

## Curriculum Vita

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### Michelle (Mikki) Rae Hebl

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

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

#### Professional Experience

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| March, 2019 – present       | Adjoint Faculty Member, Leeds School of Business<br>University of Colorado  |
| August, 2017 – present      | Center for Teaching Excellence Faculty Fellow<br>Rice University  |
| January, 2017 – May, 2017   | Cherry Award Professor, Department of Psychology<br>Baylor University   |
| January, 2016 - April, 2016 | Faculty Member aboard Summer Semester at Sea Program<br>Visited 16 Countries Worldwide<br>University of Virginia Academic Sponsor |
| May, 2015 - present         | Endowed with the Martha and Henry Malcolm Lovett Chair of<br>Psychology<br>Rice University  |
| May, 2015 – Dece., 2018     | Head of Faculty Advisory Committee for Doerr Institute for Leadership<br>Rice University  |
| June, 2014 - August, 2014   | Faculty Member aboard Summer Semester at Sea Program<br>Visited 12 Countries in Europe<br>University of Virginia Academic Sponsor |
| August, 2013 - present      | Joint Appointment, Jones School of Management<br>Rice University  |
| July, 2010 - present        | Full Professor, Department of Psychology  |

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|                            | Rice University   |
| July, 2004 - June, 2010    | Associate Professor, Department of Psychology<br>Rice University                    |
| July, 2005                 | Rice University Commencement Speaker (2005)   |
| January, 2002 - June, 2002 | Visiting Scholar, Department of Psychology<br>Stanford University                   |
| May, 2001 - July, 2004     | Radoslav Tsanoff Assistant Professorship, Endowed Chair Position<br>Rice University |
| April, 2000 - present      | Courtesy Appointment, Jones School of Management<br>Rice University                 |
| July, 1998 - July, 2004    | Assistant Professor, Department of Psychology<br>Rice University                    |
| July, 1997 - July, 1998    | Visiting Assistant Professor, Department of Psychology<br>Dartmouth College         |

### Teaching Awards

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

- Nominated for CASE Professor of the Year Award, 2009; 2014; 2015 - “salutes the most outstanding undergraduate instructors in the country – those who excel in teaching and positively influence the lives and careers of students.”
- 12 - Charles W. Duncan Jr. Achievement Award for Outstanding Faculty, 2008 - “for outstanding achievement in both scholarship and teaching” at Rice University.
- 11 - Nicolas Salgo Distinguished Teacher Award, 2008 - voted on by the current junior and senior students at Rice University.
- 10 - Distinguished Teaching Contributions Award, 2008 - Awarded by Society of I/O Psychology in recognition of SIOP members who demonstrate a sustained record of excellence in teaching, as revealed by excellence in the classroom or via Web-based teaching, student development, and community service via teaching.
- 9 - George R. Brown Award for Superior Teaching, 2005 - voted on by alumni who graduated two and five years ago from Rice University.
- 8 - Julia Miles Chance Prize for Excellence in Teaching, 2005 - given to an associate or full professor at Rice who “provides students with intellectual challenge and inspiration in his or her field of study, shows extraordinary dedication to students' professional development and advancement, and enhances gender-sensitive leadership on campus.”
- 7 - Piper Foundation Teaching Award, 2004 - Texas State Award from the Minnie Stevens Piper Foundation. One of 15 state-level awards given to university and college professors across Texas.
- 6 - George R. Brown Award for Superior Teaching, 2004 - voted on by alumni who graduated two and five years ago from Rice University.
- 5 - George R. Brown Prize for Excellence in Teaching, 2003 - “the most prestigious award granted by Rice University for teaching.”
- 4 - Graduate Student Association’s Faculty Teaching / Mentoring Award, 2003 - for “demonstrated commitment to graduate education and teaching graduate students at Rice University.”
- 3 - George R. Brown Award for Superior Teaching, 2002 - voted on by alumni who graduated two and five years ago from Rice University.
- 2 - Nicolas Salgo Distinguished Teacher Award, 2000 - voted on by the current junior and senior students at Rice University.
- 1 - Phi Beta Kappa Teaching Prize, 2000 - non-tenured assistant professor judged to be "the most effective teacher among Assistant Professors at Rice University."
- Finalist for the Phi Beta Kappa Teaching Prize, 1999 - non-tenured Rice University assistant professor who "demonstrates outstanding commitment to education and teaching performance."

### **Other Awards and Honors**

Career Champion (2020). Recognized by the Center for Career Development for educating, connecting, and empowering Owls.

G. Stanley Hall Lecturer (2020). Selected by Society of Teaching of Psychology (APA, Division 2) to speak at 4 APA national and regional conferences on teaching.

Jenessa Shapiro Award for Contributions to Diversity and Inclusion (2019). Given by SPSP.

Presidential Mentoring Award (2018). Established to recognize faculty members with outstanding contributions to the mentoring of students.

Female Career Award (2018). Nominated and selected by Equal Opportunity Committee of HEC Lausanne (UNIL), University of Lausanne, Switzerland.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Academic Excellence Award, Texas A&M University, 1994

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

## **Publications**

### ***Books***

1 - Hebl, M., Parker, M., & King, E. (under submission). Working together. The science of diversity.

2 - King, E. B., Roberson, Q., & Hebl, M. R. (in press). *Research on Social Issues in Management: The Future of Scholarship on Race in Organizations* (Volume 3). Information Age Publishing.

3 - 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.

4 - 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.

5 – Lane, D. M., Scott, D., Hebl, M., Guerra, R., Osherson, D., & Zimmer, H. (2017). *Introduction to statistics*. Rice University.

6 - Hebl, M., Brewer, C. L., & Benjamin, L. T., Jr., (2000). *Handbook for teaching introductory psychology. Volume 2*. NJ: Lawrence Erlbaum Associates.

7- Heatherton, T. F., Kleck, R. E., Hebl, M., & Hull, J. (2000). *The social psychology of stigma*. NY: Guilford Publications, Inc.

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

- 134 – Wu, F., Nittrouer, C. L., Nguyen, V., Hebl, M., Oswald, F., & Frieden, L. (in press). Now protected or still stigmatized? A 25 year outlook on the impact of the Americans with Disabilities Act. *Equality, Diversity, and Inclusion*.
- 133 – Walker, S. S., Corrington, A., Hebl, M., & King, E. (2021). Subtle discrimination overtakes cognitive resources and undermines performance. *Journal of Business and Psychology*. <https://rdcu.be/citZH>
- 132 - \*Bilotta, I., \*Cheng, S. K., \*Ng, L. C., Corrington, A. R., Watson, I., Paoletti, J., Hebl, M. & King, E. B. (2020). Remote communication amid the coronavirus pandemic: Optimizing interpersonal communication and team performance. *Behavioral Science & Policy*. September.
- 131 – Scullin, M. K., Hebl, M., Corrington, A., & Nguyen, S. (2020). Experimental sleep loss, racial bias, and the decision criterion to shoot in the police officer’s dilemma task. *Scientific Reports*, 10, 394. <https://www.nature.com/articles/s41598-020-77522-z>
- 130 - Corrington, A., Stewart, D., Madera, J., Ng, L., Williams, J., & Hebl, M., (2020). Diversity and inclusion of understudied populations: A call to practitioners and researchers. *Consulting Psychology Journal: Practice and Research*, 72(4), 303–323. <https://doi.org/10.1037/cpb0000188>
- 129 – Corrington, A., Ng, L., Cheng, S., Bilotta, I., Watson, I, Hebl, M., & King, E. (2020). How behavior science can inform policies to prevent discrimination against the Asian community in the era of COVID-19. *Behavioral Science & Policy*. September. [https://issuu.com/behavioralsciencepolicyassociation/docs/bsp\\_journal\\_special\\_online\\_covid\\_hebl-corrington\\_2](https://issuu.com/behavioralsciencepolicyassociation/docs/bsp_journal_special_online_covid_hebl-corrington_2)
- 128 – \*Boykin, C. M., Brown, D., Carter, J. T., Dukes, K., Green, D., Harrison, T., Hebl, M., Membere, A., McCleary-Gaddy, A., McJunkins, C., Simmons, C., Walker, S., Washington, S., & Williams, A. (2020). Anti-racist actions and accountability: Not more empty promises. *Equality, Diversity, and Inclusion. Awarded Outstanding Paper in the 2021 Emerald Literati Awards*.
- 127 - Gruber, J., Mendle, J., \*Akinola, M., Atlas, L, Ayduk, Al, Barch, D. M., Feldman Barrett, L., Bliss-Moreau, E., Borelli, J. L., Bunge, S., Cantlon, J., Carter, R., Carter-Sowell, A., Chen, S., Cikara, M., Clark, L. A., Cuddy, A. J. C., Craske, M. G., Crocket, M.J., Crum, A., Davachi, L., Duckworth, A., Dutra, S. J., Eisenberger, N. I., Ferguson, M., Ford, B. Q., Frederickson, B., Gee, D. G., Goodman, S., Gopnik, A., Purdie Greenaway, V., Haines, E. L., Hamlin, J. K., Harkness, K., Hebl, M., Heller, W., Hooley, J., Johnson, S. L., Joormann, J., Kinzler, K. D., Kober, H., Kring, A. M., Page-Gould, E., Paluck, B. L., Lindquist, K. A., Lombrozo, T., Lourenco, S.F., McRae, K., Monin, J., Moskowitz, J. T., Natsuaki, M., Oettingen, G., Pfeifer, J., Prause, N., Rhodes, M., Saxbe, D., Seppala, E., Smith, P. K., Somerville, L. H., Spellman, B., Sturm, V., Tackett, J., Teachman, B, Thompson, R. J., Tracy, J. L., Tsai, J. L., Weinstock, L., & Wheatley, T. (2020). The future of women in psychological science. *Perspectives on Psychological Science*. <https://doi.org/10.1177/1745691620952789>
- 126 - Bilotta, I., Cheng, S., Ng, L., Corrington, A., Watson, I, King, E., & Hebl, M. (2020). Using justice and fairness perceptions to inform best practices for layoffs during COVID-19. *Behavioral Science & Policy*. July. [https://issuu.com/behavioralsciencepolicyassociation/docs/bsp\\_journal\\_special\\_online\\_covid\\_cheng-bilotta-ng-](https://issuu.com/behavioralsciencepolicyassociation/docs/bsp_journal_special_online_covid_cheng-bilotta-ng-)

- 125 - Corrington, A., Ng, L., Phetmisy, C., Watson, C., Wu, F., & Hebl, M. (2020). How bias thwarts successful aging at work. *Industrial Organizational Psychology*, 13 (3), 413-416.
- 124 - Limbers, C. A., McCollum, C., Ylitalo, K. R., & Hebl, M. (2020). Physical activity in working mothers: Running low impacts quality of life. *Women's Health*, 16, 1-9.
- 123 – Traylor, A. M., Ng, L. C., Corrington, A., Skorinko, J., & Hebl, M. R. (2020). Expanding research on working women more globally: Identifying and remediating current blindspots. *Journal of Social Issues*. <https://doi.org/10.1111/josi.12395>
- 122 - Roberson, Q., King, E., & Hebl, M. (2020). Designing more effective practices to address workplace inequality. *Behavioral Science and Policy*, 6 (1), 39-49.
- 121 - Kath, L. M., Salter, N. P., Bachiochi, P., Brown, K. G., & Hebl, M. (2020). Teaching I-O psychology to undergraduate students: Do we practice what we preach? *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- 120 - Cheng, S., Corrington, A., Dinh, J., Hebl, M., King, E., Ng, L., Reyes, D., Salas, E., & Traylor, A. (2019). Challenging diversity training myths: Changing the conversation about diversity training to shape science and practice. *Organizational Dynamics*, 48(4), 1-11.
- 119 - Williams, M., George-Jones, J., & Hebl, M. (2019). The face of STEM: Racial phenotypic stereotypicality predicts STEM persistence by - and ability attributions about - students of color. *Journal of Personality and Social Psychology*, 116(3), 416.
- 118 - Madera, J., Hebl, M., Valian, V., Martin, R., & Dial, H. (2019). Raising doubt in letters of recommendation for prospective faculty: Gender differences and their impact. *Journal of Business and Psychology*, 34(3), 287-303. **2019 Editor Commendation Award from JBP given to 12 out of 800 papers.**
- 117 – Nguyen, S. Corrington, A., Hebl, M., & Scullin, M. K. (2019). Endorsements of surgeon punishment and patient compensation in rested and sleep-restricted individuals. *JAMA Surgery*, 154(6), 555-557.
- 116 - Corrington, A. R., Ramprasad, C., Narula, T., & Hebl, M. (2019) Age and gender bias medical students' diagnoses: A scope into gastroenterology. *Gastroenterology & Hepatology: Open Access*, 10(3), 117-121.
- 115 - Corrington, A. R., Lane, D. M., Trump-Steele, R., Hebl, M. (2020). Effect sizes and the translation from diversity research to human resource management. In Stone, D. L., & Dulebohn, J. H. (Eds). *Research in Human Resource Management*, 85-101.
- 114 - Hebl, M., & King, E. B. (2019). Gender equality in the workplace: An introduction. *Archives of Scientific Psychology*, 7(1), 1.
- 113 - Hebl, M., Madera, J. M., & Botsford Morgan, W. (2019). Special issue on reducing discrimination in the workplace: An introduction. *Personal Assessment and Decisions*, 5(2), 1.
- 112 – Madera, J. M., & Hebl, M. (2019). To look or not to look: Acknowledging facial stigmas in the interview to reduce discrimination. *Personnel Assessment and Decisions*, 5(2), 3.
- 111 - \*Corrington, A. R., \*Nittrouer, C., Trump-Steele, R., Hebl, M. (2019). Letting him B: A study on the workplace experiences of bisexual employees. *Journal of Vocational Behavior*, 113, 129-142.

- 110 – Madera, J. M., Ng, L., Sundermann, J. M., & Hebl, M. (2019). Top management gender diversity and organizational attraction: When and why it matters. *Archives of Scientific Psychology*, 7(1), 90.
- 109 – Fa Kaji, N., Cheng, S., & Hebl, M. (2019). The impact of suspect descriptions in university crime reports on racial bias. *Personal Assessment and Decisions*, 5(2), 12.
- 108 – Young, C., Fa Kaji, N., Cheng, S., Beier, M., Hebl, M. (2019). Answering prospective student emails: The effect of student initiation, gender, and goals. *Archives of Scientific Psychology*, 7(1), 12.
- 107 - \*Cheng, S., \*Corrington, A., \*Hebl, M., \*Ng, L., & \*Trump-Steele, R. A. (2018). Calling on male allies to promote gender equity in I/O psychology. *Industrial and Organizational Psychology*,
- 106 - Brown, D., Martinez, L. R., & Hebl, M. (2018). Prejudice in perceptions of physicians? The influence of race and gender on evaluations of medical errors. *Journal of General Internal Medicine*, 33(6), 807-808.
- 105 - Crom, D. B., Ness, K. K., Martinez, L. R., Hebl, M. R., Robison, L. L., Hudson, M. M., & Brinkman, T. M. (2018). Workplace experiences and turnover intention among adult survivors of childhood cancer. *Journal of Cancer Survivorship*, 1-10.
- 104 - Nittrouer, C. L., O'Brien, K. R., Hebl, M., Trump-Steele, R. C. E., Gardner, D., & Rodgers, J. (2018). The impact of biomedical students' ethnicity and gender. *Equality, Diversity, and Inclusion: An International Journal*, 37(3), 254-264.
- 103 - Nittrouer, C. L., Hebl, M. R., Trump-Steele, R., Ashburn-Nardo, L., Lane, D., & Valian, V. (2018). Gender bias in colloquium speakers. *Proceedings of the National Academy of Sciences*, 115 (1), 104-108.
- 102 - \*Cheng, S., \*Corrington, A., \*Hebl, M., \*Ng, L., & \*Watson, I. (2018). Victim precipitation and the wage gap. *Industrial and Organizational Psychology*, 11 (1), 144-151.
- 101 – King, E. B., Avery, D. R., Hebl, M., & Cortina, J. (2018). Systematic subjectivity: How subtle biases infect the scholarship review process. *Journal of Management*, 44, 843-853.
- 100 – Corrington, A., & Hebl, M. (2018). America clearly isn't ready for a female president: Why? *Equality, Diversity and Inclusion: An International Journal*, 37 (1), 31-43
- 99 - Colella, A., Hebl, M., & King, E. B. (2017). One hundred years of discrimination research in *JAP*: A sobering synopsis. *Journal of Applied Psychology*, 102 (3), 500-513.
- 98 – Martinez, L. R., Xu, S. X., & Hebl, M. R. (2017). Utilizing education and perspective taking to remediate the stigma of taking antidepressants. *Community Mental Health Journal*, 1-10.
- 97 – Martinez, L. R., Hebl, M., Smith, N. A., & Sabat, I. E. (2017). Standing up and speaking out against prejudice toward gay men in the workplace. *Journal of Vocational Behavior*, 103, 71-85.
- 96 - Cheung, H. K.\*, Hebl, M.\*, King, E.\*, Markell, H.\*, Moreno, C.\*, & Nittrouer, C. L\*. (2017). Back to the future: Methodologies that capture real people in the real world. *Social Psychology and Personality Science*, 8 (5), 564-572
- 95 - Lyons, B., Martinez, L., Ruggs, E., Hebl, M., Ryan, A. M., O'Brien, K., & Roebuck, A., (2016). To say



- or not to say: Different strategies of acknowledging a visible disability. *Journal of Management*, 44(5), 1980-2007.
- 94 - Randall, J. G., Zimmer, C. U., O'Brien, K. R., Trump-Steele, R., Villado, A. J., & Hebl, M. (2016). Sizing up requests? Weight discrimination in helping behavior. *European Review of Applied Psychology*, 67, 125-137.
- 93 – Hebl, M., Barron, L. G., Cox, C., & Corrington, A. (2016). The efficacy of sexual orientation anti-discrimination legislation. *Equality, Diversity, and Inclusion: An International Journal*, 35(7/8), 449-466.
- 92 - O'Brien, K. R., McAbee, S. T., Hebl, M., & Rodgers, J. R. (2016). The impact of interpersonal discrimination and stress on health and performance for early career STEM academicians. *Frontiers in Psychology*, 7, 1-11.
- 91 - Ruggs, E. N., Hebl, M. R., Caridad Rabelo, V., Weaver, K. B., Kovacs, J., & Kemp, A. S. (2016). Baltimore is burning: Can I-O psychologists help extinguish the flames? Focal article in *Industrial and Organizational Psychology Perspectives on Science and Practice*, 9(3), 525-547.
- 90 - Cheung, H. K., Lindsey, A., King, E., & Hebl, M. (2016). Beyond gender: Exploring the effects of femininity and masculinity on women's use of influence tactics. *Gender in Management: An International Journal*, 31(1), 43-60.
- 89 - Martinez, L., O'Brien, K., & Hebl, M. (2016). Fleeing the ivory tower: Gender differences in the turnover experiences of women faculty. *Journal of Women's Health*.
- 88 - Martinez, L., & Hebl, M. (2016). Surviving or thriving? Childhood cancer survivors' identity disclosures in the workplace. *Journal of Cancer Survivorship*, 10(2), 416-424.
- 87 - Fa-Kaji, N., Nguyen, L., Hebl, M., & Skorinko, J. (2016). Is “bow” for an arrow or for hair? A classroom demonstration on gender differences in interpreting ambiguous information. *Teaching of Psychology*, 43(4), 314-317.
- 86 - Ruggs, E., Martinez, L., Hebl, M., & Law, C. (2015). Workplace trans-actions: How organizations, coworkers, and individual openness influence perceived gender identity discrimination. *Psychology of Sexual Orientation and Gender Diversity*, 2, 404-412.
- 85 - Hernandez, M., Avery, D. R., Tonidandel, S., Hebl, M., McKay, P., & Smith, A. (2015). The role of proximal social contexts: Assessing stigma-by-association effects on leader appraisals. *Journal of Applied Psychology*, 101(1), 68-85.
- 84 - Martinez, L., White, C., Shapiro, J., & Hebl, M. (2015). Selection BIAS: Stereotypes and discrimination related to having a history of cancer. *Journal of Applied Psychology*, 101(1), 122-128.
- 83 - Lindsey, A., King, E., Cheung, H., Hebl, M., Lynch, S., & Mancini, V. (2015). When do women respond against discrimination? Exploring factors of subtlety, form, and focus. *Journal of Applied Social Psychology*, 45(12), 649-661.
- 82 - O'Brien, K.R., Martinez, L. R., Ruggs, E. N., Rinehart, J., & Hebl, M. (2015). Policies that make a difference: Bridging gender equity and the work-family gap in academia. *Gender in Management*, 30(5), 414-426.

- 81 - Ruggs, E., Williams, A., & Hebl, M. (2015). Weight isn't selling: The insidious effects of weight stigmatization in retail settings. *Journal of Applied Psychology*, *100*, 1483-1496.
- 80 - O'Brien, K., & Hebl, M. (2015). Great expectations in academia: Realistic job previews on jobs and work-family balance. *Gender in Management*, *30*(6), 457-478.
- 79 - Lindsey, A., King, E., Hebl, M., & Levine, N. (2014). The impact of method, motivation, and empathy on diversity training effectiveness. *Journal of Business and Psychology*, 1-13.
- 78 - Plaut, V. C., Thomas, K. M., & Hebl, M. R. (2014). Race and ethnicity in the workplace: Spotlighting the perspectives of historically stigmatized groups. *Cultural Diversity and Ethnic Minority Psychology*, *20*(4), 479-482.
- 77 - Nittrouer, C. L., Trump, R. C., O'Brien, K. R., & Hebl, M. (2014). Stand up and be counted: In the long run, disclosing helps all. *Industrial and Organizational Psychology*, *7*(2), 235-241.
- 76 - King, E. B., Rogelberg, S. G., Hebl, M. R., Braddy, P. W., Shanock, L. R., Doerer, S. C., & McDowell-Larsen, S. (2014). Waistlines and ratings of executives: Does executive status overcome obesity stigma?. *Human Resource Management*.
- 75 - Ruggs, E. R., Hebl, M., Singletary, S. L. B., & Fa-Kaji, N. (2014). Selection biases that emerge when age meets gender. *Journal of Managerial Psychology*, *29*(8), 1028-1043.
- 74 - Madera, J. M., King, E., & Hebl, M. (2013). Enhancing the effects of sexual orientation training: The effects of setting goals and training mentors on attitudes and behaviors. *Journal of Business and Psychology*, *28*(1), 79-91.
- 73 - Walker, S. S., Madera, J. M., & Hebl, M. R. (2013). Effects of leader race and leader mistake on patronizing behaviors. *Journal of Business Diversity*, *13*(1), 52-64.
- 72 - Botsford Morgan, W. B., Singletary, S. L. B., Hebl, M., & King, E. (2013). A field experiment: Reducing interpersonal discrimination toward pregnant job applicants. *Journal of Applied Psychology*, *98*(5), 799-809.
- 71 - Narula, T., Rampasand, C., Ruggs, E. N., & Hebl, M. (2013). Increasing colonoscopies? A psychological perspective on opting-in versus opting-out. *Health Psychology*, *33*(11), 1426-1429.
- 70 - Martinez, L. M., Ruggs, E., Sabat, I., Hebl, M., & Binggeli, S. (2013). The role of organizational leaders in sexual orientation equality at organizational and federal levels. *Journal of Business and Psychology*, *28*(4), 455-466.
- 69 - Madera, J. M., & Hebl, M. R. (in press). "Don't stigmatize": The ironic effects of equal opportunity guidelines in interviews. *Basic and Applied Social Psychology*, *35*(1), 123-130.
- 68 - Barron, L. G., & Hebl, M. (2013). The force of law: The effects of sexual orientation anti-discrimination legislation on interpersonal discrimination. *Psychology, Public Policy, & Law*, *19*, 191-205.
- 67 - Volpone, S. D., Stewart, R. W., Luksyte, A., Avery, D. R., Hernandez, M., McKay, P.F., & Hebl, M. R. (2013). Examining the draw of diversity: How diversity climate perceptions affect job pursuit intentions. *Human Resource Management*, *52*, 175-193.
- 66 - Ruggs, E. N., Law, C., Cox, C., Roehling, M. V., Wiener, R. L., Hebl, M., & Barron, L. (2013). Gone

- fishing: I/O psychologists' missed opportunities to understand marginalized employees' experiences with discrimination. Focal Article in *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 39-60.
- 65 - King, E. B., Hebl, M. R., Botsford Morgan, W., & Ahmad, A. (2012). Experimental field research on sensitive organizational topics. *Organizational Research Methods*, 16(4), 501-521.
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### **Manuscripts in Progress or in Review Process**

- 14 – Corrington, A. R., Brown, D., Hebl, M., Fa-Kaji, N., & Ng, L. (revise and resubmit). The influence of social norms on the endorsement of anti-Black attitudes. *Journal of Business and Psychology*.
- 13 - Silver, E., King, D., & Hebl, M. (revise and resubmit). Gender inequalities in leadership: Shifting the focus from deficient women to destructive leaders. Special Issue: Prejudice at work: What we understand and what we still need to learn. *Management Science*.

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- 11 – Nittrouer, C. L., Corrington, A. R., & Hebl, M. (under review). How applicants with disabilities are harmed by others' lack of knowledge. *Equality, Diversity, and Inclusion*.
- 10 – Corrington, A. R., Hebl, M., Fa-Kaji, N., King, E., Stewart, D., & Abadi, T. (revise and resubmit). The impact of organizational statements of support for the Black community in the wake of a racial megathreat on organizational attraction and revenue. *Human Resource Management*
- 9 – Cheng, S. K., \*Ng, L. C., \*Traylor, A. M., King, E. B., & Hebl, M. R. (revise and resubmit). It's not just about me: Exploring stigma identity management processes for Muslim employees.
- 8 - Steele, S. T., Corrington, A. R., Hebl, M. (under review) Does cross-cultural training influence expatriate adjustment? The important role of moderators.
- 7 - Carter, J. T., Corrington, A. R., Nittrouer, C. L., Trump-Steele, R. C. E., Hebl, M. Weaves and afros: Do hairstyles influence employers?
- 6 – Travis, E. L., Wharton, R. E., Urbauer, D. L., Beier, M. E., Dial, H. R., Bertsch, M.A., Madera, J. M., Hebl, M. R., Martin, R. C., Valian, V.V. (in progress). No significant gender bias in hiring tenure-track science faculty at two academic institutions: A cancer center and a research-intensive university.
- 5 - Binggeli, S., & Hebl, M. (in progress). The right hat for the job: Does citizenship ameliorate the effects of an applicant's ethnicity?
- 4 - Gardner, D. M., Nittrouer, C. L., Hebl, M. R., & Trump-Steele, R. C. E. (in progress). Do gender stereotypes limit veteran job applicants?
- 3 - Ock, J., Mendoza, S., & Hebl, M. (under review). Multicultural experience and cultural framework switching: Implications for managing a culturally diverse workforce.
- 2 - O'Brien, K., Hebl, M., & King, E. B. (in progress). Gender differences in ability to decline requests in the workplace.
- 1 - Ruggs, E., & Hebl, M. (Revise and resubmit). Do employees' tattoos leave a mark on customers' reactions to products and organizations? *Journal of Organizational Behavior*.

### Theses

Hebl, M. (1991). Cognitive factors influencing voluntary participation in adolescent abuse prevention programs. Undergraduate Thesis. Smith College Honors Thesis Collection.

Hebl, M. (1993). Sex differences in affective and physiological responses to relationship orientations. Masters Thesis. Evans Library, Texas A&M University.

Hebl, M. (1997). Nonstigmatized individuals' reactions to the acknowledgment and valuation of a stigma by physically disabled and overweight individuals. Dissertation. Baker Library. Dartmouth College.

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## **Presentations of Research**

### *Invited Talks and Keynote Addresses*

Northeastern University, 1998  
 Dartmouth College, 1999  
 University of Houston, 1999  
 University of Texas at Austin, 1999, 2001, 2003, 2007  
 John Cabot University. Rome, Italy, 1999  
 Texas A&M University, 2000, 2005, 2007, 2010, 2013  
 University of Houston, 2000, 2001  
 University of Wisconsin-Madison, 2000, 2005  
 University of Chicago, 2000  
 Baker Institute, Rice University, 2001  
 Catolica Universidad. Santiago, Chile, 2001  
 Texas Christian University, 2001  
 University of Texas at Arlington, 2002  
 Stanford University, 2002  
 Arizona State University, 2002  
 University of Houston Bauer College of Business, 2003  
 Syracuse University 2005  
 University of Oklahoma, 2005  
 SUNY-Albany, 2005  
 Miami University of Ohio, 2006  
 University of Kansas, 2007  
 University of Lieden, Holland, 2007  
 University of Georgia - Visiting Franklin Scholar, 2008  
 University of Houston - Hilton Hotel Management, 2008  
 National Cancer Institute, Bethesda, MD, 2008  
 APS - Chicago Invited I/O Address, 2008  
 Pennsylvania State-Schuylkill Haven, 2009  
 North Carolina I-O Psychology (NCIOP) Keynote Speaker, 2009  
 Columbia Business School and Columbia University, 2009  
 Tulane University, 2009  
 University of Central Arkansas – Southwestern Keynote Speaker, 2009  
 University of Nebraska-Lincoln ThinkTank Speaker, 2010  
 IUPUI – Indianapolis, 2010  
 Diversity Summit Keynote Speaker– Sugarland, TX, 2010  
 George Mason University, 2010  
 Philander Smith College, AR Keynote Speaker, 2010  
 SPSSI – New Orleans, Keynote Speaker, 2010  
 Summit Talk – University of Connecticut Summit Talk, 2011  
 Davidson College, 2011  
 UC-Boulder Leeds Business School Diversity Conference Keynote Speaker, 2011  
 University of Colorado-Boulder, 2011  
 University of Connecticut Department of Psychology, 2011  
 University of Lausanne – Switzerland, 2012  
 University of South Florida, 2012  
 MD Anderson Pediatric Rounds, TX, 2012  
 Northeastern University, 2012  
 Portland State University, 2012

George Washington University, 2012  
Google, CA, 2013  
Houston Organizational Development Network, HODN, 2013  
Duke University Fuqua School of Business, 2013  
Rice University TedX Talk, 2013  
UCLA Anderson Business School, 2014  
University of Houston, Diversity Institute, 2014  
University of Sussex, England, 2014  
MPA – Chicago Invited Address, 2014  
Elon College Keynote Address, 2014  
Butler University, 2014  
Baylor University Cherry Talk, 2015  
INSEAD Singapore, 2015  
Northwestern University, 2015  
Colorado State, 2015  
University of Washington; Edwins Lecture Series, 2015  
University of Michigan, 2015  
Texas A&M University, 2015, 2016  
University of Minnesota-Mankato, 2016  
IUPUI – Indianapolis, 2016  
UT-Medical Sciences, 2016  
Wake Forest Law School, 2016  
Women in Leadership Conference (WILC) Keynote Speaker, Rice, 2017  
AOM Carma Research Methods Division Consortium Online, 2017  
Rice University Jones School Keynote speaker, Women in Leadership, 2017  
IOOB Conference, Rice University, 2017  
Princeton University, 2017  
Providence College, 2017  
Hamilton College, 2017  
University of Lausanne – Switzerland, 2018  
Baylor University, 2017, 2018  
University of Maryland, 2018  
INSEAD, France, 2018  
National Institute for the Teaching of Psychology Keynote Address, 2018  
Department of General Surgery, UT, 2018  
Occidental College, 2018  
Annual Meeting of Otolaryngology Conference, Keynote Address, Atlanta, 2018  
Department of Surgery, Texas Children’s Hospital, 2018  
Goizueta Business School, Emory University, 2018  
Baylor College of Medicine, 2019  
Rice University Lunch and Learn, B-School, 2019  
Brown University, 2019  
Rice University Alumnae Talk, Dallas, 2019  
Texas Women’s University, 2019  
Eastern Psychological Association, Keynote Speaker, 2019  
Harvard Kennedy School, Harvard University, February 20, 2020  
Dartmouth College, Keynote for Karen E. Wetterhahn Science Research Symposium, May 27, 2020  
Wayne State University, 2020  
Mississippi State University, 2021  
Baylor College of Medicine, 2021  
Michigan State, 2021  
CUNY-Baruch, 2021

Claremont McKenna College, 2021  
 UC Berkeley, 2022  
 University of GA, 2022  
 University of Michigan, 2022

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### Research Grants Funded

2021 SIOP Anti-Racism Grant. What we (Don't) talk about when we talk about diversity: The subtext and consequences of Diversity, Equity, and Inclusion initiatives SIOP. \$14,372.

Race and Anti-Racism Fund (2020). *Antiracism in academic advising: Enhancing diversity and inclusion in high-stress times and contexts*. Rice University. Co-PI. \$19,982.

Leader Development Innovation Award (2020). *How previous leadership and coaching experiences within the hedges relate to experiences beyond*. Doerr Institute. Co-PI. \$29,079.46.

Bridge Grant (2020). How discrimination shapes people's experiences during COVID-19: *The impact on parents and their adult children and the responsibility of organizations*. BRIDGE. Rice University. 6,000.

Leader Development Innovation Award (2018). *An examination of the determinants of evaluations of male and female leaders*. Doerr Institute. Co-PI. \$20,058.30.

National Science Foundation (Science of Organizations (2018). *Collaborative research: Broadening participation: How allies can help reduce the consequences of subtle discrimination toward minorities in STEM*. Co-PI with King and Shapiro. \$322,158.

Baylor University Undergraduate research and scholarly activities small grant program (URSA; 2018). The Effects of sleep deprivation on discrimination. Co-PI with Michael Scullin \$5,000

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

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

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

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

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

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

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

National Aeronautics and Space Administration (NASA; 2016-2019). *Facilitating the Synergistic Side of Cultural diversity in LDSE: Identification of challenges and development of cultural training*. Co-PI with Salas (PI). \$375,000

National Institute of General Medical Sciences. *Mentoring functions in scientist development* (2011-2015). Co-PI with Rodgers, Slaughter, Laufman, and Beal. \$308,223.

National Institute of Health (2009-2012). *Gender schemas and gatekeepers*. \$482,711. Co-PI with Valian and Martin.

National Science Foundation ADVANCE *Institutional transformation of Rice University* (2006-11). \$3,229,789 (\$659,957 to Hebl). Co-PI with Matthews, Keller-McNulty, Richards-Kortum, and Whitmire.

Rice University Brown Teaching Grant. (2005). *Psychology as a major, a field, and a career*. \$4,635. Co-PI with King and Law.

Wayne F. Placek Investigator Development Award (2004). *Assessing and enhancing diversity training with regard to sexual orientation*. \$4,000. PI

Department of Health and Human Service: Administration for Children and Families, ACF (2004-06). *Dissertation research: How organizations can help child care work: Reducing incidences and consequences of child care disruptions*. \$50,000. Co-PI with King. King Dissertation Grant.

National Space Biomedical Research Institute (2003-04). *Medical operations support team (MOST) Project*. \$27,200. Co-PI with Doerr.

National Science Foundation (2001-04). *Online statistics education: An interactive, multimedia course of study*. \$401,990. Co-PI with Lane, Osherson, Scott, Guerra, & Ziemer.

APA Block Travel Grant (2001). National Institute of Mental Health Funding. 28th Interamerican Congress of Psychology. Santiago, Chile. \$200 PI

Department of Health and Human Service: Administration for Children and Families, ACF (2000-02). *The effects of childcare disruptions on working parents: An experience sampling method approach*. \$74,500. Co-PI with Foster. Foster Dissertation Grant.

Wayne F. Placek Small Grant Award, American Psychological Foundation Grant (1999). *To acknowledge or not to acknowledge: Dilemma in the workplace*. \$5,000. PI

Dartmouth College Rockefeller Grant (1997). *Subcultural variation in the stigma of obesity*. \$9,968. Co-PI with Heatherton.

American Psychological Association Dissertation Research Grant Award (1997). *To acknowledge or not to acknowledge*. \$1,000. PI

American Psychological Society Mini-Grant (1995). *Impressions of stigmatized individuals and their close associates: The examination of stigma spreading*. \$200. PI

### **Research Grants in Revision**

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

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### **Professional Memberships**

Society for Industrial/Organizational Psychology (1998-present); Co-Chair of the LGBT Ad hoc Committee (2003-2009); Member of Programming Hours and Saturday Theme Track Subcommittee (2007-2008; 2011-2012); Teaching Award Subcommittee (2008-2011); Education and Training Committee Chair-in-Training (2009-2010); Education and Training Chair (2010-2012); Fellow (2011); Cultural and Ethnic Minority Affairs Chair (2014-2016), SIOP Police Task Force (2016), SIOP Research and Science Portfolio Officer (2016), SIOP Election Campaign Behavior Policy Task Force (2018)

Society of Experimental and Social Psychology (2004-present)

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

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

Society for Personality and Social Psychology (1995-present), Cialdini Award Nomination Panel (2013-2015); Chair of Panel (2014); Fellow (2018)

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

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

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### **Review Experience**

#### ***Co-Editor Positions***

- Research on Social Issues in Management, 2020-2022

#### ***Guest Editor Positions***

- Journal of Business and Psychology, 2020

#### ***Associate Editor Positions***

- Archives of Scientific Psychology, 2016 – 2020; Special Issue co-Editor for “Gender equality in the workplace,” 2019.
- Personnel Assessment and Decisions, 2014 – present; Special Issue co-Editor for “Reduction of workplace inequities,” 2019.
- Cultural Diversity and Ethnic Minority Psychology, Co-editor on Special issue on “Race and ethnic psychology in the workplace,” 2014

#### ***Editorial Boards***

- Industrial and Organizational Psychology: Perspectives on Science and Practice, 2018 – present
- Stigma and Health, 2015
- Journal of Management, 2008 - present



- Journal of Business and Psychology, 2008 - present
- Journal of Personality and Social Psychology, 2019 - present
- Journal of Applied Psychology, 2003-2007, 2013 - 2017
- Journal of Business and Psychology, Special feature on “The 50th anniversary of the Civil Rights Act: The evolution of research, practice, and legal perspectives on employment discrimination”

### ***Ad-hoc Reviewer***

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

### ***Grant & Research Review***

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

### ***Textbook Reviews***

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

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

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

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

## **Teaching Experience**

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

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

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

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

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

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

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

Cultural Psychology, Psychology of Gender, Social Psychology

***Courses Taught at Baylor University***

I/O Psychology, Diversity and Discrimination

**Selected Examples of Diversity Consulting / Training/ Speaking Experiences**

- HFE WOMAN Group with the Human Factors and Ergonomics Society, Spring 2021
- Baylor College of Medicine, Department of Urology, Spring, 2021
- Worley -Women of Worley Keynote Presentation – Spring, 2021
- Rice University Anti-Racism Talk for Mathematics – Fall, 2020
- Rice University Anti-Racism Talk for HFES – Fall, 2020
- Rice University Anti-Racism Talk for School of Architecture – Fall, 2020
- Rice University Equitable Search Training for Biosciences – Summer, 2020
- Rice University Admissions Office – Bias Training – Fall 2019
- Diversity Summit Keynote Speaker – Spring 2020
- Enbridge, Houston, TX – Fall, 2019 – Subtle Bias Training
- Rice University Chairs Meeting - Spring, 2019 – Male Ally Training
- University of Houston – Spring, 2019 – Male Ally Training
- Emerson Automation Solutions, McKinney, TX – Fall 2018 – Keynote Speaker
- Pink Petro, Houston, TX – Spring 2017 – Expert Panel Discussant
- ConocoPhillips, Houston TX - Fall, 2016 – Diversity management and unconscious bias training
- Gender Justice, Saint Paul, MN - Fall 2016 – Expert witness for case on transgender discrimination
- Spectra Energy, Houston TX - Summer, 2016 – Diversity consultant, examined structures and made recommendations, unconscious bias training, action plan for HR
- Northwestern University - Spring, 2015 – Presented to faculty and administration on Unconscious Bias and Remediation
- Rice University - Fall, 2010 - 2013 – Trained faculty on conducting equitable searches. Worked with faculty women on development initiatives
- University of Connecticut - Fall, 2011 – Diversity consultant and trained faculty on conducting equitable searches.
- Davidson College - Fall, 2011 – Diversity consultant and trained faculty on conducting equitable searches
- ConocoPhillips, Houston TX - Spring, 2011 – Diversity consultant and presenter.
- Vinson and Elkins, Houston, TX - Fall, 2003 – Acted as a consultant for discrimination case.
- Jeanneret and Associates, Houston, TX - Fall, 2000 – Consultant for gender discrimination research and compiled an extensive database of survey items to test for the prevalence of discrimination on a university campus.
- City of Houston, TX - Spring, 1999 – Expert witness for a sexual harassment and discrimination case involving the Houston Police Department.

**Committees and Service to Rice University*****Service in Psychology***

- Executive Committee Rice Psychology Department (2014)
- Psychology Graduate Recruitment Committee (2005; 2007)
- Psychology Graduate Student Committee (2004-2009; 2016-present)
- Psychology Undergraduate Student Committee (2009-2013)
- Chair of Undergraduate Honors Theses Committee (2010-2012)
- Psychology Representative for Masters of Arts in Teaching (2009-present)
- Psychology Strategic Planning Committee (2004-2005)

- Head of Psychology Search Committee (2004-2005); (2007-2008) Part of Search Committee (2002-2004; 2006- 2007; 2014; 2017)
- Director of Graduate Studies, Department of Psychology (Spring, 2007)
- Undergraduate Psychology Committee (1998-2000)
- Colloquium Committee for the Psychology Department (1999-2000; 2002-2007, 2016-present)
- Majors Day Representative (August, 1999)

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

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

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

- Leadership Committee (2014)
- Committee to Review Dean of College (2014)
- Hiring Committee for New Dean of College (2015)
- Women in Business/Leadership Speaker (2018, 2020)

### ***University Service***

- Faculty Senate (2011-2012)
- Chair of Office of Faculty Development Search Committee (2012)
- Parent Weekend Talks (2011-14)
- Rice Leaders (2012)
- Teaching Committee (2010-12)
- Rice University Undergraduate Dean Search Committee (2010; 2018)
- Commencement Marshall (2013; 2015)
- Panelist and Round Table Host for CTE Symposium (2014)
- Faculty Chair, Rice University United Way Campaign (2018)
- Evaluation Committee of Provost (2019)
- Teaching Professor Committee of CTE to evaluate promotions (2020)
- Rice University Hearing Panel Member (2020)

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

- Search Committee for Executive Director of Doerr Center for Student Leadership (2014)
- Director of the Faculty Advisory Committee for Doerr Center for Student Leadership (2015-2019)

### ***Service related to ADVANCE***

- Leader of Search Chair Training (2009-2012)
- Leadership Committee (2006- 2012)
- Initiator of ADVANCE Small Grants Program (2006-2012)
- Director of Climate Survey (2007, 2010)
- Director of Exit Survey (2007)
- Co-Chair of Assessment Committee (2006-2012)
- Lead talks for ADVANCE groups
  - Fear of Failure, Fear of Success. ADVANCE talk given at Negotiating the Ideal Faculty Position Conference. 10/06; 11/07; 10/08; 10/10;
  - The Status of Women. ADVANCE talk given at Career Success Workshop for Faculty

women in Engineering and Natural Sciences. 4/07.

- Pay It Forward. ADVANCE talk given at Career Success Workshop for Faculty women in Engineering and Natural Sciences. 4/07; 4/08.
- Climate and Careers for Women given to STEM graduate students and postdocs. 4/10.
- Queen Bee. ADVANCE talk given to STEM Faculty women. 4/10.
- Preparing Your CV, talk given to graduate students, postdocs '10 & '11
- Discrimination talk given to Mathematics Ph.D. students '11
- Discrimination talk given to Biochemistry & Cell Biology Ph.D. & Postdoc Students '11
- "Lean In" co-discussant for faculty women

### ***Development***

- Social Science Pilot Program, Development and Alumni Relations

### ***Diversity-Related Service***

- Rice Architecture Fall 2020 Lecture Series – Race and Social Justice
- Inaugural Juneteenth Lecture Series Speaker (2020)
- Race and Anti-racism Research Fund Committee (2020)
- The Council on Diversity and Inclusion (2018-present)
- The Provost's Fellowship Program-Diversity in Graduate School Committee (2000-2016)
- Member of Rice University Training Committee for Faculty Searches (2007, 2008, 2009)
- Keynote speaker at Diversity Conference at University of Houston, Hospitality Industry (2009)
- Alliances for Graduate Education in the Professoriate (AGEP): Diversity Recruitment of Xavier Students to Rice Graduate Programs (2000); Speaker (2002; 2010)
- Organized Holocaust Survivor Ben Wasserman's talk and visit to the Psychology Department, 4/26/99
- Career Outlook Business Program, Lamar ISD, Community Partnership Program, 2/24/00
- U.S. State Department International Visitor Program. Spoke for "Leadership development for women." 3/26/04
- Rice University Business and Professional Women. Spoke on gender issues to 25 Rice grads. 2/16/05.
- Participation in Women in Business Conference, Jones School of Management (2002; 2004)
- Participation in Melon Scholar Program (2000-present)
- Guest Panelist on Body Image at the Rice Women Conference (February, 1998)

### ***Admissions***

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

### ***Athletics***

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

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

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

*Student Center Advisory Council (2000-2004)**Participation in Residential College System*

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

**Advising***Current Graduate Advising of Postdoctoral Students*

Naomi Fa-Kaji

*Current Graduate Advising of Dissertation Candidates*

Elisabeth Silver

*Previous Graduate Advising of Dissertation Candidates*

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

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

Abby Corrington, 2015-2020. Ph.D., 2020. Providence College School of Business. Assistant Professor.

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

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

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

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

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

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

Linnea Ng. 2017-2021. Ph.D. 2021. Assistant Professor at *Lawrence University*. Appleton, WI

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

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

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

Linnea Ng, 2017-2021. Assistant Professor at *Lawrence University*.

Christy Nittrouer, 2013-2019. Ph.D. 2019. Assistant Professor at *Texas Tech University Business School*.

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

Enrica Ruggs, 2007-2013. Ph.D. 2013. Associate Professor at *University of Houston Business School*.

Sarah Singletary. 2003-2008. Full Professor at *Creighton University Business School*.

Rachel Trump-Steele. 2013-2019. Ph.D. 2019. Researcher at Fors Marsh Group.

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

Amanda Woods. 2020-2021. Ph.D. 2021. Postdoc. MD Anderson.

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

Abby Corrington, M.A., 2018

Carlos Moreno, M.A., 2016

Christy Nittrouer, M.A., 2015

Rachel Trump, M. A., 2015

Katie Bachman, M. A., 2013

Larry Martinez, M.A., 2010

Laura Barron, M.A., 2007

Sarah Singletary, M.A. 2006

Eden King, M.A., 2004

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

Stephanie Kazama. M.A., 2002

Jennifer Knight. M.A., 2002

Jessica Foster. M.A., 2001

Laura Mannix. M.A., 2001

Jean Lin. M.A., 2001

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

***Committee Member for Dissertations***

Molly Kilcullen, 2020

Denise Reyes, 2020

Jackie Torres, 2020

Jackie Gilberto

Stephanie Zajac, 2016

Carmen Young, 2015

Jason Randall, 2014

Christina Upchurch, 2014

Paul Cruz, 2010

Lynn, Fahey (sociology), 2016  
 Ashley Rittmayer, 2010  
 Christy Aroopala, 2009  
 Anna Hardigree, 2008.  
 Cody Cox, 2008.  
 Bobby Naemi. 2008.  
 Courtney Holladay, 2004  
 Stefanie Halverson, 2004  
 Nancy Olson, University of Houston Social Psychology Dissertation Committee. 2003.  
 Xihou Tang, 2003.

***Committee Member for Master Theses***

Ivy Watson, 2020  
 Brittany Bradford, 2018  
 Michelle Kim, 2018  
 Jackie Gilberto, 2018  
 Chen Zuo, 2018  
 Julie Dinh, 2018  
 Michelle Kim, 2017  
 Brittany Bradford, 2017  
 Jackie Torres, 2016  
 Carmen Young, 2014  
 Amber Raley, 2009  
 Paul Cruz, 2005  
 Bobby Naemi, 2005  
 Juan Madera. 2004  
 Annie Adams, 2000  
 Scott Tonidandel, 2000  
 Judith Solecki. 2000  
 AnJanette Nease, 1999  
 Derek Avery, 1999

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

Claire Sandman (2018-2019). Rice University Honors Thesis. Ph.D. in Management. PhD in Organizational Behavior at Cornell University.  
 Rebecca Godard (2018-2019). Rice University Honors Thesis. Ph.D. in Social Psychology. PhD in Social/Health Psychology at University of British Columbia.  
 Marie-Claire Schillinger (2018-2019). Rice University Honors Thesis.  
 Felix Wu (2018-2019). Rice University Honors Thesis. PhD in I-O Psychology at Rice University.  
 Anemaly Salgado (2017-2018). Rice University Honors Thesis. PhD in Educational Psychology at University of Southern California.  
 Colleen Phillips (2017-2018). Rice University Scholars Program and Honors Thesis. MA in Clinical Psychology at University of Houston. University of Houston Law School.  
 Courtney Wang (2017-2018). Rice University Scholars Program and Honors Thesis. Awarded the Zeff Scholarship  
 Kristina Dickman (2017-2018). Rice University Scholars Program and Honors Thesis. PhD in Health Psychology at University of Pittsburgh  
 James Carter (2016-17). Rice University Scholars Program and Honors Thesis. PhD in Organizational Management at Columbia University.  
 Kiara Sanchez (2015-6). Rice University Scholars Program and Honors Thesis. PhD in Social Psychology at Stanford University.

- Derek Brown (2015-6). Rice University Scholars Program and Honors Thesis. PhD in Management at Haas School of Business, Berkeley.
- Danielle Gardner (2015-6). Rice University Scholars Program and Honors Thesis. PhD in I-O Psychology at Michigan State University. Assistant Professor at Colorado State University.
- Cinoo Lee (2015-6). Rice University Scholars Program and Honors Thesis. PhD in Social Psychology at Stanford University.
- Roshni Janakiraman (2015-6). Rice University Scholars Program and Honors Thesis. PhD in Clinical Psychology at University of Florida.
- Vivian Xiao (2015-6). Rice University Scholars Program and Honors Thesis. PhD in Organizational Behavior at Stanford University.
- Adam Griffin (2015-6). Awarded the Zeff Scholarship. Rice University Scholars Program and Honors Thesis. Attending Medical School.
- Linda Nguyen (2014-5). Rice University Scholars Program and Honors Thesis. Management and Organization Science PhD at UCLA Business School. Postdoc at U Washington.
- Julia George-Jones (2014-5). Rice University Scholars Program and Honors Thesis. PhD in Clinical Psychology at University of Texas-Austin.
- Lyangela Gutierrez (2014-5). Rice University Scholars Program and Honors Thesis. Management and Organization Science PhD at UCLA Business School.
- Brianne Rodgers (2013-2015). Rice University. Mellon Mays Fellow. Masters in Counseling Psychology at SMU.
- Cortney Simmons (2013-2014). Rice University. Honors Thesis. Ph.D. in Developmental Psychology at University of California-Irvine.
- Michael Petrus (2013-2014). Rice University. Honors Thesis. UT Southwestern Medical School.
- Daniel Elledge (2013-2014). Rice University. Honors Thesis. Clinical PhD Program at UT-Southwestern.
- Naomi Fa-Kaji (2013-2014). Rice University. Rice University Scholars Program and Honors Thesis. Organizational Behavior PhD at Stanford University.
- Asia McCleary-Gaddy (2011-2014). Rice University. Mellon Mays Fellow. Rice University Scholars Program and Honors Thesis. Ph.D. in Social Psychology at University of Vermont. Now at Director of Diversity & Equity for the Hackensack Meridian School of Medicine at Seton Hall.
- Nathan Parker (2011-2012). Rice University. Rice University Scholars Program and Honors Thesis.
- Melissa Sheng (2011-2012). Rice University. Honors Thesis. Clinical PhD Program at UCLA.
- Katie Wang (2008-2009). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. Social Psychology. Yale University. Now Assistant Professor at Yale University.
- Rebecca Hofstein (2010-2011). Rice University. Ph.D. Social Psychology. Honors Thesis. UC-Irvine.
- Trishna Narula (2010-2011). Rice University. Honors Thesis. Stanford Medical School.
- Chethan Rampasand (2010-2011). Rice University. Honors Thesis. University of Miami Medical School.
- Samantha Thompson (2010-2011). Rice University. Rice University Scholars Program and Honors Thesis. Harvard Law School. Trial Attorney and Founding Partner at Hogan Thompson LLP.
- Dorraine Jodi Levy Green (2008-2010). Rice University. Mellon Mays Fellow. Honors Thesis. Ph.D. Social Psychology. Northwestern University. Asst Professor at Indiana University.
- Amber Williams (2009-2010). Rice University. Honors Thesis. Ph.D. Developmental Psychology. University of Michigan. Asst Professor at UC-San Luis Obispo
- Clare Morneau (2007-2008). Rice University. Rice University Scholars Program.
- Jane Sundermann (2007-2008). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. Clinical Psychology, University of Denver. Workday Consultant at Makse Group.
- Kim Hartson (2007-2008). Rice University. Honors Thesis. Ph.D. Social Psychology, U California-Santa Barbara.
- Jennifer Wessel (2005-6). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. I/O Psychology, Michigan State University. Now Assoc Prof. at University of Maryland.
- Whitney Botsford (2003-2004). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. I/O Psychology George Mason University. Now an Assoc. Prof. at University of Houston.



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

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

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

Morela Hernandez (1999-2000). Rice University. Honors Thesis. Ph.D. Management, Duke. Now Professor of Public Policy, University of Michigan Ford School.

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

Kristina Guillen (1998-2000). Rice University. Honors Thesis. MS. In ILR, Cornell. VP of Human Resources at The Coffee Bean & Tea Leaf. Group Director in Talent Management at Coca-Cola.

Lee Kuhn (1997-1998). Dartmouth College. Senior Honors Thesis. Lawyer at Ryder Smith Legal Search.

Anjali Jalota (1997-1998). Dartmouth College. Women in Science First-Year Project. Clinical Affairs Consultant at Biorez.

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

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

***Social***

Jenessa Shapiro, PhD in Social Psychology at Arizona State University. Associate Professor at UCLA. Passed away from cancer at the age of 38, only weeks before she would have been promoted to Full.

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

Saaid Mendoza, PhD in Social Psychology at NYU. Assoc. Professor at Providence College.

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

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

Kristin Dukes, PhD in Social Psychology at Tufts University. Assistant Professor at Simmons College. Dean for Institutional Diversity at Allegheny College

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

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

Asia McCleary-Gaddy, Ph.D. in Social Psychology at University of Vermont. Now Dean of Institutional Diversity at UT Med Center.

***I/O and OB***

Jacob Walla, Ph.D. in I/O Psychology at Texas A&M University.

Matt Cho, Ph.D. in I/O Psychology at University of Illinois.

Jonathan Bailey, Ph.D. in I/O Psychology at Texas A&M University.

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

Abby Corrington, Ph.D. in I/O Psychology at Rice University. Now Asst Professor at Providence College Business School.

Beth Buchanan, Ph.D. in I/O Psychology at University of Georgia.

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

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

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

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

Raenada Wilson, Ph.D. in I/O Psychology at University of Houston. Now Personnel Research Psychologist at United State Postal Service.

Lennie Waite, Ph.D. in I/O Psychology at University of Houston. Professional Olympic runner. Asst professor at University of St. Thomas.

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

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

Juan Batarse, PhD candidate in I/O Psychology at Texas A&M University. Senior Human Capital Consultant at ICF.

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

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

Emily Robinson, M.A. in Organizational Behavior at INSEAD. Senior Data Scientist at Warby Parker.

***Developmental/Sociology***

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

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

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

Courtney Simmons, Ph.D. candidate at University of Southern California. Now in postdoc at Yale.

***Clinical***

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

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

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

Amanda Venta, Ph.D. in Clinical Psychology at University of Houston. Now Asst. Prof at Sam Houston State University.

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

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

Perry Factor, M.A. in Clinical Psychology at University of Louisville. Talent Recruiter for Jack Henry & Associates.

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

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

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

Mary Dozier, Ph.D. candidate in Clinical Psychology at UC-San Diego. Now Asst Prof at Mississippi State.