, GA.

30. King, E. B., Hebl, M. R., George, J., & Matusik, S. (May, 2006). Understanding tokenism: antecedents and consequences of psychological climate for gender inequity. Paper presented at the annual conference of the Society for Industrial/Organizational Psychology in Dallas, TX.

29. King, E. B., Beier, M., Matusik, S., George, J. M., & Hebl, M. R. (May, 2006). Influence of volitional arrangements and personality on attitudes and performance. Poster presented at the annual conference of the Society for Industrial/Organizational Psychology in Dallas, TX.

28. Huffman, A. H., King, E. B., Watrous, K. M., Payne, S. C., & Youngcourt, S. S. (May, 2006). It's not just about sex: Gender-specific roles predict work-family conflict. Poster presented at the annual conference of the Society for Industrial/Organizational Psychology in Dallas, TX.
27. King, E. B., & Hebl, M. R. (January, 2006). Moral credentialing by association: Do friendships with stigmatized individuals provide license to discriminate? Paper presented at the annual conference for the Society of Personality and Social Psychology in Palm Springs, CA.
26. King, E. B., & Hebl, M. R. (August, 2005). Overcoming barriers to equality among diverse sexual orientations at work. Symposium presented at the annual conference of the Academy of Management in Honolulu, HA.
25. King, E. B., de Chermont, K., West, M. A., Dawson, J., & Hebl, M. R. (April, 2005). The influence of climate for innovation on organizational consequences of demanding work. Poster presented at the annual conference of the Society for Industrial/Organizational Psychology in Los Angeles, CA.
24. King, E. B., & Hebl, M. R. (April, 2005). The stigma of homosexuality at work: Applying a multilevel model. Paper presented at the annual conference of the Society for Industrial/Organizational Psychology in Los Angeles, CA.
23. Shapiro, J., King, E. B., & Quiñones, M. (April, 2005). Pygmalion in organizational training: The weight of expectations of obese trainers. Poster presented at the annual conference of the Society for Industrial/Organizational Psychology in Los Angeles, CA.
22. De Chermont, K., King, E. B., West, M. A., Dawson, J., & Hebl, M. R. (April, 2005). Organizational performance and the extent of team-based working. Paper presented at the annual conference of the Society for Industrial/Organizational Psychology in Los Angeles, CA.
21. Turner, S., Singletary, S., King, E. B., Shapiro, J., & Hebl, M. R. (April, 2005). Manifestations, consequences, and remediation strategies of the stigma of obesity in customer service. Poster presented at the annual conference of the Society for Industrial/Organizational Psychology in Los Angeles, CA.
20. King, E. B., Mendoza, S., Hebl, M. R., & Brickman, D. (January, 2005). Moral credentialing by association: Are friendships with ethnic minorities used strategically? Poster presented at the annual conference of the Society for Personality and Social Psychology in New Orleans, LA.
19. King, E. B., & Hebl, M. R. (August, 2004). Making it to the top: Do family-friendly organizations support the advancement of women? Paper presented at the annual conference for the Academy of Management in New Orleans, LA.
18. George, J. M., & King, E. B. (July, 2004). When affective convergence may be dysfunctional: Effects of group affective tone on creativity. Paper presented at the annual

conference for the Academy of Management in New Orleans, LA.

17. Botsford, W., King, E. B., & Hebl, M. R. (July, 2004). The influence of on-site daycare facilities on discrimination against working mothers. Poster presented at the annual meeting for the American Psychological Association in Honolulu, Hawaii.

16. Reilly, C., King, E. B., Hebl, M. R., Knight, J. L., & Griffith, K. (July, 2004). The best of times, the worst of times: Dual perspectives of "coming out" in the workplace. Poster presented at the annual meeting for the American Psychological Association in Honolulu, Hawaii.

15. Knight, J. L., King, E. B., & Hebl, M. R. (April, 2004). Stigma at work: A multilevel, dual perspective theory. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychology in Chicago, IL.

14. Knight, J. L., Klineberg, S., Hebl, M. R., & King, E. B. (April, 2004). The relationship between economic threat and attitudes toward affirmative action. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychology in Chicago, IL.

13. King, E. B., Kazama, S., Hebl, M. R., & Goodrich, A. (January, 2004). Looking up when looking down: Gender, threat, and social comparison. Poster presented at the annual meeting for the Society for Personality and Social Psychology in Austin, TX.

12. Mendoza, S., King, E. B., Knight, J. L., Madera, J., & Hebl, M. R. (January, 2004). What's in a name? A multi-ethnic investigation of access discrimination. Poster presented at the annual meeting for the Society for Personality and Social Psychology in Austin, TX.

11. Shapiro, J., Skorinko, J., Knight, J. L., King, E. B., Hebl, M. R. (January, 2004). Paying the way: The ticket to gender equality in sports. Poster presented at the annual meeting for the Society for Personality and Social Psychology in Austin, TX.

10. Hebl, M. R., King, E. B., Knight, J. L., Kazama, S. M., & Bigazzi, J. B. (July, 2003). Stigma in the workplace: Perceptions of multiple stigmatized groups. Symposium presented at the Interamerican Society of Psychology in Lima, Peru.

9. King, E. B., & Hebl, M. R. (May, 2003). When is thin "in" for Black women? Ego-defensive and status value explanations. Poster presented at the meeting for the American Psychological Society in Atlanta, GA.

8. King, E. B., George, J. M., & Hebl, M. R. (April, 2003). How extraversion mitigates the impact of neuroticism on mood. Poster will be presented at the meeting for the Society for I/O Psychology in Orlando, FL.

7. King, E. B., Lin, J., Hebl, M. R. (February, 2003). The swimsuit becomes us all: Ethnicity, gender, and vulnerability to self-objectification. Poster presented at the annual conference of the Society for Personality and Social Psychology, Los Angeles, CA.

6. King, E. B., & Hebl, M. R. (November, 2002). You are what you wear: A classroom demonstration of the self- fulfilling prophecy. Poster presented at the annual Southwestern Conference on Teaching Psychology in Houston, TX.
5. Kearney, L., King, E. B., & Rochlen, A. (August, 2002). Male gender role conflict and attitudes towards sexual harassment. Poster presented at the annual conference for the American Psychological Association in Chicago, IL.
4. King, E. B., Hebl, M. R., George, J. M., & Matusik, S. F. (April, 2002). Job-related outcomes of discrimination: A field study of nontraditional workers. Poster presented at the annual conference for the Society of I/O Psychology in Toronto, Canada.
3. King, E. B., Hebl, M. R., George, J., & Matusik, S. F. (April, 2001). Women in construction: Nontraditional workers' perceptions of gender discrimination. Talk given at the annual conference for the Southwestern Psychological Association in Houston, TX.
2. Valdez, I., Baker, C., Dugal, S., & King, E. B. (April, 2001). Gender and ticket pricing. Poster presented at the annual conference for the Southwestern Psychological Association in Houston, TX.
1. Schweingruber, H., Kalil, A., & King, E. B. (March, 2001). Content and correlates of teen mothers' possible selves. Poster presented at the conference for the Society of Research in Child Development in Chicago, IL.

INVITED TALKS

58. King, E. B. (November, 2019). The opt out explanation is insufficient. Invited speaker for Wayne State University Department of Psychology.
57. King, E. B. (October, 2019). Women in leadership. Invited speaker for the Scientia speaker series at Rice University.
56. King, E. B. (October, 2019). The social science of subtle bias. Invited speaker for Gateway IO Association.
55. King, E. B. (June, 2019). The social science of subtle bias. Invited speaker for Texas Children's Hospital.
54. King, E. B. (February, 2019). Invited speaker for the National Academies of Science Kavli Symposium.
53. King, E. B. (January, 2019). Invited keynote speaker for the UT-Health Women in Leadership Series.
52. King, E. B. (January, 2019). Invited speaker for the National Institute of the Teaching of

Psychology.

51. King, E. B. (October, 2018). Invited panelist for an open conversation on Family Matters in the Workplace in Austin, TX.

50. King, E. B. (October, 2018). Why the “opt-out” explanation is insufficient. Invited speaker for the Society for Rice University Women.

49. King, E. B. (October, 2018). Invited speaker for the Gender and Work-Life in Business Schools at Purdue University.

48. King, E. B. (July, 2018). The science of women and work. Invited speaker for the Greater Houston Industry Liason Group in Houston, TX.

47. King, E. B. (May, 2018). How inclusion can buffer the effects of faultlines. Invited speaker for the teams and innovation conference in Hangzhou, China.

46. King, E. B., (April, 2018). Why the “opt-out” explanation is insufficient. Invited speaker for the University of Michigan organizational sciences speaker series in Ann Arbor, MI.

45. King, E. B. (March, 2018). Why the “opt-out” explanation is insufficient. Invited brownbag for the Department of Psychology at Texas A&M University in College Station, TX.

44. King, E. B. & Kang, S. (November, 2017). Diversity training can have negative consequences. Invited speaker for the Gender & the Economy Conference at the Rotman School of Management.

43. King, E. B. (November, 2017). Why the “opt-out” explanation is insufficient. Invited speaker for the Rotman School of Management.

42. King, E. B. (September, 2017). Why the “opt-out” explanation is insufficient. Invited speaker for Pennsylvania State University’s IO brownbag series.

41. King, E. B. (July, 2016). Does EEO training help or harm? Invited speaker for the Equal Employment Opportunity Commission’s annual EXCEL conference.

42. King, E. B. (June, 2016). The science of diversity at work. Invited speaker for the State Department Appeals Board.

41. King, E. B. & Kantrowitz, T. (April, 2016). The best new thinking in IO: What you should be reading (or writing) but don’t have time to. Workshop given to SIOP attendees in Anaheim, CA.

40. King, E. B. (April, 2016). The science of diversity at work. Invited speaker for Executive Women at State in Washington, DC.

39. King, E. B. (March, 2016). What mothers face at work: Why the “opt out” explanation is

insufficient. Invited speaker at the Office of Personnel Management's Summit in Washington, DC.

38. King, E. B. (December, 2015). Big data at work. Invited speaker for the PTCMW's fall event.

37. King, E. B. (June, 2015). Evidence-based individual and organizational strategies for reducing discrimination. Invited speaker for the Seminar on Workplace Diversity in Sheffield, England.

36. King, E. B., & Hebl, M. R. (April, 2015). The science of diversity at work. Invited speaker for the Friday Seminars at SIOP in Philadelphia, PA.

35. King, E. B. (April, 2015). Oh the places we should go! Field experiments in organizational research. Invited speaker for the SIOP Theme Track on Igniting our Basic Stats at SIOP in Philadelphia, PA.

34. King, E. B. (March, 2015). Individual, situational, and organizational factors that influence gay, lesbian, and bisexual workers' experiences. Invited speaker for the Claremont Symposium on Social Issues in Claremont, CA.

33. King, E. B. (October, 2014). Diversity at work. Invited speaker at Virginia Commonwealth University's School of Business in Richmond, VA.

32. King, E. B. (June, 2014). The promise of big data. Invited speaker for the annual conference of the International Personnel Assessment Council in Denver, CO.

31. King, E. B. (January, 2014). Standing on the shoulders of giants. Invited keynote speaker for the Celebration of Teaching at Rice University in Houston, TX.

30. King, E. B. (February, 2013). Understanding and reducing gender stereotypes. Invited speaker for the Graduate Women in Sciences Voices Conference at Penn State University in State College, PA.

29. King, E. B. (February, 2012). New findings on workplace diversity. Invited speaker for the Industrial/Organizational Psychology program's brownbag series.

28. King, E. B. (November, 2011). The science of diversity at work. Invited speaker for George Mason University's Vision Lecture Series.

27. King, E. B. (October, 2010). Diversity at work. Invited speaker for the George Mason University Women and Gender Studies annual Scholar Lecture.

26. King, E. B. (August, 2010). Early career issues. Invited panelist for the Gender and Diversity in Organizations Division of the Academy of Management Doctoral Consortium.

25. King, E. B. (April, 2010). Contemporary discrimination: Manifestations, consequences, and strategies for remediation. Invited presentation to the Government Accountability Office in Washington, DC.
24. King, E. B. (April, 2010). Early career issues. Invited panelist for the SIOP Doctoral Consortium.
23. King, E. B. (January, 2010). Evidence-based diversity management. Invited presentation to the Personnel Testing Council of Metro DC.
22. King, E. B. (October, 2009). Stigma at work: Manifestations, Consequences, and Strategies for Remediation. Invited presentation to Community Psychology group at the University of Virginia.
21. King, E. B. (July, 2009). Discussion facilitator at the Diversity Teaching and Training Conference at George Mason University.
20. King, E. B. (October, 2008). Pregnancy discrimination in the contemporary American workforce. Invited presentation for National Partnership of Women and Families PDA 30th Anniversary Conference in Washington, DC.
19. King, E. B. (October, 2008). Diversity management: Research perspectives on contemporary problems and solutions. Invited presentation to DCI Consulting in Washington, DC.
18. King, E. B. (October, 2008). The science of understanding people: Research in psychology. Invited presentation for the Honors College Research Methods Colloquium series at George Mason University.
17. King, E. B. (July, 2008). Discussion facilitator at the Diversity Teaching and Training Conference at George Mason University.
16. King, E. B. (March, 2008). The places where psychology can take you! Invited talk for the George Mason University Psi Chi Induction Ceremony.
15. King, E. B. (July, 2007). Discussion facilitator at the Diversity Teaching and Training Conference at George Mason University.
14. King, E. B. (February, 2007). Stigma at work: Manifestations, Consequences, and Strategies for Remediation. Invited presentation to the Industrial/Organizational Psychology group at the University of Maryland.
13. King, E. B. (November, 2006). Stigma at work: Manifestations, Consequences, and Strategies for Remediation. Invited presentation to the Social Psychology group at the University of Virginia.
12. King, E. B. (March, 2006). Obesity and organizations. Invited talk for the Houston Area

Industrial/Organizational Psychologists (HAIOP).

11. King, E. B. (February, 2006). Looking beyond adverse impact: Discrimination in organizations. Invited presentation at the IO-OB student conference at George Mason University.

10. King, E. B. (January, 2006). Teaching as a graduate student: Learning from my mistakes and accidental successes. Invited presentation to the Industrial/Organizational Psychology group at George Mason University.

9. King, E. B. (April, 2003; 2004; 2005). Gender and work. Guest lecture given to the Introduction to Industrial/Organizational Psychology class at Rice University.

8. King, E. B. (January, 2004). The problem of the queen bee at work. Talk given for the Industrial and Organizational Psychology research seminar at Rice University.

7. King, E. B. (November, 2003). Social relations. Guest lecture given to the Introduction to Social Psychology class at Rice University.

6. King, E. B. (September, 2003; 2004; 2005). The graduate student experience. Panel discussion for the Rice Undergraduate Scholars Program.

5. Currall, S., & King, E. B. (September, 2003). Societal implications of nanotechnology. Presentation given to the Industrial and Organizational Psychology group at Rice University.

4. King, E. B. (August, 2003). Being a teaching assistant. Panel discussion given at the Graduate Student Orientation at Rice University.

3. King, E. B. (July, 2003). Work and family: A delicate balance for employees and organizations. Talk given to the Introduction to Industrial/Organizational Psychology class at Rice University.

2. Hebl, M. R., & King, E. B. (November, 2002). The first day of class: Multiple perspectives. Talk given at the annual Southwestern Conference on Teaching Psychology in Houston, TX.

1. King, E. B. (May, 2002). Archetypal dilemmas: Models of fatherhood. Talk given at the Unitarian Universalist Church of Augusta, GA.

TEACHING EXPERIENCE

Designed and implemented the following courses. Responsible for every aspect of the classes, including lecturing, project construction, and grading.

Graduate Courses

Survey of Industrial Psychology, Fall 2015, Fall 2016.

Issues in Personnel Selection, Spring 2007, Spring 2009, Spring 2011, Spring 2013, Spring

2014.

Social Psychology, Fall 2007, Fall 2008, Spring 2012, Spring 2015, Fall 2017, Fall 2019.

Seminar in Diversity, Spring 2008, Spring 2009, Spring 2010.

Professional Development, Fall 2008, Fall 2010, Fall 2011, Fall 2012.

Teaching in Psychology Practicum, Spring 2011, Spring 2013, Fall 2013, Spring 2014.

Undergraduate Courses

From College to Career, Fall 2012.

Honors College: Research Methods, Fall 2010, Fall 2011.

Psychology of Gender, Summer 2005, Fall 2006, Spring 2007, Fall 2007, Spring 2008, Fall 2014, Spring 2017, Spring 2019, Spring 2020.

Research Methods in Psychology, Spring 2006.

Introduction to Industrial/Organizational Psychology, Summer 2004, Fall 2015 (online).

Readings in Psychology, Fall 2003-Spring 2004.

Lab Instructor, *Research Methods*, Spring 2002; Fall 2005.

Lab Instructor, *Statistics and Research Methods*, Spring 2001.

GRADUATE STUDENT MENTORSHIP

Doctoral Advisees

Whitney Botsford, MA (2006), PhD (2009)

Psychological Contracts of Mothers: Does Breach Explain Intention to Leave the Workforce?

Current employer: University of Houston-Downtown

Katherine Ryan, MA (2007), PhD (2010)

Exploring Younger Workers' Metastereotypes and Impression Management Behavior at Work

Current employer: Amazon

Lisa Gulick, MA (2007), PhD (2010)

Experiences that Facilitate Performance in Crosscultural Work Environments

Current employer: Deloitte

Kristen Jones, MA (2010), PhD (2013)

From Baby Bump to Stressful Slump: An Episodic Model of Identity Management Behaviors in Pregnant Employees

Current employer: University of Memphis

Veronica Gilrane, MA (2010), PhD (2013)

Behavioral Correlates of Metastereotypes: The Relationship Between Impression Management and Supervisor Perceptions of Women in STEM

Current employer: Google

Tracy McCausland, MA (2011), PhD (2014)

Chronological Age and Training Outcomes: Examining Psychological Processes and Cognitive Ability

Current employer: RAND

Amanda Anderson, MA (2012), PhD (2015)

Individual and Organizational Strategies to Reduce Hiring Discrimination Against Mothers

Current employer: Fors Marsh Group

Afra Ahmad, MA (2012), PhD (2016)

Context Matters: Uncovering Factors Influencing Charges of Religious Workplace Discrimination

Current Employer: Zayed University

Alex Lindsey, MA (2013), PhD (2016)

Explaining for Whom, How, When, and Why Diversity Training Works

Current Employer: University of Memphis

Isaac Sabat, MA (2014), PhD (2016)

Disclosure Dissonance: The Impact of Behavioral, Attitudinal, and Environmental Inconsistencies on Identity Management Outcomes

Current employer: Texas A&M

Ashley Membere, MA (2015), PhD (2018)*

Current employer: Xavier University

Ho Kwan Cheung, MA (2016), PhD (2018)*

Current employer: State University of New York- Albany

Hannah Markell, MA (expected 2017), PhD (2020)*

Shannon Cheng, MA (2019), PhD (expected 2021)

Jensine Paoletti, MA (2019), PhD (expected 2021)

Isabel Bilotta, MA (expected 2020), PhD (expected 2022)

Ivy Watson, MA (expected 2021), PhD (expected 2023)

*advisor in absentia

Additional Graduate Research Collaborators

Kimberly Hilton, MA (2008)
Kathy Stewart, MA (2008)
Ryan Hargraves, MA (2008)
Kevin Smith, MA (2007)
Katie Elder, MA (2006), PhD (2011)
Johnathan Nelson, MA (2007), PhD (2013)
Irwin Jose, MA (2009), PhD (2012)
Ashley Agerter, MA (2009)
Anna Winters, MA (2009)
Laleh Patel, MA (2009)
Cory Adis, MA (2008), PhD (2013)
Joe Luchman, MA (2008), PhD (2015)
Gonzalo Ferro, MA (2004), PhD (2015)
Gia DiRosa, MA (2009), PhD (2013)
Jennifer Demerais, MA (2009)
Chad Peddie, MA (2009)
David Geller, MA (2010), PhD (expected 2017)
Landon Mock, MA (2010)
Alexis Gray, MA (2012)
Lindsay Bartholemew, MA (2012)
Rachel Feyre, MA (2012)
Alyssa Marciniak, MA (2012)
Sara Rangone, MA (2013)
Mike Brady, MA (2013)
Sooyeol Park, MA (2013)
Emily Antolic, MA (2013)
Yan Dong, MA (2014)
Alycia Busz, MA (2015)
Carolyn Winslow, MA (2014), PhD (2017)
Charlotte Brock, MA (2016)

Additional Graduate Mentoring Roles

Amanda Woods, Dissertation Committee (2020-Present; IO Psychology)
Cassandra Phetmisy, Thesis Committee (2020- Present; IO Psychology)
Abby Corrington, Dissertation Committee (2019-2020; IO Psychology)
Alan Farrel, Thesis Committee (2019-Present; Sociology)
Linnea Ng, Thesis Committee (2018-Present; IO Psychology)
Julie Dinh, Dissertation Committee (2018-2019; IO Psychology)
Allison Traylor, Thesis Committee (2018-2019; IO Psychology)
Jensine Paoletti, Thesis Committee (2017-2018; IO Psychology)
Christy Nittrouer, Dissertation Committee (2017-2019; IO Psychology)

Rachel Trump-Steele, Dissertation Committee (2017-2019; IO Psychology)
Kelly Moore, Dissertation Committee (2014-2015; Clinical Psychology)
Cliff Haimman, Dissertation Committee (2013-2014; IO Psychology)
Cory Adis, Dissertation Committee (2012-2013; IO Psychology)
Irwin Jose, Dissertation Committee (2012-2013; IO Psychology)
Johnathan Nelson, Dissertation Committee (2010-2012; IO Psychology)
Katie Elder, Dissertation Committee (2010-2012; IO Psychology)
Matt Kendra, Dissertation Committee (2011-2013; Clinical Psychology)
Faye Huie, Portfolio and Doctoral Committee (2008-2015; Education)
Chris Rouly, Dissertation Committee (2011-2013; Computer Science)
Victoria Watson, Masters Thesis Committee (2007-2008; Sociology)
Adam Grim, Masters Thesis Committee (2009-2010; IO Psychology)
Julius Najab, Comprehensive Exam Committee (2009; Human Factors Psychology)

UNDERGRADUATE STUDENT MENTORSHIP

Jennifer Stratton, Undergraduate Apprenticeship Advisor (2007)
Eleni Vagias, Research Assistant (2007)
Genevieve Miller, Research Assistant (2007)
Afra Saeed, Undergraduate Apprenticeship Program, Psychology Honors Advisor (2008)
Stacey Everett, Research Assistant (2008)
Hina Ullah, Research Assistant (2008)
Sabaa Ahktar, Research Assistant (2008)
Vincent Woolfolk, American Psychological Association Science Fellow Program (2008)
Sarvenaz Allahverdi, Research Assistant (2008), Psychology Honors Committee (2009)
Jessica Alva, Research Assistant (2008), Psychology Honors Committee (2009)
Laila Ahmadi, Undergraduate Apprenticeship Program, Psychology Honors Advisor (2009)
Svetlana Marakov, Psychology Honors Advisor (2009)
Cordelia McGuire, Research Assistant (2008)
Tessa Kofler, Research Assistant (2008)
Courtney Newman, Research Assistant (2009)
Mohammad Baig, Research Assistant (2009)
Alexandra Wahlstrom, Research Assistant (2009)
Richard Louie, Research Assistant (2009)
Christine Morris, American Psychological Association Science Fellow Program (2009)
Sabrina Speights, Research Assistant (2010), Undergraduate Apprenticeship Program, Psychology Honors Advisor (2011)
Frank Brown, Research Assistant (2010), Psychology Honors Advisor (2011)
Zehra Jaffri, American Psychological Association Science Fellow Program (2010)
Kelly Powlison, Research Assistant (2010)
William DeHaven, Research Assistant (2010)
Garrett Ashe, Research Assistant (2010)
Thomas Huggins, Research Assistant (2010)
Rachel Trump, Psychology Honors Committee Member (2011)
Alan Lee, Research Assistant, Psychology Honors Committee Member (2011)
Joanna Wynn, Research Assistant (2011)

Joo Park, Research Assistant (2011-2012)
Brendon Ellis, Research Assistant (2011)
Amanda Johnson, Research Assistant (2011)
Ashtyn Campbell, Research Assistant (2011)
Roya Nabir, Research Assistant (2011)
Seda Algin, Research Assistant (2011)
Hogir Rahim, Research Assistant (2011), Psychology Honors Advisor (2012)
Noah Levine, American Psychological Association Science Fellow Program (2012)
Karla Lockwood, Psychology Honors Committee Member (2013)
Sofia Roth, Research Assistant (2012), Psychology Honors Advisor (2013), OSCAR Mentee (2013-2014)
Kate Keeler, Research Assistant (2012)
Habiba Belguedi, Research Assistant (2012)
Katheryn Soto, Research Assistant (2012)
Robert Torrelli, Research Assistant (2012)
Zach Fisher, Research Assistant (2012)
Desiree Coz, Research Assistant (2012)
Tania Silva, Research Assistant (2012)
Daniel Singer, Research Assistant (2012)
Ho Kwan Cheung, American Psychological Association Science Fellow Program (2013)
Shakema Lynch, American Psychological Association Science Fellow Program (2013)
Jacob Bradburn, American Psychological Association Science Fellow Program (2014)
Victor Mancini, Research Assistant (2013), Lab Manager (2014-2015)
Dave Arena, Research Assistant (2013-14), Honors Thesis Advisor (2014-15), OSCAR Mentee (2014)
Ellim Choi (2014-15), Honors Committee Member
Karyn Warner, American Psychological Association Science Fellow Program (2014)
Laura Choos, Research Assistant (2014-15)
Natalia Acosta, Research Assistant (2014-15)
Miranda Lapides, Research Assistant (2014-15)
Alyssa Harris, Research Assistant (2014-15)
Angela Pineda, Research Assistant (2014-15)
Ivan Botov, Research Assistant (2014-15)
Glendybel Calderon, Research Assistant (2014-15)
Jessica Sorto, Research Assistant (2014-15)
Fardowsa Nur, Research Assistant (2014-15)
Robert Novitski, Research Assistant (2014-15)
Annie Turner, Research Assistant (2014-15)
Stephanie Light, Research Assistant (2014-15)
Yvette Carlos, Research Assistant (2014-15)
Yeslie Parada, Research Assistant (2014-15)
Abeer Khoka, Research Assistant (2014-15)
Aaron Saidi, Research Assistant (2014-15)
Isaac Kleckner, Research Assistant (2014-15)
Deepthi Jayakumar, Research Assistant (2014-15)
Autumn Chen, Research Assistant (2014-15)

Sasha Thomas, Research Assistant (2014-15)
Zeinab Senf, Research Assistant (2014-15)
Zach Peery, Research Assistant (2014-15)
Cindy Cua, Research Assistant (2014-15)
Ketki Chavan, Research Assistant (2014-15), Honors Thesis Advisor (2015-2016), OSCAR Mentee (2015)
Sasha Pierre-Louis, Honors Thesis Advisor (2015-2016), OSCAR Mentee (2015)
Kerim Makar, Research Assistant (2014-15)
Selam Aishel, Research Assistant (2014-15)
Johanna Moore, Research Assistant (2014-15)
Kelli Nicholson, Research Assistant (2014-15)
Yvette Carlos, Research Assistant (2014-15)
Vicki Joyze, Research Assistant (2014-15)
Crystal Johnson, Research Assistant (2014-15)
Elizabeth Campbell, Research Assistant (2014-15)
Lydia Hall, Research Assistant (2014-15)
Chamee Lee, Research Assistant (2014-15)
Soroush Hemmati, Research Assistant (2014)
Salma Zainuddin, Research Assistant (2014-15)
Stephanie Light, Research Assistant (2014-15)
Kelly Vigne, Research Assistant (2014-15)
Joann Costlow, Research Assistant (2014-15)
Brook Hu, Research Assistant (2018-2019), Honors Thesis Advisor (2019-2020), RUSP Mentee (2019-2020)

PROFESSIONAL EXPERIENCE

Volunteer Program Assessment Consultant, VPA, 2012- Present.

Technical Advisory Committee Member, American Association of Medical Colleges, 2016-Present.

Diversity Climate Assessment Consultant, American Association of Medical Colleges, 2012-2013.

Bias and Sensitivity Review Consultant, DCI Consulting, 2012-2013.

Diversity Workshop Coordinator, Government Accountability Office, 2011.
Created and implemented diversity training program for division of the GAO.

Gender Climate Consultant, NSF ADVANCE Program, 2006-Present.
Design, conduct, and analyze longitudinal survey data assessing gender-related issues. Collected supplementary qualitative data through focus groups.

Trial Consultant, Lundgren Trial Consulting, Inc., 2003-2006.
Assist with the implementation of mock trials, direct focus groups, evaluate strategic arguments, recommend case strategy, and help to compose a written report of conclusions.

Selection Consultant, D. E. Harvey Builders, *January 2007*.

Conducted interviews with senior managers, compiled job analysis data, and made selection and recruitment recommendations for the top-ranked general contractor in the state of Texas.

Data Analyst, Johnson Space Center at NASA, *December 2003- January 2004*.

Conducted in-depth analysis of employee survey results using hierarchical regression analyses, structural equation modeling, and exploratory factor analyses. Reported findings to human resource personnel at Johnson Space Center.

External Consultant, Organization and Performance Group International, *2004*.

Compiled job analysis data, constructed presentation, and made training recommendations for a computer programming group at a national organization.

Research Consultant, Vinson & Elkins Law Firm, *2003*.

Reviewed and summarized research related to stereotyping and discrimination in the workplace, advised defendants lawyers on potential lines of reasoning.

Assistant to the Director of Research, Rice School Mathematics Project, *2000-2003*.

Coordinated and conducted thorough evaluations of a professional development program for mathematics teachers in Houston Independent School District.

Program Manager, America Reads and Counts Program, *June 1999- 2003*.

Organized a federally-funded tutoring program for underprivileged children. Recruited, trained, and supervised 20 employees under \$25,000 budget. Established community partnerships with tutoring sites.

Test Evaluator, Jeanneret & Associates, *May 1998- July 1998*.

Scored and interpreted tests for selection system project. Worked with project leaders in evaluating responses.

ORGANIZATION MEMBERSHIP

Academy of Management.

American Psychological Association.

American Psychological Society.

Society for Industrial and Organizational Psychology.

Society for Personality and Social Psychology.

Society for the Psychological Study of Social Issues.

Society for the Psychology of Women.

SERVICE

Professional Association Service

Society for Industrial/Organizational Psychology (SIOP).

SIOP President, 2019-2020.

SIOP President-Elect, 2018-2019.
SIOP Conferences & Programs Portfolio Officer, 2017-2018.
SIOP Frontiers Series Editorial Board, 2013- *Present*.
SIOP Graduate Student Award Committee, 2016- 2017.
SIOP Ad Hoc Committee on Big Data, 2013-2017.
SIOP Site Selection Team, 2019-*Present*.
SIOP Conference Chair, 2014-2016.
SIOP Conference Chair-in-Training, 2013-2014.
SIOP Student Travel Award Committee Chair, 2013-2014.
SIOP Program Chair, 2012-2013.
SIOP Program Chair-in-Training, 2011-2012.
SIOP Scientific Affairs Committee Member, 2010-2015.
SIOP Membership Committee Member, 2009-2012.
SIOP External Relations Committee Member, 2010-2012.
SIOP Education and Training Committee Member, 2010-2011.
SIOP Ambassador Program, 2010.
SIOP Representative to the Science Leadership Conference, 2009.
SIOP Committee for the Call for Papers and Flanagan Award, 2008-2010 (*Chair*, 2009-2010).
SIOP Committee on LGBT Issues, 2003-2009 (*Co-Chair*, 2006-2009).
SIOP Representative to the APA Committee on Early Career Psychologists, 2006-2008.

Society for the Psychological Study of Social Issues (SPSSI).
Grants-in-Aid Committee, 2006-2010 (*Chair*, 2008-2010).

American Psychological Association (APA).
Film Committee, 2009, 2010.
Dissertation Research Award Committee, 2009.

Academy of Management (AOM).

GDO Vice President, 2019-2020.
GDO Program Chair, 2018-2019.
GDO Professional Development Workshop Chair, 2017-2018.
GDO Junior Faculty Consortium Committee Chair, 2012-2013.
GDO Division Executive Committee Member, 2011-2014.
GDO Media Relations Committee Chair, 2011-2013.
GDO Junior Faculty Consortium Committee Member, 2011-2012.
HR Division Best Paper Award Committee, 2008-2009.
GDO Division Best Dissertation Award Committee, 2008-2009.
GDO Division Sage Award Committee, 2009-2010.
GDO Division Dorothy Harlow Award Committee, 2009-2010.

University and Department Service

Rice University

Duncan College Magister, 2020- *Present*.

Academic Restart Committee Member, 2020-*Present*.

Task Force on Slavery, Segregation, and Racial Injustice Member, 2019-*Present*.

Dean's Title IX Working Group, 2019-*Present*.

Department of Psychological Sciences, DEI Committee Chair, 2020-*present*.

Department of Psychological Sciences, Undergraduate Committee Member, 2017-*present*.

Rice University Council on Diversity and Inclusion, Member 2018- *present*.

Rice University Inequalities and Inequities Working Group Member, 2018-2019.

Doerr Institute Faculty Advisory Committee Member, 2019-Present.

Rice University BRIDGE Steering Committee Member, 2019-*Present*.

Rice University Graduate Council, 2018-2020.

Duncan College, Divisional Advisor for Social Sciences, Faculty Associate, 2018-2020.

Faculty Senate, Social Sciences Representative, 2019-2020.

Department of Psychology, IO Faculty Search Committee Chair, 2017.

George Mason University

Presidential Fellow, 2016-2017.

Department of Psychology, Associate Chair for Undergraduate Studies, 2012- 2014, *Interim Associate Chair- Spring 2015*.

Diversity Research Group, Senior Faculty, 2008-2017.

President's Leadership Council on Diversity and Inclusion, 2016-2017.

George Mason University's Diversity Strategic Planning Committee, 2013-2014.

President's Vision, Mission, Values, and the Mason Graduate Committee, 2012-2013.

Women and Gender Studies Director Search Committee, 2012.

Women and Gender Studies Membership Committee, *2009-2012*.

Provost Graduate Programs Award Committee, *2011, 2012*.

University Task Force on LGBTQ Issues, *2011-2012*.

Apprenticeship Program Application Review Committee, *2008-2009*.

Department of Psychology Diversity Committee Chair, *2009-2017*.

Department of Psychology Department Life Committee, *2009-2014*.

Department of Psychology, New and Transfer Student Advising, *2007-2015*.

Department of Psychology, Industrial Organizational Psychology Doctoral Admissions Committee Chair, *2007-2017*.

Department of Psychology, Industrial Organizational Psychology Ad-Hoc Curriculum Committee, *2009*.

Department of Psychology, Fact Finding Committee (Shaw), *2012*.

Department of Psychology, Fact Finding Committee (Renshaw), *2012*.

Department of Psychology, Department Chair Search Committee, *2011-2012*.

Department of Psychology, Industrial Organizational Psychology Faculty Search Committee, *2008*.

Additional External Service

National Science Foundation,
Science of Organizations, Review Panel, *2016, 2018*.

Kanter Work-Family Research Award.
Review Committee, *2011-2014*.

Ford Foundation.
Graduate Research Fellowship Award Committee, *2010*.

Northern Illinois University.
Grant Review Committee, *2013*.

Austrian Science Fund.

Grant Review Committee, 2010.

Natural Sciences and Engineering Research Council of Canada.
Discovery Grant Proposal Reviewer, 2009, 2011, 2013.

Rice University Alumni Interviewer, 2001-Present.

Jeannie Schmidt Free Clinic Volunteer, 2010-2011.

Editorial Service

Editor, *Journal of Business and Psychology*, January 2020-present.

Senior Associate Editor, *Journal of Management*, 2017-present.

Associate Editor, *Journal of Management*, July 2011-2017.

Associate Editor, *Journal of Business and Psychology*, January 2012-2019.

Special Issue Editor, *Archives of Scientific Psychology*, 2018.

Editorial Board, *Journal of Applied Psychology*, January 2012-2020. (Special Issue Board Member: COVID-19 and Anti-Racism Special Issues, 2020-2021).

Editorial Board, *Academy of Management*, January 2011-July 2016.

Editorial Board, *Journal of Management*, July 2008-July 2011.

Editorial Board, *Journal of Business and Psychology*, January 2009-January 2011.

Guest Editor (with Derek Avery and Paul Sackett), *Journal of Business and Psychology*, Special Feature: The 50th Anniversary of the Civil Rights Act: The Evolution of Research, Practice, and Legal Perspectives on Employment Discrimination.

Principal Reviewer, *Journal of Applied Psychology*, January 2011-January 2012.

Ad-hoc Reviewer, *Personnel Psychology*, *Organizational Behavior and Human Decision Processes*, *Industrial Organizational Psychology: Perspectives on Science and Practice*, *Human Resource Management*, *Human Resource Management Review*, *Journal of Occupational Health Psychology*, *Journal of Vocational Behavior*, *Journal of Experimental Social Psychology*, *Journal of Applied Social Psychology*, *Human Relations*, *Human Performance*, *Journal of Social Issues*, *Journal of Family Issues*, *Canadian Journal of Administrative Sciences*, *Cultural Diversity and Ethnic Minority Psychology*, *Journal of Personality*, *Journal of Health Psychology*, *Group Processes and Intergroup Relations*, *Academy of Management Learning and*

Education, Sex Roles: A Journal of Research, Basic and Applied Social Psychology, British Journal of Social Psychology, European Journal of Social Psychology, Journal of Applied Biobehavioral Research, Group and Organization Management, The Psychologist-Manager Journal, Journal of Managerial Psychology, Journal of Occupational and Organizational Psychology, Personnel Review, Organizational Research Methods, Academy of Management Conference, Society for Industrial/Organizational Psychology Conference.