

## Elisabeth R. Silver, M.A.

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### EDUCATION

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**Ph.D. in Industrial-Organizational Psychology** May 2024 (Expected)  
**Rice University** Houston, TX

- Areas of Expertise: Diversity, Equity, and Inclusion (DEI); Statistics; Methodology
- Prepared to Teach (Undergraduate and Graduate Levels): Introduction to I/O Psychology, Univariate Statistics, Regression, Research Methods, Psychometrics

**M.A. in Industrial-Organizational Psychology** May 2022  
**Rice University** Houston, TX

Master's Thesis: *Effects of diversity, ideology, and economic threat on anti-white discrimination claims*  
 Committee Members: Dr. Mikki Hebl (Chair), Dr. Danielle King, Dr. Eden King

**B.S. with Honors and Highest Distinction** April 2018  
**University of Michigan** Ann Arbor, MI

Majors: Biopsychology, Cognition, and Neuroscience; Spanish  
 Honors Thesis: *Perpetrating sexism: An investigation into the effects on men's psychophysiology*  
 Faculty Advisor: Dr. Sari van Anders

### QUANTITATIVE SKILLS

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**Statistics:** Univariate Statistics, Psychometrics, Structural Equation Modeling, Multilevel Modeling  
**Statistical Programming:** Python, R, Mplus, SPSS

### AWARDS & GRANTS

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National Science Foundation Graduate Research Fellowship (\$106,000)	2022
Rice University Center for Sexuality, Women's, and Gender Studies Best Graduate Essay (\$300)	2022
Rice University Kenneth R. Laughery Award for Best Master's Thesis in Psychology (\$250)	2022
University of Michigan Critical Difference Grant (\$1,000)	2017
University of Michigan Honors Summer Fellowship (\$5,000)	2017

### PEER-REVIEWED PUBLICATIONS IN PSYCHOLOGICAL SCIENCES

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\* Denotes equal contribution

1. **Silver, E. R.**, Ng, L. C., Corrington, A., Hebl, M., & Braam, A. (in press). Seeing is believing: The presence and impact of ambient sexism toward collegiate women in STEM. *Social Psychology*.
2. Fa-Kaji, N. M.\*, **Silver, E. R.\***, Hebl, M. R., King, D. D., King, E. B., Corrington, A., & Bilotta, I. (in press). Worrying about finances during COVID-19: Resiliency enhances both proactive behavior and stress. *Occupational Health Science*.

3. **Silver, E. R.**, Nittrouer, C., & Hebl, M. (2023). Beyond the business case: Universally designing the workplace for neurodiversity and inclusion. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16(1), 45-49. <https://doi.org/10.1017/iop.2022.99>
4. **Silver, E. R.**, King, D. D., & Hebl, M. (2023). Social inequalities in leadership: Shifting the focus from deficient followers to destructive leaders. *Management Decision*, 61(4), 959–974. <https://doi.org/10.1108/MD-06-2021-0809>
5. Lee, K. E., Lim, F., **Silver, E. R.**, Faye, A. S., & Hur, C. (2021). Impact of COVID-19 on residency choice: A survey of New York City medical students. *PLOS ONE*, 16(10), e0258088. <https://doi.org/10.1371/journal.pone.0258088>
6. **Silver, E. R.**, Chadwick, S. B., & van Anders, S. M. (2019). Feminist identity in men: Masculinity, gender roles, and sexual approaches in feminist, non-feminist, and unsure men. *Sex Roles*, 80(5-6), 277 – 290. <https://doi.org/10.1007/s11199-018-0932-6>
7. van Anders, S. M., Schudson, Z. C., Abed, E. C., Beischel, W. J., Dibble, E. R., Gunther, O.D., Kutcho, V. J., & **Silver, E. R.** (2017). Biological sex, gender, and public policy. *Policy Insights from the Behavioral and Brain Sciences*, 4(2), 194-201. <https://doi.org/10.1177/2372732217720700>

#### **SUBMISSIONS UNDER REVISE/RESUBMIT STATUS**

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1. **Silver, E. R.**, Oswald, F. L., & Hebl, M. (1<sup>st</sup> revise and resubmit). Implications of pre-employment personality assessments for job applicants with ADHD. *Journal of Applied Psychology*.
2. King, E. B., Hebl, M., Shapiro, J., **Silver, E. R.**, Bilotta, I., Lennon, N., Jones, K., Lindsey, A., Corrington, A. (1<sup>st</sup> revise and resubmit). Can psychological standing increase (otherwise absent) allyship in STEM? *Journal of Business and Psychology*

#### **POST-BACCALAUREATE PEER-REVIEWED PUBLICATIONS IN HEALTH & MEDICINE**

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1. Kastrinos, F., Ingram, M. A., **Silver, E. R.**, Oh, A., Laszkowska, M., Rustgi, A. K., & Hur, C. (2021). Gene-specific variation in colorectal cancer surveillance strategies for Lynch Syndrome. *Gastroenterology*, 161(2), 453-462.e15. <https://doi.org/10.1053/j.gastro.2021.04.010>
2. Laszkowska, M., Faye, A. S., Kim, J., Truong, H., **Silver, E. R.**, Ingram, M., May, B., Ascherman, B., Bartram, L., Zucker, J., Sobieszczyk, M. E., Abrams, J. A., Lebwohl, B., Freedberg, D. E., & Hur, C. (2021). Disease course and outcomes of COVID-19 among hospitalized patients with gastrointestinal manifestations. *Clinical Gastroenterology and Hepatology*, 19(7), 1402-1409.e1. <https://doi.org/10.1016/j.cgh.2020.09.037>
3. Wright, J. D.\* , **Silver, E. R.\***, Tan, S. X., Hur, C., & Kastrinos, F. (2021). Cost-effectiveness analysis of genotype-specific surveillance and preventive strategies for gynecologic cancers among women with Lynch Syndrome. *JAMA Network Open*, 4(9), e2123616. <https://doi.org/10.1001/jamanetworkopen.2021.23616>
4. Lauren, B. N.\* , **Silver, E. R.\***, Faye, A. S., Rogers, A. M., Woo Baidal, J. A., Ozanne, E. M., & Hur, C. (2021). Predictors of households at risk for food insecurity in the United States during the COVID-19 pandemic. *Public Health Nutrition*, 1–19. <https://doi.org/10.1017/S1368980021000355>
5. Laszkowska, M., Kim, J., Faye, A. S., Joelson, A. M., Ingram, M., Truong, H., **Silver, E. R.**, May, B., Greendyke, W. G., Zucker, J., Lebwohl, B., Hur, C., & Freedberg, D. E. (2021). Prevalence of clostridioides difficile and other gastrointestinal pathogens in patients with COVID-19. *Digestive Diseases and Sciences*. <https://doi.org/10.1007/s10620-020-06760-y>

6. Spurlin, E. E., Han, E. S., **Silver, E. R.**, May, B. L., Tatonetti, N. P., Hur, C., Advincula, A. P., & Hur, H. C. (2020). The impact of the COVID-19 pandemic on obstetric and gynecologic procedures and consults at a metropolitan hospital in the epicenter. *Journal of Minimally Invasive Gynecology*, 27(7, Supplement), S108–S109. <https://doi.org/10.1016/j.jmig.2020.08.164>
7. Spurlin, E. E., Han, E. S., **Silver, E. R.**, May, B. L., Tatonetti, N. P., Ingram, M. A., Jin, Z., Hur, C., Advincula, A. P., & Hur, H. C. (2020). Where have all the emergencies gone? The impact of the COVID-19 pandemic on obstetric and gynecologic procedures and consults at a New York City hospital. *Journal of Minimally Invasive Gynecology*, 0(0). <https://doi.org/10.1016/j.jmig.2020.11.012>
8. Lauren, B., Ostvar, S., **Silver, E. R.**, Ingram, M., Oh, A., Kumble, L., Laszkowska, M., Chu, J. N., Hershman, D. L., Manji, G., Neugut, A. I., & Hur, C. (2020). Cost-effectiveness analysis of biomarker-guided treatment for metastatic gastric cancer in the second-line setting. *Journal of Oncology*, 2020, 2198960. <https://doi.org/10.1155/2020/2198960>
9. **Silver, E. R.\***, Truong, H. Q.\*, Ostvar, S., Hur, C., & Tatonetti, N. P. (2020). Association of neighborhood deprivation index with success in cancer care crowdfunding. *JAMA Network Open*, 3(12), e2026946. <https://doi.org/10.1001/jamanetworkopen.2020.26946>
10. **Silver, E. R.**, & Hur, C. (2020). Gender differences in prescription opioid use and misuse: Implications for men's health and the opioid epidemic. *Preventive Medicine*, 131, 105946. <https://doi.org/10.1016/j.ypmed.2019.105946>
11. Laszkowska, M.\*, **Silver, E. R.\***, Schrope, B., Kastrinos, F., Wang, T. C., & Hur, C. (2020). Optimal timing of total gastrectomy to prevent diffuse gastric cancer in individuals with pathogenic variants in CDH1. *Clinical Gastroenterology and Hepatology*, 18(4), 822-829.e4. <https://doi.org/10.1016/j.cgh.2019.06.009>

## BOOK CHAPTERS

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1. Hebl, M., Hebl, W., Holmes, O., Salter, N., & **Silver, E. R.** (in press). Mentoring female and LGBTQ graduate students. In E. Yu, E. Chang, & A. Lucas (Eds.) *Positive mentoring, teaching, and supervision in multicultural contexts*. Springer Nature.
2. **Silver, E. R.**, Phetmisy, C. N., Fa-Kaji, N., Corrington, A., Ng, L. C., & Hebl, M. (2023). Calling for more organizational research on socioeconomic status. In D. L. Stone, B. Murray, K. M. Lukaszewski, & J. H. Dulebohn (Eds.), *Forgotten minorities in organizations* (pp. 299–328). Information Age Publishing.
3. **Silver, E. R.**, Fattoracci, E. S. M., Oxendahl, T., McSpedon, M., & Hebl, M. (2022). Negotiating stigma: Disability in the workplace. In M. L. Wehmeyer & D. S. Dunn (Eds.), *The positive psychology of personal factors: Implications for understanding disability* (pp. 193–215). Rowman & Littlefield.
4. Fattoracci, E. S. M.\*, McSpedon, M.\*, Oxendhal, T.\*, **Silver, E. R.\***, & Hebl, M. (2021). The future of disability research in the workplace. In J. Beatty, S. Hennekam, & M. Kulkarni (Eds.), *De Gruyter handbook of disability and management*.

## WORKS IN PROGRESS

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1. **Silver, E. R.**, Hebl, M., King, E. B., Holladay, C., Middleton, E., Cavanaugh, K. (in preparation). Leader resistance to diversity initiatives and its impact on followers: A mixed-methods study. *Target: Journal of Management*.

2. **Silver, E. R.**, Hebl, M., & Treacy, P. (in preparation). Effects of racial diversity, ideology, and economic threat on “anti-white” discrimination claims. *Target: Journal of Business and Psychology*.
3. **Silver, E. R.**, Stewart, D. S., & Hebl, M. (in preparation). We’re like a family here: Effects of signaling a family work atmosphere on employees. *Target: Academy of Management Journal*.
4. Bilotta, I., **Silver, E. R.**, King, E. B., Hebl, M., Fa-Kaji, N. M., Cavanaugh, K., Middleton, E., Holladay, C., & Perkins, L. (in preparation). Seeing eye to eye? Effects of group-level inclusive leadership agreement on employee performance. *Target: Journal of Management*.

## POSTERS & PRESENTATIONS

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1. **Silver, E. R.**, Hebl, M., & Oswald, F. L. (April, 2023). Implications of pre-employment personality assessments for job applicants with ADHD. Poster presentation at the Society for Industrial and Organizational Psychology, Boston, MA.
2. **Silver, E. R.**, Stewart, D., & Hebl, M. (October, 2022). Impact of signaling family work norms on employee outcomes. Oral presentation at Department of Psychological Sciences Brown Bag, Rice University, Houston, TX.
3. **Silver, E. R.**, Treacy, P., & Hebl, M. (April 2022). Effects of racial diversity, ideology, and economic threat on “anti-white” discrimination claims. Oral presentation at the Society for Industrial and Organizational Psychology, Seattle, WA.
4. **Silver, E. R.** (April 2022). Effects of racial diversity, ideology, and economic threat on “anti-white” discrimination claims. Master’s thesis defense, Rice University, Houston, TX.
5. **Silver, E. R.** (February, 2022). Implications of pre-employment personality assessments for applicants with ADHD. Oral presentation at Department of Psychological Sciences Brown Bag, Rice University, Houston, TX.
6. **Silver, E. R.**, Truong, H. Q., Tatonetti, N. P., Hur, C., & Ostvar, S. (October, 2019). Socioeconomic correlates of crowdfunding for cancer care. Oral presentation at the Division of General Medicine Research Forum, Columbia University Medical Center, New York, NY.
7. **Silver, E. R.**, Laszkowska, M., Schrope, B., Kastrinos, F., Wang, T. C., & Hur, C. (December, 2018). Optimal timing of total gastrectomy to prevent diffuse gastric cancer in individuals with pathogenic variants in *CDHI*. Oral presentation at the Division of General Medicine Research Forum, Columbia University Medical Center, New York, NY.
8. **Silver, E. R.**, Chadwick, S. B., & van Anders, S. M. (April, 2018). Perpetrating sexism: An investigation into the effects on men’s psychophysiology. Poster presented at the Psychology Research Forum at the University of Michigan, Ann Arbor, MI.
9. **Silver, E. R.**, Chadwick, S. B., & van Anders, S. M. (November, 2017). (Maybe) feminist men: Sexuality and ideas/identities relevant to gender equity. Oral presentation at the meeting of the Society for the Scientific Study of Sexuality, Atlanta, GA.

## RESEARCH EXPERIENCE

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<b>Graduate Research Assistant</b> , Rice University <i>Hebl/King Lab</i> , PIs: Mikki Hebl, Ph.D. and Eden King, Ph.D.	August 2022 – Present
<b>Research Analyst</b> , Columbia University <i>Health Innovation and Research Evaluation Lab</i> , PI: Chin Hur, MD, MPH	August 2018 – July 2020
<b>Research Assistant</b> , University of Michigan <i>van Anders Lab</i> , PI: Sari van Anders, Ph.D.	October 2015 – May 2018

## TEACHING & MENTORSHIP EXPERIENCE

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- Lab Manager and Instructor**, Rice University May 2022 – May 2023  
*Hebl/King Lab Instruction* (Dr. Mikki Hebl)
- Developed and led weekly lab meetings to instruct 25-30 undergraduate research assistants on many aspects of the research process.
  - Selected undergraduate research assistants to meet faculty and graduate student needs
- Graduate Advisor**, Rice University May 2022 – August 2022  
*Office of Undergraduate Research Involvement* (Dr. Liz Eich)
- Mentored 16 first-time undergraduate research assistants from underrepresented groups in weekly small group meetings to provide instrumental support.
  - Co-facilitated workshops on professional conduct in research to prepare 150+ undergraduates for success.
- Graduate Student Thesis Mentor**, Rice University August 2020 – Present  
*Undergraduate Thesis Instruction* (Dr. Mikki Hebl)
- Co-advised nine undergraduate honors thesis students to provide instruction on data analysis and survey design and writing.
- Teaching Assistant**, Rice University August 2021 – December 2021  
*Social Psychology* (Dr. Sandra Parsons)
- Assisted with class communications, grading, and exam writing for over 60 undergraduate students.

## SERVICE

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- Assistant Editor**, *Journal of Business and Psychology* August 2022 – October 2023
- Evaluated journal submissions for compliance with journal guidelines.
  - Provided input to support editorial decisions for journal submissions.
- Vice President**, *Rice University Psychological Sciences Graduate Student Association* May 2022 – May 2023
- Communicated with graduate students about campus-wide initiatives and events.
  - Served as a representative for Psychological Sciences graduate students for the Rice Graduate Student Association.
- Committee Member**, *Rice University Psychological Sciences Diversity, Equity, and Inclusion Committee* May 2021 – May 2022
- Analyzed institutional survey data from undergraduates to identify and act on areas of improvement for inclusion.
  - Summarized results of data analysis in an executive report for faculty, to inform departmental DEI efforts.