MARIONNE SEVILLA

(650) 421-3663 | Marionne.Sevilla@Colorado.edu
She/Her/Hers | LinkedIn

EDUCATION

Expected May 2029   University of Colorado, Boulder
Doctor of Philosophy in Organizational Behavior

08/2020-12/2023   San Diego State University
Bachelor of Arts − Psychology, Industrial-Organizational Emphasis with Distinction
Relevant Coursework: Statistical Methods in Psychology; Statistical Principles & Practices; Statistical Methods; Women in Gender, Science, & Tech; Psychological Testing & Measurement; Personnel & Industrial Psychology; Organizational Psychology

RESEARCH FOCUS

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

MANUSCRIPTS IN PROGRESS

Volpone, S. D., **Sevilla, M.,** & Arena, D. (in preparation). A review of the research on bi-identities.

Target Outlet: *Academy of Management Journal*
Paper Status: Coding complete, data analyzed, writing is in the finishing stages

AUTHORED BOOK CHAPTERS

Sevilla, M., & Volpone, S. D. (In progress). The conceptualization of work life boundaries across social economic statuses. In L. Marchiando (Ed.) *Gender and management*. Routledge.

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.

Chapter featured by C.Ott Holland for *The I/O Psychologist* (TIP), a SIOP Publication.

Volpone, S. D., Decker, M.*, & Reed, R.*, & **Sevilla, M.** (In progress). 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

*Indicates that each author contributed equally.

CONFERENCE PRESENTATIONS

Sevilla, M., & Volpone, S. D. (2024, April). A systematic review of the research on bisexual employees' identity management experiences in the workplace over time. In Hatter, K. B. (Chair), Ruggs, E. N. & Gardner, D. M. (Facilitators). Submitted to Society for Industrial and Organizational Psychology (SIOP) Conference.

Sevilla, M. (2023, April). What are you really? A review of research on the gendered nature of bi-identities. Society for Industrial and Organizational Psychology (SIOP) Conference.

RESEARCH EXPERIENCE

DIVERSITY AND IDENTITY (DI&ID) MANAGEMENT RESEARCH LAB

08/2023-Present   **Undergraduate Research Assistant**

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

My Role in the lab: Performed comprehensive literature searches, meticulously coded articles, and contributed to the refinement of a research chapter through thorough revision.

POWER RESEARCH LAB

08/2023-05/2024   **Undergraduate Research Assistant**

Lab Description: The POWER lab's research focuses on worker stress and safety, with a particular focus on the healthcare industry. We use quantitative methods to investigate the relationship between patient aggression towards nurses and outcomes such as work withdrawal-related behaviors. Specifically, we are analyzing survey data from three children's hospitals and coding articles for meta-analysis.
PI: Dr. Lisa Kath

My Role in the lab: Cleaned and analyzed survey data using SPSS, presented findings, updated and maintained the Zotero library with literature relating to healthcare worker safety, conducted literature reviews and summarized findings for meta-analysis.

BEST RESEARCH LAB

08/2021-05/2023   **Undergraduate Research Assistant**

Lab Description: The BEST Research Lab is dedicated to advancing the understanding of performance evaluation, organizational behavior, and job attitudes. This lab is committed to global perspectives as demonstrated by the PI's frequent collaboration with researchers from diverse international backgrounds. Recent projects investigate gendered perceptions of sexual harassment victims in the context of performance evaluation.
PI: Dr. Kate Hattrup

My Role in the lab: Aided in the design and administration of a survey, updated the homework for an introductory statistics course, collaborated with the team to write a grant proposal.

PROFESSIONAL EXPERIENCE

01/2023-present   **Vice President Diversity, Equity, and Inclusion**   San Diego, CA
Kappa Alpha Theta, Gamma Sigma Chapter
- Created and facilitated a workshop on allyship for 200+ people
- Served on the finance and disciplinary committees as an advocate for chapter members
- Collaborated with all areas of chapter programming to foster a safe space for all members
- Engage in community events and assist in fundraising efforts for foster youth

06/2023-07/2023   **Regulatory Contracts Intern**   Folsom, CA
California Independent Systems Operator
- Improved the processes for database management
- Communicated sensitive information both internally and externally
- Utilized BizFile to maintain up-to-date information on clients
- Organized and maintained accurate records on ServiceNow

06/2022-08/2022   **Human Resource Delivery Intern**   San Jose, CA
Western Digital Technologies, Inc.
- Cofacilitated new hire orientation weekly
- Briefed COVID-positive employees on company guidelines and available resources
- Shadowed employee relations investigations and legal meetings

AWARDS, HONORS, AND DISTINCTIONS

2024   Selected as a Diversifying I-O Psychology (DIP) Scholar

This is a competitive program that funds undergraduate and master's students to attend and present at the SIOP conference to increase diversity within the field of I-O psychology, and ultimately SIOP, by increasing the diversity of students who are applying to and accepted into I-O PhD programs.
https://www.siop.org/The-DIP

2023   Selected as a Diversifying I-O Psychology (DIP) Scholar

8/2022-12/2022   Dean's List – Semester Honors

PROFESSIONAL AFFILIATIONS
Society of Human Resource Management, Student Chapter Member

Society for Industrial and Organizational Psychology, Student Member