



# SABRINA DEEANN VOLPONE

University of Colorado Boulder • Leeds School of Business  
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[Faculty Website](#) • [Research Lab Website](#) • [Google Scholar Page](#)

## ACADEMIC POSITIONS

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06/2017-Present	<b>University of Colorado Boulder</b> Leeds School of Business, AACSB Accredited Organizational Leadership and Information Analytics Division Assistant Professor 2017-2021 <i>Division Doctoral Program Director 2018-2020</i> Associate Professor 2021-present <i>Division Doctoral Program Director 2021-present</i>	Boulder, CO
08/2013-06/2017	<b>University of New Mexico</b> Anderson School of Management, AACSB Accredited Department of Organizational Studies Assistant Professor	Albuquerque, NM
08/2012-05/2013	<b>Temple University</b> <b>FOX</b> School of Business, AACSB Accredited Department of Human Resources Management Instructor	Philadelphia, PA

## EDUCATION

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08/2010-05/2013	<b>Temple University</b> <b>FOX</b> School of Business, AACSB Accredited Ph.D. in Human Resource Management Dissertation: <i>It is a small world and it is only getting smaller: Exploring the relationship between social network characteristics and outcomes while accounting for the influence of mediators and moderators.</i>	Philadelphia, PA
08/2007-05/2010	<b>University of Houston</b> M.A. in Industrial and Organizational Psychology Masters Thesis: <i>It's self-defense: How perceived discrimination promotes employee withdrawal.</i>	Houston, TX
08/2003-05/2007	<b>University of North Texas</b> B.A. in Psychology Minor in Business Management Honors Thesis: <i>Correlates to mental health in HIV+ adults: The role of acupuncture use, self-esteem, and self-efficacy.</i>	Denton, TX

## RESEARCH FOCUS

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- Diversity Management
- Identity Management
- Stigmatized and/or Marginalized Social Identities

## REFEREED PUBLICATIONS

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\*Indicates that both authors contributed equally.

†Denotes that the author was a student when we submitted the work.

28. Lacerenza, C.,\* Barnes, L.,†\* & **Volpone, S. D.** (In press). Becoming a right-hand partner: How lower-power employees heedfully challenge organizational leaders. *Academy of Management Journal*. <https://doi.org/10.5465/amj.2021.1390>

August 2023 - Featured by **A. Bedell** for the [Leeds School of Business](#)

27. David, E. M.,\* **Volpone, S. D.**,\* Avery, D. R., Johnson, L. U., & Crepeau, L. (In press). Am I next? Men and women's divergent justice perceptions following vicarious mistreatment. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0001109>

Article available through [Open Access](#).

August 2023 - Featured by K. Hill for the [Leeds School of Business](#)

26. Dang, C., **Volpone, S. D.**, & Umphress, E. E. (2023). The ethics of diversity ideology: Consequences of leader diversity ideology on ethical leadership perception and organizational citizenship behavior. *Journal of Applied Psychology*, 108(2), 307–329. <http://doi.org/10.1037/apl0001010>

October 2023 – Reviewed by Ashley Moses for [The Civilian](#)

May 2022 - Reviewed by S. Bianchi for [IO at Work](#)

January 2022 - Featured by D. Lyons on the [Demystifying Diversity Podcast](#)

May 2021 - Featured by **S. D. Volpone** on CU Boulder's [Leadership Frontiers Podcast](#)

25. Arena, D.,† **Volpone, S. D.**, & Jones, K. P. (2023). (Overcoming) maternity bias in the workplace: A systematic review. *Journal of Management (Review Issue)*, 49(1), 52–84. <http://doi.org/10.1177/01492063221086243>

24. David, E. M.,\* **Volpone, S. D.**,\* & Nandialath, A. M. (2021). Fostering longevity attitudes in women expatriates: The role of general and targeted types of organizational support. *International Journal of Human Resource Management*, 32(18), 3833–3861. <http://doi.org/10.1080/09585192.2019.1640766>

Article available through [Open Access](#).

April 2020 - Discussed by **S. D. Volpone** for the [Leeds School of Business](#)

January 2020 - Featured for the [China Europe International Business School](#)

February 2017 - Featured for the [China Europe International Business School](#)

23. Gabriel, A. S., **Volpone, S. D.**, MacGowan, R. L.,† Butts, M. M., & Moran, C. M. (2020). When work and family blend: Examining the daily experiences of breastfeeding mothers at work. *Academy of Management Journal*, 63(5) 1337–1369. <http://doi.org/10.5465/amj.2017.1241>

**Winner for the AOM OB Division Best Paper of 2021 Award.**

**Finalist for the 2021 Scholarly Achievement Award from the HR Division of AOM.**

**Winner of the 2022 William A. Owens Scholarly Achievement Award from SIOP.**

April 2020 - Featured by **S. D. Volpone** on Fox School of Business' [Catalyst Podcast](https://eller.arizona.edu/news/2019/10/new-study-shows-good-bad-breastfeeding-work) <https://eller.arizona.edu/news/2019/10/new-study-shows-good-bad-breastfeeding-work>

December 2019 - Featured by A. Sorensen for the [University of Colorado Boulder's CU Boulder Today](#)

December 2019 - Featured by [Academy of Management Insights](#)

December 2019 - Featured by A. Sorensen for [Phys Org](#)

December 2019 - Featured by E. Hardison for [BabyGaga](#)

November 2019 - Featured by A. S. Gabriel, **S. D. Volpone**, R. L. MacGowan, M. M. Butts, & C. M. Moran for [Harvard Business Review](#)

November 2019 - Featured by [Futurity](#)

November 2019 - Covered by C. Werber for [Quartz at Work](#)

October 2019 - Featured by A. S. Gabriel for the University of Arizona's [Eller College of Management](#)

October 2019 - Discussed by M. Boccella for [Metro MBA](#)

October 2019 - Discussed by A. Batt for [On the Verge Magazine](#)

June 2019 - Discussed by **S. D. Volpone** for the [Leeds School of Business](#)

22. Hernandez, M., Avery, D. R., **Volpone, S. D.**, & Kaiser, C. (2019). Bargaining while Black: The role of race in salary negotiations. *Journal of Applied Psychology*, 104(4), 581–592. <http://doi.org/10.1037/apl0000363>

July 2020 - Referenced by D. Herbst for [People](#)

July 2020 - Referenced by D. Herbst for [Yahoo! News](#)

June 2020 - Referenced by A. Iochieng for [Medium](#)

March 2020 - Reviewed by B. Oliver for [CNBC Make It](#)

January 2020 - Reviewed by O. A. for [Medium](#)

October 2019 - Referenced by C. Gordon for [Policy Matters](#)

June 2019 - Discussed by S. Herrington in the [Center for Ethics and Social Responsibility Blog](#)

March 2019 - Featured by S. Murray for the Darden School of Business' [Ideas to Action](#)

March 2019 - Referenced by A. Arredondo for the [Arredondo Advisory Group](#)

January 2019 - Featured by D. R. Avery in [CNN Business](#)

January 2019 - Featured by D. R. Avery in the [New York Times](#)

December 2018 - Referenced by Harvard Law School's [Program on Negotiation](#)

November 2018 - Reviewed by Y. Blumberg for [CNBC](#)

November 2018 - Discussed by K. Lewis in [The Boston Globe](#)

November 2018 - Discussed by [American Psychological Association](#)

November 2018 - Featured by [EurekAlert! The Global Source for Science News](#)

November 2018 - Featured by [Phys Org](#)

November 2018 - Reviewed by E. Bergdahl for [Sapling](#)

November 2018 - Featured by the [Journal of Blacks in Higher Education](#)

October 2018 - Reviewed by V. Bolden-Barrett and K. Clarey for [HR Dive](#)

July 2016 - Featured by M. Hernandez and D. R. Avery for [MIT Sloan Management Review](#)

21. **Volpone, S. D.**, Marquardt, D. J., Casper, W. J., & Avery, D. R. (2018). Minimizing cross-cultural maladaptation: How minority status facilitates change in international acculturation. *Journal of Applied Psychology*, 103(3), 249–269. <http://doi.org/10.1037/apl0000273>
- Awarded the 2019 AOM International HRM Scholarly Research Award by the HR Division.
- August 2019 - Award highlighted by Penn State's [Center for International HR Studies](#)  
October 2019 - Featured by the University of Colorado Boulder's [Leeds School of Business](#)
20. Lyons, B. J., **Volpone, S. D.**, Wessel, J. L., & Alonso, N. M.† (2017). Disclosing a disability: Do strategy type and onset controllability make a difference. *Journal of Applied Psychology*, 102(9), 1375–1383. <http://doi.org/10.1037/apl0000230>
- October 2019 - Discussed by M. Boccella for [Metro MBA](#)  
October 2019 - Discussed by A. Batt for [On the Verge Magazine](#)  
June 2019 - Discussed by S. Herrington for the [Center for Ethics and Social Responsibility Blog](#)  
December 2017 - Featured by B. L. Lyons, **S. D. Volpone**, J. L. Wessel, & N. Alonso for the [London School of Economics](#) Business Review  
November 2017 - Reviewed by W. Hasek for [I/O at Work](#)
19. Avery, D. R., McKay, P. F., & **Volpone, S. D.** (2016). Blaming the building: How venue quality influences consumer bias against stigmatized leaders. *Journal of Applied Psychology*, 101(8), 1111–1121. <http://doi.org/10.1037/apl0000117>
18. **Volpone, S. D.**, Tonidandel, S., Avery, D. R., & Castel, S.† (2015). Exploring the use of credit scores in selection processes: Beware of adverse impact. *Journal of Business and Psychology*, 30(2), 357–372. <http://doi.org/10.1007/s10869-014-9366-5>
- June 2022 - Highlighted in the textbook [Introduction to Industrial/Organizational Psychology](#)  
August 2015 - Featured by A. Michel for [Association for Psychological Science](#)
17. Avery, D. R., McKay, P. F., **Volpone, S. D.**, & Malka, A. (2015). Are companies beholden to bias? The impact of leader race on consumer purchasing behavior. *Organizational Behavior and Human Decision Processes*, 127, 85–102. <http://doi.org/10.1016/j.obhdp.2015.01.004>
- May 2015 - Featured by [Association for Psychological Science](#)
16. Jiang, K., Hong, Y., McKay, P. F., Avery, D. R., Wilson, D. C., & **Volpone, S. D.** (2015). Retaining employees through anti-sexual harassment practices: Exploring the mediating role of psychological distress and employee engagement. *Human Resource Management*, 54(1), 1–21. <http://doi.org/10.1002/hrm.21585>
- October 2017 - Referenced by K. Sawyer & C. Thoroughgood for [Business Insider](#)  
October 2017 - Referenced by C. Thoroughgood & K. Sawyer for [The Houston Chronicle](#)  
October 2017 - Referenced by K. Sawyer & C. Thoroughgood for [The Conversation](#)
15. Rubino, C., Avery, D. R., **Volpone, S. D.**, & Ford, L. (2014). Does teaming obscure low performance? Exploring the temporal effects of team performance diversity. *Human Performance*, 27(5), 416–434. <http://doi.org/10.1080/08959285.2014.956175>
14. **Volpone, S. D.**, & Avery, D. R. (2013). It's self-defense: How perceived discrimination promotes employee withdrawal. *Journal of Occupational Health Psychology*, 18(4), 430–448. <http://doi.org/10.1037/a0034016>

13. Avery, D. R., Wang, M., **Volpone, S. D.**, & Zhou, L. (2013). Different strokes for different folks: The impact of sex dissimilarity in the empowerment-performance relationship. *Personnel Psychology*, 66(3), 757–784. <http://doi.org/10.1111/peps.12032>
12. **Volpone, S. D.**, Perry, S. J., & Rubino, C. (2013). An exploratory study of factors that relate to burnout in hobby-jobs. *Applied Psychology: An International Review*, 62(4), 655–677. <http://doi.org/10.1111/j.1464-0597.2012.00502.x>
- September 2019 - Referenced by S. Perry for [The Guardian](#)
11. Avery, D. R., **Volpone, S. D.**, Stewart, R., Luksyte, A., 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(2), 175–193. <http://doi.org/10.1002/hrm.21524>
- June 2014 - Reviewed by S. Shaikh for [I/O at Work](#)
10. Rubino, C., **Volpone, S. D.**, & Avery, D. R. (2013). Burnout on Mars and Venus: Exploring gender differences in emotional exhaustion. *Gender in Management: An International Journal*, 28(2), 74–93. <http://doi.org/10.1108/17542411311303220>
9. Avery, D. R., McKay, P. F., Tonidandel, S., **Volpone, S. D.**, & Morris, M. A. (2012). Is there method to the madness? Examining how racioethnic matching influences retail store productivity. *Personnel Psychology*, 65(1), 167–199. <http://doi.org/10.1111/j.1744-6570.2011.01241.x>
- 2012 Finalist for the Best Article Award in *Personnel Psychology*.**  
**2012 Honorable mention for AOM's Outstanding Gender & Diversity (GDO) publication.**
- April 2012 - Featured by Bradley Cornelius for Northeast public radio's [Academic Minute](#)  
 April 2012 - Reviewed by Alexandra Rechlin for [I/O at Work](#)  
 February 2012 - Profiled by Morgan Campbell for the [Toronto Star](#)  
 February 2012 - Profiled by Hamilton Spectator for [The Hamilton Spectator](#)  
 February 2012 - Reviewed for [Retail Customer Experience](#)  
 February 2012 - Featured for [PsyPost](#)  
 February 2012 - Reviewed for [EurekaAlert! The Global Source for Science News](#)  
 February 2012 - Profiled for [BizEd Magazine](#)  
 March 2011 - Reviewed for the [Workforce Diversity Network](#)
8. **Volpone, S. D.**, Avery, D. R., & McKay, P. F. (2012). Linkages between racioethnicity, appraisal reactions, and employee engagement. *Journal of Applied Social Psychology*, 42(1), 252–270. <http://doi.org/10.1111/j.1559-1816.2011.00877.x>
7. Avery, D. R., **Volpone, S. D.**, McKay, P. F., King, E., & Wilson, D. C. (2012). Is relational demography relative? How employment status influences effects of supervisor–subordinate demographic similarity. *Journal of Business and Psychology*, 27(1), 83–98. <http://doi.org/10.1007/s10869-011-9230-9>

6. Stewart, R. W., **Volpone, S. D.**, & Avery, D. R. (2011). You support diversity, but are you ethical? Examining the interactive effects of diversity and ethical climate perceptions on turnover intentions. *Journal of Business Ethics*, 100(4), 581–593. <http://doi.org/10.1007/s10551-010-0697-5>

March 2017 - Referenced by R. Trau in [ABC News Australia](#)

March 2017 - Referenced by R. Trau in [The Conversation](#)

April 2016 - Referenced by R. Trau & J. Shao in [The Conversation](#)

November 2010 - Featured on [Deloitte](#)'s Website

5. Avery, D. R., McKay, P. F., Wilson, D. C., **Volpone, S. D.**, & Killham, E. A. (2011). Does voice go flat? How tenure diminishes the impact of voice. *Human Resource Management*, 50(1), 147–158. <http://doi.org/10.1002/hrm.20403>

January 2011 - Reviewed by A. Siminovsky for [I/O at Work](#)

4. Avery, D. R., Lerman, B., & **Volpone, S. D.** (2010). Investigating the racioethnic differences in the link between workplace racioethnic dissimilarity and life satisfaction. *Cultural Diversity and Ethnic Minority Psychology*, 16(3), 307–312. <http://doi.org/10.1037/a0018669>

3. **Volpone, S. D.**, & Avery, D. R. (2010). I'm confused: How failing to value sexual identities at work sends stakeholders mixed messages. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3(1), 90–92. <http://doi.org/10.1111/j.1754-9434.2009.01205.x>

2. Avery, D. R., Tonidandel, S., **Volpone, S. D.**, & Raghuram, A. (2010). Overworked in America: How work hours, immigrant status, and interpersonal justice affect perceived work overload. *Journal of Managerial Psychology*, 25(2), 133–147. <http://doi.org/10.1108/02683941011019348>

1. Rubino, C., Luksyte, A., Perry, S. J., & **Volpone, S. D.** (2009). How do stressors lead to burnout? The mediating role of motivation. *Journal of Occupational Health Psychology*, 14(3), 289–304. <http://doi.org/10.1037/a0015284>

September 2019 - Referenced by S. Perry for [The Guardian](#)

#### MANUSCRIPTS WITH INVITED REVISIONS

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*[Removed to protect the double-blind peer review process]*

#### MANUSCRIPTS UNDER 1<sup>ST</sup> REVIEW

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*[Removed to protect the double-blind peer review process]*

#### MANUSCRIPTS IN PREPARATION FOR SUBMISSION

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*[Removed to protect the double-blind peer review process]*

## AUTHORED BOOK CHAPTERS

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†Denotes that the author was a student when we submitted the work.

14. **Volpone, S. D.**, & Sevilla, M.,† (In progress). Work life boundaries: The case of incarcerated mothers. In L. Marchiando (Ed.). Routledge.
13. Avery, D. R., Sevilla, M.,† & Haywood, D.†, **Volpone, S. D.**, & Luksyte, A. (In progress). The continued collision: The unfolding impact of current immigration and retirement trends. In M. Wang (Ed.) *The Oxford handbook of retirement* (Volume 2). Oxford University Press.
12. **Volpone, S. D.**, Decker, M.,† & Reed, R.†, & Sevilla, M.† (In press). When breaking news breaks class plans: Navigating class discussions when diversity topics are in the news. In O. Holmes, IV (Ed.). *Championing diversity, equity, and inclusion: Effective strategies to lead, teach, and consult across disciplines and demographics*. Palgrave Macmillan Publishing.
11. **Volpone, S. D.**, Macoukji, F. G., Ragaglia, R.,† & Lyons, B. J. (In press). Overcoming biases across the human resource management lifecycle for individuals with a criminal record. In N. C. Jones Young & J. Griffith (Eds.). *Employing our returning citizens: An employer-centric view*. Palgrave Macmillan Publishing.
10. **Volpone, S. D.** (2023). Intersectional investigations: A sturdy foundation for race/ethnicity scholarship. In Q. Roberson, M. Hebl, & E. King (Eds.). *Research in social issues in management: Perspectives on race in organizations* (Chapter 16, pp. 181–192). Information Age Publishing. ISBN: 979-8-88730-323-9.
9. Lyons, B., Bryan, C.,† & **Volpone, S. D.** (2023). Neuroqueerness and management research. In J. Beatty, S. Hennekam, & M. Kulkarni (Eds.) *De Gruyter handbook of disability and management*. De Gruyter. ISBN: 978-3-11-074352-74.  
<https://doi.org/10.1515/9783110743647>
8. **Volpone, S. D.**, Avery, D. R., & Wayne, J. (2022). Using organizational cultures and climates to leverage workforce neurodiversity. In S. M. Bruyere & A. J. Collela (Eds.). *Neurodiversity in the workplace* (Chapter 2, pp. 16–59). SIOP Organizational Frontiers Series. Routledge. ISBN: 978-0-36-790297-1; <https://doi.org/10.4324/9781003023616>  
  
Article chosen to receive [Open Access](#) Gold Chapter status.
7. Avery, D. R. & **Volpone, S. D.** (2020). The perils of ignoring demographic differences in micro organizational research. In E. B. King, Q. Roberson, & M. R. Hebl (Eds.) *Pushing our understanding of diversity in organizations: Research in social issues in management* (Chapter 1, pp. 1–19). Information Age Publishing. ISBN: 978-1-64-113942-7.
6. Avery, D. R., **Volpone, S. D.**, & Holmes IV, O. (2018). Racial discrimination in organizations. In A. J. Collela & E. B. King (Eds.) *The Oxford handbook of workplace discrimination* (Chapter 7, pp. 89–110). Oxford University Press. ISBN: 978-0-19-936364-3; <http://doi.org/10.1093/oxfordhb/9780199363643.013.8>

May 2018 - Referenced by O. Holmes for [Psychology Today](#)

June 2015 - Discussed by Ed Moorhouse for [NewsNow](#), a Rutgers University publication

5. Thomas, K. M., Plaut, V., **Volpone, S. D.**, Brown, L. B.,† & Sleight, R. (2018). Group-Based experiences of discrimination: Moving beyond cognitive theories. In A. J. Collella & E. B. King (Eds.) *The Oxford handbook of workplace discrimination* (Chapter 3, pp. 25–39). Oxford University Press. ISBN: 978-0-19-936364-3; <http://doi.org/10.1093/oxfordhb/9780199363643.013.3>
4. **Volpone, S. D.**, Thomas, K. M., Sinisterra, P., & Johnson, L. (2013). Targeted recruiting: Identifying future employees. In K. Y. T. Yu & D. M. Cable (Eds.) *The Oxford handbook of recruitment* (Chapter 8, pp. 110–125). Oxford University Press. ISBN: 978-0-19-975609-4; <http://doi.org/10.1093/oxfordhb/9780199756094.001.0001>
3. Avery, D. R., McKay, P. F. & **Volpone, S. D.** (2013). Diversity staffing: Inclusive personnel recruitment and selection practices. In Q. M. Roberson (Ed.) *The Oxford handbook of diversity and work* (Chapter 16, pp. 282–299). Oxford University Press. ISBN: 978-0-19-973635-5; <http://doi.org/10.1093/oxfordhb/9780199736355.001.0001>
2. Avery, D. R., **Volpone, S. D.**, & Luksyte, A. (2012). Collision course: The impending impact of current immigration and retirement trends. In M. Wang (Ed.) *The Oxford handbook of retirement* (Chapter 34, pp. 559–572). Oxford University Press. ISBN: 978-0-19-974652-1; <http://doi.org/10.1093/oxfordhb/9780199746521.001.0001>
1. **Volpone, S. D.** (2012). ¡Es muy importante! Integrating Hispanics’ cultural values in the workplace to influence retention of Hispanic employees. In D. M. Blancero & R. DelCampo (Eds.), *Hispanics at work: A collection of research, theory, and application* (Chapter 3, pp. 39–64). NOVA Publications. ISBN: 978-1-62100-428-8

#### ENCYCLOPEDIA CONTRIBUTIONS

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2. **Volpone, S. D.** (2017). Background checks/credit checks. In S. G. Rogelberg (Ed.) *Encyclopedia of industrial and organizational psychology* (Volume 2, pp. 91–94). Thousand Oaks, CA: SAGE Publications. ISBN: 978-1483386898; <http://doi.org/10.4135/9781483386874.n35>
1. **Volpone, S. D.** (2013). Kanter, Rosabeth: Homosocial reproduction and tokenism. In V. Smith (Ed.) *Sociology of work: An encyclopedia* (Volume 1, pp. 376–378). Thousand Oaks, CA: SAGE Publications. ISBN: 978-1452205069; <http://doi.org/10.4135/9781452276199.n142>

#### NON-REFEREED PUBLICATIONS

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†Denotes that the author was a student when we submitted the work.

2. Gabriel, A. S., **Volpone, S. D.**, MacGowan, R. L.,† Butts, M., & Moran, C. M. (2019). When companies support pumping breastmilk at work, everyone benefits. [\*Harvard Business Review\*](#).
1. Lyons, B. J., **Volpone, S. D.**, Wessel, J. L., & Alonso, N.† (2017). Should you disclose an invisible disability in a job interview? [\*London School of Economics Business Review\*](#).

## AWARDS, HONORS, AND DISTINCTIONS

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3/2023      **2023 Joseph L. Frascona Teaching Excellence Award**      Finalist

This award is presented to one member for Leeds School's faculty to honor Dr. Joseph L. Frascona, "who, as both inspired teacher and mentor, encouraged their intellectual development and created a profound, lasting impact on their lives."

4/2022      **2022 Faculty Impact Award**      Awarded

This honor is awarded by the Diverse Scholars Program at the University of Colorado Boulder's Leeds School of Business.

*"This year's faculty/staff impact award is being presented to Professor Sabrina Volpone for a multitude of reasons. One being we could not go another year without recognizing the tremendous support Prof. Volpone has provided to the Office of Diversity Affairs since her arrival to Leeds in 2017. Professor Volpone has spent many Saturdays with the ODA team. Presenting at our recruitment programs including Business at a Glance, Diverse Women in Business Symposium, and Men of Color in Business Initiative, and recently served as a KeyBank BLP judge program. However, this award is not for the sole commitment to our prospective students. It is also her time and energy given to our current students, and for going far and beyond her faculty role at Leeds, that we would like to recognize. Since 2017, Prof. Volpone has mentored Diverse Scholars through the Faculty Mentoring Program or through the DSP Research Initiative. In each role, Prof. Volpone is breaking down the barriers and reframing the perceptions diverse students have about faculty, research, and knowledge creation. Her research assistants are working on projects that directly impact their lives as diverse business professionals, future working mothers, and the next generation of C-suite leaders."*

4/2022      **2022 PhD Alumni Outstanding Early-Career Award**      Awarded

This honor is awarded by Temple University's Fox School of Business to an early-career PhD alumnus/a who holds a faculty position at a research institution and continues to excel in research.

2/2022      **2022 Best 7-Minute Science Award**      Finalist

The paper titled *Generative legacies and successful aging: Lessons from long term survivors of HIV*, authored by N. Smith, **Sabrina D. Volpone**, L. Martinez, J. Dimoff, and D. Truxillo, was on the shortlist (chosen from over 1300 submissions to the congress). A winner was not chosen because the conference was canceled due to COVID-19.

1/2022      **2022 SIOP William Owens Scholarly Achievement Award**      Awarded

Awarded to A. Gabriel, **Sabrina D. Volpone**, R. L. MacGowan,† M. M. Butts, & C. Moran for the paper titled *When work and family blend: Examining the daily experiences of breastfeeding mothers at work*.

8/2021      **2021 AOM OB Division Best Paper of 2020**      Awarded

Awarded to A. Gabriel, **Sabrina D. Volpone**, R. L. MacGowan,† M. M. Butts, & C. Moran for the paper titled *When work and family blend: Examining the daily experiences of breastfeeding mothers at work*.

4/2021      **2021 UROP Outstanding Mentor Award**      Honorable Mention

This annual award is presented by the Undergraduate Research Opportunities Program (UROP) to recognize dedicated faculty members' contributions in mentoring undergraduate students' personal and professional development.

<https://www.colorado.edu/urop/2021/04/14/urop-celebrates-2021-outstanding-mentors>



11/2012      **Dean's Outstanding Publication Award**      \$1,000 awarded

Awarded to **Sabrina D. Volpone** for the paper titled *Is there method to the madness? Examining how racioethnic matching influences retail store productivity*. Awarded to Ph.D. students in the Fox School of Business who have an A-level journal publication during the previous year.

10/2011      **Dean's Outstanding Publication Award**      \$100 awarded

Awarded to **Sabrina D. Volpone** for the paper titled *Does voice go flat? How tenure diminishes the impact of voice*. Awarded to Ph.D. students in the Fox School of Business who have an A-level journal publication during the previous year.

5/2011      **Student Research Competition**      Finalist

**Sabrina D. Volpone**, Kori Callison, B. Lindsay Brown, & Derek R. Avery nominated for the paper titled *Sexual orientation discrimination in the workplace: Examining the perpetrator's perspective*. Considered for the best student-authored paper presented at the National Institute of Occupational Safety and Health's (NIOSH) Work, Stress, and Health conference, Orlando, FL.

11/2009      **Student Research Competition**      Finalist

**Sabrina D. Volpone**, Cristina Rubino, & Derek R. Avery nominated for the paper titled *Exploring the sex-emotional exhaustion relationship: A moderation mediation model*. Considered for the best student-authored paper presented at the National Institute of Occupational Safety and Health's (NIOSH) Work, Stress, and Health conference, Puerto Rico.

06/2009      **Best Conceptual Paper Award**      \$500 awarded

Awarded to **Sabrina D. Volpone** & Derek R. Avery for the paper titled *Sexual orientation discrimination in the workplace: Examining both the perpetrator's and the victim's perspectives*. Awarded to the best conceptual paper presented at the Hospitality Industry Workplace Diversity Conference.

06/2009      **Best Empirical Paper Award**      \$500 awarded

Awarded to Derek R. Avery, Patrick F. McKay, Scott Tonidandel, **Sabrina D. Volpone**, & Mark A. Morris for the paper titled *Demographic representativeness: Extending the business case for diversity*. Awarded to the best empirical paper presented at the Hospitality Industry Workplace Diversity Conference.

## INVITED PRESENTATIONS

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### Academic-Focused

**Volpone, S. D.** (2023, October). Are employees committed to diversity? The role of organizational communication and perceived organizational racial sincerity. Fogelman College of Business and Economics at University of Memphis, Memphis, Tennessee.

**Volpone, S. D.** (2023, October). Interdependent grand societal challenges: Overcoming decoupling to amplify organizations' social impact. College of Business at Colorado State University, Fort Collins, Colorado.

**Volpone, S. D.** (2023, February). *How right-hand partners promote the growth of organizational leaders*. Rawls College of Business at Texas Tech University, Lubbock, Texas.

- Volpone, S. D.** (2021, October). *Considering recent societal events: Why diversity and inclusion initiatives don't always feel sincere*. Daniels College of Business at Denver University, Denver, Colorado.
- Volpone, S. D.** (2020, October). *Moving from successful aging to successful living through lessons from long term survivors of HIV*. Schulich School of Business at York University, Toronto, Canada.
- Volpone, S. D.** (2020, May). *Should I bring my authentic self to work?: How authenticity processes differ for employees with a marginalized identity*. China Europe International Business School management department, Shanghai, China.
- Volpone, S. D.** (2020, February). *Managing authenticity for employees with a marginalized identity*. Fox School of Business human resource management department brownbag series, Temple University, Philadelphia, PA.
- Volpone, S. D.** (2020, February). *How employees with marginalized identities can manage authenticity perceptions*. Ryan College of Business distinguished scholar research talk, University of North Texas, Denton, TX.
- Volpone, S. D.** (2018, February). *A multi-study investigation of the daily experiences of breastfeeding mothers at work*. Fox School of Business human resource management department brownbag series, Temple University, Philadelphia, PA.
- Volpone, S. D.** (2017, April). *Reactions to minority leaders*. Keynote Speaker at the 60th Spartan Psychological Association Research Conference (SPARC), San Jose State University, San Jose, CA. <http://www.sjsu.edu/psych/Events/SPARC/>
- Volpone, S. D.** (2016, May). *Looking beyond the bump: How women navigate the workplace during and after pregnancy*. Feminist Research Institute lecture series at the University of New Mexico, Albuquerque, NM.
- Volpone, S. D.** (2016, April). *Human resource management as a force for social change*. Daniels Fund Teaching Business Ethics Workshop, Santa Fe, NM.
- Volpone, S. D.** (2016, February). *Disclosing stigmatized identities: Combating bias in selection decisions*. Fox School of Business human resource management department brownbag series, Temple University, Philadelphia, PA.
- Volpone, S. D.** (2015, September). *Disclosing stigmatized identities: Combating bias in selection decisions*. Business School management department brownbag series, University of Texas at Arlington, Arlington, TX.

#### Practitioner-Focused

- Volpone, S. D.** (2023, October). *Rediscovering community amid changing corporate values*. Talk planned as a Fireside Chat at the From Day One: A Forum on Corporate Values Conference. Denver, CO. [https://www.fromdayone.co/conferences/2023/2023\\_denver](https://www.fromdayone.co/conferences/2023/2023_denver)
- Volpone, S. D.** (2022, October). *The great resignation*. Denver Startup Week. Denver, CO. <https://www.youtube.com/watch?v=dFxYlfyb94g&t=13s>
- Volpone, S. D.** (2021, February). *Closing the inequity gap for women in the workplace*. Presented to YWCA, Boulder, CO.

**Volpone, S. D.** (2020, September). *Building a resilient future through responsible business*. Changemakers Coalition of Colorado, Boulder, CO.

**Volpone, S. D.** (2020, March). *Developing sustainable human resources through inclusive diversity efforts*. Center for Ethics and Social Responsibility Fellows at the Leeds School of Business, University of Colorado Boulder, Boulder, CO.

**Volpone, S. D.** (2020, February). *What does diversity mean to you? The impact on financial outcomes when diversity efforts don't feel inclusive*. HR Research Series Luncheon UNT HR Collaboratives at the University of North Texas, Denton, TX.

**Volpone, S. D.** (2019, May). *When inclusion doesn't feel inclusive*. Leeds Business Insights (LBI) series, Chicago, IL.

### Teaching and Student-Focused

**Volpone, S. D.** (2022, October). *Diversity as a core value*. Presented at Babson College's Arthur M. Blank Foundation values-based leadership pedagogical "hackathon".

**Volpone, S. D.** (2022, April). *Bias in negotiations*. Guest lecture at University of California Berkeley's Law School.

**Volpone, S. D.** (2021, October). *Considering recent events: When diversity and inclusion initiatives don't feel sincere?* OB PhD Seminar at the University of North Texas' Business School.

**Volpone, S. D.** (2021, April). *What does diversity mean to you?* Delta Sigma Pi Chapter's Diversity Summit Workshop. University of Colorado Boulder, Boulder, CO.

**Volpone, S. D.** (2020, September). *How leaders can manage authenticity perceptions*. Herd Leadership Council (HLC) of CU's Alumni Association, Boulder, Colorado.

**Volpone, S. D.** (2016, February). *Work-life balance and graduate student success*. Graduate Success Workshop at the University of New Mexico, Albuquerque, NM.

**Volpone, S. D.** (2014, March). *Business in Black & White: The influence of stigmatized personnel on customer patronage*. Behavioral Research Lab at the Anderson School of Management, University of New Mexico, Albuquerque, NM.

### RESEARCH EXPERIENCE

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#### DIVERSITY AND IDENTITY (DI&ID) MANAGEMENT RESEARCH LAB

01/2019-Present      **Founder, Director**



Lab Description: [The DI&ID Management Research Lab](#) is dedicated to pioneering research on diversity and identity management with a focus on examining these topics as they relate to the workplace experiences of traditionally under-represented employees. We use both qualitative and quantitative methods to study how organizations manage their diverse workforces, and how diverse individuals flourish through the management of their identities at work so that employees and the organization itself experience improved outcomes.

PI: **Dr. Sabrina D. Volpone**

## INVESTIGATING DIVERSITY IN ORGANIZATIONS LAB (IDOL)

05/2007-05/2010      **Graduate Member, Research Assistant**



Lab Description: IDOL conducts research on factors that promote strong diversity climates as well as establishing diversity climates as instrumental in reducing demographic differences in employee engagement, absenteeism, turnover, and individual performance.

PI: Dr. Derek R. Avery

## CENTER FOR PSYCHOSOCIAL HEALTH RESEARCH (CPHR) LAB

05/2006-05/2007      **Lab Manager**

01/2005-05/2007      **Undergraduate Member, Research Assistant**



Lab Description: [The Center for Psychosocial Health Research](#) pioneers research on wellness within a chronic illness context. As chronic illness can affect anyone – regardless of race, ethnicity, gender, sexual orientation and socioeconomic status – we strive to identify, from a multicultural perspective, psychosocial factors critical to the development of effective interventions. We also examine positive psychological constructs and meaning making that may contribute to resilience in people living with chronic illnesses.

PI: Dr. Mark Vosvick

## RESEARCH FUNDING

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\*Indicates that both authors contributed equally.

†Denotes that the author was a student when we submitted the work.

4/2022                      **CESR Research Fellowship**                      \$2,500 awarded

Grant awarded to **Sabrina D. Volpone** by the University of Colorado Boulder's [Center for Ethics and Social Responsibility](#) for the project titled *Exploring the use of identity management during the grief process in employees who have experienced pregnancy loss.*

1/2022                      **SIOP Small Research Grant**                      \$6,250 awarded

Submitted to the SIOP Small Research Grant program by Liza Y. Barnes\*†, Kristen P. Jones,\* Alex P. Lindsey,\* Brent J. Lyons,\* Sabrina D. Volpone,\* & Lynda Zugec for the project titled *The interconnected nature of women's experiences pre- and post-partum: A longitudinal examination across two countries.*

4/2021                      **CESR Research Fellowship**                      \$2,000 awarded

Grant awarded to **Sabrina D. Volpone** by the University of Colorado Boulder's [Center for Ethics and Social Responsibility](#) for the project titled *Are you committed to addressing racism? It may depend on if your organization is sincere about racial justice.*

11/2020                      **Seed Grant for Leadership Research**                      \$5,000 awarded

Grant awarded to **Sabrina D. Volpone** by the University of Colorado Boulder's [Center for Leadership](#) for the project titled *Consequences of leader diversity ideology on ethical leadership perception.*

3/2020                      **Summer Research Grant**                      \$3,500 awarded

Grant awarded to Kristen P. Jones,\* Alex P. Lindsey,\* Brent J. Lyons,\* & **Sabrina D. Volpone\*** by the Center for Workplace Diversity and Inclusion (CWDI) for the project titled *The interconnected nature of women’s experiences pre- and post-partum: A longitudinal examination across two countries.*

10/2016                      **SIOP Small Research Grant**                      \$7,500 awarded

Grant awarded to Allison S. Gabriel, **Sabrina D. Volpone**, & Christina Moran by the SIOP Small Grant Program for the project titled *First the bump, then the pump: An episodic examination of the work-family demands of breastfeeding women.*

6/2016                      **Summer Research Grant**                      \$1,667 awarded

Awarded to **Sabrina D. Volpone** by the University of New Mexico’s for the project titled *Entrepreneurs in hobby-jobs.*

3/2016                      **Business Research Grant**                      \$4,850 awarded

Awarded to Raymond Trau & **Sabrina D. Volpone** by RMIT University in Melbourne, Australia for the project titled *Bridging higher education and business via mentoring programs.*

10/2015                      **Research Incentive Fund Grant Proposal**                      \$22,137 awarded

Awarded to Emily M. David, Aarti Ramaswami, & **Sabrina D. Volpone** by Zayed University in the United Arab Emirates for the project titled A multi-faceted investigation of the UAE expatriate experience: Exploring the roles of contextual factors and unspoken attitudes. [R15112]

5/2015                      **Feminist Research Institute Faculty Research Grant**                      \$1,000 awarded

Awarded to **Sabrina D. Volpone** by the University of New Mexico’s Feminist Research Institute as “seed money” to support the project titled *Tossed by the wayside: Exploring the struggles that women have at work after having a baby.*

12/2010                      **Doctoral Student Fellowship**                      \$20,000 awarded

Awarded to **Sabrina D. Volpone** by the Management Education Research Institute for the project titled *Priming the pipeline: Exploring the influence of diversity climate on graduate student retention in academia.* Awarded to support promising doctoral students pursuing research in areas of admissions, curriculum, career, and outcomes.

## CONFERENCE PRESENTATIONS

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†Denotes that the author was a student when we submitted the work.

## CHAired SESSIONS

2024                      **Co-Chair** (with Hannah Stockdale†)  
Session: *DEI/Allyship*. Submitted to Society for Industrial and Organizational Psychology (SIOP) Conference.

- 2021 **Co-Chair** (with Dr. Emily David)  
Session: *Disparate treatment at work: The impact of observer's labels and cognitions*. Society for Industrial and Organizational Psychology (SIOP) Conference.
- 2021 **Co-Chair** (with Liza Barnes†)  
Session: *Research incubator: Emerging topics in stigma identity management scholarship*. Society for Industrial and Organizational Psychology (SIOP) Conference.
- 2020 **Co-Chair** (with Liza Barnes†)  
Session: *Broadening our sight to incite the future of identity management research*. Academy of Management's (AOM) Conference.
- 2020 **Co-Chair** (with Dr. Brent J. Lyons)  
Session: *Research incubator: The future of stigma identity management research*. Society for Industrial and Organizational Psychology (SIOP) Conference.
- 2020 **Co-Chair** (with Dr. Kristen P. Jones)  
Session: *Beyond publishing: Contributing to academic research culture through service roles*. Society for Industrial and Organizational Psychology (SIOP) Conference.
- 2019 **Chair**  
Session: *Race and ethnicity in organizations*. Academy of Management's (AOM) Annual Meeting, Boston, MA.
- 2018 **Co-Chair** (with Dr. Alison S. Gabriel)  
Session: *Women at work: New considerations and advancements in research and practice*. Society for Industrial and Organizational Psychology (SIOP) Conference, Chicago, IL.
- 2017 **Chair**  
Session: *Diversity climate and diversity management*. Academy of Management's (AOM) Annual Meeting, Atlanta, GA.
- 2017 **Co-Chair** (with Dr. Katherine R. O'Brien)  
Session: *Work with me: Practitioner perspectives on diversity and inclusion Research*. Society for Industrial and Organizational Psychology (SIOP) Conference, Orlando, FL.
- 2017 **Co-Chair** (with Dr. Brent J. Lyons)  
Session: *Don't ask, I'll tell: New considerations in stigma disclosure research*. Society for Industrial and Organizational Psychology (SIOP) Conference, Orlando, FL.
- 2016 **Chair**  
Session: *Diversity management in organizations*. Academy of Management's (AOM) Annual Meeting, Anaheim, CA.

- 2014           **Chair**  
 Session: *Cultural intelligence: New models for theory and practice*. Academy of Management's (AOM) Annual Meeting, Philadelphia, PA.
- 2008           **Chair**  
 Session: *Work engagement and effectiveness*. European Academy of Occupational Health Psychology's (EA-OHP) Conference, Valencia, Spain.

#### EXECUTIVE BOARD SESSIONS

- 2022           **Panelist** (with Drs. Jackie M. Brady, Lawrence Houston, Nic A. Smith, Derek R. Avery, Susan D'mello, Larry Martinez, Issac Sabat, Kristin Saboe, & Drake Van Egdome)  
 Session: *SIOP's expanded and strengthened initiatives for diversity, equity, and inclusion* [Executive board (EB) session]. Society for Industrial and Organizational Psychology (SIOP) Conference, Seattle, WA.
- 2021           **Panelist** (with Drs. Jennifer Wessel & Lawrence Houston)  
 Session: *Promoting anti-racist education and training: Brainstorming with CEMA and E&T* [Executive board (EB) session]. Society for Industrial and Organizational Psychology (SIOP) Conference.
- 2021           **Panelist** (with Drs. Susan D'Mello, Sharon Glazer, Lawrence Houston, Andrei Ion, Fred Macoukji, Enrica Ruggs, Kristin Saboe, & Alexandra Zelin)  
 Session: *The state of SIOP D&I: A panel discussion with SIOP's D&I committee chairs* [Executive board (EB) session]. Society for Industrial and Organizational Psychology (SIOP) Conference.

#### THEME TRACK SESSIONS

2. Carter, G.\*, & **Volpone, S. D.\*** (2021, April). In E. Kollar (Chair), *Addressing the future of work and the impact of automation on minorities* [Theme track]. Visibly & meaningfully moving I-O forward: How can we be better prepared to address societal issues. Society for Industrial and Organizational Psychology (SIOP) Conference.
1. Jones, K.\*, **Volpone, S. D.\***, & Welle, B.\* (2020, April). In V. Gilrane & A. Shyamsunder (Co-Chairs), *Why inclusion* [Theme track]. Inclusion. Society for Industrial and Organizational Psychology (SIOP) Conference.

#### COMMUNITY OF INTEREST ROLES

- 2021           **Co-Host** (with Dr. Maurice Johnson)  
 Session: *Making the qualitative, quantitative with text analytics*. Society for Industrial and Organizational Psychology (SIOP) Conference.
- 2020           **Co-Host** (with Dr. Maurice Johnson)  
 Session: *Making the qualitative, quantitative with text analytics*. Society for Industrial and Organizational Psychology (SIOP) Conference.

## DISCUSSANT ROLES

- 2019      **Discussant**  
Session: *Dissecting dominant diversity narratives: Challenging assumptions and paving new paths*. Academy of Management's (AOM) Annual Meeting, Boston, MA.
- 2018      **Discussant**  
Session: *Stigma, stereotypes, and selection: A reality in review*. Academy of Management's (AOM) Annual Meeting, Chicago, IL.

## PROFESSIONAL DEVELOPMENT WORKSHOP AND CONSORTIA PARTICIPATION

- 2023      **Facilitator**, HR division's *Research networking roundtable forum*. Academy of Management's (AOM) Annual Meeting, Boston, MA.  
Topic: Diversity
- 2023      **Panelist**, *Getting tenure and putting together a tenure packet* [Early career faculty consortium]. Society for Industrial and Organizational Psychology (SIOP) Conference, Boston, MA.
- 2022      **Facilitator**, HR division's *Research networking roundtable forum*. Academy of Management's (AOM) Annual Meeting, Seattle, WA.  
Topic: Diversity
- 2022      **Panelist**, GDO division's doctoral consortium *Publishing diversity research*. Academy of Management's (AOM) Annual Meeting, Seattle, WA.
- 2022      **Panelist**, HR division's Middle-Stage Doctoral Consortium *Career development and career choices*. Academy of Management's (AOM) Annual Meeting, Seattle, WA.
- 2021      **Facilitator**, HR division's *New faculty consortium*. Academy of Management's (AOM) Annual Meeting.  
Topic: Motherhood and Academics
- 2021      **Facilitator**, HR division's *New faculty consortium*. Academy of Management's (AOM) Annual Meeting.  
Topic: Motherhood and Academics
- 2021      **Panelist**, OB division's *#BlackLivesMatter in the workplace: How to address issue of race in our teaching*. Academy of Management's (AOM) Annual Meeting.
- 2020      **Facilitator**, HR division's *Research networking roundtable forum*. Academy of Management's (AOM) Annual Meeting.  
Topic: Diversity & HR
- 2020      **Facilitator**, HR division's *New faculty consortium*. Academy of Management's (AOM) Annual Meeting.  
Topic: Motherhood & Academics

- 2020 **Facilitator**, 1<sup>st</sup> annual *Top trends roundtable forum and communities of engagement kickoff*. Society for Industrial and Organizational Psychology (SIOP) Conference.  
Topic: Diversity & Inclusion
- 2019 **Facilitator**, HR division's *Research networking roundtable forum*. Academy of Management's (AOM) Annual Meeting, Boston, MA.  
Topic: Diversity & HR
- 2019 **Facilitator**, HR division's *New faculty consortium*. Academy of Management's (AOM) Annual Meeting, Boston, MA.  
Topic: Motherhood & Academics
- 2018 **Facilitator**, HR division's *Research networking roundtable forum*. Academy of Management's (AOM) Annual Meeting, Chicago, IL.  
Topic: Diversity & HR
- 2018 **Facilitator**, HR division's *New faculty consortium*. Academy of Management's (AOM) Annual Meeting, Chicago, IL.  
Topic: Work Life Balance for Professors with Kids
- 2017 **Facilitator**, *Building effective allyship in organizational and educational contexts*. Academy of Management's (AOM) Annual Meeting, Atlanta, GA.  
Chairs: Drs. C. Hurst & G. R. Beaver
- 2016 **Speaker**, GDO division's doctoral consortium *Becoming a junior faculty member: Realistic job preview*. Academy of Management's (AOM) Annual Meeting, Anaheim, CA.  
Chairs: Drs. Joy Beatty & Oscar Holmes

## RESEARCH INCUBATORS

†Denotes that the author was a student when we submitted the work.

6. Sevilla, M.†, & **Volpone, S. D.** (2024, April). A systematic review of the research on bisexual employees' identity management experiences in the workplace over time. Submitted to Society for Industrial and Organizational Psychology (SIOP) Conference.
5. Van Wagoner, P.†, **Volpone, S. D.**, & Lyons, B. J. (2021, April). Authenticity and identity work: Exploring why managing authenticity may differ for employees with a marginalized identity. In L. Y. Barnes† & **S. D. Volpone** (Co-Chairs), *Emerging topics in stigma identity management scholarship* [Research incubator]. Society for Industrial and Organizational Psychology (SIOP) Conference.
4. Bryan, C.,† Colaco, C.,† McGuire, K.,† McKie, K.,† Lyons, B. J., & **Volpone, S. D.** (2021, April). To affirm or downplay a racial identity? The effects of identity management on hiring intentions of biracial applicants. In L. Y. Barnes† & **S. D. Volpone** (Co-Chairs), *Emerging topics in stigma identity management scholarship* [Research incubator]. Society for Industrial and Organizational Psychology (SIOP) Conference.

3. Barnes, L. Y.,† **Volpone, S. D.**, & Lyons, B. J., Alcon, J.,† & Fleming, A.† (2020, April). A review of identity management research. In **S. D. Volpone** & B. J. Lyons (Co-Chairs), *The future of stigma identity management research* [Research incubator]. Society for Industrial and Organizational Psychology (SIOP) Conference.
2. Bryan, C.,† **Volpone, S. D.**, & Lyons, B. J. (2020, April). The Black sheep effect and people of color's reactions to stigma identity management. In **S. D. Volpone** & B. J. Lyons (Co-Chairs), *The future of stigma identity management research* [Research incubator]. Society for Industrial and Organizational Psychology (SIOP) Conference.
1. Ali, A. A., **Volpone, S. D.**, & Lyons, B. J. (2019, April). Disability disclosure and socialization: a network perspective. In S. Bonaccio & S. L. Fisher (Co-Chairs), *Studying the early career experiences of people with disabilities* [Research incubator]. Society for Industrial and Organizational Psychology (SIOP) Conference, Ft. Washington, MD.

### IGNITE SESSION

\*Indicates that authors contributed equally; Panelists are listed in alphabetical order.

1. Boucher, E. (Co-Chair), Salvas, A.L. (Co-Chair), Bishop, L.\* , Gabriel, K.\* , Sasso, T.\* , & **Volpone, S. D.\*** (2024). “Igniting” pride at work: Best practices for LGBTQIA+ inclusion [IGNITE]. Submitted to Society for Industrial and Organizational Psychology (SIOP) Conference, Chicago, IL.

### PANEL SYMPOSIA

\*Indicates that both authors contributed equally; Panelists are listed in alphabetical order.

12. Jaga, A.\* , Martinez, L. R.\* , Nittrouer, C. L.\* , Sasso, T.\* , & **Volpone, S. D.\*** (2024, April). In S. Fisher & S. Bonaccio (Co-Chairs), Partnered research in I/O psychology: More than the scientist-practitioner model [Panel symposia]. Submitted to Society for Industrial and Organizational Psychology (SIOP) Conference, Chicago, IL.
11. Arena, D. F.\* , Diaz, I.\* , Eaton, A.\* , Kim, H. L. †\* , LBroucher, H. F.\* , Magaña, Z. †\* , Sabat, I.\* , Santana, D. L. †\* , **Volpone, S. D.\***, & Wymer, C. †\* (2022, April). In S.-N. C. Liu† & A. I. Zelin (Co-Chairs), *Teaching the teachers: Transforming the undergraduate research experience* [Panel symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Seattle, WA.
10. Diaz, I.\* , Reiter-Palmon, R.\* , Sabat, I.\* , Sasso, T.\* , & **Volpone, S. D.\*** (2021, April). In B. Timbo (Chair), *Notorious and never forgotten: RBG's impact on I-O* [Panel symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference.
9. Diaz, I.\* , Reiter-Palmon, R.\* , Sabat, I.\* , Sasso, T.\* , & **Volpone, S. D.\*** (2021, April). In C. Liu & C. Scott (Co-Chairs), *Diverse problems need diverse voices: The role of diversity in undergraduate research* [Panel symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference.
8. Carter, N. T.\* , Harold, C.\* , Jones, K. P.\* , Kraiger, K.\* , & **Volpone, S. D.\*** (2020, April). In **S. D. Volpone** & K. P. Jones (Co-Chairs), *Beyond publishing: Contributing to academic research culture through service roles* [Panel symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference.

7. Clair, J.\*, Martinez, L.\*, Smith, N.\*, Thoroughgood, C.\*, & **Volpone, S. D.\*** (2020, April). In N. Smith† & L. Martinez (Co-Chairs), *Best practice recommendations for conducting research with stigmatized populations* [Panel symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference.
6. Gabriel, A. S.\*, Hideg, I.\*, Nugent, J.\*, Paustian-Underdahl, S.\*, & **Volpone, S. D.\*** (2019, April). In J. Raver (Chair), *Navigating troubled waters: A forum to advance research on motherhood and work* [Panel symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Ft. Washington, MD.
5. Ahmad, A. S.\*, Anderson, A.\*, Bedwell, W. L.\*, England, K.\*, Major, D. A.\*, Olson-Buchanan, J.\* & **Volpone, S. D.\*** (2019, April). In J. Whinghter (Chair), *The struggle is real: What it really means to “have it all” in I-O psychology* [Panel symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Ft. Washington, MD.  
 April 2019 - Highlighted in the SIOP Program as a [Must-See Session](#)  
 March 2019 - Discussed in the [Behavioral Grooves](#) Podcast
4. Ahmad, A. S.\*, Arena, D. F.\*, Casassa, A. C.\*, Flores, C.\*, Liu, S. N.\*, Moore, L. S.\*, Sasso, T.\*, Scott, C. P. R.\*, Steele, K. A. T., **Volpone, S. D., \*** & Zelin, A.\* (2018, April). What we want our allies to know about breastfeeding. In M. Bergman, I. Diaz, & K. S. Jones (Co-Chairs), *What we wish our allies knew* [Panel symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Chicago, IL.
3. Jones, K.\*, Lyons, B.\*, Martinez, L.\*, Ruggs, E.\*, & **Volpone, S. D.\*** (2017, February). *Career panel* [Panel symposia]. Industrial/Organizational Organizational Behavior (IOOB) Conference, Houston, TX.
2. Chung, Y.\*, DeNisi, A.\*, Mor Barak, M. E.\*, Nishii, L.\*, & **Volpone, S. D.\*** (2016, August). In D. Dwertmann (Chair), *The present and future of diversity climate research: Where are we now and where do we have to go?* [Panel symposia]. Academy of Management’s (AOM) Annual Meeting, Anaheim, CA.

#### Showcase Symposium.

1. Ashburn-Nardo, L.\*, Avery, D. R.\*, Johnson, L.\*, Thomas, K. M.\*, Tran, N. M.\*, & **Volpone, S. D.\*** (2016, April). In B. L. Brown† & K. M. Thomas (Chairs), *Teaching diversity during times of turbulence: A SIOP teach-in* [Panel symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Anaheim, CA.

#### PAPER SYMPOSIA

\*Indicates that both authors contributed equally.

†Denotes that the author was a student when we submitted the work.

81. **Volpone, S. D.**, Casper W. J., Wayne, J. H., & White, M. L.† (2024, April). Organizations as allies: The role of organizational communication and perceived organizational racial sincerity in promoting employee commitment to diversity. In K. Campbell† & D. Chrobot-Mason (Co-Chairs) [Paper symposia]. Submitted to the Society for Industrial and Organizational Psychology (SIOP) Conference, Chicago, IL.

80. Lehman, M.†, **Volpone, S. D.**, Casper W. J., Wayne, J. H., & White, M. L.† (2024, April). Changing work arrangements and employee performance during COVID: Differences for men and women. In D. Ravid, & E. E. Kossek (Co-Chairs). *Experiments on work-nonwork boundary challenges* [Paper symposia]. Submitted to the Society for Industrial and Organizational Psychology (SIOP) Conference, Chicago, IL.
79. Cocchiara, F., **Volpone, S. D.**, Casper, W. J., Wayne, J. H., & White, M.,† (2023, December). Can they walk the talk regarding DEI? Evaluating senior leader statements for persistence in times of peril [Paper symposia]. Accepted to the IberoAmerican Academy of Management (AOM) Annual Meeting, Punta Cana, DR.
78. Perry, S. J., Rubino, C., & **Volpone, S. D.** (2023, November). *Doing what you love in the gig economy: Exploring profiles and experiences of hobby-inspired entrepreneurs* [Paper symposia]. Work, Stress, and Health's (WSH) Conference.
77. Lehman, M. & **Volpone, S. D.** (2023, August). Examining the role of changing work arrangements on employee performance during COVID: Differences for men and women. In D. Arena, & L. Y. Dhanani (Co-Chairs). *Pushing the boundary: Challenging assumptions in diversity scholarship* [Paper symposia]. Academy of Management (AOM) Annual Meeting, Boston, MA.
76. **Volpone, S. D.\***, & Trzebiatowski, T.\* (2023, August). The meaning of diversity: A review of diversity conceptualizations by level of analysis. In L. Johnson, & A. Bueno (Co-Chairs). *On the elements of diversity: Definitions and new considerations* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Boston, MA.
75. Rivin, J.†, **Volpone, S. D.**, Lacerenza, C., & York, J. (2023, August). Interdependent grand societal challenges: How organizations can overcome decoupling to reduce social inequality. In D. Arena, & L. Y. Dhanani (Co-Chairs). *Pushing the boundary: Challenging assumptions in diversity scholarship* [Paper symposia]. Academy of Management (AOM) Annual Meeting, Boston, MA.
74. Macoukji, F., Ragaglia, R., **Volpone, S. D.**, & Lyons, B. J. (2023, April). The role of employers in reducing the stigma of criminal backgrounds. In N. A. Smith, C. J. Waterbury, & M. C. Dullum (Co-Chairs). *Forgotten but not gone: Workplace insights from under-researched employees* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Boston, MA.
73. **Volpone, S. D.**, Smith, N. A., & Martinez, L. R. (2023, April). Creating trauma informed workplaces for employees in response to the COVID-19 pandemic: Lessons from long-term survivors of HIV. In N. A. Smith, C. J. Waterbury, & M. C. Dullum (Co-Chairs) *Forgotten but not gone: Workplace insights from under-researched employees* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Boston, MA.
72. Casper, W. C., Froidevaux, A. & **Volpone, S. D.** (2023, April). You have cancer: Now, what about work?. In Smith, S. (Chair). *New insights on the experiences of employees with concealable health conditions* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference. Boston, MA.

71. Sawyer, K., **Volpone, S. D.**, & Thoroughgood, C. (2022, August). How does complex trauma impact career transitions? An examination of women survivors of gender-based violence. In S. Sohrab†, & N. Basir (Co-Chairs) *Untold stories of women at work* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Seattle, WA.

**Showcase Symposium.**

70. **Volpone, S. D.**, Barnes, L. Y.†, Jones, K. P., Lurie, S.†, & Kim, H. L.† (2022, August). Exploring the use of identity management during the grief process in employees who have experienced pregnancy loss. In S. Sohrab†, & N. Basir (Co-Chairs) *Motherhood and work: Broadening our perspective* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Seattle, WA.

69. Van Wagoner, H. P.,† **Volpone, S. D.**, Hekman, D., Embry, B.,† Barnes, L.,†\* Reed, R. S.,†\* Rivin, J.,†\* & Johnson, S. (2022, August). In P. Frické† (Chair) *Identity-implicating experiences: When employees' social identities awaken and influence their work* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Seattle, WA.

68. Quan, S. X.†, **Volpone, S. D.**, & Lyons, B. J. (2022, July). *The role of identity management in overcoming the stigma of social class background* [Paper symposia]. Positive Organizational Scholarship (POS) Conference, Dearborn, MI.

67. Lacerenza, C.,\* Barnes, L.,†\* & **Volpone, S. D.** (2022, June). *Who am I when I'm with you? Relational identity management of the right-hand partners to organizational leaders* [Paper symposia]. Positive Organizational Scholarship (POS) Conference, Dearborn, MI.

66. **Volpone, S. D.**, Lyons, B. L., Wayne, J. H., Gertenbach, N.†, & Avery, D. R. (2022, April). The selection of individuals with (non)visible disabilities: Effect of disability type and identity management strategies. In M. E. Ezerins & L. Simon, (Co-Chairs) *Voices of the (in)visible: Incorporating disability identity in employee selection* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Seattle, WA.

65. Arena Jr., D. F., **Volpone, S. D.**, Jones, K. P. (2022, April). (Overcoming) maternity bias in the workplace: A systematic review. In A. M. Waiwood, & T. D. Allen, (Co-Chairs) *Bringing together maternity experiences in the workplace from pre- to postnatal* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Seattle, WA.

64. White, M. L.†, **Volpone, S. D.**, Casper W. J., Wayne, J. H., Marquart, D. (2022, April). The role of organizational and leader communication in employees' commitment to diversity both within and outside of organizations. In L. A. Collier-Spruel† & A. M. Ryan (Co-Chairs) *Facilitating diversity work in organizations* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Seattle, WA.

63. Van Wagoner, P.†, Kim, H. L.†, Lacerenza, C., Lyons, B. J., & **Volpone, S. D.** (2022, April). A meta-analysis on authenticity: Insight as to why managing authenticity differs for marginalized employees. In D. M. Gardner (Chair) *Advancing understanding of authentic identity expression for marginalized employees* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Seattle, WA.

62. Macoukji, F., Kim, H. L.†, **Volpone, S. D.**, & Lyons, B. J. (2022, April). A review of the research on bi-identities. In N. A. Smith & X. S. Quan† (Co-Chairs) *Neither in nor out: Lessons from workers with liminal identities* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Seattle, WA.
61. **Volpone, S. D.**, Casper W. J., Wayne, J. H., & White, M. L.† (2022, March). *The role of organizations in employees' commitment to addressing racism* [Paper symposia]. 3<sup>rd</sup> annual Dismantling Bias Conference, West Lafayette, IN.
60. Barnes, L. Y.†, **Volpone, S. D.**, Jones, K. P., Kim, H. L.†, & Lurie, S.† (2021, August). Exploring the identity management strategies of working women who have experienced pregnancy loss. In D. Nag†, & K. P. Jones (Co-Chairs) *Novel advances on poorly understood challenges women face at work* [Paper symposia]. Academy of Management's (AOM) Annual Meeting.
59. Barnes, L. Y.†, Lacerenza, C. N., & **Volpone, S. D.** (2021, August). Who am I when you are with me?: How eclipsed figures construct identities while working in the shadow of high-powered leaders. In D. Sluss, Y. Zhong, & K. L. Badura (Co-Chairs) *"With or without you": Relationships and taking stock of their influence on work identity* [Paper symposia]. Academy of Management's (AOM) Annual Meeting.
- Showcase Symposium.**
- Finalist for the 2021 Managerial and Organizational Cognition (MOC) Best Symposium Award.**
- Finalist (one of three) for the 2021 Careers Division (MOC) Best Symposium Award.**
58. Trzebiatowski, T.\* & **Volpone, S. D.\*** (2021, July). *How diverse am I? A theory of diversity identification* [Paper symposia]. Equality, Diversity, and Inclusion (EDI) conference, Bern, Switzerland.
57. Smith, N.,†\* **Volpone, S. D.\*** Martinez, L.,\* Dimoff, J. K., & Truxillo, D. M. (2021, April). Generative legacies and successful aging: Lessons from long term survivors of HIV. In S. Fox & L. R. Martinez (Co-Chairs), *Important but unexamined: Lessons from niche and intersectional employees* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference.
56. David, E. M.\* & **Volpone, S. D.\***, & Avery, D. R., Johnson, L. U., & Crepeau, L. (2021, April). Hear no evil, see no evil? Divergent sensemaking of ambient sex discrimination. In **S. D. Volpone\*** & E. M. David\* (Co-Chairs), *Disparate treatment at work: The impact of observer's labels and cognitions* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference.
55. **Volpone, S. D.**, & Lyons, B. J. (2021, April). Leader's multiple social identities and identity management. In D. Arena & C. Nittrouer (Chair) *Identity management strategy effectiveness and theory generation for a virtual world* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference.

54. Rivin, J.,† **Volpone, S. D.**, Gabriel, A., McGowen, R.,† & Lurie, S.† (2021, April). Examining the identity management experiences of breastfeeding women at work. In B. Mahabir† & H. K. Cheung (Co-Chairs), *Changing many hats: Experiences of early motherhood in the workplace* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference.
53. Sawyer, K., **Volpone, S. D.**, Lyons, B. J., & Thoroughgood, C. (2020, August). Marginalized and liminal: the role of relationships in bolstering and hindering transition success. In S. Cha & B. J. Lyons (Co-Chairs) *Positive relationships across difference: Emerging lenses on the minority experience* [Paper symposia]. Academy of Management's (AOM) Annual Meeting.
- Showcase Symposium.**
- Finalist for the 2020 Managerial and Organizational Cognition (MOC) Best Symposium Award.**
52. Barnes, L. Y.,† **Volpone, S. D.**, Lacerenza, C. N., Lyons, B. J., Fleming, A.† (2020, August). Employee identity management of marginalized identities: A meta-analytic review. In S. D. Volpone & L. Y. Barnes† (Co-Chairs) *Broadening our sight to incite the future of identity management research* [Paper symposia]. Academy of Management's (AOM) Annual Meeting.
51. Rivin, J.,† **Volpone, S. D.**, & Lacerenza, C. (2020, August). The role of moral licensing in explaining how neglecting employee diversity can threaten the triple bottom line. In C. Bryan & B. J. Lyons (Co-Chairs) *Under threat: Dominant group members experiences of identity threat* [Paper symposia]. Academy of Management's (AOM) Annual Meeting.
50. Van Wagoner, H. P.,† **Volpone, S. D.**, Hekman, D., Embry, B.,† Barnes, L.,†\* Reed, R. S.,†\* Rivin, J.,†\* & Johnson, S. (2019, August). *Leveraging diversity to enhance inclusion efforts for team processes and outcomes* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Boston, MA.
49. Marsh, V. L.,† & **Volpone, S. D.** (2019, August). How communal are workplace inclusion groups? A grounded theory study of affinity groups. In R. Ponce de Leon† & G. Lopiano† (Co-Chairs), *Dissecting dominant diversity narratives: Challenging assumptions and paving new paths* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Boston, MA.
48. **Volpone, S. D.**, Gabriel, A. S., Campbell, J. T., MacGowan, R. L.,† & Moran, C. M. (2019, April). Examining workplace support for breastfeeding women: A fuzzy set approach. In H. K. Cheung & E. B. King (Co-Chairs), *From pregnancy to motherhood: Experiences of new and expectant mothers in the field* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Ft. Washington, MD.
47. Giacalone, R., **Volpone, S. D.**, Promislo, M., & Jurkiewick, C. (2019, April). Exploring the relationship between unethical leadership and employee well-being. In J. Dimoff & S. Fox (Co-Chairs), *Mental health problems are workplace problems: Methodological and practical insights* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Ft. Washington, MD.

46. **Volpone, S. D.**, Marsh, V. L.,† & Lyons, B. (2019, April). A review of employee authenticity research. In C. M. Bryant† & J. Wessel (Co-Chairs), *Seeking the real deal: Advancing the authenticity literature* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Ft. Washington, MD.
45. Dang, C., **Volpone, S. D.**, & Umphress, E. E. (2018, August). *Leader diversity ideologies and follower's perception of leader ethicality: Examining the consequences on organizational citizenship behavior* [Paper symposia]. Equality, Diversity, and Inclusion (EDI) conference, Montréal, Canada.
44. Gabriel, A. S., **Volpone, S. D.**, MacGowan, R. L.,† & Moran, C. M. (2018, August). *A multi-study investigation of the daily experiences of breastfeeding mothers at work* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Chicago, IL.
43. **Volpone, S. D.**, Perry, S. J.,\* Rubino, C.,\* & Brown, B. L.†\* (2018, August). The role of identity in work-life balance for entrepreneurs with hobby-inspired businesses. In S. Seibert & J. J. Gish† (Chair), *Identity strain, gender differences, and coping mechanisms within entrepreneurial careers* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Chicago, IL.
42. **Volpone, S. D.**, & Lyons, B. (2018, April). How employees with marginalized identities can manage authenticity perceptions. In K. Jones & A. Lindsay (Co-Chairs), *Novel perspectives on stigma identity management in the workplace* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Chicago, IL.
41. Gabriel, A., **Volpone, S. D.**, MacGowan, R. L.,† & Moran, C. M. (2018, April). Daily experiences of breastfeeding women at work. In **S. D. Volpone** & A. Gabriel (Co-Chairs), *Women at work: New considerations and advancements in research and practice* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Chicago, IL.
40. **Volpone, S. D.**,\* & David, E.,\* & Nandialath, A. M. (2017, August). His and hers: Organizational perceptions predicting expatriate attitudes across the sexes. In J. F. Kirk† & K. Keplinger (Co-Chairs), *New considerations on the relationship between women and their careers* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Atlanta, GA.
39. **Volpone, S. D.**, & Lyons, B. J. (2017, August). Intersectionality in organizations: The identity work of multiple social identities. In A. Leigh† & O. Holmes IV (Co-Chairs), *You can get away with that but can I? Intersectionality and minority self-presentation strategies* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Atlanta, GA.
- Showcase Symposium.**
38. Lyons, B. J., **Volpone, S. D.**, Wessel, J. L., & Alonso, N. M.† (2017, April). Disability disclosure and onset controllability in selection contexts. In B. J. Lyons & **S. D. Volpone** (Co-Chairs), *Don't ask, I'll tell: New considerations in stigma disclosure research* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Orlando, FL.

37. Park, L. S.,† Martinez, L. R., Smith, N. A.,† **Volpone, S. D.**, Lindsey, A. P., & Ahmad, A. (2017, February). *Expanding stereotype content beyond warmth and competence* [Paper symposia]. Industrial-Organizational Psychology & Organizational Behavior (IOOB) Conference, Houston, TX.
36. **Volpone, S. D.**, Marquardt, D. J., Casper, W. J., & Avery, D. R. (2016, August). How the inclusion of migrants can facilitate international acculturation. In T. D. Johnson & B. J. Lyons (Chairs), *Bridging the gap: Shedding light on new frontiers of diversity and inclusion research* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Anaheim, CA.
35. Vidal, N. & **Volpone, S. D.** (2016, June). *Process of identification between member companies and corporate responsibility coalitions* [Paper symposia]. International Association for Business and Society (IABS) Conference, Park City, UT.
34. Alonso, N. M.,† Wessel, J. L., Lyons, B. J., & **Volpone, S. D.** (2016, April). Disclosing concealable disabilities: Effects of origin and strategy type. In K. Jones (Chair), *The trouble with subtle: Boundary conditions of subtle discrimination outcomes* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Anaheim, CA.
33. Avery, D. R., McKay, P. F., & **Volpone, S. D.** (2015, August). *Are Black leaders "color safe"? The impact of leader race on organizational stigma* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Vancouver, Canada.
32. **Volpone, S. D.**,\* & David, E.\* (2015, August). *Pushing expatriates out of their comfort zone: The role of organizational cultural intelligence* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Vancouver, Canada.
31. **Volpone, S. D.**,\* & David, E.\* (2014, August). Investigating expatriates' intentions to quit. In **S. D. Volpone** (Chair), *Cultural intelligence: New models for theory and practice* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Philadelphia, PA.
30. Marquardt, D., Casper, W., & **Volpone, S. D.** (2014, August). Predicting cultural adjustment: Examining new individual difference predictors and CQ. In **S. D. Volpone** (Chair), *Cultural intelligence: New models for theory and practice* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Philadelphia, PA.
29. Castel, S.,† **Volpone, S. D.**, Tonidandel, S., & Avery, D. R. (2013, April). Exploring the use of credit scores in selection processes: Beware of adverse impact. In D. R. Avery (Chair), *Is race still relevant? Assessing its continuing significance in organizations* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Houston, TX.
28. **Volpone, S. D.**, Lyons, B., & Wessel, J. L. (2013, April). Organizational diversity initiatives and abusive supervision. In L. Martinez, S. Binggeli, & E. Ruggs (Co-Chairs), *The current status of gender inequality in the workplace* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Houston, TX.

27. Lyons, B., **Volpone, S. D.**, & Wessel, J. L. (2013, April). Supervisor-subordinate relationship diversity: Consequences for abusive supervision. In J. Wessel & B. Lyons (Co-Chairs), *Investigating workplace relationships from a diversity perspective* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Houston, TX.
26. **Volpone, S. D.**, Myers, H.,† & Avery, D. R. (2012, August). *Examining the relationship between companies' diversity definitions and financial outcomes* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Boston, MA.
25. Avery, D. R., McKay, P. F., **Volpone, S. D.**, & Malka, A. (2012, April). Tracking customer discrimination over twenty-three years in the NBA. In J. Dietz (Chair), *Novel Perspectives on employment discrimination* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, San Diego, CA.
24. **Volpone, S. D.**, Callison, K., Brown, B. L.,† & Avery, D. R. (2011, May). *Sexual orientation discrimination in the workplace: Examining the perpetrator's perspective* [Paper symposia]. National Institute of Occupational Safety and Health's (NIOSH) Work, Stress, and Health Conference, Orlando, FL.

**Finalist in the Conference's Student Research Competition.**

23. Hernandez, M., Avery, D. R., & **Volpone, S. D.** (2010, August). Getting the short end of the stick: Exploring the role of racioethnicity in negotiations. In J. M. Rodriguez & K. Miner-Rubino (Co-chairs), *(Un)caring employees: Exploring the downside to interpersonal relations in organizations* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Montréal, Canada.
22. Avery, D. R., **Volpone, S. D.**, Stewart, R., Luksyte, A., Hernandez, M., McKay, P. F., & Hebl, M. R. (2010, April). The draw of diversity: Diversity climate affects job pursuit intentions. In B. R. Ragins & L. Leslie (Co-chairs), *Diversity in a changing workplace: Policies and climates* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Atlanta, GA.
21. **Volpone, S. D.**, Armendariz, V.,† Avery, D. R., & Tonidandel, S. (2010, April). Men and women's differing reactions to ambient discrimination in relational influences on race and sex discrimination in organizations. In B. J. Lyons & J. Raver (Co-chairs), *Relational Influences on race and sex discrimination in organizations* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, Atlanta, GA.
20. Avery, D. R., **Volpone, S. D.**, & Tonidandel, S. (2009, August). *Demographic representativeness* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Chicago, IL.
19. Raghuram, A., Luksyte, A., **Volpone, S. D.**, Wilson, R., & Lerman, B. (2009, August). *Building the multicultural organization from the ground up* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Chicago, IL.
18. **Volpone, S. D.**, & Avery, D. R. (2009, June). *Sexual orientation discrimination in the workplace: Examining both the perpetrator's and the victim's perspective* [Paper symposia]. Hospitality Industry Workplace Diversity Meeting, Houston, TX.

**Awarded Best Conceptual Paper at the conference.**

17. Avery, D. R., & **Volpone, S. D.** (2009, June). *Did you see what I saw? Men and women's differing reactions to ambient discrimination* [Paper symposia]. Hospitality Industry Workplace Diversity Meeting, Houston, TX.
16. **Volpone, S. D.**, Avery, D. R., McKay, P. F., King, E., & Wilson, D. C. (2009, June). *A caveat to relational demography: How employment status influences effects of supervisor-subordinate demographic similarity* [Paper symposia]. Hospitality Industry Workplace Diversity Meeting, Houston, TX.
15. Avery, D. R., **Volpone, S. D.**, & McKay, P. F. (2009, June). *Appraising the appraisal system: Linkages between race/ethnicity, appraisals reactions, and engagement* [Paper symposia]. Hospitality Industry Workplace Diversity Meeting, Houston, TX.
14. Stewart, R. W., **Volpone, S. D.**, & Avery, D. R. (2009, June). *Diversity and ethics climates: The interactive effects of turnover intentions* [Paper symposia]. Hospitality Industry Workplace Diversity Meeting, Houston, TX.
13. Avery, D. R., McKay, P. F., Tonidandel, S., **Volpone, S. D.**, & Morris, M. A. (2009, June). *Demographic representativeness: Extending the business case for diversity* [Paper symposia]. Hospitality Industry Workplace Diversity Meeting, Houston, TX.

**Awarded Best Empirical Paper at the conference.**

12. Avery, D. R., Lerman, B., & **Volpone, S. D.** (2009, June). *Is race/ethnic dissimilarity dissatisfying? It depends on who you ask* [Paper symposia]. Hospitality Industry Workplace Diversity Meeting, Houston, TX.
11. Avery, D. R., Raghuram, A., Tonidandel, S., & **Volpone, S. D.** (2009, June). *When the load becomes too much to bear: The interactive effects of work hours, immigrant status, and interpersonal justice on work overload* [Paper symposia]. Hospitality Industry Workplace Diversity Meeting, Houston, TX.
10. Hunter, E. M., Penney, L. M., & **Volpone, S. D.** (2009, April). Implications of customer-directed counterproductive work behavior. In N. Neff & M. Cullen (Co-chairs), *Third party observations of counterproductive work behaviors* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, New Orleans, LA.
9. Avery, D. R., **Volpone, S. D.**, & McKay, P. F. (2009, April). The impact of mixed messages on diversity recruitment. In D. Avery & E. King (Co-chairs), *Evidence-based diversity management: Strategies for managing diverse organizations* [Paper symposia]. Society for Industrial and Organizational Psychology (SIOP) Conference, New Orleans, LA.
8. **Volpone, S. D.**, Hunter, E. M., Penney, L. M., & Chng, W.† (2008, August). *The squeaky wheel: Customer complaint behavior, customer personality and employee performance* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Anaheim, CA.
7. Avery, D. R., McKay, P. F., Wilson, D. C., & **Volpone, S. D.** (2008, August). *Attenuating the role of seniority on intent to remain: The role of perceived inclusiveness* [Paper symposia]. Academy of Management's (AOM) Annual Meeting, Anaheim, CA.

6. **Volpone, S. D.**, & Vosvick, M. (2007, March). *Forgiveness as a predictor of depression in HIV+ Adults* [Paper symposia]. Society of Behavioral Medicine (SBM) Annual Meeting, Washington D.C.

**Included in the 2007 Annals of Behavioral Medicine.**

5. Smith, S., **Volpone, S. D.**, & Vosvick, M. (2007, March). *Coping and forgiveness in HIV+ adults* [Paper symposia]. Society of Behavioral Medicine (SBM) Annual Meeting, Washington D.C.

**Included in the 2007 Annals of Behavioral Medicine.**

4. **Volpone, S. D.**, & Martin, L. (2006, December). *World AIDS day: Twenty-fifth anniversary of AIDS - College student's sexual behavior* [Paper symposia]. World AIDS day at the University of North Texas, Denton, TX.

3. **Volpone, S. D.**, Chng, C. L., Vosvick, M., & Henry, D. (2006, November). *Acupuncture use, self-esteem, and self-efficacy, and their relationship to mental health in HIV+ adults* [Paper symposia]. American Public Health Association (APHA) Annual Meeting, Boston, MA.

2. Martin, L., Stephen, E., & **Volpone, S. D.** (2005, December). *Psychosocial factors in sexual risky behavior in college students: A UNT study* [Paper symposia]. World AIDS day at the University of North Texas, Denton, TX.

1. Chng, C. L., Martin, L., Stephen, E., & **Volpone, S. D.** (2005, October). *Psychosocial factors in sexual risky behavior in college students: A UNT study* [Paper symposia]. Southwest College Health Association (SWCHA) Annual Meeting, Denton, TX.

## POSTERS

\*Indicates that both authors contributed equally.

†Denotes that the author was a student when we submitted the work.

35. Perry, S. J., Rubino, C., & **Volpone, S. D.** (2024, April). *Doing what you love: Profiles and experiences of hobby-inspired entrepreneurs*. Submitted to the Society for Industrial and Organizational Psychology (SIOP) Conference, Chicago, IL.

34. Colaco, C.,† Bryan, C.,† Lyons, B. J., & **Volpone, S. D.** (2021, February). *To affirm or downplay a racial identity? The effects of impression management on hiring intentions toward Black-White biracial people*. The Society for Personality and Social Psychology Annual Convention.

33. Colaco, C.,† Bryan, C.,† Lyons, B. J., & **Volpone, S. D.** (2020, August). *Biracial identity management and evaluators' discomfort in hiring contexts*. 39th Annual MidAmerica Undergraduate Research Conference.

32. Colaco, C.,† Bryan, C.,† Lyons, B. J., & **Volpone, S. D.** (2020, May). *Biracial identity management and evaluators' discomfort in hiring contexts*. Canadian Psychological Association's 81st National Convention, Montréal, Canada.

31. **Volpone, S. D.**, & Avery, D. R. (2014, May). *The development of social networks in the workplace*. Society for Industrial and Organizational Psychology (SIOP) Conference, Honolulu, HI.

30. **Volpone, S. D.,\*** & David, E.\* (2014, May). *Organizational and individual cultural intelligence: Interactive predictors of expatriate performance*. Society for Industrial and Organizational Psychology (SIOP) Conference, Honolulu, HI.
29. Avery, D. R., & **Volpone, S. D.** (2014, May). *Composition, climate, and racioethnic differences in graduate student retention*. Society for Industrial and Organizational Psychology (SIOP) Conference, Honolulu, HI.
28. **Volpone, S. D.** (2013, April). *Exploring the relationship between social network characteristics and performance*. Society for Industrial and Organizational Psychology (SIOP) Conference, Houston, TX.
27. Malka, A., Rubino, C., Avery, D. R., & **Volpone, S. D.** (2013, April). *Examining the nationality diversity–team performance relationship*. Society for Industrial and Organizational Psychology (SIOP) Conference, Houston, TX.
26. Baez, C.,† Avery, D. R., & **Volpone, S. D.** (2012, August). *The error of their ways: Exploring the diversity-errors relationship*. American Psychological Association (APA) Annual Convention, Orlando, FL.
25. Avery, D. R., Wang, M., **Volpone, S. D.**, & Zhou, L. (2012, April). *The impact of gender dissimilarity in the empowerment–performance relationship*. Society for Industrial and Organizational Psychology (SIOP) Conference, San Diego, CA.
24. Myers, H.,† **Volpone, S. D.**, & Avery, D. R. (2012, April). *Defining diversity: How the Fortune 500 companies do it*. Society for Industrial and Organizational Psychology (SIOP) Conference, San Diego, CA.
23. Castle, S.,† Avery, D. R., & **Volpone, S. D.** (2012, April). *Can everyone get along? How diversity training affects diversity-incivility relationships*. Society for Industrial and Organizational Psychology (SIOP) Conference, San Diego, CA.
22. Myers, H.,† **Volpone, S. D.**, & Avery, D. R. (2012, March). *Defining diversity through corporate websites*. Philadelphia Area Psi Chi Research Conference, Philadelphia, PA.
21. Brown, B. L.,† Callison, K., & **Volpone, S. D.** (2011, May). *The roles of ostracism and supervision in the racioethnicity–turnover relationship*. National Institute of Occupational Safety and Health’s (NIOSH) Work, Stress, and Health conference, Orlando, Florida.
20. Callison, K., **Volpone, S. D.**, & Brown, B. L.† (2011, May). *Effects of race and ostracism moderated by abusive supervision on withdrawal*. National Institute of Occupational Safety and Health’s (NIOSH) Work, Stress, and Health Annual Convention, Orlando, Florida.
19. Waite, E., Malka, A., **Volpone, S. D.**, & Avery, D. R. (2010, August). *Tracking customer discrimination over twenty-three years in the NBA*. American Psychological Association’s (APA) Annual Convention, San Diego, CA.
18. Callison, K., Hoang, H.,† & **Volpone, S. D.** (2010, August). *Jangle fallacy and engagement: Establishing convergent construct validity*. Presented at the American Psychological Association’s (APA) Annual Convention, San Diego, CA.

17. Brown, B. L.,† **Volpone, S. D.**, & Avery, D. R. (2010, August). *Transgression as motivation for employees to perform organizational citizenship behaviors*. Presented at the American Psychological Association's (APA) Annual Convention, San Diego, CA.
  16. **Volpone, S. D.**, & Avery, D. R. (2010, April). *Sexual orientation discrimination in the workplace: Examining the victims' perspectives*. Society for Industrial and Organizational Psychology (SIOP) Conference, Atlanta, GA.
  15. Macoukji, F.,† **Volpone, S. D.**, & Avery, D. R. (2010, April). *Trust as an antecedent of CWB, as moderated by race*. Society for Industrial and Organizational Psychology (SIOP) Conference, Atlanta, GA.
  14. **Volpone, S. D.**,\* Rubino, C.,\* & Avery, D. R. (2009, November). *Exploring the sex-emotional exhaustion relationship: A moderation mediation model*. National Institute of Occupational Safety and Health's (NIOSH) Work, Stress, and Health Annual Convention, San Juan, Puerto Rico.
- Finalist in the Conference's Student Research Competition.**
13. King, R., Ratnasingam, P., & **Volpone, S. D.** (2009, November). *The validity of engagement*. National Institute of Occupational Safety and Health's (NIOSH) Work, Stress, and Health Annual Convention, San Juan, Puerto Rico.
  12. Stewart, R. W., **Volpone, S. D.**, & Avery, D. R. (2009, August). *Diversity and ethics climates: The interactive effects on turnover intentions*. American Psychological Association (APA) Annual Convention, Toronto, Canada.
  11. Rubino, C., Perry, S. J., & **Volpone, S. D.**, (2009, August). *An exploratory study of the factors that lead to burnout in "hobby-jobs."* American Psychological Association (APA) Annual Convention, Toronto, Canada.
  10. **Volpone, S. D.**, Rubino, C., Malka, A., Spitzmueller, C., & Brown, B. L.† (2009, April). *Exploring personality variables as boundary conditions of the justice-satisfaction relationship*. Society for Industrial and Organizational Psychology (SIOP) Conference, New Orleans, LA.
  9. **Volpone, S. D.**, Avery, D. R., McKay, P. F., King, E., & Wilson, D. C. (2009, April). *Withdrawal of full- and part-time employees: Examining supervisor-subordinate*. Society for Industrial and Organizational Psychology (SIOP) Conference, New Orleans, LA.
  8. Milam, A., **Volpone, S. D.**, Rubino, C., Spitzmueller, C., & Malka, A. (2009, April). *Does instructor political skill influence training outcomes for organizational employees?* Society for Industrial and Organizational Psychology (SIOP) Conference, New Orleans, LA.
  7. Rubino, C., Avery, D. R., **Volpone, S. D.**, & Ford, L. (2009, April). *The impact of achievement diversity on team effectiveness over time*. Society for Industrial and Organizational Psychology (SIOP) Conference, New Orleans, LA.
  6. Avery, D. R., Raghuram, A., Tonidandel, S., & **Volpone, S. D.** (2009, April). *Do long hours indicate workplace bullying? Not necessarily*. Society for Industrial and Organizational Psychology (SIOP) Conference, New Orleans, LA.

5. **Volpone, S. D.**, Perry, S. J., & Rubino, C. (2008, November). *An exploratory study of the factors that lead to burnout in "hobby-jobs."* European Academy of Occupational Health Psychology's (EA-OHP) Conference, Valencia, Spain.
4. **Volpone, S. D.**, Rubino, C., Avery, D. R., McKay, P. F., & Wilson, D. C. (2008, November). *Similarity and sickness absence: The impact of supervisor and subordinate sex.* European Academy of Occupational Health Psychology's (EA-OHP) Conference, Valencia, Spain.
3. Avery, D. R., **Volpone, S. D.**, & McKay, P. F. (2008, April). *Engaging workforce 2000: Linkages between racioethnicity, appraisals perceptions, and engagement.* Society for Industrial and Organizational Psychology (SIOP) Conference, San Francisco, CA.
2. Hunter, E. M., Penney, L. M., Raghuram, A., Ugaz, A., & **Volpone, S. D.** (2008, April). *Customer affect and customer-directed counterproductive work behavior.* Society for Industrial and Organizational Psychology (SIOP) Conference, San Francisco, CA.
1. **Volpone, S. D.**, Vosvick, M., Chng, C. L., & Smith, N. (2007, August). *Correlates of knowledge/ attitudes towards lesbian, gay, and bisexual individuals.* American Psychological Association (APA) Annual Convention in San Francisco, CA.

## CONSULTING EXPERIENCE

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\*Indicates that both authors contributed equally.

### ABT ASSOCIATES

04/2022-present      **Research Expert**

Company      [Abt Associates](#) is an engine for social impact, fueled by caring, curiosity and cutting-edge research that moves people from vulnerability to security. Whether it's welfare or weather disasters, the environment or economics, agriculture or HIV and AIDS, we address the world's most pressing issues. Our work is diverse and so is our bold workforce.

Projects      Research Expert on the "Employment Processes as Barriers to Employment in the Lower-Wage Market" project.

### CENTER FOR DEVELOPMENT AND DISABILITY (CDD)

03/2014-12/2014      **External Consultant**      Albuquerque, New Mexico

Company      [The CDD](#) is New Mexico's center for excellence in developmental disabilities education, research and service. These centers are authorized by the Developmental Disabilities Assistance and Bill of Rights Act to build the capacities of states and communities to respond to the needs of individuals with developmental disabilities and their families.

Project      Strategic Analysis - Assisted in surveying human resource representatives of New Mexico organizations to deliver strategies surrounding factors related to the hiring and employment of people with disabilities.

Technical Reports **Volpone, S. D.,** DelCampo, R. G., Jacobson, K. J. L., & Hood, J. N. (2015). *Employment of people with disabilities in New Mexico*. Albuquerque, NM: Center for Development and Disability.

**SAUDI ARAMCO CORPORATION**

-GLOBAL FORTUNE 10 ORGANIZATION-

12/2008-05/2010 **External Consultant** Dhahran, Saudi Arabia

Company [Saudi Aramco](#) is a global petroleum enterprise that manages 260 billion barrels of crude oil and the fourth-largest gas reserves in the world.

Project Job Analyses - Assisted in conducting seven job analyses. Positions evaluated included: Mentoring position, facilities engineering, drilling, reservoir engineering, geologist, geophysicist, and petrophysicist.

Technical Reports Spitzmüller, C., **Volpone, S. D.,** Rogers, A., Stewart, R., Luksyte, A., King, W. R., & David, E. (2010). *Identifying crucial technical and nontechnical requirements of effective mentoring at Saudi Aramco: A discipline analysis approach*. Durhan, Saudi Arabia: Saudi Aramco.

Spitzmüller, C., Stewart, R., Luksyte, A., King, W. R., Rogers, A., **Volpone, S. D.,** & David, E. (2009). *Crucial technical and non-technical requirements of effective geologists' performance at Saudi Aramco*. Durhan, Saudi Arabia: Saudi Aramco.

Spitzmüller, C., Luksyte, A., David, E., King, W. R., Stewart, R., **Volpone, S. D.,** & Rogers, A. (2009). *Identifying crucial technical and nontechnical requirements of effective facilities engineering at Saudi Aramco: A discipline analysis approach*. Durhan, Saudi Arabia: Saudi Aramco.

Spitzmüller, C., David, E., Luksyte, A., King, W. R., Stewart, R., **Volpone, S. D.,** & Rogers, A. (2009). *Identifying crucial technical and nontechnical requirements of effective drilling engineering at Saudi Aramco: A discipline analysis approach*. Durhan, Saudi Arabia: Saudi Aramco.

Spitzmüller, C., Rogers, A., **Volpone, S. D.,** Stewart, R., Luksyte, A., King, W. R., & David, E. (2009). *Identifying crucial technical and nontechnical requirements of effective reservoir engineering at Saudi Aramco: A discipline analysis approach*. Durhan, Saudi Arabia: Saudi Aramco.

Spitzmüller, C., Luksyte, A., Stewart, R., **Volpone, S. D.,** Rogers, A., King, W. R., & Rubino, C. (2008). *Identifying crucial technical and nontechnical requirements of effective geophysicists' performance at Saudi Aramco: A discipline analysis approach*. Durhan, Saudi Arabia: Saudi Aramco.

Spitzmüller, C., Stewart, R., Luksyte, A., Rogers, A., **Volpone, S. D.**, & King, W. R. (2008). *Identifying crucial technical and nontechnical requirements of effective petrophysicists' performance at Saudi Aramco: A discipline analysis approach*. Durhan, Saudi Arabia: Saudi Aramco.

**KURARAY COMPANY (EVALCA DIVISION)**

05/2008-08/2008      **External Consultant**      Houston, TX

Company      [EVAL Americas](#) manufactures and markets ethylene vinyl alcohol (EVOH) copolymer resins in the United States, Canada, Mexico and in Central and South America.

Project      Interview Development - Assisted in developing structured interviews for eight jobs to assist Kuraray management in selecting new employees that are qualified and exemplify person-job fit.

Technical Reports      Hunter, E., Gettinger, S., Callison, K.,\* Dubin, D.,\* Luksyte, A.,\* Stewart, R.,\* **Volpone, S. D.**,\* & Campion, J. E. (2008). *Development of structured interviews for various job groups*. Houston, TX: Kuraray Company (EVALCA Division).

**MEN'S WEARHOUSE**      -FORTUNE 1000 ORGANIZATION-

05/2008-08/2008      **External Consultant**      Dallas, TX

Company      [Men's Wearhouse](#) is one of North America's largest specialty retailers of men's apparel with 1,294 stores.

Project      Manager Effectiveness Interviews - Assisted in interviewing district- and area-level managers to assist Men's Wearhouse executives in increasing manager effectiveness throughout the Houston and Dallas divisions.

**EXXONMOBIL**      -FORTUNE 10 ORGANIZATION-

08/2007-05/2010      **External Consultant**      Houston, TX

Company      [ExxonMobil](#) Corporation is the world's largest publicly traded integrated petroleum and natural gas company. Exxon Mobil subsidiaries have operations in nearly 200 countries and territories operate facilities and market products around the world, and explore for oil and natural gas on six continents.

Project      Job Analyses, Training Needs Analyses, Gap Analyses, Validation Studies, Instructional Feedback Reports - Assisted in project topics that evaluated instructor effectiveness, instructor effectiveness across cultures, training needs analyses, training of negotiation programs, development of self-efficacy, antecedents to technological uptake, and development of technical leadership.

- Technical Reports Spitzmüller, C., King, W. R., **Volpone, S. D.**, Luksyte, A., & Ratnasingam, P. (2009). *Identifying crucial requirements of effective technical leaders' performance at ExxonMobil*. Houston, TX: ExxonMobil Corporation.
- Spitzmüller, C., King, W. R., Ratnasingam, P., **Volpone, S. D.**, & Luksyte, A. (2009). *Generalized and task self-efficacy at ExxonMobil: Advancing practices in the geosciences through qualitative analyses*. Houston, TX: ExxonMobil Corporation.
- Spitzmüller, C., Rubino, C., Malka, A., Luksyte, A., **Volpone, S. D.**, & David, E. (2008). *Predicting learning and training transfer intentions for technical training: A validation study*. Houston, TX: ExxonMobil Corporation.
- Spitzmüller, C., Malka, A., Rubino, C., Luksyte, A., & **Volpone, S. D.** (2007). *Examining critical aspects of negotiation at ExxonMobil*. Houston, TX: ExxonMobil Corporation.

## SUMMARY OF TEACHING EXPERIENCE AND EFFECTIVENESS

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### TEMPLE UNIVERSITY

HRM 1101 LEADERSHIP AND ORGANIZATIONAL MANAGEMENT UNDERGRADUATE  
Average student evaluation ratings: 5.0/5.0 (1 section)

### UNIVERSITY OF NEW MEXICO

MGMT 306 ORGANIZATIONAL BEHAVIOR AND DIVERSITY UNDERGRADUATE  
Average student evaluation ratings: 4.8/5.0 (16 sections)

MGMT 464 HUMAN RESOURCES THEORY AND PRACTICE UNDERGRADUATE  
Average student evaluation ratings: 4.9/5.0 (2 sections)

### UNIVERSITY OF COLORADO BOULDER

BCOR 2001 PRINCIPLES OF MARKETING AND MANAGEMENT UNDERGRADUATE  
Average student evaluation ratings: 5.6/6.0 (2 sections)

BCOR 2002 PRINCIPLES OF ORGANIZATIONAL BEHAVIOR UNDERGRADUATE  
Average student evaluation ratings: 5.6/6.0 (3 sections)

BUSM 2011 PRINCIPLES OF MANAGEMENT UNDERGRADUATE  
Average student evaluation ratings: 4.5/5.0 (1 section)\*

ORGN 3010 NEGOTIATION AND CONFLICT MANAGEMENT UNDERGRADUATE  
Average student evaluation ratings: 4.9/5.0 (3 sections)\*

ORGL 4300 LEADING DIVERSE AND INCLUSIVE ORGANIZATIONS UNDERGRADUATE  
Average student evaluation ratings: 4.8/5.0 (5 sections)\*

ORGL 5105 NEGOTIATION AND CONFLICT RESOLUTION GRADUATE (MA)  
Average student evaluation ratings: 5.5/6.0 (3 sections);  
4.8/5.0 (3 sections)\*

MBAX 6561	EXECUTIVE LEADERSHIP Average student evaluation ratings: 4./5.0 (2 sections)*	GRADUATE (MBA)
ORMG 7310	SEMINAR IN ORGANIZATIONAL BEHAVIOR Average student evaluation ratings: 6.0/6.0 (1 section) Average student evaluation ratings: 5.0/5.0 (1 section)*	GRADUATE (PHD)
ORMG 7830	RESEARCH DESIGN AND METHODS IN MANAGEMENT Average student evaluation ratings: 5.0/5.0 (1 section)*	GRADUATE (PHD)

\*Note: New Scoring with a 5.0 Scale Implemented During COVID

## SERVICE ACTIVITIES FOR THE PROFESSION: PROFESSIONAL REVIEWING

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### JOURNALS

#### Special Issue Guest Editor:

*Human Resource Management*

Hennekam, S., **Volpone, S. D.**, & Pullen, A.

Neurodiversity at work: Challenges and opportunities for human resource management.

#### Associate Editor:

*Human Resource Management* (2022-present)

*HRM Best Article Award Committee* (2023-present)

#### Editorial Board Member:

*Human Resource Management Review* (2020-present)

*Journal of Management* (2018-present)

*Journal of Business and Psychology* (2018-2023)

Special Issue on Racism in Organizations (2020)

*Journal of Business Ethics* (2018-present)

*Organizational Psychology Review* (2022-present)

#### Ad-Hoc Reviewer:

*Academy of Management Review* (2016-present)

Including reviews for special issues

*Academy of Management Journal* (2020-present)

*Equality, Diversity & Inclusion: An International Journal* (2015-present)

Including reviews for special issues

*Human Resource Management* (2011-2012)

*Human Resource Management Journal* (2016-2017)

*Human Resource Management Review* (2020-present)

*International Journal of Human Resource Management* (2017-2019)

*Journal of Applied Psychology* (2020-present)

*Journal of Applied Social Psychology* (2011-2011)

*Journal of Business and Psychology* (2016-2021)

*Journal of Business Ethics* (2014-2021)

*Journal of Business Research* (2011-2012)

*Journal of Management* (2017-2021)

*Journal of Management Studies* (2013-2014; 2019-present)  
*Journal of Managerial Psychology* (2011-2013)  
*Journal of Occupational Health Psychology* (2015-2015)  
*Journal of Vocational Behavior* (2016-2018)  
 Including reviews for special issues  
*Organizational Behavior and Human Decision Processes* (2020-present)  
 Including reviews for special issues  
*Organizational Psychology Review* (2020-present)  
*Personnel Psychology* (2014-2014; 2020-present)

**CONFERENCES**

Associate Editor Role: AOM Conference [Gender & Diversity division]  
 Member of the paper submission organization committee under GDO program chairs Drs. Donna Blancero (2018) and Eden King (2019)

Ad-Hoc Reviewer:

Academy of Management Conference (2008-present)  
 Gender & Diversity (GDO) division  
 Human Resource (HR) division  
 Organizational Behavior (OB) division  
 Teaching & Learning Conference  
 Eastern Academy of Management - International (2008-2009)  
 Industrial-Organizational Psychology & Organizational Behavior (IOOB) Conference  
 International Association for Business & Society (2015-2016)  
 Society for Industrial and Organizational Psychology (SIOP) (2012-present)  
 Southwestern Management Association (SMA) (2008-2010)

**GRANTS**

Reviewer:

National Science Foundation (2017-present)  
 Research Councils UK (RCUK) (2016)  
 British Academy (2016)

**SERVICE ACTIVITIES FOR THE PROFESSION: PROFESSIONAL ORGANIZATIONS**

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**ACADEMY OF MANAGEMENT (AOM)**

- 2022      **Editor Role**, Writing Workshop, DEI (Formerly GDO) Division  
 Strategic initiative to support doctoral students, international scholars, and early career scholars in developing papers submissions for publication.
- 2022      **Mentor**, Doctoral Consortium, GDO Division
- 2022      **Member**, Dorothy Harlow Best Conference Paper Award Committee, GDO Division  
 Chaired by Danielle King
- 2021      **Member**, Dorothy Harlow Best Conference Paper Award Committee, GDO Division  
 Chaired by Dr. Kristen Jones

- 2020 **Member**, Dorothy Harlow Best Conference Paper Award Committee, GDO Division  
Chaired by Dr. Kristen Jones
- 2019-2020 **Member**, Review Team for the GDO Division's 5-year review, GDO Division  
Chaired by Dr. Alison Sheridan, Division Chair
- 2016-2019 **Representative at Large** to the Executive Committee, GDO Division  
Three-year term 2016-2019
- 2016-2019 **Inaugural Coordinator**, Tales from the Script Initiative, GDO Division  
Facilitated interviews between senior and junior scholars within GDO to  
provide content for the GDO webpage surrounding stories behind famous  
diversity-related publications.
- 2019 **Chair**, Dorothy Harlow Best Conference Paper Award Committee, GDO Division
- 2018 **Chair**, Dorothy Harlow Best Conference Paper Award Committee, GDO Division
- 2018 **Member**, Sage Award for Scholarly Contributions to Management Award  
Committee, GDO Division  
Chaired by Dr. Yvonne Benschop
- 2017 **Chair**, Dorothy Harlow Best Conference Paper Award Committee, GDO Division
- 2016 **Member**, Best Dissertation Award Committee, GDO Division  
Chaired by Dr. Lisa H. Nishii
- 2015 **Mentor**, Doctoral Consortium, GDO Division  
Chaired by Drs. Charlotte Karam & Caren Goldberg
- 2015 **Member**, Best Conference Paper Based on a Dissertation Award Selection  
Committee, GDO Division  
Chaired by Dr. Oscar Holmes IV
- 2015 **Member**, Dorothy Harlow Best Conference Paper Award Committee, GDO Division  
Chaired by Dr. Lisa Leslie
- 2014-2015 **Member**, Review Team for the GDO Division's 5-year review, GDO Division  
Chaired by Dr. Charmine Hartel, Division Chair
- 2014 **Member**, Student Transnational Research Award Committee, GDO Division  
Chaired by Dr. Jennifer Berdahl
- 2014 **Member**, Emerald Best Student Conference Paper Award Committee, GDO Division  
Chaired by Dr. Corinne Post
- 2013 **Member**, Student Transnational Research Best Conference Paper Award  
Committee, GDO Division  
Chaired by Dr. Susan Vinnicombe
- 2012 **Member**, Student Transnational Research Award Committee, GDO Division  
Chaired by Dr. Patrick F. McKay
- 2011 **LGBTQ Reception**, Created brochure and PowerPoint presentation for the  
Lesbian, Gay, Bisexual, Transgender, and Queer Social

## **SOCIETY OF INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY (SIOP)**

- 2023-present **Member**, Diversifying I-O Psychology (DIP) Program Committee
- 2023 **Chair**, S. Rains Wallace Dissertation Award Committee
- 2023 **Mentor**, Diversifying I/O Psychology (DIP) Program, 2nd Year  
Mentee: Marianne Sevilla
- 2022 **Member**, S. Rains Wallace Dissertation Award Committee  
Chaired by Dr. Danielle King
- 2022-present **Member**, SIOP Conference Inclusion and Accessibility Committee  
Chaired by Dr. Susie D'Mello
- 2022 **Mentor**, Diversifying I/O Psychology (DIP) Program, Inaugural Year  
Mentee: Abigail Piervil
- 2021 **Member**, S. Rains Wallace Dissertation Award Committee  
Chaired by Dr. Danielle King
- 2021 **Member**, LGBT Best Conference Paper Award Committee  
Chaired by Dr. Dave Arena
- 2021 **Member**, SIOP Anti-Racism Grant Committee  
Chaired by Dr. Sarah Walker
- 2021-2022 **Chair-in-Training**, Education and Training (E&T) Committee
- 2020-present **Member**, SIOP Conference Inclusion and Accessibility Committee  
Chaired by Dr. Sandra Fisher
- 2020 **Member**, LGBT Best Conference Paper Award Committee  
Chaired by Dr. Dave Arena
- 2020-2021 **Chair**, LGBT Committee
- 2020-2021 **Chair**, AED Goldstein Schneider Scholarship by Macey Subcommittee
- 2020 **Member**, LGBT Best Conference Paper Award Committee  
Chaired by Dr. Fred Macoukji
- 2020 **Member**, LGBT Committee
- 2019-2020 **Chair**, AED Goldstein Schneider Scholarship by Macey Subcommittee
- 2018-present **Chair**, Committee on Ethnic Minority Affairs (CEMA) Subcommittee of the  
Education and Training (E&T) Committee  
E&T committee chaired by Dr. Marisa Shuffler, Dr. Jen Wessel  
Main Project: Joint CEMA/E&T Mentoring Program
- 2018-2019 **Committee Member**, AED Goldstein Schneider Scholarship by Macey Award  
Chaired by Dr. Larry Martinez
- 2018-2019 **Committee Member**, SIOP Small Grants Award  
Chaired by Dr. Vipanchi Mishra

- 2017-2018 **Member**, Committee on Ethnic Minority Affairs (CEMA) Subcommittee of the Education and Training (E&T) Committee  
CEMA Subcommittee chaired by Dr. Enrica Ruggs  
Main Project: Joint CEMA/E&T Mentoring Program
- 2017-2018 **Committee Member**, SIOP Small Grants Award  
Chaired by Dr. Amy Baker
- 2017-2018 **Committee Member**, LGBT Paper Award  
Chaired by Dr. Kristen Jones
- 2017-2018 **Chair**, James L. Outtz Grant for Student Research on Diversity Committee
- 2016-2017 **Member**, Committee on Ethnic Minority Affairs (CEMA)  
**Moderator**, CEMA Facebook Group  
**Liaison** for CEMA to SIOP's Electronic Communication Committee
- 2016-2017 **Chair**, James L. Outtz Grant for Student Research on Diversity Committee
- 2016-2017 **Member**, Lesbian, Gay, Bisexual, Transgender (LGBT) Committee  
Member of the Awards and Events Subcommittee
- 2015-2016 **Member**, LGBT Best Conference Paper Award Committee  
Chaired by Dr. Kristen P. Jones
- 2015-2016 **Member**, Committee on Ethnic Minority Affairs (CEMA)  
Chaired by Dr. Kisha Jones  
**Moderator**, CEMA Facebook Group  
**Liaison** to SIOP's Electronic Communication Committee
- 2015-2016 **Member**, Student Travel Award Committee  
Chaired by Dr. Jennifer L. Wessel
- 2014-2015 **Member**, Committee on Ethnic Minority Affairs (CEMA)
- 2014-2015 **Member**, Student Travel Award Committee  
Chaired by Dr. Jennifer L. Wessel
- 2013-2014 **Member**, Student Travel Award Committee  
Chaired by Dr. Eden King
- 2012-2013 **Member**, Flanagan Award Committee  
Chaired by Dr. Emily M. Hunter
- 2006-2011 **Student Volunteer** at the annual Society for Industrial and Organizational Psychology (SIOP) conference in 2006, 2007, 2008, 2009, 2010, and 2011

#### SERVICE ACTIVITIES FOR THE UNIVERSITY

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#### UNIVERSITY OF COLORADO BOULDER

*University of Colorado Boulder-*

- 2023 **Speaker**, Managing Online Presence for the Office of Faculty Affairs

- 2022 **Speaker**, Managing Online Presence for the Office of Faculty Affairs
- 2022-2023 **Member**, [Faculty Leadership Institute](#)
- 2022 **Speaker**, LEAP Leadership Workshop for Assistant Professors (January)  
Title of Presentation: *Leadership on the tenure-track: Research, teaching, service, and beyond*
- 2021 **Speaker**, College of Engineering and Applied Science Inclusive Culture Council  
Title of Presentation: *Organizational change in the areas of diversity and inclusion*
- 2021 **Speaker**, LEAP Leadership Workshop for Assistant Professors (January)  
Title of Presentation: *Leadership on the tenure-track: Research, teaching, service, and beyond*
- 2020 **Speaker**, LEAP Multi-session Workshop for Assistant Professors (November)  
Title of Presentation: *Leadership on the tenure-track: Research, teaching, service, and beyond*
- 2019 **Speaker**, LEAP Leadership Workshop for Assistant Professors (January)  
Title of Presentation: *Leadership on the tenure-track: Research, teaching, service, and beyond*

*Leeds School of Business-*

- 2024-present **Member**, CESR's Faculty Affiliates program
- 2023-present **Research Mentor**, Diversity Scholar Initiative  
Mentees: Caroline Horn, Rocco Lawson, Jasmine Deol, and Erica Perez
- 2022-present **Facilitator**, CESR Alumni Ethics Network
- 2022-present **Member**, Leeds Faculty Grievance Committee
- 2022-present **Member**, Leeds Doctoral Curriculum and Policy Committee (DCPC)  
Representative for the OLIA Division
- 2022-present **Member**, Teaching Excellence Committee
- 2022 **Research Mentor**, Diversity Scholar Initiative  
Mentees: Rocco Lawson, Erica Perez, Caroline Horn, and Jasmine Deol
- 2022 **Member**, DEI Summit Steering Committee
- 2022 **Panelist**, Expert Panel on Diversity and Inclusion Consulting with A. Kotharu (McKinsey), J. Munro (SVP at KeyBank), C. Johnson (VP for DEI at Ball Corp), R. Batalla (Director, ODA)
- 2021-2022 **Member**, Classroom Inclusion Committee
- 2021-2022 **Member**, Leeds Executive Committee (LEC)  
Representative for the OLIA Division  
Sub-Committee for Promotion to Principal Instructor Criteria

- 2021 **Presenter and Attendee**, 20<sup>th</sup> Naming Anniversary Celebration and Dinner with Leeds Family
- 2021 **Research Mentor**, Diversity Scholar Initiative  
Mentees: Gennah Penalosa, Namrita Ashokprabhu, and Jasmine Deol
- 2021 **Member**, Leeds Faculty Grievance Committee
- 2021 **Member**, Leeds Classroom Diversity and Inclusion Committee
- 2021 **Presenter**, Top Donor Call  
Title of Presentation: *Considering recent events: When diversity and inclusion initiatives don't feel sincere*
- 2021 **Presenter**, Leeds Power Breakfast  
Title of Presentation: *What does diversity mean to you? Examining organizational framing of diversity initiatives*
- 2020 **Host**, Panel presented with C. P. McMullen-Bushman and T. Saif for CESR  
Title of Presentation: *Diversity, equity and inclusion during a global pandemic*
- 2020-present **Member**, Leeds IDEAS –Diversity and Inclusion (D&I) Committee at Leeds
- 2020-present **Member**, Stand-in Primary Unit Evaluation Committee (PUEC) for SRS division  
Review of Four Leeds Teaching Faculty
- 2019 **Chair**, Primary Unit Evaluation Committee (PUEC)  
Review of Leeds Teaching Faculty – Bonnie Auslander
- 2019 **Presenter**, Inaugural Graduate Programs Showcase for Prospective MBAs  
Title of Presentation: *Novel insights into managing diversity*
- 2019 **Panelist**, Faculty Insights and Advice Panel for Admitted PhDs  
During PhD Orientation Day
- 2018-2019 **Member**, Leeds Business Insights (LBI) Ad-Hoc Committee  
Presenter at the Chicago Event (May 2019)
- 2018-2020 **Member**, Leeds Doctoral Curriculum and Policy Committee (DCPC)  
Representative for the OLIA Division
- 2018-2019 **Member**, Leeds Executive Committee (LEC)  
Representative for the OLIA Division
- 2018 **Member**, Leeds School Guidelines for Preparing Files for Promotion to Senior Instructor Task Force
- 2017-2018 **Member**, BCOR Sophomore Experience Ad Hoc Committee  
Reviewed the current Mods offerings for Sophomores and recommended changes that were applied to the BCOR curriculum
- 2017-2018 **Member**, Leeds Executive Committee (LEC)  
Representative for the OLIA Division

*Office of Diversity Affairs (ODA)-*

- 2022        **Presenter**, Inaugural [Transforming Business: Connecting Diverse Scholars](#)
- 2021        **Presenter**, Research Methods Workshop for new research assistants in the Diverse Scholars Program (DSP)
- 2021        **Judge**, KeyBank Business Leadership Program Case Competition
- 2021        **Presenter**, KeyBank Business Leadership Program  
Topic: Diversity and Inclusion
- 2020        **Presenter**, Annual Business Leadership Program for High School Men of Color
- 2020        **Presenter**, Annual Women in Business Leadership Program for High School Students
- 2019-present **EXCEL Scholar Mentor** for Leeds Office of Diversity Affairs (ODA) students  
Mentee: Nina Ruiz
- 2019        **Panelist**, Inaugural Women’s Business Leadership Program for Current MBAs  
Panel also includes: Drs. Stefanie Johnson and Christina Lacerenza  
Part of the End the Gap by 2020 initiative
- 2019        **Panelist**, Inaugural Women’s Business Leadership Program for Admitted MBAs  
Panel also includes: Drs. Stefanie Johnson and Christina Lacerenza  
Part of the End the Gap by 2020 initiative
- 2018        **Presenter**, 2<sup>nd</sup> Annual Business Leadership Program for High School Students of Color  
Representative for the OLIA Division  
Part of the End the Gap by 2020 initiative
- 2018        **Presenter**, 3<sup>rd</sup> Annual Women in Business Leadership Program for High School Girls  
Representative for the OLIA Division  
Part of the End the Gap by 2020 initiative
- 2018-present **EXCEL Scholar Mentor** for Leeds Office of Diversity Affairs (ODA) students  
Mentee: Paola Gutierrez;  
Mentee: Eliciana Silk-Chavez
- 2017        **Presenter**, Inaugural Business Leadership Program for High School Students of Color  
Representative for the OLIA Division  
Part of the End the Gap by 2020 initiative
- 2017        **Presenter**, 2<sup>nd</sup> Annual Women in Business Leadership Program for High School  
Representative for the OLIA Division  
Part of the End the Gap by 2020 initiative
- 2017-present **EXCEL Scholar Mentor** for Leeds Office of Diversity Affairs (ODA) students  
Mentee: Marina Castillo  
Mentee: Brooke Moore

- 2017           **Doctoral Student and Faculty Recruitment**  
 Participated in recruiting activities (The PhD Project Reception & Dinner) during the 2017 Academy of Management (AOM) conference to aid initiatives to recruit doctoral students and faculty of color.
- Organizational Leadership and Informational Analytics (OLIA) Division-*
- 2023           **Member**, Primary Unit Evaluation Committee (PUEC)  
 Review of Leeds Teaching Faculty – Kevin Schaub
- 2022           **Member**, Primary Unit Evaluation Committee (PUEC)  
 Review of Leeds Teaching Faculty - Tracy Jenkins
- 2022           **Chair**, Primary Unit Evaluation Committee (PUEC)  
 Review of Tenure Case - Tony Kong
- 2021           **Member**, OB Faculty Hiring Committee  
 Chair: Russel Cropanzano  
 Hires: Tony Kong, Becca Mitchell
- 2019           **Member**, Primary Unit Evaluation Committee (PUEC)  
 Review of Leeds Teaching Faculty - Christina Fisher
- 2018           **Member**, Doctoral Curriculum Review Committee  
 Review of the Organizational Leadership and Information Analytics (OLIA) division’s doctoral curriculum
- 2017           **Member**, Primary Unit Evaluation Committee (PUEC)  
 Review of Leeds Teaching Faculty - Doug Bennett

## UNIVERSITY OF NEW MEXICO

- 2014-2017    **Coordinator**, OB/HR Learning Assurance Testing and Reporting  
 Anderson School of Management’s AACSB team  
 Collected information on student learning and retention in all Organizational behavior classes for AACSB accreditation reporting. Assessed the data collected to strategize changes in course structure. Reporting for undergraduate and graduate organizational behavior classes (e.g., MGMT 306, MGMT 506)
- 2016           **Representative**, Graduate Program Recruitment  
 Department of Organizational Studies (DOS) Representative at Anderson School of Management graduate program recruitment events
- 2014           **Member**, OB/HR Search Committee  
 Completed a successful search for a new tenure-track faculty in the Department of Organizational Studies (DOS) at the Anderson School of Management

## TEMPLE UNIVERSITY

- 2022           **Panelist**, The **FOX** PhD Experience, Alumni Recruitment Presentation
- 2021           **Panelist**, The **FOX** PhD Experience, Alumni Recruitment Presentation

- 2020            **Panelist**, The **FOX** PhD Experience, Alumni Recruitment Presentation
- 2018            **Panelist**, The **FOX** PhD Experience, Alumni Recruitment Presentation
- 2015            **Panelist**, The **FOX** PhD Experience, Alumni Recruitment Presentation

## RESEARCH MENTORING ACTIVITIES AND STUDENT SUPERVISION

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### DOCTORAL DISSERTATION COMMITTEES

- H. Phoenix Van Wagoner (*Status*: Assistant Professor at University of California Fullerton)
- Brittany K. Lambert (*Status*: Assistant Professor at Kelley School of Business, Indiana University)
- Brittany Tokasey (*Status*: Current PhD Student at CU Boulder)
- Marla White (*Status*: Assistant Professor at Virginia Tech)
- Liza Y. Barnes (*Status*: Assistant Professor at Drexel University)
- Jessi M. Rivin (*Status*: Assistant Professor at San Diego State University)
- Richard “Rick” Reed (*Status*: Current 5<sup>th</sup> Year OB PhD Student at CU Boulder, Leeds School of Business)
- Mark Heistein (*Status*: Current 3<sup>rd</sup> Year CMCI PhD Student at CU Boulder, Journalism Studies)
- Kayli Plotner (*Status*: Current 5<sup>th</sup> Year CMCI PhD Student at CU Boulder, Journalism Studies)

### DOCTORAL COMPREHENSIVE EXAM COMMITTEES

- Beth Embry (*Status*: Assistant Professor at University of Kansas)
- Liza Y. Barnes (*Status*: Assistant Professor at Drexel University)
  - Co-chair
- Jessi M. Rivin (*Status*: Assistant Professor at San Diego State University)
- Richard “Rick” Reed (*Status*: Current 5<sup>th</sup> Year OB PhD Student at CU Boulder, Leeds School of Business)
- Mallory Decker (*Status*: Current 3<sup>rd</sup> Year OB PhD Student at CU Boulder, Leeds School of Business)

### DOCTORAL GRADUATE RESEARCH ASSISTANT (PAID)

- Victor M. Marsh (*Status*: Post Doc at University of Toronto)
- Richard (Rick) Reed (*Status*: Current 5<sup>th</sup> Year OB PhD Student at CU Boulder, Leeds School of Business)
- Tahmin Tisha (*Status*: Accountant for the Michigan Advanced Neurology Center)

### DOCTORAL GRADUATE TEACHING ASSISTANT (PAID)

- Brittany K. Lambert (*Status*: Assistant Professor at Kelley School of Business, Indiana University)
- Jessi M. Rivin (*Status*: Assistant Professor at San Diego State University)
- Ryan Ragaglia (*Status*: Current 2<sup>nd</sup> Year OB PhD Student at CU Boulder, Leeds School of Business)

### MASTER’S THESIS COMMITTEES

- Claire Kincaid (*Status*: Global Applications Specialist: Electrification and Automation at Epiroc)

### DIVERSE DOCTORATES PROGRAM (DDB) GRADUATE RESEARCH ASSISTANT (PAID)

- Bridget Brown (*Status*: Applying to PhD Programs)
- Monish Sharma (*Status*: Applying to PhD Programs)

### UNDERGRADUATE’S HONORS THESIS COMMITTEES

- Allison Smith (*Status*: Senior in Architecture - Environmental Design at CU Boulder)
- Lindsay Lafans (*Status*: Senior at CU Boulder)

### UNDERGRADUATE RESEARCH ASSISTANT (PAID)

- Sarah G. Lurie (*Status*: Founder and Senior Coordinator of Delilah Event Planning)
- Lena Kim (*Status*: PhD Student at Cornell University)

### **UNDERGRADUATE DIVERSITY SCHOLAR PROGRAM (DSP) MENTEES (PAID)**

- Manjoyt Deol (*Status: Junior at CU Boulder Leeds School of Business*)
- Sarah G. Lurie (*Status: Founder and Senior Coordinator of Delilah Event Planning*)
- Andrea Boza (*Status: Senior at CU Boulder Leeds School of Business*)
- Joon Baang (*Status: Consultant at Deloitte Consulting*)
- Rocco Lawsom (*Status: Junior at CU Boulder Leeds School of Business*)
- Erica Perez (*Status: Junior at CU Boulder Leeds School of Business*)
- Caroline Horn (*Status: Junior at CU Boulder Leeds School of Business*)
- Jasmine Deol (*Status: Junior at CU Boulder Leeds School of Business*)
- Gennah Penalosa (*Status: Junior at CU Boulder Leeds School of Business*)
- Namrita Ashokprabhu (*Status: Junior at CU Boulder Leeds School of Business*)

### **UNDERGRADUATE EXCEL MENTOR THROUGH THE OFFICE OF DIVERSITY AFFAIRS**

- Nina Ruiz
- Paola Gutierrez
- Eliciana Silk-Chavez
- Marina Castillo
- Brooke Moore

### **STUDENT MEMBER OF THE DI&ID MGMT RESEARCH LAB**

- H. Phoenix Van Wagoner (*Status: Assistant Professor at California State Fullerton*)
- Victor M. Marsh (*Status: Post Doc at University of Toronto*)
- Liza Y. Barnes (*Status: Assistant Professor at Drexel University*)
- Shawn Quan (*Status: Currently attending University of Washington's OB PhD Program (ranked #2 in the US)*)
- Jessi M. Rivin (*Status: Assistant Professor at San Diego State University*)
- Richard "Rick" Reed (*Status: Current 5<sup>th</sup> Year OB PhD Student at CU Boulder, Leeds School of Business*)
- Ash Ganzoury (*Status: Current 3<sup>rd</sup> Year Strategy PhD Student at CU Boulder, Leeds School of Business*)
- Ryan Ragaglia (*Status: Current 2<sup>nd</sup> Year OB PhD Student at CU Boulder, Leeds School of Business*)
- Mallory Decker (*Status: Current 3<sup>rd</sup> Year OB PhD Student at CU Boulder, Leeds School of Business*)
- Meredith Lehman (*Status: Current 2<sup>nd</sup> Year OB PhD Student at CU Boulder, Leeds School of Business*)
- Jameson Brau (*Status: Law school student at Gonzaga University*)
- Jordan Alcon (*Status: Business Development Associate at CSG*)
- Montse Cataldi (*Status: Senior at CU Boulder Leeds School of Business*)
- Lena Kim (*Status: PhD Student at Cornell University*)
- Arnold Muasa (*Status: Senior at CU Boulder Leeds School of Business*)
- Alaina Crawford (*Status: Senior at CU Boulder Leeds School of Business*)
- Ashlyn Fleming (*Status: HR Professional at Centura Health*)
- Kavya Kannan (*Status: Senior at CU Boulder in political science*)
- Joon Baang (*Status: Consultant at Deloitte Consulting*)
- Sarah G. Laurie (*Status: Founder and Senior Coordinator of Delilah Event Planning*)

### **ADDITIONAL MENTORING ACTIVITIES**

- Nishant Patel (*Status: Law school Student at Saint Louis University School of Law*)
- Sarah G. Lurie (*Status: Founder and Senior Coordinator of Delilah Event Planning*)
  - Supervisor for Norlin Scholars scholarship research
- Megan Banks (*Status: Sophomore at University of Denver's Business School*)
  - Mentor in Monarch High School's Science Research Seminar Program

## MENTORING ACTIVITIES IN PROFESSIONAL ORGANIZATIONS

- Ashley Robinson
  - AOM Doctoral Program, GDO division
- Marianne Sevilla
  - SIOP Diversifying I/O Psychology (DIP) Program
- Abigail Piervil
  - SIOP Diversifying I/O Psychology (DIP) Program
  - In the Organizational Sciences Master's program at FIU

## SERVICE ACTIVITIES FOR THE COMMUNITY

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### Team Leader, Coat Drive

Team leader to 14 individuals. We organized the acquisition and donation of 64 coats to [Coats for Colorado](#), who works to provide warm winter coats at no cost to Coloradans of all ages.



### Co-organizer, Community Diversity Speaker Series

Co-organized the Transformative Talk series that recruited and hosted prominent guest speakers to discuss notable topics related to diversity and identity. <https://diidmgmtresearchlab.com/our-impact/transformativetalkslastmenstanding/>



April 2021 – Event covered by G. Ettlin for NBC KGW8 in article titled [Livestream with HIV survivors in the era of COVID-19](#)

### Team Leader, Little Library Book Drive

Team leader to 12 individuals. We organized the acquisition and distribution of over 100 books for kids on the topics of diversity and identity. Specifically, 2-3 books were donated to over 50 Little Libraries across the Denver metroplex.



<https://diidmgmtresearchlab.com/our-impact/book-drive/>

### Team Leader, Community Holiday Empowerment

Team leader to 15 individuals. Organized multiple projects to give back to local, national, and international communities through time, material donations, and financial support.

<https://diidmgmtresearchlab.com/our-impact/our-impact-2/>

Specific projects included:

-We participated in the **Holiday Dreams program for the Dreamer Scholars Program** in Boulder County that empowers children from low-income families to succeed in school, college, and career by providing support from elementary school through college.

-We provided hand-made notes of kindness to **Uplift** in their efforts to provide food and supplies to over 100 people who are homeless in Denver.



- We donated to the **Youth Services Initiative** (YSI) Toy Drive. YSI is a community-based after school and summer program for youth living in low-income housing.
- We donated to **Packs of Hope** to provide 4 backpacks filled with essential clothing items to children and youth who are transitioning into out-of-home or foster care. Each Pack of Hope contains a new shirt, pants, sweatshirt, pajamas, socks, underwear, toiletries, a book, and a toy.
- We donated to two **Children's Book Drives** through the Arvada Center and at Barnes and Noble.
- We donated to the **International Rescue Committee** that responds to the world's worst humanitarian crises and helps people to survive and rebuild their lives.
- We donated to **Equality Now** that works to create a just world where women and girls have the same rights as men and boys.



**Volunteer, Habitat for Humanity**

Attended painting and construction repair projects arranged for the Anderson School of Management faculty.



**Volunteer, Project for GDO Division of AOM**

Participant in the session *Daring to show we care: Rolling up our sleeves and getting our hands dirty* at Tyndale St-Georges Community Centre during the Academy of Management's annual conference in Montreal.



**Volunteer, Life Walk Fundraiser**

Team Leader to 30 members of the Center for Psychological Health (CPH) lab raised \$763.00 by walking in the annual Life Walk fundraiser for the AIDS Arms Clinic in Dallas, TX.



**Volunteer, Katrina Aid and Relief Effort (KARE)**

This team provided specialized consultations (at no charge) to businesses affected by hurricane Katrina at the annual American Psychological Association (APA) held in New Orleans, Louisiana.

[www.siop.org/KARE](http://www.siop.org/KARE)  
<https://www.apa.org/monitor/julaug07/crunchtime>



## REFERENCES

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**Derek R. Avery, Ph.D.**

C. T. Bauer Chair of Inclusive Leadership  
Professor  
College of Business  
University of Houston  
E-mail: [davery@bauer.uh.edu](mailto:davery@bauer.uh.edu)

Relationship: Dissertation chair, co-author on multiple top-tier publications

**Wendy J. Casper, Ph.D.**

Associate Dean for Research  
Peggy E. Swanson Endowed Chair  
Director, Ph.D. Program in Management  
Professor  
College of Business  
University of Texas at Arlington  
E-mail: [wjcasper@uta.edu](mailto:wjcasper@uta.edu)

Relationship: Co-author on multiple top-tier publications and a grant

**Russell S. Cropanzano, Ph.D.**

Ted Anderson Professor of Free Enterprise  
Professor  
Leeds School of Business  
University of Colorado, Boulder  
E-mail: [russell.cropanzano@colorado.edu](mailto:russell.cropanzano@colorado.edu)

Relationship: Former department chair (for four years)

**Elizabeth Umphress, Ph.D.**

Evert McCabe Endowed Fellow  
Professor  
University of Washington  
E-mail: [eu4@uw.edu](mailto:eu4@uw.edu)

Relationship: Co-author on top-tier publications and collaborators on consulting projects

**Julie Wayne, Ph.D.**

David C. Darnell Presidential Chair of  
Principled Leadership  
Professor  
Wake University  
E-mail: [waynej@wfu.edu](mailto:waynej@wfu.edu)

Relationship: Co-author on multiple manuscripts, grants, and book chapters