QUINETTA M. ROBERSON
Curriculum Vita

Broad College of Business
Michigan State University
632 Bogue Street, Room N475
East Lansing, MI 48824
quinetta@broad.msu.edu

ACADEMIC POSITIONS:

2020 – present	John A. Hannah Distinguished Professor in Management and Psychology Eli Broad College of Business and College of Social Science Michigan State University
2015 – 2020	Fred J. Springer Endowed Chair in Business Leadership
2008 – 2020	Professor, Department of Management & Operations Villanova School of Business Villanova University
June 2012	Visiting Professor Fundação Getulio Vargas - Escola de Administração de Empresas de São Paulo São Paulo, Brazil
November 2010	Visiting Research Fellow Melbourne Business School Melbourne, Australia
January – June 2008	Visiting Associate Professor, Department of Management & Organization Robert H. Smith School of Business University of Maryland at College Park
March – June 2006	Visiting Professor, Institute of Organizations and Information Systems Bocconi University Milan, Italy
2005 – 2008	Associate Professor
1999 – 2005	Assistant Professor Human Resource Studies School of Industrial and Labor Relations Cornell University

EDUCATION:

Ph.D. 1999	University of Maryland at College Park Major: Organizational Behavior; Minor: Human Resource Management
M.B.A. 1993	University of Pittsburgh Major(s): Finance, Strategic Planning
B.S. 1992	University of Delaware Major: Finance; Minor: Accounting

AWARDS/HONORS:

- Janet Chusmir Distinguished Service Award, Diversity, Equity and Inclusion (DEI) Division of the Academy of Management, 2025
- Trailblazer Award, Management Doctoral Student Association, The PhD Project, 2022
- Outstanding Reviewer Award, Academy of Management Review, 2022
- Fellow, Association for Psychological Science, 2021
- Fellow, Academy of Management, 2020
- #ThinklistAmplify, Centre for Business, Organisations and Society (CBOS), Univ of Bath, 2020
- #Thinklist30, Centre for Business, Organisations and Society (CBOS), University of Bath, 2020
- Sage Award for Scholarly Contributions, Gender and Diversity in Organizations Division, Academy of Management, 2020
- Scientist-Practitioner Presidential Recognition, Society for Industrial and Organizational Psychology, 2019
- Bright Idea Award, Stillman School of Business, Seton Hall University, 2018
- Fellow, Society for Industrial and Organizational Psychology, 2016
- Daniel J. O'Mara Business Faculty Award, 2015
- Distinguished Doctoral Graduate, Robert H. Smith School of Business, Univ of Maryland, 2011
- Best Paper Award, *Group and Organization Management*, 2007
- Emerging Scholar, Diverse Issues in Higher Education, 2007
- Faculty Research Award (with Tony Simons), School of Hotel Administration, Cornell Univ, 2004
- General Mills Award for Innovation in Teaching, Cornell University, 2001-2002
- Fraternity and Sorority Community Outstanding Faculty Award, Cornell University, 2001
- Frank T. Paine Award for Academic Achievement, University of Maryland, 1999
- Allen J. Krowe Teaching Award, University of Maryland, 1999
- Student Academic Achievement Grant, University of Maryland, 1995-1999
- Robert Morris Associates, Philadelphia Chapter, Best Paper Award, 1995
- Beta Gamma Sigma, National Business Honor Society, 1993
- Academic Scholarship, University of Pittsburgh, 1992-1993; University of Delaware, 1988-1992

FUNDING:

"Diversity as an Organizational Capability: A Multilevel Examination of Board Composition and Firm Effectiveness", National Science Foundation, $350,000, 2021-2024

RESEARCH

Refereed Publications:

Roberson, Q. M., & Thompson, P. (In press) Taking a note from music: Conceptual sampling and the creative logic of theory development. *Academy of Management Review*.

Roberson, Q. M., Magalona, J., & Quigley, N. (In press). Neurodiversity and leader selection: Parity in evaluations amid enduring interpersonal prototypes. *Group and Organization Management*.

Quigley, N., Meloche, A., & Roberson, Q. (In press). Neurodiverse work teams: Linking individual variation to team-level processes and effectiveness. *Organizational Psychology Review*.

Schimmelpfennig, R., Elbæk, C., Mitkidis, P., Singh, A., & Roberson, Q. M. (2025). The 'WEIRDEST' organizations in the world? Assessing the lack of sample diversity in organizational research. *Journal of Management*, 51(6), 2460-2487.

Roberson, Q., Gerkin, E., & Hill, A. (2024). Diversity in top management teams and upper echelons of firms. *Current Opinion in Psychology*, 60:101901.

Roberson, Q. M., Hoff, K., Pyram, R., & Holmes, J. (2024). Diversity in the career lifecycle: A review and research agenda. *Journal of Vocational Behavior*, 151: 103998.

Roberson, Q. M., Moore, O. A., & Bell, B. S. (2024). An active learning approach to diversity training. *Academy of Management Review*, 49, 344-365.

Roberson, Q., Ruggs, E., Pichler, S., & Holmes, O. (2024). LGBTQ systems: A framework and future research agenda. *Journal of Management*, 50, 1145-1173.

Roberson, Q. M., & Scott, W. (2024). Contributive justice: An invisible barrier to workplace inclusion. *Journal of Management*, 50, 877-897.

Roberson, Q., Avery, D. R., & Leigh, A. (2024). Lights, Camera, Action: Moving beyond performative diversity management to driving sustainable change. *Academy of Management Perspectives*, 38, 197-213.

Roberson, Q., Avery, D. R., & Leigh, A. (2024). How woke was the symposium on woke organizations? An insider perspective. *Academy of Management Perspectives*, 38, 260-266.

Avery, D. R., McKay, P. F., Roberson, Q. M., & Thomas, K. M. (2023). R.E.A.L. (Racialized experiences in academic life) talk: A curated conversation with four black fellows. *Journal of Business and Psychology*, 38, 7-23.

* Awarded a 2022 Editor Commendation, as one of the best papers published by the journal.

Roberson, Q. M., & Perry, J. L. (2022). Inclusive Leadership in Thought and Action: A Qualitative Study of Leader Perception and Behavior. *Group and Organization Management*, 47, 755-778.

Roberson, Q. M., Quigley, N., Vickers, K., & Bruck, I. (2021). Reconceptualizing leadership from a neurodiverse perspective. *Group and Organization Management,* 46(2), 399—423.

Roberson, Q. M. (2020). Access to justice as a human right, organizational entitlement, and precursor to diversity and inclusion. *Equality, Diversity, and Inclusion: An International Journal,* 20, 787-791.

Roberson, Q. M., King, E. B., & Hebl, M. (2020). Designing more effective practices to address workplace inequality. *Behavioral Science and Policy*, 6(1), 39-49.

Roberson, Q. M. (2019). Diversity in the workplace: A review, synthesis, and future research agenda. *Annual Review of Organizational Psychology and Organizational Behavior*, 6, 69-88.

Periac, F., David, A., & Roberson, Q. M. (2018). Clarifying the interplay between social innovation and sustainable development: A conceptual framework rooted in paradox management. *European Management Review*, 1(15), 19-35

Roberson, Q. M., Ryan, A. M., & Ragins, B. R. (2017). The evolution and future of diversity at work. *Journal of Applied Psychology*, 102(3), 483-499.

Roberson, Q. M., Holmes, O. H. & Perry, J. L. (2017). Transforming Research on Diversity and Firm Performance: A Dynamic Capabilities Perspective. *Academy of Management Annals*, 11(1), 189-216.

Roberson, Q. M., & Williamson, I. O. (2012). Justice in self-managing teams: The role of social networks in the emergence of procedural justice climates. *Academy of Management Journal*, 55, 685-701.

Hausknecht, J. P., Sturman, M. C., & Roberson, Q. M. (2011). Justice as a dynamic construct: Effects of individual trajectories on distal work outcomes. *Journal of Applied Psychology*, 96, 872-880.

Parks, G. P., & Roberson, Q. M. (2011). "Eighteen Million Cracks": Gender's Role in the 2008 Presidential Election. *William & Mary Journal of Women and the Law,* 17, 321-345.

Parks, G. P., & Roberson, Q. M. (2009, Winter). Michelle Obama: A contemporary analysis of race and gender discrimination through the lens of Title VII. *Hastings Women's Law Journal, 20*, 3-44.

Roberson, Q. M., Sturman, M. C., & Simons, T. L. (2007). Does the measure of dispersion matter in multilevel research? A comparison of the relative performance of dispersion indices. *Organizational Research Methods, 10*, 564-588.

Roberson, Q. M., & Park, H. J. (2007). Examining the link between diversity and firm performance: The effects of diversity reputation and leader racial diversity. *Group & Organization Management*, *32*, 548-568.

Roberson, Q. M. (2006). Are Justice Perceptions in Teams Contagious? The activation and role of sensemaking in the emergence of justice climates. *Organizational Behavior and Human Decision Processes*, 100, 177-192.

Roberson, Q. M. (2006). A social comparison approach to justice in teams: The effects of interdependence and fairness on referent choice and justice climate strength. *Social Justice Research,* 19, 323-344.

Roberson, Q. M. (2006). Disentangling the meanings of diversity and inclusion in organizations. *Group & Organization Management, 31*, 212-236.

Roberson, Q. M., & Stevens, C. K. (2006). Making sense of diversity in the workplace: Organizational justice and language abstraction in employees' accounts of diversity-related incidents. *Journal of Applied Psychology,* 91, 379-391.

Roberson, Q. M., & Stewart, M. M. (2006). Understanding the motivational effects of procedural and informational justice in feedback processes. *British Journal of Psychology*, 97, 281-298.

Bagdadli, S., Roberson, Q. M., & Paoletti, F. (2006). The importance of organizational justice in promotion decisions. *Journal of Business and Psychology,* 21, 83-102.

Roberson, Q. M., Collins, C. J., & Oreg, S. (2005). The effects of recruitment message specificity on applicant attraction to organizations. *Journal of Business and Psychology, 19*, 319-339.

Roberson, Q., & Colquitt, J. A. (2005). Shared and configural justice: A social network model of justice in teams. *Academy of Management Review, 30*, 595-607.

Simons, T. L., & Roberson, Q. M. (2003). Why managers should care about fairness: The effects of aggregate justice perceptions on organizational outcomes. *Journal of Applied Psychology, 88*, 432-443.

Roberson, Q. M., Moye, N. A., & Locke, E. A. (1999). Identifying a missing link between participation and satisfaction: The mediating role of procedural justice perceptions. *Journal of Applied Psychology, 84*, 585-593.

Barber, A. E., Wesson, M. J., Roberson, Q. M., & Taylor, M. S. (1999). A tale of two job markets: organizational size and its effects on hiring practices and job search behavior. *Personnel Psychology, 52*, 841-867.

Manuscripts Under Review:

Roberson, Q., & Blocker, Q. Inclusion in work systems: A relational-motivational account of marginalization. Under second review at *Academy of Management Review*.

Roberson, Q. M., & Preston, M. Rethinking diversity management: How accountability environments and inclusion climates shape firm performance. Under second review at *Academy of Management Journal*.

Chen, X., Roberson, Q., & Hu, X. From mobility to marginalization: How upward social class transitions shape inequality reproduction and disruption in organizations. Revise-and-resubmit at *Academy of Management Review*.

Other Publications:

Ter Wal, A. L. J., Little, L. M., Grimes, M. G., & Roberson, Q. M. (2026). From the Editor: Loosening the theoretical reins: A case for phenomenon-driven research in AMJ. *Academy of Management Journal, 69*, 441-454.

Roberson, Q. (2026). From the Editor: Artificial intelligence and responsible research at AMJ. *Academy of Management Journal, 69*, 207-211.

Roberson, Q. (2026). From the Editor: Stewardship at scale: A new editorial term at AMJ. *Academy of Management Journal, 69*, 1-5.

Gregoire, D. A., Troster, C., Kotha, R., Zhu, J., Farh, C., Roberson, Q., & Gruber, M. (2025). From the Editor: Compelling Empirics in Quantitative Studies. *Academy of Management Journal, 68*, 669-679.

Creary, S., Baskerville, M., Bermiss, Y. S., Charles, A., Hood, A. C., Roberson, Q., Rogers, S. E., Stevens, F., & Smith, A. N. (2025). Merit-based management demands DEI. *MIT Sloan Management Review*. [published June 2, 2025]

Creary, S., Baskerville, M., Bermiss, Y. S., Charles, A., Roberson, Q., Rogers, S. E., Smith, A. N., & Stevens, F. (2025). To make your DEI efforts more effective, challenge outdated models. *Harvard Business Review*. [published April 23, 2025]

Roberson, Q. M. (2025, Winter). How integrating DEI into strategy lifts performance. *MIT Sloan Management Review*, 66, 62-65.

Roberson, Q. M. (2023). From dollars to sense: My personal business case for studying race and ethnicity. In King, E. B., Roberson, Q. M., & Hebl, M. R. (Eds.), *Research in Social Issues in Management: Perspectives on Race*, Volume 5 (pp. 113-122). Information Age Publishing.

Wellman, N., Troster, C., Grimes, M., Roberson, Q., Rink, F., & Gruber, M. (2023). From the Editor: Publishing multimethod research in AMJ: A review and best-practice recommendations. *Academy of Management Journal, 66*, 1007-1015.

Von Krogh, G., Roberson, Q. M., & Gruber, M. (2023). From the Editor: Recognizing and utilizing novel research opportunities with artificial intelligence. *Academy of Management Journal, 66*, 367-373.

Roberson, Q. M. (2022). 2021 Presidential address: Meeting our moment. *Academy of Management Review*, 47, 206-209.

Massey, M., & Roberson, Q. M. (2022) Diversity in AI programming and the end-user experience. In King, E. B., Roberson, Q. M., & Hebl, M. R. (Eds.), *Research in Social Issues in Management: The Future of Scholarship on Race in Organizations*, Volume 3 (pp. 259-278). Information Age Publishing.

Chrobot-Mason, D., & Roberson, Q. M. (2021). Inclusive leadership (Chapter 12). In P. G. Northouse (Ed.), Leadership: Theory and Practice (9th edition, pp. 322-351). Thousand Oaks, CA: Sage.

Roberson, Q. M. (2018). Client diversity (Chapter 14). In C. R. Chaffin (Ed.), *Client Psychology*. Hoboken, NJ: John Wiley & Sons, Inc.

Roberson, Q. M. (2017). Diversity in the workplace. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology* (2nd edition). Thousand Oaks, CA: Sage.

Avery, D. A., McKay, P. F., & Roberson, Q. M. (2012). Managing diversity means managing differently: A look at the role of racioethnicity in perceptions of organizational support. In L. M. Shore, J. A-M. Coyle-Shapiro & L. E. Tetrick (Eds.), *Understanding the Employee-Organization Relationship: Advances in Theory and Practice*. London: Psychology Press/Taylor & Francis Group.

Roberson, Q. M. (2012). Managing diversity (Chapter 31). In S. W. J. Kozlowski (Ed)., *Oxford Handbook of Industrial and Organizational Psychology*. Oxford: Oxford University Press.

Roberson, Q. M., & Williamson, I. O. (2010). The Fairness of Difference: How Team Composition Affects the Emergence of Justice Climates. In M. A. Neale, E. A. Mannix, & E. Mullen (Eds.), *Research on Managing Groups and Teams: Fairness and Groups* (pp. 274-298). London: Emerald Publishing Group.

Roberson, Q. M., Bell, B., & Porter, S. C. (2008). The language of bias: A linguistic approach to understanding intergroup relations. In M. A. Neale, E. A. Mannix, & K. W. Phillips (Eds.), *Research on Managing Groups and Teams: Diversity in Groups* (Volume 11, pp. 267-294). London: Emerald Publishing Group.

Roberson, Q. M. (2006). Diversity in the workplace. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.

Colquitt, J. A., Zapata-Phelan, C. & Roberson, Q. (2005). Justice in Teams: A Literature Review and Agenda for Future Research. In J. J. Martocchio (Ed.), *Research in Personnel and Human Resource Management* (Vol. 24, pp. 53-94). Oxford, UK: Elsevier.

Locke, E., Tirnauer, D., Roberson, Q., Goldman, B., Latham, M., & Weldon, E. (2000). The importance of the individual in an age of groupism. In M. Turner (Ed.), *Groups at Work: Advances in Theory and Research* (pp. 501-528). Hillsdale, NJ: Lawrence Erlbaum.

Books:

King, E. B., Roberson, Q., & Hebl, M. R. (Eds.) (2024). *Research in Social Issues in Management: Diversity, Equity and Inclusion Insights in Practice* (Volume 6). Charlotte, NC: Information Age Publishing.

King, E. B., Roberson, Q., & Hebl, M. R. (Eds.) (2023). *Research in Social Issues in Management: Perspectives on Race* (Volume 5). Charlotte, NC: Information Age Publishing.

King, E. B., Roberson, Q., & Hebl, M. R. (Eds.) (2023). *Research in Social Issues in Management: The Future of Scholarship on Diversity and Inclusion in Organizations* (Volume 4). Charlotte, NC: Information Age Publishing.

King, E. B., Roberson, Q., & Hebl, M. R. (Eds.) (2022). *Research in Social Issues in Management: The Future of Scholarship on Race in Organizations* (Volume 3). Charlotte, NC: Information Age Publishing.

King, E. B., Roberson, Q., & Hebl, M. R. (Eds.) (2020). *Research in Social Issues in Management: Perspectives on Gender at Work* (Volume 2). Charlotte, NC: Information Age Publishing.

King, E. B., Roberson, Q., & Hebl, M. R. (Eds.) (2019). *Research in Social Issues in Management: Pushing our Understanding of Diversity in Organizations* (Volume 1). Charlotte, NC: Information Age Publishing.

Roberson, Q. M. (2013). *The Oxford Handbook of Diversity and Work*. Oxford: Oxford University Press.

Invited Presentations:

Roberson, Q. M. Want the best from employees? Build an inclusive culture. *Harvard Business Review* Boot Camp for Leaders. (2025)

Roberson, Q. M. Exploring media bias in CEO announcements and market responses. Research talk in the Darden Leadership and Organizational Behavior Speaker Series at University of Virginia. (2024)

Roberson, Q. M. Strategic diversity practice bundles, climates for inclusion and firm performance. Research talk in the OBHR Distinguished Scholar Seminar Series at Purdue University. (2023)

Roberson, Q. M. Strategic diversity practice bundles, climates for innovation and firm performance. Research talk in the Management and Human Resources Seminar Series at The Ohio State University. (2023)

Roberson, Q. M. The science of building better boards. Invited presentation in BroadX sponsored by the Broad College of Business at Michigan State University. (2022)

Roberson, Q. M. What inclusive leaders do differently. Invited talk in the Positive Speaker Series sponsored by the Center for Positive Organizations in the Ross School of Business at University of Michigan. (2022)

Roberson, Q. M. Inclusive scholarship as a force for good. Presentation and panel discussion at the British Academy of Management conference in Manchester, England. (2022)

Roberson, Q. M. Unpacking the business case for diversity management: Strategic practice bundles and organizational performance. Research talk at Nova School of Business and Economics in Carcavelos, Portugal. (2022)

Roberson, Q. M., Avery, D. R., & Leigh, A. Lights, camera, action: Moving beyond performative diversity management to drive change. Research talk in the "Countering the Woke Organization: Managerial and Public Policy Implications" workshop sponsored by the Institute for Human Studies at George Washington University. (2022)

Roberson, Q. M. "Cultivating connection through inclusive leadership" and "Connecting DEI to our work". Invited presentation in the Innovation and Learning Lab (LILA) in the Harvard Graduate School of Education. (2022)

Roberson, Q. M. What are diversity 'best practices'? Exploring diversity management bundles and organizational performance. Research talk in the School of Management and Industrial Relations at Rutgers University. (2022)

Roberson, Q. M. Are there actually 'best practices'? Diversity management bundles and organizational performance. Invited speaker in the Interdisciplinary Committee on Organizational Studies (ICOS) Speaker Series at the University of Michigan. (2021)

Roberson, Q. M. Leading inclusive organizations and societies. Invited keynote lecture at 2021 annual conference of the Brazilian Academy of Management (Associação Nacional de Pós-Graduação e Pesquisa em Administração)

Roberson, Q. M. Activating your diversity and inclusion capabilities in the retail industry. Invited keynote speaker for the Symposium on Diversity and Inclusion in Retail hosted by the David Sobey Centre for Innovation in Retailing and Services at Saint Mary's University. (2021)

Roberson, Q. M. What is your capacity for impact? Exploring the significance of women in leadership. Invited keynote speaker at the 2018 Erasmus Centre for Women and Organisations (ECWO) Conference in the Rotterdam School of Management at Erasmus University in Rotterdam, Netherlands. (2018)

Roberson, Q. M. Beyond diversity: Are inclusive organisations truly attainable? Invited public lecture at the London School of Economics in London, England. (2018)

Roberson, Q. M. The confusion of inclusion. Invited keynote speaker at the 2018 Leadership Excellence and Gender in Organizations Research to Practice Conference at Purdue University in West Lafayette, IN.

Roberson, Q. M. Diversity in the workplace: A review, synthesis and future research agenda. Research presentation at Brunel University in London, England. (2018)

Roberson, Q. M. The evolution and future of diversity at work: Employing a capabilities perspective. Research presentation in 2017 University of Cincinnati Business and Law Partnership Program in Cincinnati, OH.

Roberson, Q. M. Diversifying diversity: Creating an integrative agenda for the evolution of diversity as a science and practice. Research presentation at the Chaire Management et Diversité International Symposium at the Université Paris – Dauphine in Paris, FR. (2015)

Roberson, Q. M. Understanding the value of diversity in organizations: A capability-based framework of heterogeneity and firm performance. Research presentation at the 2015 Michigan State University Symposium on Multicultural Psychology in East Lansing, MI.

Roberson, Q. M. Dealing with our diverse identities: An agenda for future equality, diversity and inclusion research. Keynote presentation at the 2015 Equality, Diversity and Inclusion conference in Tel Aviv, Israel.

Roberson, Q. M. The evolution of diversity theory and research: How far we've come and where we go from here. Research colloquium in the School of Social Work at the University of Southern California in Los Angeles, CA. (2015)

Roberson, Q. M. The evolution and future of diversity at work. Research presentation at the University of Utah in Salt Lake City, UT. (2014)

Roberson, Q. M. The evolution and future of diversity at work. Research presentation at Drexel University in Philadelphia, PA. (2014)

Roberson, Q. M. Exploring compositional forms of justice climate emergence in self-managing teams. Research presentation at Rutgers University in Newark, NJ. (2013)

Roberson, Q. M. Exploring compositional forms of justice climate emergence in self-managing teams. Research presentation at Georgia Institute of Technology in Atlanta, GA. (2013)

Roberson, Q. M. Motivating homo sapien commodities to deliver value … or "human resource management. Keynote presentation at the 2013 Dutch HRM Network International Conference in Leuven, BE.

Roberson, Q. M. Multiculturalism as a capability: Understanding the organizational value of diversity. Invited presentation at the 2013 International Colloquium at the Chateau de la Bretesche in Missillac, FR.

Roberson, Q. M. Diversifying diversity: Creating an integrative agenda for the evolution of diversity as a science and practice. Invited presentation at the University of Dauphine in Paris, FR. (2013)

Roberson, Q. M. Diversifying diversity: Creating an integrative agenda for the evolution of diversity as a science and practice. Invited presentation at the University of Sussex in Brighton, UK. (2013)

Roberson, Q. M. Adopting a configural approach to the study of fairness. Invited presentation to the Work and Organizational Research Centre (WORC) at Brunel University in Uxbridge, UK. (2013)

Roberson, Q. M. Capacity building through diversity: Moving from the business case to the value proposition. Research presentation at the University of Delaware in Newark, DE. (2012)

Roberson, Q. M. Addressing the crisis within our midst: An agenda for strengthening diversity research and practice. Keynote presentation at the 2009 Equality, Diversity and Inclusion conference in Istanbul, TU.

Roberson, Q. M. Is justice contagious? Understanding the emergence of team justice climates. Research presentation at Virginia Commonwealth University in Richmond, VA. (2009)

Work in Progress:

Roberson, Q., Denny, A., & Russell, K. The calculus of diversity courage in the workplace: Identity, risk and the motivation to act.

Roberson, Q.M., Hill, A. A., & Boora, L. Narrating difference: Media sentiment in Black CEO announcements and its consequences for stakeholder evaluation.

Avery, A. B., Massey, M. L., & Roberson, Q. M. Mitigating gender and racial bias in selection with AI.

Perry, J. L., & Roberson, Q. M. The work of inclusion: How hospitality leaders translate values and beliefs into practices.

WORK EXPERIENCE

- Research Fellow, Center for Excellence in Diversity, Equity and Inclusion, Filene Research Institute, 2020 – 2024.
- Program Officer, Science of Organizations, National Science Foundation, 2012-2013.
- Financial Analyst, Corestates Bank, Philadelphia, PA, 1993-1995.
- Consultant, Small Business Development Center, Pittsburgh, PA, 1992-1993.

SERVICE

Editorial:

- Senior Advisory Board, *Group and Organization Management* (2026)
- *Academy of Management Journal* (Editor-in-Chief, 2025-present)
- *Academy of Management Journal* (Deputy Editor, 2022-2025)
- Guest Editor, Special Issue on "Understanding Racism in the Workplace, *Journal of Applied Psychology* (2021-2022)
- *Academy of Management Journal* (Editorial Board, 2020-2022)
- *Journal of Applied Psychology* (Editorial Board, 2017-2020)
- *Journal of Management* (Editorial Board, 2014-2018)
- *Journal of Applied Psychology* (Associate Editor, 2008 – 2014)
- *Personnel Psychology* (Editorial Board, 2007–2008)
- *Academy of Management Review* (Editorial Board, 2005–2008)
- *Journal of Organizational Behavior* (Editorial Board, 2003–2006)

Professional:

- Academy of Management (AOM Fellows), Membership Committee, 2022-2024 (Chair, 2023-2024)
- Past President, Academy of Management, 2021-2022.
- President, Academy of Management, 2020-2021.
- President-Elect, Academy of Management, 2019-2020.

- Vice President & Program Chair, Academy of Management, 2018-2019.
- Vice President-Elect & Professional Development Workshop Chair, Academy of Management, 2017-2018.
- Member, Awards Subcommittee, Society for Industrial & Organizational Psychology, 2016-2019.
- Panelist, Decision and Risk Management Program, National Science Foundation, 2016-2020.
- Representative-at-Large, Academy of Management Board of Governors, 2013-2016.
- Invited Faculty Participant, Doctoral Consortium, Academy of Management: Conflict Management (2012), Human Resources (2004-2006), Organizational Behavior (2012) Divisions.
- Invited Faculty Participant, Junior Faculty Consortium, Academy of Management: Conflict Management (2009), Gender and Diversity in Organizations (2012) Divisions.
- Chair, Diversity and Inclusion Theme Committee, Academy of Management, 2010-2011.
- Past Division Chair, GDO Division, Academy of Management, 2010-2011.
- Division Chair, GDO Division, Academy of Management, 2009-2010.
- Program Chair, GDO Division, Academy of Management, 2007-2008.
- Professional Development Workshop Chair, GDO Division, Academy of Management, 2006-2007.
- Chair, Best Student Paper Committee, HR Division, Academy of Management, 2004 & 2005.
- Treasurer, Gender & Diversity in Organizations Division, Academy of Management, 2003–2006.
- Executive Committee Member, Gender & Diversity in Organizations Division, Academy of Management, 2002–2003.
- Membership Committee, Society for Industrial and Organizational Psychology, 2001–2004.

University:

- Co-host, Broad Matters podcast, Broad College of Business, Michigan State Univ, 2023-present.
- Mentor, Summer Research Opportunities Program (SROP), Michigan State University, 2023.
- Mentor, Provost's Undergraduate Research Initiative (PURI), College of Social Science, Michigan State University, 2022-2024.
- Member, Strategic Plan Research Implementation Group, Michigan State Unive, 2022-present.
- Member, Reappointment, Promotion and Tenure Committee, Broad College of Business, Michigan State University, 2021-present.
- Member, Provost's Committee on New Faculty Advancing Inclusive Excellence, Michigan State University, 2021.
- Working Group Chair, Middle States Commission on Higher Education Self-Study, Villanova University, 2019-2020.
- Member, Faculty Research Awards Committee, Villanova University, 2018.
- Member, Research Grants Task Force, Villanova School of Business, Villanova Univ, 2016-2020.
- Member, Exec Education Task Force, Villanova School of Business, Villanova Univ, 2016-2019.
- Member, University Institutional Review Board (IRB), Villanova University, 2016-2018.
- Member, Faculty Rights and Responsibilities Committee, Villanova University, 2016-2018.
- Member, Faculty Congress, Villanova University, 2016-2018.
- Member, Management and Organizations Department Standing Curricular Committee, Villanova University, 2016-2017.
- Member, University Rank & Tenure Committee, Villanova University, 2013-2016.
- Member, Villanova School of Business Dean Search Committee, Villanova University, 2011-2012.
- Member, Executive MBA and Executive Education Committee, Villanova School of Business, Villanova University, 2011-2016.
- Member, MBA Admissions Committee, Villanova School of Business, Villanova Univ, 2011-2013.
- Member, University Advancement and Communications Committee, Villanova Univ, 2009-2013.
- Advisor, Multicultural Business Association, Villanova School of Business, Villanova Univ, 2011.

- Member, Villanova School of Business Strategy Team, Villanova University, 2009.
- Chair & Member, Research Standards Committee, Villanova School of Business, Villanova University, 2008-2011.
- Grant Proposal Evaluator, Institute for Social Sciences, Cornell University, 2006-2007.
- Affirmative Action and Minority Education Committee, Cornell University, 2006.
- Advisory Council, School of Industrial and Labor Relations, Cornell University, 2005 – 2008.
- Computing Committee, School of Industrial and Labor Relations, Cornell University, 2000 – 2008.
- Teaching Committee, School of Industrial and Labor Relations, Cornell University, 2001 – 2002.

Advising:

- Christy Dodge, Education, Cornell University (Committee Member)
- Michelle Duguid, Organizational Behavior, Cornell University (Committee Member)
- Nadav Goldschmidt, Human Resource Studies, Cornell University (Committee Member)
- Jamie Perry, Rutgers University (Committee Member)
- Shanette Porter, Social Psychology, Cornell University (Committee Member)
- Oliver Sheldon, Management, Cornell University (Committee Member)
- Sabrina Volpone, Temple University (Committee Member)
- Lauren Collier-Spruill, Organizational Psychology, Michigan State Univ (Committee Member)
- Connor Eichenauer, Organizational Psychology, Michigan State University (Committee Member)
- Jooyung Kim, Management, Michigan State University (Committee Member)
- Becca Mitchell, Management. Michigan State University (Committee Member)
- Courtney Bryant, Organizational Psychology, Michigan State University (Committee Member)
- Jo Alanis, Organizational Psychology, Michigan State University (Committee Member)
- Caitlin Briggs, Organizational Psychology, Michigan State University (Committee Member)
- Sarah Kuang, Organizational Psychology, Michigan State University (Committee Member)
- William Scott, Organizational Psychology, Michigan State University (Committee Chair)
- Rachael Pyram, Organizational Psychology, Michigan State University (Committee Chair)
- Kenneth Russell, Higher, Adult and Lifelong Education (HALE), Michigan State University (Committee Member)
- Kirby R. Gibson, Higher, Adult and Lifelong Education (HALE), Michigan State University (Committee Member)
- Emily Gerkin, Organizational Psychology, Michigan State University (Committee Member)
- Brian Burgess, Management, Michigan State University (Committee Member)
- Rachel Hahn, Management, Michigan State University (Committee Member)
- Michelle Kim, Computer Science, Michigan State University (Committee Member)

Board Memberships:

- Michigan State University Federal Credit Union (2022 – present)
- Cinnaire, Inc. (2021-2024)
- Reseda Group, Michigan State University Federal Credit Union (2021-2022)
- Better Up, Inc. – Science Advisory Board (2019 - present)
- YMCA of Greater Philadelphia (2018 – 2022)
- Ketchum, Inc. – Diversity, Equity & Inclusion Advisory Board (2018-2020)
- The American College State Farm Center for Women and Financial Services (2016-2018)
- Markets Matter, Inc. (2012-2020)

Memberships/Associations:

- Academy of Management
- Society for Industrial/Organizational Psychology
- Association for Psychological Science
- American Psychological Association
- Society for Organizational Behavior
- Personnel and Human Resources Research Group

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