

LISA A. MARCHIONDO

– CURRICULUM VITAE –

Department of Organizational Studies
Anderson School of Management
University of New Mexico
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EDUCATION

- | | | |
|--------------|--|-------------|
| Ph.D. | University of Michigan, Ann Arbor, Department of Psychology | 2012 |
| M.S. | University of Michigan, Ann Arbor, Department of Psychology | 2009 |
| B.A. | Washington University in St. Louis
Majors: Marketing, Psychology
<i>Magna cum laude</i> | 2005 |

ACADEMIC EMPLOYMENT

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| 2015 – Present | Assistant Professor, University of New Mexico
Department of Organizational Studies, Anderson School of Management |
| 2012 – 2015 | Assistant Professor, Wayne State University
Department of Psychology (Industrial and Organizational Psychology) |
| 2008 – 2009 | Graduate Student Instructor, University of Michigan
Departments of Psychology and Organizational Studies |
| 2005 – 2007 | Lab Manager, Yale University
Social, Cognitive and Affective Neuroscience Lab (Dr. Jeremy Gray)
Department of Psychology |

RESEARCH INTERESTS

Workplace incivility • Workplace discrimination • Age-related issues at work (e.g., ageism) • Leadership and diversity (e.g., gender and leadership) • Leadership emergence

PEER-REVIEWED PUBLICATIONS

Marchiondo, L. A., Fisher, G. G., Cortina, L. M., & Matthews, R. A. (2020). Disrespect at work, distress at home: An exploratory longitudinal investigation of incivility spillover and crossover among older workers. *Work, Aging, & Retirement*, 6(3), 153-164. doi: 10.1093/workar/waaa007

Thrasher, G. R., Krenn, D. R., & **Marchiondo, L. A.** (2020). Are counterproductive workplace behaviors and workplace deviance parallel constructs? A meta-analytic test of a common practice. *Occupational Health Science*. Advance online publication: doi: 10.1007/s41542-020-00065-2

- Jacobson, R. P., **Marchiondo, L. A.**, Jacobson, K. J. L., Hood, J. N. (2020). The synergistic effect of descriptive and injunctive norm perceptions on counterproductive work behaviors. *Journal of Business Ethics*, 162(1), 191-209. doi: 10.1007/s10551-018-3968-1
- Gonzales, E., Lee, Y. J., & **Marchiondo, L. A.** (2019). Exploring the consequences of major lifetime discrimination, neighborhood conditions, chronic work and everyday discrimination on health and retirement. *Journal of Applied Gerontology*. Advance online publication: doi: 10.1177/0733464819892847
- Marchiondo, L. A.**, Gonzales, E., & Williams, L. J. (2019). Trajectories of perceived workplace age discrimination and long-term associations with mental, self-rated, and occupational health. *The Journals of Gerontology: Series B*, 74(4), 655-663. doi: 10.1093/geronb/gbx095
** Designated "Editor's Choice" on the journal website and listserv
- Marchiondo, L. A.**, Biermeier-Hanson, B., Krenn, D., & Kabat-Farr, D. (2018). Target meaning-making of workplace incivility based on perceived personality similarity with perpetrators. *The Journal of Psychology: Interdisciplinary and Applied*, 152(7), 474-496. doi: 10.1080/00223980.2018.1481819
- Marchiondo, L. A.**, Cortina, L. M., Kabat-Farr, D. (2018). Attributions and appraisals of workplace incivility: Finding light on the dark side? *Applied Psychology: International Review*, 67(3), 369-400. doi: 10.1111/apps.12127
- Kabat-Farr, D., Cortina, L. M., & **Marchiondo, L. A.** (2018). The emotional aftermath of incivility: Anger, guilt, and the role of organizational commitment. *International Journal of Stress Management*, 25(2), 109-128. doi: 10.1037/str0000045
- Gonzales, E., **Marchiondo, L. A.**, Tang, J., Wang, Y., & Chen, H. (2017). The Aging Semantic Differential in Mandarin Chinese: Measuring attitudes toward older adults in China. *Journal of Gerontological Social Work*, 60(3), 245-254. doi: 10.1080/01634372.2017.1295122
- Marchiondo, L. A.**, Gonzales, E., & Ran, S. (2016). Development and validation of the Workplace Age Discrimination Scale. *Journal of Business and Psychology*, 31(4), 493-513. doi: 10.1007/s10869-015-9425-6
- Marchiondo, L. A.**, Myers, C. G., & Kopelman, S. (2015). The relational nature of leadership identity construction: How and when it influences perceived leadership and decision-making. *Leadership Quarterly*, 26(5), 892-908. doi: 10.1016/j.leaqua.2015.06.006
- Ran, S., Liu, M., **Marchiondo, L. A.**, & Huang, J. L. (2015). Difference in response effort across sample types: Perception or reality? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8(2), 202-208. doi: 10.1017/iop.2015.26
- Andel, R., Infurna, F. J., Hahn Richenbach, E. A., Crowe, M., **Marchiondo, L. A.**, & Fisher, G. G. (2015). Job strain and trajectories of change in episodic memory before and after retirement: Results from the Health and Retirement Study. *Journal of Epidemiology and Community Health*, 69(5), 442-446. doi: 10.1136/jech-2014-204754
- Marchiondo, L. A.**, & Cortina, L. M. (2014). Plus ça change: Women's top employment concerns during the Great Recession. *Analyses of Social Issues and Public Policy*, 14(1), 239-260. doi: 10.1111/asap.12028
- Lasiter, S., **Marchiondo, L. A.**, & Marchiondo, K. (2012). Student narratives of faculty incivility. *Nursing Outlook*, 60(3), 121-126. doi: 10.1016/j.outlook.2011.06.001

Marchiondo, K., **Marchiondo, L. A.**, & Lasiter, S. (2010). Faculty incivility: Effects on program satisfaction of BSN students. *Journal of Nursing Education, 49*(11), 608-614. doi: 10.3928/01484834-20100524-05

BOOK CHAPTERS

Gonzales, E., Morrow-Howell, N., Angel, J. L., Fredman, L., **Marchiondo, L. A.**, Harootyan, R., Choi, J., Choudhury, N., Carolan, K., Lee, K., Tan, E., Yu, P., Shea, E., & Matz, C. (Accepted). Integrating AASW&SW's grand challenges of productive aging and health equity to improve the health of an aging population. In M. Teasley, M. Spencer, & M. Bartholomew (Eds.), *Racism and the Grand Challenges for the Social Work Profession*. New York, NY: Oxford University Press.

Marchiondo, L. A., Ran, S., & Cortina, L. M. (2018). Modern discrimination. In A. J. Colella & E. B. King (Eds.), *The Oxford handbook of workplace discrimination* (pp. 217-236). New York: Oxford University Press. doi: 10.1093/oxfordhb/9780199363643.001.0001

Marchiondo, L. A. (2015). Age stereotypes and discrimination. In R. J. Burke, C. L. Cooper, & A. G. Antoniou (Eds.), *The multi-generational and aging workforce: Challenges and opportunities* (pp. 234-249). Cheltenham: Edward Elgar Publishing. doi: 10.4337/9781783476589

Marchiondo, L. A., Cortina, L. M., Shannon, H. S., Haines, T., Geldart, S., & Griffith, L. (2015). Service with a smile meets customer with a snarl: Implications for worker wellbeing. In M. A. Paludi (Ed.), *Bullies in the workplace* (pp. 149-174). Westport, CT: Praeger. ISBN: 978-1-4408-3253-6

Cortina, L. M., & **Marchiondo, L. A.** (2012). Measurement of interpersonal mistreatment in organizations. In R. R. Sinclair, M. Wang, & L. E. Tetrick (Eds.), *Research methods in Occupational Health Psychology: Measurement, design, and data analysis* (pp. 91-106). New York: Routledge. doi: 10.4324/9780203095249

RESEARCH BRIEF

Gonzales, E., **Marchiondo, L.**, Ran, S., Brown, C., & Goettge, K. (2015). Age discrimination in the workplace and its association with health and work: Implications for social policy. Boston, MA: White House Conference on Aging Working Group at Boston University. <http://www.bu.edu/ssw/research/whcoa/>

AWARDS & FUNDING

2020-23 National Science Foundation (NSF)
Education and Human Resources (EHR) Core Research program
Title: *New strategies to combat harassment in engineering*
Funds: \$1.2 million
Role: Senior Personnel

2016-21 National Science Foundation (NSF)
Advancement of Women in Academic Science and Engineering Careers (ADVANCE)
Title: *ADVANCE at UNM: Institute for diversity and equity across STEM*
Funds: \$3.3 million
Role: Senior Personnel, Social Science Research Team (SSRT) member

- Wrote the Social Science Study section of the grant proposal
- Lead the design and analysis of biennial climate surveys of university faculty
- Collaborate with a cross-disciplinary team to produce manuscripts for publication

- Provide feedback to team on coding/reporting interview-based projects
- Presented SSRT quantitative research to the NSF review team for the 3rd year site visit
- Presented SSRT quantitative research for reports on the UNM ADVANCE website

- 2019-20 Innovative Research on Aging Award
Mather Institute
For manuscript: *Trajectories of perceived workplace age discrimination and long-term associations with mental, self-rated, and occupational health* in the *Journal of Gerontology: Social Sciences*
Funds: \$500
- 2019-20 Anderson School of Management, University of New Mexico
Rich Research Grant
Title: *Examining the effects of a self-affirmation intervention on employee responses to age discrimination*
Funds: \$3,000
Role: Principal Investigator
- 2017-20 Faculty Endowment Award
Anderson School of Management, University of New Mexico
Anderson Advisory Professorship
Funds: \$8,300/year
- 2016-17 Faculty Endowment Award
Anderson School of Management, University of New Mexico
Baldrige Lumber Company Lectureship
Funds: \$2,900/year
- 2013-14 Wayne State University Research Grant
Title: *Workplace interpersonal mistreatment and physical health among older employee*
Funds: \$10,000
Role: Principal Investigator

CHAired CONFERENCE SYMPOSIA

- Ran, S., & Marchiondo, L. A. (2017). *The aging workforce and sustainable workplace around the world*. Symposium chaired at the Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Symposium presenters: Margaret Beier, Barbara Fritzsche, Justin Marcus, Fatma Sevgili, Ferry Fleurimond, Grant Brady, Donald Truxillo, David Cadiz, Jennifer Rineer, Yisheng Peng, Zhongjun Wang, Steve Jex, Gregory Thrasher, Shan Ran
- Ran, S., & Marchiondo, L. A. (2016). *Bridging aging research and policy-making: An international perspective*. Symposium chaired at the Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Symposium presenters: Margaret Beier, Carmen Young, Donald Truxillo, Sara Zaniboni, Franco Fraccaroli, Jean McCarthy, Noreen Heraty, Jeanette Cleveland, Kevin Murphy, Barbara Fritzsche, Justin Marcus, Fatma Sevgili, Ferry Fleurimond
- Daniels, S. R., Marchiondo, L. A., & Kabat-Farr, D. (2015). *Workplace incivility research incubator*. Professional development workshop chaired at the Annual Meeting of the Academy of Management, Vancouver, Canada.

- PDW presenters: Gloria Gonzalez-Morales, Sandy Hershcovis, Steve Jex, Sandy Lim, Kathi Miner, Shannon Taylor

Thrasher, G., Ran, S., & Marchiondo, L. A. (2015). *Toward a better understanding of workplace mistreatment: Experiences, Perpetration, and Measurement*. Symposium chaired at the Annual Meeting of the Academy of Management, Vancouver, Canada.

- Symposium presenters: Sandy Hershcovis (discussant), Benjamin Walsh, Dana Kabat-Farr, Alyssa McGonagle; Shanna Daniels, Aneika Simmons, Alison Hall; Arzu Wasti, Duygu Erdas; Greg Thrasher, Shan Ran, Lisa Marchiondo, Michelle Mullins, Zach Frago.

Wooderson, R. L., & Marchiondo, L. A. (2015). *Within and beyond: Workplace aggression and multiple contexts*. Symposium chaired at the Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Symposium presenters: Linden Wooderson, Kathi Miner; Erin Eatough, Zhiqing Zhou, Danielle Wald; Greg Thrasher, Daniel Krenn, Francis Keehn, Lisa Marchiondo; Caitlin Demsky, Leslie Hammer, Susan McHale, Kelly Davis, Ginger Hanson, Lisa Berkman

Marchiondo, L. A. (2014). *Aging, ageism, and age diversity*. Symposium chaired at the Annual Meeting of the Academy of Management, Philadelphia, PA.

- Symposium presenters: Darren Hanson, Sasha Hodgson, Patrick Raymond M. Garcia, Prashant Bordia, Simon Lloyd Restubog, Valerie Caines, Justin Marcus, Barbara Fritzsche, Gisela Irene Bieling, Florian Dorozalla.

Marchiondo, L. A., & Rabelo, V. C. (2013). *Equal opportunity? Women, gender, and leadership in the 21st century*. Symposium chaired at the Annual Meeting of the Academy of Management, Orlando, FL.

** Designated a showcase symposium in the Organizational Behavior division

- Symposium presenters: Robin Ely (discussant), Victoria Brescoll, Suzette Caleo, Alexander Garcia Muradov, Veronica Rabelo, Lisa Marchiondo, Susan Ashford

Daniels, S. R., Marchiondo, L. A., & Kabat-Farr, D. (2013). *Workplace incivility research incubator*. Professional development workshop chaired at the Annual Meeting of the Academy of Management, Orlando, FL.

- PDW presenters: Steve Jex, Christine Porath, Lilia Cortina, Sandy Lim, Sandy Hershcovis

Marchiondo, L. A., & Lim, S. (2013). *Next steps: How and when workplace incivility undermines employees*. Symposium chaired at the Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

- Symposium presenters: James Burton, Shannon Taylor, and Larissa Barber; Amy Christie, Sandy Hershcovis, and Tara Reich; Linden Wooderson and Kathi Miner; Dana Kabat-Farr and Lilia Cortina

Marchiondo, L. A. (2012). *Gender, race, and discrimination among older workers*. Symposium chaired at the Annual Meeting of the Gerontological Society of America, San Diego, CA.

Marchiondo, L. A., & Cortina, L. M. (2011). *Still unequal? Men, women, and work in the 21st century*. Symposium chaired at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

** Selected by program committee as one of 18 sessions recorded for the conference DVD

- Symposium presenters: Alice Eagly (discussant); Suzette Caleo and Madeline Heilman; Victoria Brescoll; Karen Korabik and Allyson McElwain; Lisa Marchiondo, Susan Ashford, Scott DeRue

Kabat, D., Marchiondo, L. A., & Cortina, L. M. (2010). *Workplace incivility and support: Broadening our perspective on targets*. Symposium chaired at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

- Symposium presenters: Julian Barling (discussant); Lindsay Sears, David Cadiz, Robert Wright, Robert Sinclair, and Cynthia Mohr; Timothy Bauerle and Vicki Magley; Alex Milam and Coralia Sulea; Lisa Marchiondo and Lilia Cortina

PEER-REVIEWED CONFERENCE PRESENTATIONS

Gonzales, E., Lee, Y. J., Jung, L. S., & Marchiondo, L. A. (2018). *Discrimination and its effect on health and work: A longitudinal population-based study of older workers in the U.S.* Paper presented at the Annual Meeting of the Gerontological Society of America, Boston, MA. Published in *Innovation in Aging*, 2(S1), 442. New York, NY: Oxford University Press. doi.org/10.1093/geroni/igy023.1654

** Invited as part of the Presidential Symposium

Fisher, G. G., Chaffee, D. S., Grosch, J., Ford, M. T., Marchiondo, L. A., Sonnega, A., Scholl, J., & Ortiz, B. (2017). *Occupational characteristics and worker health: A 22-year prospective analysis*. Paper presented at the Aging in the Workplace Meeting, Lüneburg, Germany.

Holmes, O., Marchiondo, L. A., & Daniels, S. R. (2017). *An investigation of race-based impression management strategies*. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.

Liu, M., & Marchiondo, L. A. (2017). *Workplace age discrimination, intersectionality, and job satisfaction*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Jacobson, R. P., Marchiondo, L. A., & Jacobson, K. J. L. (2017). *The synergistic effects of injunctive and descriptive norm perceptions on deviant workplace behavior*. Poster presented at the Society for Personality and Social Psychology Annual Convention, San Antonio, TX.

Ran, S., Marchiondo, L. A., & Caleo, S. (2016). *Mitigating the attractiveness double bind for female leaders*. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Marchiondo, L. A. (2016). *A stress management workshop for junior faculty*. Organized by Payal Sharma, Jessica Rodell, and Joo Hun Han. Facilitator for this PDW at the Annual Meeting of the Academy of Management, Anaheim, CA.

Daniels, S. R., Holmes, O., & Marchiondo, L. A. (2016). *Exploring the role of competitive and collective threat in incivility among women in the workplace*. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Gonzales, E., Marchiondo, L. A., & Ran, S. (2015). *Age discrimination at work and correlates with health/occupational wellbeing*. Paper presented at the Annual Meeting of the Gerontological Society of America, Orlando, FL.

Thrasher, G., Ran, S., & Marchiondo, L. A. (2015). *The negative effects of bullying on work and health outcomes: The moderating role of age*. Poster presented at the Annual Meeting of the Gerontological Society of America, Orlando, FL.

Gonzales, E., Marchiondo, L. A., & Ran, S. (2015). *Development of the Workplace Age Discrimination Scale (WADS)*. Paper presented at the Annual Meeting of the Gerontological Society of America, Orlando, FL.

- Thrasher, G., Ran, S., Marchiondo, L. A., Mullins, M., & Fragoso, Z. (2015). *A psychometric evaluation of workplace mistreatment constructs*. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, Canada.
- Ran, S., Marchiondo, L. A., & Caleo, S. (2015). *Differential effect of attractiveness on female and male leaders*. Poster presented at the Annual Convention of the Association for Psychological Science, New York, NY.
- Thrasher, G. R., Krenn, D. R., Keehn, F. K., & Marchiondo, L. M. (2015). *Actors and victims of workplace aggression: Comparative meta-analyses*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Gonzales, E., Marchiondo, L. A., & Ran, S. (2014). *Age discrimination at work: A measure that captures interpersonal mistreatment*. Paper presented at the Annual Meeting of the Gerontological Society of America, Washington, D. C.
- Marchiondo, L. A., Biermeier-Hanson, B., Krenn, D., & Kabat-Farr, D. (2014). *Social identity comparison and target meaning-making of workplace incivility*. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
- Marchiondo, L. A., Fisher, G. G., Matthews, R. A., & Cortina, L. M. (2014). *Disrespect at work, distress at home: The relationship between incivility and work/personal life interference and crossover*. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.
- Marchiondo, L. A., Gonzales, E., & Williams, L. J. (2014). *Overt and covert age discrimination: Implications for older workers' well-being*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Marchiondo, L. A., Gonzales, E., & Ran, S. (2013). *Development and validation of an Older Age Discrimination at Work measure*. Paper presented at the Aging in the Workplace Meeting, Rovereto, Italy.
- Rabelo, V. C., Marchiondo, L. A., & Ashford, S. J. (2013). *The role of gender in claiming and granting leadership*. Paper presented at the Annual Meeting of the Academy of Management, Orlando, FL.
- Gonzales, E. & Marchiondo, L. A. (2013). *Ageism at work*. Paper presented at the International Association of Gerontology and Geriatrics, Seoul, Korea.
- Marchiondo, L. A., & Gonzales, E. (2012). *Ageism at work and its impact on health, job satisfaction and labor force participation*. Paper presented at the Annual Meeting of the Gerontological Society of America, San Diego, CA.
- Tan, J., Gonzales, E., & Marchiondo, L. A. (2012). *Cultural perspectives of the Aging Semantic Differential: Attitudes towards older adults among college students in China*. Paper presented at the Annual Meeting of the Gerontological Society of America, San Diego, CA.
- Marchiondo, L. A., Cortina, L. M., Fisher, G. G., & Matthews, R. A. (2012). *Disrespect at work, distress at home: Work-to-family spillover effects of incivility*. Paper presented at the European Academy of Occupational Health Psychology, Zurich, Switzerland.

- Kabat-Farr, D., Marchiondo, L. A., & Cortina, L. M. (2012). *From insult to injury: What underlies the harm of incivility?* Paper presented at the European Academy of Occupational Health Psychology, Zurich, Switzerland.
- Marchiondo, L. A., & Cortina, L. M. (2011). *The "in" group: Social identity comparison and appraisal of workplace incivility.* Paper presented at the American Psychological Association Work, Stress, and Health conference, Orlando, FL.
- Marchiondo, L. A., Ashford, S. J., & DeRue, D. S. (2011). *Goose and gander: Gender differences in leadership identity development.* Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Marchiondo, L. A. (2011). *The roles of cognitive appraisal and individual differences in workplace incivility.* Poster presented at the bi-annual University of Michigan Interdisciplinary Committee on Organizational Studies (ICOS) Dissertation Poster Session.
- Marchiondo, L. A., Marchiondo, K., & Lasiter, S. (2010). *Taking the temperature of nursing faculty incivility.* Paper presented at the Annual Meeting of the Academy of Management, Montreal, Canada.
- Marchiondo, L. A., & Cortina, L. M. (2010). *What were they thinking? Subjective appraisal and workplace incivility.* Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Marchiondo, K., Marchiondo, L. A., & Lasiter, S. (2010). *Faculty incivility: Impact on program satisfaction of BSN students.* Paper and poster presented at the Annual Meeting of the Midwest Nursing Research Society, Kansas City, MO.
- Marchiondo, L. A., & Cortina, L. M. (2009). *Customers behaving badly: Negative effects of customer incivility on service employees.* Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.
- Marchiondo, L. A., Shamosh, N. A., Reis, D. L., Papademetris, X., Rajeevan, N., & Gray, J. R. (2007). *Personality markers of leadership covary with the volume of right medial PFC.* Poster presented at the Annual Meeting of the Cognitive Neuroscience Society, New York, NY.
- Reis, D. L., Marchiondo, L. A., Weissberg, E., Shamosh, N. A., Gray, J. R. (2007). *Effects of meditation experience on emotion regulation in attention, perception, and decision-making.* Poster presented at the Annual Meeting of the Cognitive Neuroscience Society, New York, NY.
- Welborn, L., Schmidt, W., Bloise, S., Reis, D. L., Marchiondo, L. A., Papademetris, X., Rajeevan, N., & Gray, J. R. (2007). *Gender differences in brain structure.* Poster presented at the Annual Meeting of the Cognitive Neuroscience Society, New York, NY.
- Shamosh, N. A., Reis, D. L., Marchiondo, L. A., & Gray, J. R. (2006). *Self-regulatory resource depletion assessed within-subject using the Multi-Source Interference Task.* Poster presented at the Annual Meeting of the Association for Psychological Science, New York, NY.

TEACHING EXPERIENCE

Fall 2020

Women in Management
Anderson School of Management, UNM

500-level MBA elective

Fall 2015 – present	Organizational Behavior and Diversity Anderson School of Management, UNM	300-level undergraduate core
	<ul style="list-style-type: none"> • Modalities: Face-to-face and online • Awarded Faculty Fellow for Student Experience Project (Provost’s Challenge on Excellence and Equity) • Awarded UNM Online Course Advisory Certification (best practices initiative) 	
Fall 2012 – Winter 2015	Psychology in the Workplace Dept. of Psychology, Wayne State University	200-level undergraduate elective
	<ul style="list-style-type: none"> • Modality: Online 	
Winter 2013, 2014	Introduction to Psychology Dept. of Psychology, Wayne State University	100-level undergraduate core
	<ul style="list-style-type: none"> • Modalities: Face-to-face and online 	
Fall 2013	Diversity in the Workplace Dept. of Psychology, Wayne State University	800-level doctoral elective

Guest Lectures:

June 2017	Title: Leading Effective Teams Program: Mandela Washington Fellowship for Young African Leaders University of New Mexico	
March 2017	Title: Followership in Organizations Course: Creative Leadership and Innovating Organizations Anderson School of Management, University of New Mexico	500-level MBA elective
November 2014	Title: Occupational Health Psychology Course: Industrial-Organizational Psychology Department of Psychology, Wayne State University	700-level doctoral core
February 2011	Title: Online survey design Course: Advanced Research Methods Department of Psychology, University of Michigan	800-level doctoral core

STUDENT COMMITTEES AND ADVISING

- Soledad Aguirre, A. (2017-18). Role overload at work: Implicit gender bias and mediation methods. *El Puente Research Fellows Program* (Independent research projects by undergraduate Latinx students), *El Centro de la Raza* (faculty advisor). University of New Mexico.
- Shalësi, A. (2017-2018). Leadership emergence in organizations. *MBA directed study* (faculty advisor). University of New Mexico.
- Childress, N. (2017). Colorism bias in hiring decisions: Disentangling the effects of hair type and skin tone. *Dissertation* (co-chair with A. McGonalge). Wayne State University.

- Ran, S. (2017). Are transformational leaders sustainable? The role of organizational culture. *Dissertation* (committee member). Wayne State University.
- Wynne, K. (2016). Exploring crossover effects among working spouses through the lens of social cognitive theory: SOC and work-family conflict. *Dissertation* (committee member). Wayne State University.
- Zabel, K. (2015). The impact of age on workplace motivation: A person-centered perspective. *Dissertation* (committee member). Wayne State University.
- Thrasher, G. (2015). The impact of supervisor-subordinate work-value congruency on the development of leader-member exchange. *Master's Thesis* (committee member). Wayne State University.
- Dierolf, D. (Spring 2014). Laying claim to leadership: The role of gender in leadership behavior. *Department of Psychology Poster Competition* (Independent research projects by undergraduate students; faculty advisor). Wayne State University.
** Won Best Poster Award
- Osantowski, R. (Spring 2014). Cosmetic use and competency perceptions of female leaders. *Department of Psychology Poster Competition* (Independent research projects by undergraduate students; faculty advisor). Wayne State University.
- Biermeier-Hanson, B. (2014). Do the leaders fit the place? Examining leader-culture fit and its implications for leader effectiveness. *Dissertation* (committee member). Wayne State University.
- Childress, N. (2014). The effect of organizational violence prevention climate and workplace aggression within schools: An investigation of their relationship to burnout syndrome in teachers, and the moderating effects of locus of control and communal orientation. *Master's Thesis* (committee member). Wayne State University.
- Castaño, N. (2013). Self-other differences and perceived effectiveness: A look across culture dimensions. *Dissertation* (committee member). Wayne State University.

INVITED RESEARCH PRESENTATIONS

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| October 2019 | <i>Workplace mistreatment: The bad, the ugly, and hope for reducing it</i>
New Mexico B Corps event
Hosted by Anderson School of Management; Sponsored by local companies |
| September 2014 | <i>Negative workplace encounters: Implications for targets and leaders</i>
Personality and Social Contexts, Department of Psychology
University of Michigan |
| March 2014 | <i>Effects of workplace mistreatment on older adults and their partners</i>
Department of Industrial-Organizational Psychology
Bowling Green State University |
| September 2013 | Discussion of my research on older working adults
The Senior Solution radio show
Detroit Area Agency on Aging (DAAA) |

- September 2013 *Effects of workplace mistreatment on older adults and their partners: The role of gender*
Institute of Gerontology Research Colloquium
Wayne State University
- September 2013 *Workplace mistreatment against older adults*
Aging Services Consortium of Detroit
- November 2012 *Disrespect at work, distress at home: Longitudinal work/personal life interference and crossover effects of incivility*
Department of Industrial-Organizational Psychology
Wayne State University
- October 2012 *Workplace mistreatment and the graying workforce: Implications for occupational, mental, and physical health*
Department of Organizational Psychology
Michigan State University
- February 2012 *Modern workplace discrimination and the graying workforce*
Theories and Issues in Aging (Master's in Social Work course)
Washington University in St. Louis
- January 2012 *Workplace mistreatment and the graying workforce: Implications for occupational mental health*
Personality and Social Contexts, Department of Psychology
University of Michigan
- July 2011 *Effects of occupational characteristics on employee well-being*
Institute for Social Research, Survey Research Center
University of Michigan
- February 2011 *Barger Leadership Institute workshop: Situational leadership*
Barger Leadership Institute (with J. Owen-Smith)
University of Michigan
- January 2011 *The role of gender in leadership identity development*
Positive Organizational Scholarship (POS) Research Incubator
Ross School of Business, University of Michigan
- December 2009 *How WiLL you lead?*
Women in Leadership Lessons (WiLL) event for undergraduate students
University of Michigan

APPLIED WORK EXPERIENCE & INTERNSHIPS

- 2019 – Present Santa Fe Innovates
New Mexico for Good Program
Designer, Module on leadership development for business accelerator program
- 2014 – 2015 Evaluation of University Values, Wayne State University
Consultant to the University President and Chief of Staff

2013 – 2014	MHealthy Civility Initiative, University of Michigan Consultant, Webinar initiative on workplace civility among university staff and faculty
2011	Summer Internship Program, Institute for Social Research, University of Michigan PhD Intern
2011	Hospitals Program & Operations Analysis, University of Michigan Health System Consultant, Measure the impact of LEAN initiatives in operating room teams
2011	Institute for Social Research, Survey Research Center, University of Michigan Partner in initiative to improve relationships between faculty supervisors and staff
2011 – 2012	Institute for Social Research, Health and Retirement Study, University of Michigan Graduate research assistant for Dr. Gwen Fisher
June – Sept 2010	Google (Mountain View, CA) People Analytics Team, People Operations Department PhD Intern

SERVICE TO PROFESSION AND UNIVERSITY

Editorial Board Member

- *Journal of Business and Psychology* 2021 – present
- *Journal of Organizational Behavior* 2017 – present
Top Reviewer Award (2019)
- *Psychology of Women Quarterly* 2014 – present

Ad-hoc Journal Reviewer

- *Journal of Applied Psychology* (2020)
- *Applied Psychology: International Review* (2015, 2018, 2020)
- *Basic and Applied Social Psychology* (2018)
- *Equality, Diversity, and Inclusion* (2018)
- *The ADVANCE Journal* (2018)
- *Journal of Gerontology: Social Sciences* (2017)
- *Society for Industrial-Organizational Psychology* conference (2013, 2014, 2017)
- *Human Relations* (2014, 2016)
- *Journal of Organizational Behavior* (2013 – 2016)
- *Analyses of Social Issues and Public Policy* (2015)
- *Academy of Management* conference (2014)
- *Journal of Occupational and Organizational Psychology* (2013-2014)
- *Journal of Occupational Health Psychology* (2012, 2014)
- *Psychology of Women Quarterly* (2012, 2013)
- *Group and Organization Management* (2012)

Service to Anderson School of Management (ASM) and Dept. of Organizational Studies

- Equality, Diversity, and Inclusion (EDI) Task Force at ASM 2020 – present
- Policy and Planning Committee of ASM 2020 – present
- Assessment of learning coordinator for core OB undergraduate course 2019 – present
- Search committee for Dean of ASM 2019 – 2020

- Library committee at ASM 2017 – 2019
- Search committee for Tenure-Track Assistant Professor (OB/HR) positions Fall 2017
- Search committee for Visiting Assistant Professor (OB/HR) positions Spring 2017

Service to the ADVANCE project (and University of New Mexico)

- Wrote university climate report for all campus faculty and administrators (using 2018 data)
- Contribute to evaluative reports to Provost's Office on UNM policies (e.g., childcare, parental leave, work-family balance)
- Design online surveys to solicit feedback on ADVANCE-sponsored workshops; Analyze results
- Assist in hiring, training, and managing activities of the grant's doctoral-level graduate assistant

PROFESSIONAL MEMBERSHIPS/AFFILIATIONS

- Academy of Management
- Society for Industrial and Organizational Psychology
- Feminist Research Institute, University of New Mexico
- Sloan Research Network on Aging and Work, Boston College