

Abigail (Abby) Corrington

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ACADEMIC APPOINTMENTS

School of Business, Providence College

- Assistant Professor of Management, 2020-Present

Jones Graduate School of Business, Rice University

- Lecturer, Winter 2021, Summer 2021

EDUCATION

2018-2020	Rice University , Houston, Texas Ph.D. Industrial/Organizational Psychology Advisor: Mikki Hebl
2015-2018	Rice University , Houston, Texas M.A. Industrial/Organizational Psychology Advisor: Mikki Hebl
2009-2013	Rice University , Houston, Texas B.A. Psychology, <i>cum laude</i>
2005-2009	Pasadena Memorial High School , Pasadena, Texas Valedictorian (ranked 1 out of 535 students)

RESEARCH INTERESTS

Organizational Diversity, Equity, Inclusion, Authenticity, Stigma, Gender, Leadership, Corporate Activism

PEER-REVIEWED PUBLICATIONS (*Denotes authors contributed equally)

King, E., Hebl, M., *Corrington, A., *Holmes IV, O., *Lindsey, A. P., *Madera, J., *Maneethai, D., *Martinez, L. *Ng, E. S., *Nittrouer, C. L., *Sabat, I., *Sawyer, K., & *Thoroughgood, C. Understanding and addressing the health implications of anti-LGBTQ+ legislation. *Occupational Health Science*.

King, E. B., Hebl, M., Shapiro, J. R., Silver, E., Bilotta, I., Lennon, N., Jones, K. P., Lindsey, A. P., and **Corrington, A.** (2024). (Absent) allyship in STEM: Can psychological standing increase prejudice confrontation? *Journal of Business and Psychology*.

Silver, E. R., Ng, L. C., **Corrington, A.**, Hebl, M., Braam, J. (2023). Seeing is believing: The presence and impact of ambient sexism toward collegiate women in STEM. *Social Psychology*.

***Corrington, A.**, *Fa-Kaji, N. M., *Hebl, M., *Salgado, A., Brown, N. D., & Ng, L. (2023). The influence of social norms on the expression of anti-Black bias. *Journal of Business and Psychology*, 1-20.

Silver, E. R., Phetmisy, C. S., 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, a volume in Research in human resource management*. Information Age Publishing.

Perry, S., Hunter, E., **Corrington, A.**, & Hebl, M. (2022). Facing an unexpected negotiation partner: The impact of hiring manager gender role violation on job candidates. *Journal of Business and Psychology*.

Fa-Kaji, N., Silver, E. R., Hebl, M., King, D., King, E. B., **Corrington, A.**, & Bilotta, I. (2022). Worrying about finances during COVID-19: Resiliency enhances both proactive behavior and stress. *Occupational Health Science*.

***Corrington, A.**, *Fa-Kaji, N. M., Hebl, M. R., King, E. B., Stewart, D., & Alao, T. (2022). The impact of organizational statements of support for the Black community in the wake of a racial mega-threat on organizational attraction and revenue. *Human Resource Management*.

*Walker, S. S., ***Corrington, A.**, Hebl, M., & King, E. B. (2021). Subtle discrimination overtakes cognitive resources and undermines performance. *Journal of Business and Psychology*, 1-14.

Bilotta, I., Cheng, S., Ng, L., **Corrington, A.**, Watson, I., Paoletti, J., Hebl, M., King, E. (2021). Remote communication amid the coronavirus pandemic: Optimizing interpersonal dynamics and team performance. *Industrial and Organizational Psychology*, 14(1-2), 36-40.

Scullin, M. K., Hebl, M., **Corrington, A.**, & Nguyen, S. (2020). Sleep loss, racial bias, and the decision criterion to shoot in the Police Officer's Dilemma task. *Scientific Reports*, 10(1), 1-9.

Corrington, A., Hebl, M., Stewart, D., Madera J., Ng, L., & Williams, J. (2020). Diversity and inclusion of understudied populations: A call to practitioners and researchers. *Consulting Psychology Journal: Practice and Research*, 72(4), 303-323.

Traylor, A., Ng, L., **Corrington, A.,** Skorinko, J., & Hebl, M. (2020). Expanding research on working women more globally: Identifying and remediating current blindspots. *Journal of Social Issues*, 76(3), 744-772.

Corrington, A., Hebl, M., Watson, I., Bilotta, I., Cheng, S., Ng., L, King, E. (2020). How behavioral science can inform policies to prevent discrimination against Asian Americans in the era of COVID-19. *Behavioral Science and Policy*, 6(2), 101-108.

Corrington, A., Ng., L., Phetmisy, C., Watson, I., Wu, F., & Hebl, M. (2020). How bias thwarts successful aging at work. *Industrial and Organizational Psychology*, 13, 413-416.

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*, 6(2), 69-75.

Corrington, A., Lane, D., Trump-Steele, R. C., & Hebl, M. (2020). Effect sizes and the translation from diversity research to human resource management. In D. L. Stone, J. H. Dulebohn, K. M. Lukaszewski (Eds.), *Diversity and inclusion in organizations, a volume in Research in Human Resource Management* (pp. 85-101). Information Age Publishing, Incorporated.

Corrington, A., Ramprasad, C., Narula, T., & Hebl, M. (2019). Age and gender bias in medical students' diagnoses: A scope into gastroenterology. *Gastroenterology & Hepatology: Open Access*, 10(3), 117-121.

Ruggs, E. N., Walker, S. S., **Corrington, A.,** Nitttrouer, C. L. (2019). "Say it loud, I'm Black and I'm proud": The effectiveness of racial acknowledgments at work. *Personnel Assessment and Decisions*, 5(2), 5.

Nguyen, S., **Corrington, A.,** Hebl, M. R., & Scullin, M. K. (2019). Endorsements of surgeon punishment and patient compensation in rested and sleep-restricted individuals. *JAMA Surgery*, 154(6), 555-557.

*Bilotta, I., ***Corrington, A.,** *Mendoza, S. A., *Watson, I., & King, E. B. (2019). How subtle bias infects the law. In R. J. MacCoun (Ed.), *Annual Review of Law and Social Science*. Chicago, IL: University of Chicago Press.

Corrington, A., & Hebl, M. (2018). America clearly isn't ready for a female president: Why? *Equality, Diversity, and Inclusion: An International Journal*, 37(1). <https://doi.org/10.1108/edi-08-2017-0175>

Corrington, A., Nitttrouer, C. L., Trump-Steele, R. C., & Hebl, M. (2018). Letting him B: A study on the intersection of gender and sexual orientation in the workplace. *Journal of Vocational Behavior*, 113, 129-142.

*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. <https://doi.org/10.1017/iop.2017.100>

*Cheng, S., ***Corrington, A.,** *Dinh, J., *Hebl, M., *King, E., *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*, 48(4). <https://doi.org/10.1016/j.orgdyn.2018.09.001>

Cheng, S., Ng, L., Trump-Steele, R. C., **Corrington, A.,** & Hebl, M. (2018). Calling on male allies to promote gender equity in IO psychology. *Industrial and Organizational Psychology*, 11(3), 389-398. <https://doi.org/10.1017/iop.2018.88>

Hebl, M., Barron, L., Cox, C. B., & **Corrington, A. R.** (2016). The efficacy of sexual orientation anti-discrimination legislation. *Equality, Diversity, and Inclusion: An International Journal*, 35(7/8). <https://doi.org/10.1108/edi-07-2016-0060>

BOOK CHAPTERS AND OTHER CONTRIBUTIONS (*Denotes authors contributed equally)

Corrington, A. (in press). Structured interviews. In D. Brannan (Ed.), *Routledge encyclopedia of psychology in the real world*.

King, E., Finkelstein, L., Thomas, C., & **Corrington, A.** (2019). Generational differences at work are small. Thinking they're big affects our behavior. *Harvard Business Review*.

Hebl, M., Nitttrouer, C. L., **Corrington, A. R.,** & Madera, J. M. (2018). How we describe male and female job applicants differently. *Harvard Business Review*.

Corrington, A., Nitttrouer, C. L., Ng, L. C., Trump-Steele, R. C. E., Watson, I., Moreno, C., & Hebl, M. (2020). Being mindful of diversity and discrimination: Eight lessons that can improve

your teaching. In T. M. Ober, E. S., Che., J. E. Brodsky, C. Raffaele, & P. J. Brooks (Eds.), *How we teach now: The GSTA guide to transformative teaching* (pp. 155-165).

*Cheng, S., *Corrington, A., *King, E. B., & *Ng, L. (2020). Changes in worker demographics. In B. J. Hoffman, M. K. Shoss, & L. A. Wegman (Eds.), *The Cambridge Handbook of the Changing Nature of Work*. Cambridge: Cambridge University Press.

Corrington, A., Hebl, M., & Tsang, J. A. (2017). Behavioral indicators of discrimination in social interactions. In J. Nussbaum (Ed), *Oxford Research Encyclopedia of Communication*. New York, NY: Oxford University Press.

MEDIA COVERAGE

Research highlighted in: McCaig, A. (2022, November 16). *Businesses backing #BlackLivesMatter are more attractive to workers, have better bottom lines*. Rice News. <https://news.rice.edu/news/2022/businesses-backing-blacklivesmatter-are-more-attractive-workers-have-better-bottom-lines>

Research highlighted in: McCaig, A. (2020, September 21). *How employers can soften the blow of furloughs and layoffs*. Rice News. <https://news.rice.edu/news/2020/how-employers-can-soften-blow-furloughs-and-layoffs>

Research highlighted in: McCaig, A. (2019, March 26). *Does sleep deprivation promote medical malpractice lawsuits?* Rice News. <http://news.rice.edu/2019/03/26/does-sleep-deprivation-promote-medical-malpractice-lawsuits/>

Research highlighted in: McCaig, A. (2018, March 20). *Psychologists explain why 'America isn't ready for female president.'* Rice News. <http://news.rice.edu/2018/03/20/psychologists-explain-why-america-isnt-ready-for-female-president/>

Research highlighted in: McCaig, A. (2018, May 31). *Psychologists: Women are not to blame for the wage gap*. Rice News. <http://news.rice.edu/2018/05/31/psychologists-women-are-not-to-blame-for-the-wage-gap-2/>

Corrington, A., & Hebl, M. (2018, March 27). Why America wasn't ready for a female president. *Houston Chronicle*. <https://www.houstonchronicle.com/local/gray-matters/article/sexism-hillary-clinton-presidential-election-12784395.php>

Hebl, M., & **Corrington, A.** (2018, March 28). America wasn't ready for a female president. Here's how to change that. *The Texas Tribune*. <https://www.tribtalk.org/2018/03/28/america-wasnt-ready-for-a-female-president-heres-how-to-change-that/>

MANUSCRIPTS UNDER REVIEW (*Denotes authors contributed equally)

Sanchez, K. L., Kalkstein, D. A., Hirschi, Q., **Corrington, A.**, Pinedo, A., Brannon, T. N., Stewart, D., Hard, B. M., Harrington, H. M., Templeton, E., & Walton, G. M. Conversations about race can strengthen Black-White friendships immediately and over time. Under review at *Psychological Science*.

MANUSCRIPTS IN PROGRESS (Titles tentative)

Steele, S. T., **Corrington, A.**, & Hebl, M. The impact of supervisor cross-cultural training on expatriate subordinate outcomes. Second-round Revise & Resubmit for *Journal of Cross-Cultural Psychology*.

Xiao, V., **Corrington, A.**, Nittrouer, C. L., Phillips, C., & Hebl, M. Work more, earn less: An examination of racial differences in personal entitlement. Revise & Resubmit for *Academy of Management Discoveries*.

Corrington, A., & Hebl, M. Perceptions of team contributions for men and women. In preparation for *TBD*.

Hunter, E., Perry, S., **Corrington, A.**, & Hebl, M. Don't give up on great expectations: Responding to micro concessions in salary negotiations. In preparation for *TBD*.

***Corrington, A.**, *Hebl, M., & *Nittrouer, C. L., *Trump-Steele, R. C. E. In-group magnetism: Men engaging men to support gender equity. In preparation for *TBD*.

Plewa, D., Ricard, C., Tedesco, A., **Corrington, A.**, Rizvi, T., Nepomnayshy, D., & Watkins, A. Gendered communication in surgical operating rooms. In preparation for *TBD*.

Stewart, D., **Corrington, A.**, & Hebl, M. Racial stereotypicality and organizational leadership attainment. In preparation for *TBD*.

Carter, J., **Corrington, A.**, & Hebl, M. The effect of Black hairstyles in personnel selection. In preparation for *TBD*.

Corrington, A., & Hebl, M. Failure to find that power posing influences negotiations. In preparation for *Behavioral Decision Making*.

Corrington, A., Scullin, M. K., Nguyen, S., & Hebl, M. Sleepiness and its association with bias in hiring decisions. In preparation for *TBD*.

CONFERENCE PRESENTATIONS

Corrington, A., Hebl, M., Dawson, J., King, E. (2023, April). *Perceptions of team contributions for men and women*. Symposium presented at the 38th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Boston, MA.

***Corrington, A.,** *Fa-Kaji, N. M., *Hebl, M., *Salgado, A., Brown, N. D., & Ng, L. (2022, August). *The influence of social norms on the expression of anti-Black bias*. Symposium presented at the 82nd Annual Meeting of the Academy of Management (AOM), Seattle, WA.

***Corrington, A.,** *Steele, L., *Mitchell, L., *Morgeson, F., *Kristof-Brown, A., *Quiñones, M., *Spector, P., & *Gorman, C. A. (2021, August). *Psych'ed up for business school: Preparing I-O psychologists for business school careers*. Professional Development Workshop panelist at the 81st Annual Meeting of the Academy of Management (AOM), virtual.

***Corrington, A.** *How to survive your dissertation*. (2021, March). Invited panelist at the 36th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), virtual.

Trump-Steele, R. C. E., **Corrington, A.,** & Hebl, M. (2020, May). *Male allies and gender equity: Exploring the explanatory mechanisms*. Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), virtual.

Corrington, A., Steele, S. T., & Hebl, M. (2019, April). *Does cross-cultural training influence expatriate adjustment? The role of moderators and mediators*. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Washington, DC/National Harbor, MD.

Corrington, A., Traylor, A., & Hebl, M. (2019, April). *Gender and racial disparities in STEM: Finding and addressing the pipeline leaks*. Symposium co-chaired at the 34th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Washington, DC/National Harbor, MD.

Corrington, A. *Building mentor-mentee relations*. (2019, April). Doctoral consortium panelist at the 34th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Washington, DC/National Harbor, MD.

Corrington, A., Hebl, M., Braam, J., Ng, L., & Cheng, S. (2018, May). *Seeing is believing: Promoting leadership through increased visual representation of female and racial minority leaders*. Poster presented at the 30th Association for Psychological Science (APS) Annual Convention, San Francisco, CA.

Corrington, A., Mendoza, S. A., Hebl, M., Nitttrouer, C. L., Trump-Steele, R. C. E., Moreno, C. A., & Carter, J. T. (2018, April). *Perceptions of organizations that endorse BLM: Not so black and white?*. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.

Corrington, A., Reyes, D. L., & Nitttrouer, C., L. (2018, April). *DARE: A review and theoretical framework for developing diversity competencies*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.

Corrington, A., Mendoza, S. A., Hebl, M., Nitttrouer, C. L., Trump-Steele, R. C. E., Moreno, C. A., Carter, J. T. (2018, March). *Black and blue: Racial disparities in perceptions of organizational values*. Poster presented at Personnel and Human Resources Research Group (PHRRG), Houston, TX.

Corrington, A., & Hebl, M. (2017, August). *Evaluating social evaluations: All different, but similar, or maybe it just depends*. Symposium presented at the 77th Annual Meeting of the Academy of Management (AOM), Atlanta, GA.

Carter, J. T., **Corrington, A.,** Nitttrouer, C. L., Trump-Steele, R. C. E., Moreno, C. A., & Hebl, M. (2017, May). *Weaves and afros: Do hairstyles influence employers?* Poster presented at the 29th Association for Psychological Science (APS) Annual Convention, Boston, MA.

Corrington, A., Trump-Steele, R. C. E., Nitttrouer, C. L., Hebl, M., & Rodgers, J. R. (2017, April). *Effect of mentoring on expected competitiveness of biomedical graduate students*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.

Corrington, A., Nitttrouer, C. L., Trump-Steele, R. C. E., Moreno, C. A., Carter, J. T., & Hebl, M. (2017, February). *The "B" in "LGBT" matters: Current findings and directions for future research*. Poster presented at the annual Industrial/Organizational & Organizational Behavior (IOOB) Conference, Houston, TX.

Corrington, A., Hebl, M. R., & Rodgers, J. R. (2016, April). *Mentor or Athena: The effect of gender, specialty, and personality on medical mentoring relationships*. Poster presented at the annual meeting of the Association for Psychological Science (APS), Chicago, IL.

INVITED TALKS

Corrington, A. (2019, March). *Failure to find that power posing influences negotiations*. Presentation given at the Industrial/Organizational Brown Bag presentation series at Rice University, Houston, TX

Corrington, A., Nittrouer, C. L., Reyes, D. (2018, August). *Multicultural diversity*. Presentation given during orientation week for Master of Global Affairs students at Rice University, Houston, TX.

Corrington, A. (2018, April). *Gender and politics*. Presentation given in the First-Year Writing Intensive Seminar, Critical Thinking in a Democracy course taught by Dean of Undergraduates, John Hutchinson, and Paula Hutchinson at Rice University, Houston, TX.

Corrington, A. (2017, December). *Perceptions of organizations that endorse BLM: Not so black and white?* Presentation given at the Industrial/Organizational Brown Bag presentation series at Rice University, Houston, TX.

Corrington, A., Nittrouer, C. L., Reyes, D. (2017, August). *Multicultural diversity*. Presentation given during orientation week for Master of Global Affairs students at Rice University, Houston, TX.

Corrington, A., Trump-Steele, R. C. E. (2016, April). *The role of psychology in STEM*. Presentation given during a STEM workshop at the Children's Museum of Houston, Houston, TX.

GRANTS

An examination of the determinants of evaluations of male and female leaders (2019). Doerr Institute's Leader Development Innovation Award. Rice University Internal Grant. \$20,058.30. Co-PI.

Seeing is believing: Promoting leadership through increased visual representation of female and racial minority leaders (2018). Doerr Institute's Leader Development Innovation Award. Rice University Internal Grant. \$25,635.20. Co-PI.

Examining strategies to remediate discrimination against Hijabi Muslim Americans (2017). The Boniuk Institute for the Study and Advancement of Religious Tolerance. Small Grant. Rice University. \$4,973. Co-PI.

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

Age and gender bias in the medical field (2016). Society for the Psychological Study of Social Issues (SPSSI) Grant-In-Aid, \$1,000 in addition to a \$1,000 match from the Rice University School of Social Sciences. PI.

SCHOLARSHIPS AND AWARDS

Greene Family Award for Teaching Excellence (2023). Providence College.

Dean's Award for Inclusive Excellence (2022). Providence College.

Dean's Summer Research Fellowship Award (2021). Providence College.

Kenneth R. Laughery Award for Best Master's Thesis in Psychology (2018). Rice University.

SIOP (Society for Industrial and Organizational Psychology) Travel Award, \$500 (2018, 2019).

Psychology Department Travel Award, \$400 each year, Awarded to students who are first authors of a conference presentation (2016-2019).

Rice University Graduate Fellowship, Full academic scholarship (2015-present).

RISE Research Award (2017). Association for Psychological Science. Award that “seeks to cultivate psychological science research in fields related to socially and economically under-represented populations, and recognize outstanding student researchers from diverse racial, ethnic, geographic and cultural backgrounds, as well as other underrepresented groups in psychological science.”

TEACHING EXPERIENCE

Providence College

Instructor – Undergraduate

- Introduction to Organizational Behavior, Fall 2020, Spring 2021, Fall 2021, Spring 2022, Fall 2022, Spring 2023, Fall 2023
- Diversity, Equity, and Inclusion (DEI) in Organizations, Fall 2021, Spring 2022, Fall 2022, Spring 2023, Fall 2023

- Public and Community Service Studies, Internship in Community Service, Summer 2021

Rice University

Instructor – Executive, Professional, and Full-Time MBA

- Diversity, Equity, & Inclusion in Business (previously Optimizing the Workforce of the Future), Winter 2021, Summer 2021

Instructor – Undergraduate

- Introduction to Social Psychology, Summer 2018 (Effectiveness rating: 5.00/5.00)
 - Student comment: “Abby is a fantastic instructor! She was always on time and prepared for lecture, extremely open to questions and discussions, and provided additional information and research on topics that the class showed interest in. I wish all of my professors were as engaging and cared as much as she does.”

Guest Lecturer – Undergraduate

- Introduction to Industrial/Organizational Psychology, Spring 2019, *Emotions & Attitudes at Work* (Excellence rating: 4.3/5.0)
- Introduction to Industrial/Organizational Psychology, Spring 2019, *Justice & Diversity in the Workplace* (Excellence rating: 4.6/5.0)
- Introduction to Social Psychology, Fall 2016, *Persuasion & Group Processes*, Department of Psychological Sciences, Rice University

Coordinating Faculty – Executive and Professional MBA

- Optimizing the Workforce of the Future, Fall 2019

Teaching Assistant – Undergraduate

- Introduction to Industrial/Organizational Psychology, Spring 2019
- Introduction to Social Psychology, Fall 2015-2017
- Health Psychology, Fall 2012

SERVICE

Providence College Department of Management

- Wrote the majority of the proposal to make MGT 340, Dignity, Diversity, Equity, and Inclusion (DDEI) in Organizations, a required course for Management majors, Fall 2023
 - Proposal was submitted by Management department chair to the Academic Affairs Committee and the Committee on Studies
- *Management Department Representative, PC Fall Orientation (virtual), 2020*
- *Management Department Representative, PC Major/Minor Fair, 2021*
- *Management Department Representative, PC Fall Orientation, 2021*
- *Management Department Representative, First-Year Families Event, 2021*
- *Management Department Representative, Early Admitted Student Days Event, 2021*

- *Member, Management Department Faculty Search Committee, 2021*
 - With departmental colleagues, successfully recruited Dr. Woohee Choi and Dr. Thomas Ptashnik to join the department beginning in AY 2023-2024.
- *Advisor, 2020-present (including my first semester at PC, Fall 2020)*
 - Typical load: 25 students
 - Current load: 37 students
- *Participant, Management Department Strategic Vision Task Force, 2020-2021*
 - Before physically relocating to New England, worked remotely with departmental colleagues to develop a long-term mission and vision statement for the Department of Management.

Providence College School of Business

- *Member, Diversity, Equity, and Inclusion (DEI) Committee, 2020-current*
 - Led the creation of the first two PCSB climate surveys, analyzed results, and developed presentation of results for PCSB website and faculty meeting.
 - Member of two sub-committees: (a) Climate Survey/Focus Groups sub-committee and (b) Exit Interviews sub-committee.
- *Panelist, Diversity, Equity, and Inclusion (DEI) Meeting for Business Advisory Council (BAC)*
 - Served as a panelist with other staff and students at the PCSB during the BAC 2022 Fall meeting, during which I shared insight on what the PCSB is doing in the way of DEI in terms of teaching/curriculum.
- *Developer/Instructor, Diversity, Equity, and inclusion (DEI) in Organizations Course 2021-present*
 - Developed a new course centered on DEI in organizations and taught it for five semesters/seven sections.
 - Developed proposal to make DEI in Organizations an official course, which was approved by the Faculty Senate in Fall 2022.
 - Developed proposal to have DEI in Organizations course fulfill the PC Diversity proficiency requirement.
 - Developed proposal to require DEI in Organizations course for Management majors.
- *Interviewer, Berkeley Scholars Program, Fall 2022*
 - Assisted PCSB Advising staff with student interviews for cohort of Berkeley Scholars.
- *Faculty representative, PCSB Brand Video, Spring 2023*
 - Gave a filmed interview with the PCSB Communications Department, had my class filmed, and nominated two students to give interviews.
- *Participant, Teaching Development Program (TDP), Fall 2020-present*
 - Have been a participant in the TDP since its inception.
- *Presenter, Teaching Development Portfolio (TDP) Workshop & Luncheon, Fall 2021*
 - As an inaugural participant in TDP, I shared my experiences in the program with PCSB faculty as part of an effort to spread awareness of the TDP and its value.
- *Attendee, PCSB Awards Ceremony, 2022*
 - Recipient of the PCSB's 2022 Dean's Award for Inclusive Excellence.

- *Advising Transition Committee Member, 2022-2023*
- *Faculty Representative, “Four Questions with PCSB Faculty” social media campaign*

Providence College

- *Junior Faculty Representative, Arts & Science Group, LLC Meeting*
 - Represented junior faculty from the PCSB in conversation with Art & Science Group, a consulting firm specializing in empirically based institutional planning in higher education. The goal of this meeting was to help develop a valuable empirical perspective to inform how Providence College can move forward in a way that is consistent with the college’s values, principles, and priorities.
- *Inaugural Faculty Teaching Fellow, Conversations for Change, 2022-present*
 - Revised a course in the 2022-23 academic year so that civil discourse is a meaningful aspect in the curriculum.
 - Participate in a monthly learning community with other Dialogue, Inclusion, and Democracy (DID) Faculty Fellows, which involves sharing ideas and resources, supporting colleagues’ growth and learning, and engaging in reflective practice on teaching.
 - Attended selected professional development workshops on campus with leaders in the fields of civic engagement and diversity.
 - Incorporated additional civil discourse into my MGT 340 (DEI in Organizations) and Organizational Behavior (MGT 301) courses (e.g., developed Community Learning Agreement, led a class activity and discussion involving the five DID walls on campus), Fall 2023.
 - Used assessment developed by the project in my MGT 340 (DEI in Organizations) classes, Fall 2023.
- *Reviewer, PC Core Curriculum Portfolio Project, 2021-2022*
 - During both early-career (first round) and late-career (second round), evaluated ~90 pieces of student work (each round) submitted as part of the CCC project, which aims to assess students’ learning/development along the PC Core Curriculum’s Mission-related Learning goals.
- *Faculty Mentor, Leadership Fellows Program, 2021-2022*
- *Facilitator, Rhode Island Values-Based Leadership Conference, 2021*
 - Led a workshop with ~15 students on bias “blind spots.”
- *Developer/Instructor, Diversity, Equity, and inclusion (DEI) in Organizations Course 2021-present*
 - Developed a new course centered on DEI in organizations and taught it as a special topics course for three semesters.
 - Developed proposal to make DEI in Organizations an official course, which was approved by the Faculty Senate in Fall 2022.
 - Developed proposal to have DEI in Organizations course fulfill the PC Diversity proficiency requirement.
 - Developed proposal to require DEI in Organizations course for Management majors.
- *Participant, Commencement, 2021*
- *Participant, Convocation, 2023*

- *Participant, Commencement, 2023*

Professional Service

- *Reviewer, Journal of Business and Psychology, 2024-present*
- *Reviewer, 84th Annual Meeting of the Academy of Management (AOM), 2024*
- *Reviewer, Society for Industrial and Organizational Psychology (SIOP) S. Rains Wallace Dissertation Sub-Committee, 2022*
- *Reviewer, Society for Industrial and Organizational Psychology (SIOP) Anti-Racism Grant Sub-Committee, 2020*
- *Symposium Co-Chair, 34th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), 2019*
 - *Co-chaired a symposium titled Gender and racial disparities in STEM: Finding and addressing the pipeline leaks.*
- *Invited Panelist, Professional Development Workshop, 81st Annual Meeting of the Academy of Management (AOM), 2021*
 - *Served on a panel titled Psych'ed up for business school: Preparing I-O psychologists for business school careers.*
- *Invited Panelist, 36th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), 2021*
 - *Served on a panel titled How to survive your dissertation.*
- *Invited Panelist, Doctoral Consortium, 34th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), 2019*
 - *Doctoral consortium panelist titled Building mentor-mentee relations.*

PROFESSIONAL EMPLOYMENT

Expert Witness Consultant, May 2016-October 2016

Robins Kaplin LLP, Minneapolis, MN

Worked with an expert witness on a trial involving potential discrimination in a healthcare setting.

- *Reviewed hundreds of legal documents and conducted a literature review of academic research in preparation for the development of two expert witness reports*
- *Prepared documents for use in expert witness deposition*

Organizational Consultant, Spring 2016

Houston Baptist University, Houston, TX

Developed a model for effective rater training practices for use in selection of faculty, staff, and students.

- *Conducted an extensive review of the extant literature on rater training and best practices*
- *Developed a framework for rater training that is generalizable to numerous rating episodes and a refresher aid for raters who have already received the training*

- Presented final deliverables to the client

Third Eye Metrics Team Member, Spring 2016

Doerr Institute for New Leaders, Rice University

Worked under the supervision of Dr. Catherine Oleksiw and two other graduate students on the metrics team.

- Laid the groundwork for evaluation of programs and initiatives led by the Doerr Institute for New Leaders
- Conducted interviews with other universities with similar leadership programs to gain an understanding of evaluation methods employed elsewhere and developed a report based on these evaluations
- Met with the Rice University Office of Institutional Effectiveness to understand the ways that Rice University uses Qualtrics so that the Doerr Institute could apply similar methods
- Developed numerous questionnaires for use in the Spring 2016 pilot coaching program and future initiatives
- Created interview protocol
- Edited multiple reports (e.g., for the Provost, for internal Doerr Institute use)

Voir Dire Consultant, March 2016

Tom Radosevich Law Office, Houston, TX

Served as an Industrial/Organizational consultant during a *voir dire* (jury selection).

- Was present in the courtroom while the judge, prosecution, and defense spoke to and presented questions to approximately 60 potential jurors
- Recorded impressions of each of the jurors
- Presented to the defense attorney my recommendations for who should serve on the final 12-person jury

Senior Analyst, May 2014-May 2015

Accenture Management Consulting, Houston, TX

- Partnered with clients to provide consulting services focused on stakeholder engagement, project management, data analysis, reporting, strategy, operations, training development, and future state definition for several Fortune 500 companies
- Independently planned and executed multiple process improvement initiatives in the Upstream sector, resulting in reductions in cost and risk and increases in efficiency and morale
- Developed 70+ training and change assets including Computer-Based Training, Instructor-Led Training, Quick Reference Guides, Business Process Procedures, Process Walkthroughs, Change Discussion Guides, and Day-In-The-Life scenarios spanning eight

distinct process areas including Operations, Supply Chain, Capital Project Management, Finance, Data Governance, Tax, and Human Resources

- Co-led the planning and execution of a weeklong event hosting 30+ global stakeholders preparing them to lead project activities at their local sites
- Established and maintained relationships with the client and third-party companies to coordinate the transfer of 498 regulatory permits and plan for the transfer of over 3,000 permits with 57 agencies in 5 geographic regions
- Provided weekly presentations to project and client leadership on behalf of team
- Co-led the account newsletter, writing sections, taking photos, and editing peers' work
- Organized the rewards and recognition program on the account, presenting weekly awards to project and client leadership
- Served as Communications Lead for Houston Management Consulting Development Program Leadership Team

Business Analyst, June 2013-June 2014

Accenture Management Consulting, Houston, TX

- Created a presentation supporting a new business initiative and delivered it to the client, obtaining 100% buy-in and addressing concerns throughout the organization, from vice presidents to field site administrators
- Assisted with training material development for a team that was three weeks behind schedule, creating 29 finalized materials and bringing the team back on track within two weeks
- Ensured completion of 2,723 tasks across 65 teams in the project plan by holding approximately 375 meetings with over 150 business resources and personally resolving approximately 30 potential risks
- Planned 10 campus recruiting events, managing a budget of approximately \$21,000, resulting in a 94% acceptance rate
- Planned, coordinated, and led four career and college readiness workshops for under-resourced high school students

PROFESSIONAL MEMBERSHIPS

2015 – Present	Society for Industrial and Organizational Psychology (SIOP)
2016 – Present	Academy of Management (AOM)
2011 – Present	Psi Chi, The International Honor Society in Psychology