

## Curriculum Vita

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### Michelle (Mikki) Rae Hebl

Martha and Henry Malcolm Lovett Professor of Psychology and Management  
Rice University  
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#### Education

1997 – Ph.D. in Psychology	Dartmouth College Hanover, NH
1993 – M.S. in Psychology	Texas A&M University College Station, TX
1991 – B.A. in Psychology with High Honors	Smith College Northampton, MA

#### Professional Experience

January, 2017 – May, 2017	Cherry Award Professor, Department of Psychology Baylor University
January, 2016 - April, 2016	Faculty Member aboard Summer Semester at Sea Program Visited 16 Countries Worldwide University of Virginia Academic Sponsor
May, 2015 - present	Endowed with the Martha and Henry Malcolm Lovett Chair of Psychology
June, 2014 - August, 2014	Faculty Member aboard Summer Semester at Sea Program Visited 12 Countries in Europe University of Virginia Academic Sponsor
August, 2013 - present	Joint Appointment, Jones School of Management Rice University
July, 2010 - present	Full Professor, Department of Psychology Rice University
July, 2004 - June, 2010	Associate Professor, Department of Psychology Rice University
January, 2002 - June, 2002	Visiting Scholar, Department of Psychology Stanford University
May, 2001 - July, 2004	Radoslav Tsanoff Assistant Professorship, Endowed Chair Position Rice University

April, 2000 - present	Courtesy Appointment, Jones School of Management Rice University
July, 1998 - July, 2004	Assistant Professor, Department of Psychology Rice University
July, 1997 - July, 1998	Visiting Assistant Professor, Department of Psychology Dartmouth College

### **Professional Memberships**

Society for Industrial/Organizational Psychology (1998-present); Co-Chair of the LGBT Ad hoc Committee (2003-2009); Member of Programming Hours and Saturday Theme Track Subcommittee (2007-2008; 2011-2012); Teaching Award Subcommittee (2008-present); Education and Training Committee Chair-in-Training (2009-2010); Education and Training Chair (2010-2012); Fellow (2011); Cultural and Ethnic Minority Affairs Chair (2014-2016), SIOP Research and Science Portfolio Officer, 2016

Society of Experimental and Social Psychology (2004-present): Fellow (2004)

Academy of Management (1999-present); GDO Division (1999-present), OB Division (1999-present)

Society for the Psychological Study of Social Issues (2003-present); Grants-In-Aid Committee Member (2006-7). SPSSI Conference Keynote Speaker (2010).

Society for Personality and Social Psychology (1995-present), Cialdini Award Nomination Panel (2013-2015); Chair of Panel (2014)

American Psychological Society (1992-present); APS Fund Steering Committee (2007-2011); Fellow (2014); Board of Directors, Executive Member-at-large (2014)

American Psychological Association (1992-present); Division 2: Teaching (1995-present)

### **Teaching Awards**

Jesse H. Jones Graduate School of Business MBA for Executives Award for Teaching Excellence, 2017 – voted on by the executive MBAs.

Cherry Professor of the Year Award Winner, 2016 – national award “designed to honor great teachers to stimulate discussion in the academy about teaching, and to encourage departments and institutions to value their own great teachers.” \$250,000 teaching award; \$25 additional to department

George R. Brown Certificate of Highest Merit, 2015 – Most prestigious teaching award given at Rice University. Retired from winning additional teaching awards.

Sarah A. Burnett Superior Teaching in the Social Sciences, 2015 – Given to one social science faculty member at Rice University.

Cherry Professor of the Year Award, Finalist, 2015 – national award “designed to honor great teachers to stimulate discussion in the academy about teaching, and to encourage departments and institutions to value their own great teachers.”

George R. Brown Prize for Superior Teaching, 2014 - voted on by alumni who graduated two and five years ago from Rice University.

George R. Brown Prize for Superior Teaching, 2012 - voted on by alumni who graduated two and five years ago from Rice University.

George R. Brown Prize for Excellence in Teaching, 2010 - “the most prestigious award granted by Rice University for teaching.”

Nominated for CASE Professor of the Year Award, 2009; 2014; 2015 - “salutes the most outstanding undergraduate instructors in the country – those who excel in teaching and positively influence the lives and careers of students.”

Charles W. Duncan Jr. Achievement Award for Outstanding Faculty, 2008 - “for outstanding achievement in both scholarship and teaching” at Rice University.

Nicolas Salgo Distinguished Teacher Award, 2008 - voted on by the current junior and senior students at Rice University.

Distinguished Teaching Contributions Award, 2008 - Awarded by Society of I/O Psychology in recognition of SIOP members who demonstrate a sustained record of excellence in teaching, as revealed by excellence in the classroom or via Web-based teaching, student development, and community service via teaching.

George R. Brown Award for Superior Teaching, 2005 - voted on by alumni who graduated two and five years ago from Rice University.

Julia Miles Chance Prize for Excellence in Teaching, 2005 - given to an associate or full professor at Rice who “provides students with intellectual challenge and inspiration in his or her field of study, shows extraordinary dedication to students' professional development and advancement, and enhances gender-sensitive leadership on campus.”

Piper Foundation Teaching Award, 2004 - Texas State Award from the Minnie Stevens Piper Foundation. One of 15 state-level awards given to university and college professors across Texas.

George R. Brown Award for Superior Teaching, 2004 - voted on by alumni who graduated two and five years ago from Rice University.

George R. Brown Prize for Excellence in Teaching, 2003 - “the most prestigious award granted by Rice University for teaching.”

Graduate Student Association’s Faculty Teaching / Mentoring Award, 2003 - for “demonstrated commitment to graduate education and teaching graduate students at Rice University.”

George R. Brown Award for Superior Teaching, 2002 - voted on by alumni who graduated two and five years ago from Rice University.

Nicolas Salgo Distinguished Teacher Award, 2000 - voted on by the current junior and senior students at Rice University.

Phi Beta Kappa Teaching Prize, 2000 - non-tenured assistant professor judged to be "the most effective teacher among Assistant Professors at Rice University."

Finalist for the Phi Beta Kappa Teaching Prize, 1999 - non-tenured Rice University assistant professor who "demonstrates outstanding commitment to education and teaching performance."

### **Other Awards and Honors**

Selected to give the APS David Myers Distinguished Lecture on the Science and Craft of Teaching Psychological Science (2017). APS Boston.

The Sage Award for Scholarly Contribution (2014) - lifetime award from the "Gender and Diversity in Organizations" Division at the Academy of Management that recognizes a present or past member of the division who has made outstanding scholarly contributions that have advanced our knowledge of gender and diversity in organizations.

Mikki Hebl Women's Cross Country Award (2013) – Named Rice University Athletics Award given yearly to the outstanding Rice women's cross country runner.

One of 104 participants invited to attend the Gender & Work: Challenging Conventional Wisdom Conference (2013, 2014, 2015) at Harvard Business School.

Lesbian, Gay, Bi-Sexual, and Transgender Committee's Research Award (2013) from Society of Industrial/Organizational Psychology (SIOP) for best peer reviewed submission focusing on LGBT issues. Co-recipients: Alex Lindsey, Noah Levine, and Eden King.

Betty Vetter Award for Research (2011) - From the Women in Engineering ProActive Network (WEPAN) for "notable achievement in research related to women in engineering."

Finalist / Runner-up for the HR Division Scholarly Achievement Award (2007) - given annually to most significant article published in human resource management.

Commencement Speaker (2007) - Wayland Academy, Beaver Dam, WI. Selected by the Headmaster.

Commencement Speaker (2005) - Rice University. Selected by President and Nominating Student Body.

John C. Flanagan Award (2005). Presented to my students from the Society of Industrial and Organizational Psychology for the best student-directed paper. Co-recipients: Stacey Turner, Sarah Singletary, Jenessa Shapiro, and Eden King

Women's Resource Center Impact Award, 2003 - award for "service to campus and community; involvement in student life/activities; raising awareness of women's issues; and being a role model in the empowerment of women." Rice University.

The Society for the Teaching of Psychology (APA Division Two) Award, 2003 - \$500 for the poster judged as best incorporating new or innovative content into psychology courses. National Institute for the Teaching of Psychology. St. Petersburg, FL. Co-recipient: Julie McGuire

Rice Premedical Society Outstanding Faculty Award, 2002 - for "supporting students with their pre-medical studies; and time, effort, and thought given to advising students." Rice University.

Selected Faculty Member to deliver the New Student Orientation Address, 2001 and 2012 - before a crowd of 1000 incoming Rice University students.

Distinguished Faculty Associate at Richardson College, 2000 - for "appreciation for valuable contribution to the college system." Rice University.

Women's Resource Center Impact Award, 1999 - for "service to campus and community; raising awareness of women's issues; and being a role model in empowering women." Rice University.

Hannah T. Croasdale Award, 1997 - \$1,000 award given to the graduating Ph.D. candidate who "best exemplifies the qualities of a scholar, having intellectual curiosity and a dedicated commitment to the pursuit of new knowledge and teaching." Dartmouth College.

Marshal for the Arts & Sciences Doctoral Degree candidates, 1997 – Selected by the Dean to lead the Commencement Ceremonies at Dartmouth College.

Academic Excellence Award, Texas A&M University, 1994

Honor Societies: Phi Kappa Phi, Academic Honor Society (inducted 1993); Sigma Chi National Research Honor Society (inducted 1991); Psi Chi National Honor Society (1989)

## Research Grants

Boniuk Institute Small Grant Program (2017). Examining strategies to remediate discrimination against Muslim Americans. Rice University. Boniuk Institute for Religious Tolerance. \$5,000 Co-PI with Shannon Cheng and Abby Corrington.

Baylor University Undergraduate Research and Scholarly Activities Small Grant Program (URSA; 2017). The Effects of sleep deprivation on discrimination. Baylor University. \$5,000 Co-PI with Michael Scullin.

National Science Foundation. (under review). Collaborative Research: Broadening Participation: Strategies that Empower Underrepresented Minorities to Overcome Subtle Discrimination in STEM Co-PI \$230,844

Innovation Grant (2016). Rice University's Doerr Institute. Innovation for Leader Development. Co-PI. \$28,795.

National Aeronautics and Space Administration (NASA; 2016-2019). *Facilitating the Synergistic Side of Cultural Diversity in LDSE: Identification of Challenges and Development of Cultural Training*. Co-PI with Eduardo Salas (PI). \$375,000

National Institute of Health. *The Aging Stigma in Healthcare: Targeting Interpersonal Discrimination*. Under revision. PI with Margaret Beier.

- National Institute of Health. *Empowering African American and Hispanic Students in STEM: Interventions to Promote Interest and Retention*. Under revision. Co-PI with King and Shapiro. Would be \$181,008
- National Institute of General Medical Sciences. *Mentoring functions in scientist development* (2011-2015). Co-PI with Rodgers, Slaughter, Laufman, and Beal. \$308,223.
- National Institute of Health (2009-2012). *Gender schemas and gatekeepers*. \$482,711. Co-PI with Valian and Martin.
- National Science Foundation ADVANCE *Institutional Transformation of Rice University* (2006-11). \$3,229,789 (\$659,957 to Hebl). Co-PI with Matthews, Keller-McNulty, Richards-Kortum, and Whitmire.
- Rice University Brown Teaching Grant. (2005). *Psychology as a major, a field, and a career*. \$4,635. Co-PI with King and Law.
- Wayne F. Placek Investigator Development Award (2004). *Assessing and enhancing diversity training with regard to sexual orientation*. \$4,000. PI
- Department of Health and Human Service: Administration for Children and Families, ACF (2004-06). *Dissertation research: How organizations can help child care work: Reducing incidences and consequences of child care disruptions*. \$50,000. Co-PI with King. King Dissertation Grant.
- National Space Biomedical Research Institute (2003-04). *Medical operations support team (MOST) Project*. \$27,200. Co-PI with Doerr.
- National Science Foundation (2001-04). *Online statistics education: An interactive, multimedia course of study*. \$401,990. Co-PI with Lane, Osherson, Scott, Guerra, & Ziemer.
- APA Block Travel Grant (2001). National Institute of Mental Health Funding. 28th Interamerican Congress of Psychology. Santiago, Chile. \$200 PI
- Department of Health and Human Service: Administration for Children and Families, ACF (2000-02). *The effects of childcare disruptions on working parents: An experience sampling method approach*. \$74,500. Co-PI with Foster. Foster Dissertation Grant.
- Wayne F. Placek Small Grant Award, American Psychological Foundation Grant (1999). *To acknowledge or not to acknowledge: Dilemma in the workplace*. \$5,000. PI
- Dartmouth College Rockefeller Grant (1997). *Subcultural variation in the stigma of obesity*. \$9,968. Co-PI with Heatherton.
- American Psychological Association Dissertation Research Grant Award (1997). *To acknowledge or not to acknowledge*. \$1,000. PI
- American Psychological Society Mini-Grant (1995). *Impressions of stigmatized individuals and their close associates: The examination of stigma spreading*. \$200. PI

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## Review Experience

***Associate Editor Positions***

- Archives of Scientific Psychology, 2016 - present
- Personnel Assessment and Decisions, 2014 - present
- Cultural Diversity and Ethnic Minority Psychology, Co-editor on Special feature on “Race and ethnic psychology in the workplace,” 2014

***Editorial Boards***

- Stigma and Health, 2015 - present
- Journal of Management, 2008 - present
- Journal of Business and Psychology, 2008 - present
- Journal of Applied Psychology, 2003-2007, 2013 - present
- Journal of Business and Psychology, Special feature on “The 50th anniversary of the Civil Rights Act: The evolution of research, practice, and legal perspectives on employment discrimination”

***Ad-hoc Reviewer***

Academy of Management Journal, Academy of Management Review, Analysis of Social Issues and Public Policy, Basic and Applied Social Psychology, Current Directions, European Journal of Social Psychology, Group and Organizational Management, Human Performance, Personality and Social Psychological Bulletin, Personality and Social Psychological Review, Journal of Applied Psychology, Journal of Applied Social Psychology, Journal of Experimental Social Psychology, Journal of Personality & Social Psychology, Organizational Behavior and Human Decision Processes, Personnel Psychology, Psychological Bulletin, Self and Identity, Review of General Psychology, Sex Roles, Small Group Research, Rehabilitation Psychology, Journal of Occupational Health Psychology

***Grant & Research Review Experience***

Marchionne Foundation Small Grants Program, Social Sciences and Humanities Research Council of Canada (SSHRC), Ford Foundation Diversity Fellowships Predoctoral Review, SPSSI Grants in Aid Committee, National Science Foundation Reviewer (Social Psychology Program)

***Textbook Review Experience***

- Greenberg, J., Schmader, T., Arndt, J., & Landau, M. (2014). Social Psychology: The Science of Everyday Life. Worth Publishing - Reviewed textbook chapters.
- Nisbett, R., Gilovich, T., & Keltner, D. (2003). Social Psychology. Norton Publishing - Consulted on textbook revisions.
- Gazzaniga, M., & Heatherton, T. (2001; 2002). Introduction to Psychology Course Textbook. Norton Publishing - Consulted on textbook revisions and offer supplemental materials.
- Chemers, M. (2001). Leadership. Guilford Publishing - Consulted on a new leadership textbook currently being considered for adoption.

**Publications*****Edited Books***

- 2 - Hebl, M., Brewer, C. L., & Benjamin, L. T., Jr., (2000). *Handbook for teaching introductory psychology. Volume 2*. NJ: Lawrence Erlbaum Associates.

1 - Heatherton, T. F., Kleck, R. E., Hebl, M., & Hull, J. (2000). *The social psychology of stigma*. NY: Guilford Publications, Inc.

**Journal Articles** (\*Denotes both authors contributed equally)

- 97 - Cheung, H. K.\*, Hebl, M.\*, King, E.\*, Markell, H.\*, Moreno, C.\*, & Nitttrouer, C. L\*. (R&R). Back to the future: Methodologies that capture real people in the real world. *Social Psychology and Personality Science*.
- 96 - Martinez, L., O'Brien, K., & Hebl, M. (2016). Fleeing the ivory tower: Gender differences in the turnover experiences of women faculty. *Journal of Women's Health*.
- 95 - Randall, J. G., Zimmer, C. U., O'Brien, K. R., Trump-Steele, R., Villado, A. J., & Hebl, M. (2016) Sizing up requests? Weight discrimination in helping behavior. *European Review of Applied Psychology*, 67, 125-137.
- 94 – Hebl, M., Barron, L. G., Cox, C., & Corrington, A. (2016). The efficacy of sexual orientation anti-discrimination legislation. *Equality, Diversity, and Inclusion: An International Journal*, 35(7/8).
- 93 - O'Brien, K. R., McAbee, S. T., Hebl, M., & Rodgers, J. R. (2016). The impact of interpersonal discrimination and stress on health and performance for early career STEM academicians. *Organizational Psychology*.
- 92 - Ruggs, E. N., Hebl, M. R., Caridad Rabelo, V., Weaver, K. B., Kovacs, J., & Kemp, A. S. (2016). Baltimore is burning: Can I-O psychologists help extinguish the flames? Focal article in *Industrial and Organizational Psychology Perspectives on Science and Practice*, 9(3), 525-547.
- 91 - Lyons, B., Martinez, L., Ruggs, E., Hebl, M., Ryan, A. M., O'Brien, K., & Roebuck, A., (2016). To say or not to say: Different strategies of acknowledging a visible disability. *Journal of Management*.
- 90 - Cheung, H. K., Lindsey, A., King, E., & Hebl, M. (2016). Beyond sex: Exploring the effects of femininity and masculinity on women's use of influence tactics. *Gender in Management: An International Journal*, 31(1), 43-60.
- 89 - Colella, A., Hebl, M., & King, E. B. (2017). One hundred years of discrimination research in *JAP*: A sobering synopsis. *Journal of Applied Psychology*.
- 88 - Martinez, L., & Hebl, M. (2016). Surviving or thriving? Childhood cancer survivors' identity disclosures in the workplace. *Journal of Cancer Survivorship*, 10(2), 416-424.
- 87 - Fa-Kaji, N., Nguyen, L., Hebl, M., & Skorinko, J. (2016). Is “bow” for an arrow or for hair? A classroom demonstration on gender differences in interpreting ambiguous information. *Teaching of Psychology*, 43(4), 314-317.
- 86 - Ruggs, E., Martinez, L., Hebl, M., & Law, C. (2015). Workplace trans-actions: How organizations, coworkers, and individual openness influence perceived gender identity discrimination. *Psychology of Sexual Orientation and Gender Diversity*, 2, 404-412
- 85 - Hernandez, M., Avery, D. R., Tonidandel, S., Hebl, M., McKay, P., & Smith, A. (2015). The role of proximal social contexts: Assessing stigma-by-association effects on leader appraisals. *Journal of Applied Psychology*.



- 84 - Martinez, L., White, C., Shapiro, J., & Hebl, M. (2015). Selection BIAS: Stereotypes and discrimination related to having a history of cancer. *Journal of Applied Psychology*. doi: [10.1037/apl0000036](https://doi.org/10.1037/apl0000036)
- 83 - Lindsey, A., King, E., Cheung, H., Hebl, M., Lynch, S., & Mancini, V. (2015). When do women respond against discrimination? Exploring factors of subtlety, form, and focus. *Journal of Applied Social Psychology*.
- 82 - Bachman, K. R. O., Martinez, L. R., Ruggs, E. N., Rinehart, J., & Hebl, M. (2015). Policies that make a difference: Bridging gender equity and the work-family gap in academia. *Gender in Management*, 30 Iss 5 pp. 414 – 426. <http://dx.doi.org/10.1108/GM-02-2014-0013>
- 81 - Ruggs, E., Williams, A., & Hebl, M. (2015). Weight isn't selling: The insidious effects of weight stigmatization in retail settings. *Journal of Applied Psychology*, 100, 1483-1496.
- 80 - O'Brien, K., & Hebl, M. (2015). Great expectations in academia: Realistic job previews on jobs and work-family balance. *Gender in Management*, 30(6), 457-478.
- 79 - Lindsey, A., King, E., Hebl, M., & Levine, N. (2014). The impact of method, motivation, and empathy on diversity training effectiveness. *Journal of Business and Psychology*, 1-13.
- 78 - Plaut, V. C., Thomas, K. M., & Hebl, M. R. (2014). Race and ethnicity in the workplace: Spotlighting the perspectives of historically stigmatized groups. *Cultural Diversity and Ethnic Minority Psychology*, 20(4), 479.
- 77 - Nittrouer, C. L., Trump, R. C., O'Brien, K. R., & Hebl, M. (2014). Stand up and be counted: In the long run, disclosing helps all. *Industrial and Organizational Psychology*, 7(2), 235-241.
- 76 - King, E. B., Rogelberg, S. G., Hebl, M. R., Braddy, P. W., Shanock, L. R., Doerer, S. C., & McDowell-Larsen, S. (2014). Waistlines and ratings of executives: Does executive status overcome obesity stigma?. *Human Resource Management*.
- 75 - Ruggs, E. R., Hebl, M., Singletary, S. L. B., & Fa-Kaji, N. (2014). Selection biases that emerge when age meets gender. *Journal of Managerial Psychology*, 29(8), 1028-1043.
- 74 - Madera, J. M., King, E., & Hebl, M. (2013). Enhancing the effects of sexual orientation training: The effects of setting goals and training mentors on attitudes and behaviors. *Journal of Business and Psychology*, 28(1), 79-91.
- 73 - Walker, S. S., Madera, J. M., & Hebl, M. R. (2013). Effects of leader race and leader mistake on patronizing behaviors. *Journal of Business Diversity*, 13(1), 52-64.
- 72 - Morgan, W. B., Singletary, S. L. B., Hebl, M., & King, E. (2013). A field experiment: Reducing interpersonal discrimination toward pregnant job applicants. *Journal of Applied Psychology*, 98(5), 799-809.
- 71 - Narula, T., Rampasand, C., Ruggs, E. N., & Hebl, M. (2013). Increasing colonoscopies? A psychological perspective on opting-in versus opting-out. *Health Psychology*, 33(11), 1426-1429.
- 70 - Martinez, L. M., Ruggs, E., Sabat, I., Hebl, M., & Binggeli, S. (2013). The role of organizational leaders in sexual orientation equality at organizational and federal levels. *Journal of Business and Psychology*, 28(4), 455-466.
- 69 - Madera, J. M., & Hebl, M. R. (in press). "Don't stigmatize": The ironic effects of equal opportunity

- guidelines in interviews. *Basic and Applied Social Psychology*.
- 68 - Barron, L. G., & Hebl, M. (2013). The force of law: The effects of sexual orientation anti-discrimination legislation on interpersonal discrimination. *Psychology, Public Policy, & Law, 19*, 191-205.
- 67 - Volpone, S. D., Stewart, R. W., Luksyte, A., Avery, D. R., 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*, 175-193.
- 66 - Ruggs, E. N., Law, C., Cox, C., Roehling, M. V., Wiener, R. L., Hebl, M., & Barron, L. (2013). Gone Fishing: I/O psychologists' missed opportunities to understand marginalized employees' experiences with discrimination. Focal Article in *Industrial and Organizational Psychology: Perspectives on Science and Practice, 6*, 39-60.
- 65 - King, E. B., Hebl, M. R., Botsford Morgan, W., & Ahmad, A. (2012). Experimental field research on sensitive organizational topics. *Organizational Research Methods, 16*(4), 501-521.
- 64 - King, E. B., Botsford, W. E., Hebl, M., Kazama, S., & Perkins, A., Dawson, J. (2012). Benevolent sexism at work: Gender differences in the distribution of challenging developmental experiences. *Journal of Management, 38*, 1835-1866.
- 63 - Martinez, L. R., Law, C., & Hebl, M. (2012). How sexuality information impacts attitude and behaviors toward gay service members. *Military Psychology, 24*, 461-472.
- 62 - Hebl, M., Williams, M., Kell, H., Sundermann, J., & Davies, P. (2012). Selectively confirming friends: The influence of racial stereotypicality on social networks. *Journal of Experimental Social Psychology, 48*, 1329-1335.
- 61 - Smith, A. N., Botsford, W. E., King, E., & Hebl, M. (2012). The ins and outs of diversity management: The effect of authenticity on outsider perceptions and insider behaviors. *Journal of Applied Social Psychology, 42*, E21-E55.
- 60 - Madera, J., King, E. B., & Hebl, M. R. (2012). Bringing social identity to work: The influence of manifestation and suppression on perceived discrimination, job satisfaction, and turnover intentions. *Cultural Diversity and Ethnic Minority Psychology, 18*, 165-170.
- 59 - Madera, J. M., & Hebl, M. (2012). Discrimination against facially stigmatized applicants in interviews: An eye-tracking and face-to-face investigation. *Journal of Applied Psychology, 97*(6), 317-330.
- 58 - Hebl, M., Tonidandel, S., Lin, J., & Ruggs, E. R. (2012). Super models: The impact of like-mentors for gay and lesbian employees. *Human Performance, 25*, 52-71.
- 57 - Law, C. L., Martinez, L. R., Ruggs, E. N., Hebl, M. R., & Akers, E. (2011). Trans-parency in the workplace: How the experiences of transsexual employees can be improved. *Journal of Vocational Behavior, 79*, 710-723.
- 56 - Ruggs, E. R., Martinez, L., & Hebl, M., (2011). How individuals and organizations can reduce interpersonal discrimination. *Social and Personality Psychology Compass, 5*, 29-42.
- 55 - Barron, L. G., Hebl, M., & King, E. B. (2011). Effects of manifest ethnic identification on employment discrimination. *Cultural Diversity and Ethnic Minority Psychology, 17*, 23-30.
- 54 - Barron, L. G., & Hebl, M. (2010). Reducing "acceptable" stigmas through legislation. *Social Issues and*

*Policy Review, 4, 1-30.*

- 53 - Bavishi, A., Madera, J. M., & Hebl, M. (2010). The effect of professor ethnicity and gender on student evaluations: Judged before met. *Journal of Diversity in Higher Education*.
- 52 - Bradley-Geist, J., King, E. B., Skorinko, J., Hebl, M., & McKenna, C. (2010). Moral credentialing by associations: The importance of choice and bias. *Personality and Social Psychology Bulletin, 36*, 1564-1575.
- 51 - Barron, L. G., & Hebl, M. (2010). Extending LGBT supportive organizational policies: Communities matter too. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 3*, 79-81.
- 50 - Martinez, L. R., & Hebl, M. (2010). Additional agents of change in promoting LGBT inclusiveness in organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 3*, 82-85.
- 49 - Wang, K., Barron, L. G., & Hebl, M. (2010). Making those who cannot see look best: Effects of visual resume formatting on ratings of job applicants with blindness. *Rehabilitation Psychology, 55*, 68-73.
- 48 - Knight, J. L., King, E. B., & Hebl, M. (2010). The influence of economic threat on aspects of stigmatization. *Journal of Social Issues, 66*, 446-460.
- 47 - Ruggs, E., King, E. B., Hebl, M., & Fitzsimmons, M. (2010). Assessment of weight stigma. *Obesity Facts. Special Issue: The burden of the burden: Interdisciplinary advances in weight stigma research, 3*, 60-69.
- 46 - Hebl, M., King, E. B., & Perkins, A. (2009). Ethnic differences in the stigma of obesity: Identification and engagement with a thin ideal. *Journal of Experimental Social Psychology, 45*, 1165-1172.
- 45 - King, E. B., Hebl, M., George, J., & Matusik, S. (2009). Understanding tokenism: Antecedents and consequences of psychological climate for gender inequity. *Journal of Management, 2*, 482-510.
- 44 - Avery, D. R., Richeson, J., Hebl, M., & Ambady, N. (2009). It doesn't have to be uncomfortable: The role of behavioral scripts in Black-White interracial interactions. *Journal of Applied Psychology, 94*, 1382-1393.
- 43 - Madera, J., Hebl, M., & Martin, R. (2009). Gender and letters of recommendation for academics: Agentic and communal differences. *Journal of Applied Psychology, 94*, 1591-1599.
- 42 - \*Singletary, S. L., & Hebl, M. (2009). Compensatory strategies for reducing interpersonal discrimination: The effectiveness of acknowledgments, increased positivity, and individuating information. *Journal of Applied Psychology, 94*, 797-805.
- 41 - King, E. B., Hebl, M., & Beal, D. (2009). Conflict and cooperation in diverse workgroups. *Journal of Social Issues, 65*, 261-285.
- 40 - Hebl, M., Ruggs, E., Singletary, S. L., & Beal, D. J. (2008). Perceptions of obesity across the lifespan. In R Puhl & Latner, J. (Eds.) *Obesity, 16*, S46-S52.
- 39 - Leslie, L. M., King, E. B., Bradley, J. C., & Hebl, M. (2008). Triangulation across methodologies: All signs point to persistent stereotyping and discrimination in organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 1*, 399-404.

- 38 - Hebl, M., King, E., Turchin, J., & Williams, M. (2008). The grapefruit contest: Gender differences in competition and intimacy. *Teaching of Psychology, 35*, 18-21.
- 37 - King, E. B., Reilly, C., & Hebl, M. (2008). The best and worst of times: Dual perspectives of “coming out” in the workplace. *Group and Organization Management, 33*, 566-601.
- 36 - King, E. B., De Chermont, K., West, M. A., Dawson, J., & Hebl, M. (2007). How innovation can alleviate negative consequences of demanding work contexts: The influence of climate for innovation on organizational outcomes. *Journal of Occupational and Organizational Psychology, 80*, 631-645.
- 35 - Hebl, M., King, E. B., Glick, P., Singletary, S., & Kazama, S. (2007). Hostile and benevolent reactions toward pregnant women: Complementary interpersonal punishments and rewards that maintain traditional roles. *Journal of Applied Psychology, 92*, 1499-1511.
- 34 - Law, C. L., King, E., Zitek, E., & Hebl, M. (2007). Methods for understanding the stigma of AIDS in the United States: A review and future directions. In N. Varas Diaz & I. Serrano-Garcia (Eds.) *International Perspectives on AIDS Stigma. Interamerican Journal of Psychology, 41*, 75-86. San Juan, Puerto Rico.
- 33 - \*Zitek, E. M., & Hebl, M. (2007). The role of social norm clarity in the influenced expression of prejudice over time. *Journal of Experimental Social Psychology, 43*, 867-876.
- 32 - Madera, J., Podratz, K., King, E. B., & Hebl, M. (2007). Schematic responses to sexual harassment complainants: The influence of gender and physical attractiveness. *Sex Roles, 56*, 223-230.
- 31 - McKay, P. F., Avery, D. R., Hernandez, M., Morris, M., & Hebl, M. (2007). Racial differences in employee retention: Are diversity climate perceptions the key? *Personnel Psychology, 60*, 35-62. Paper awarded Finalist / Runner-up for the HR Division Scholarly Achievement Award for 2007.
- 30 - Skorinko, J. L., Kemmer, S., Hebl, M., & Lane, D. M. (2006). A rose by any other name...: Color-naming influences on decision making. *Psychology and Marketing, 23*, 975-993.
- 29 - King, E., Shapiro, J. L., Hebl, M., Singletary, S., & Turner, S. (2006). The stigma of obesity in customer service: A mechanism for remediation and bottom-line consequences of interpersonal discrimination. *Journal of Applied Psychology, 91*, 579-593.
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- 27 - Hebl, M., & Skorinko, J. L. (2005). Acknowledging one’s physical disability in the interview: Does “when” make a difference? *Journal of Applied Social Psychology, 35*, 2477-2492.
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- 25 - Knight, J. L., & Hebl, M. (2005). Affirmative reaction: The influence of type of justification on nonbeneficiary attitudes toward affirmative action plans in higher education. *Journal of Social Issues, 61*, 547-568.
- 24 - King, E., George, J., & Hebl, M. (2005). Linking personality to helping behaviors at work: An interactional perspective. *Journal of Personality, 73*, 585-607.

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- 18 - Hebl, M., & King, E. (2004). You are what you wear: An interactive demonstration of the self-fulfilling prophecy. *Teaching of Psychology*, 31, 260-262.
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- 14 - Hebl, M., & Mannix, L. (2003). The weight of obesity in evaluating others: A mere proximity effect. *Personality and Social Psychology Bulletin*, 29, 28-38.
- 13 - Peake, P., Hebl, M., & Mischel, W. (2002). Strategic attention deployment for delay of gratification in working and waiting situations. *Developmental Psychology*, 38, 313-326.
- 12 - Hebl, M., & Kleck, R. E. (2002). Acknowledging one’s stigma in the interview setting: Effective strategy or liability? *Journal of Applied Social Psychology*, 32, 223-249.
- 11 - Hebl, M., Foster, J. B., Mannix, L. M., & Dovidio, J. F. (2002). Formal and interpersonal discrimination: A field study of bias toward homosexual applicants. *Personality and Social Psychology Bulletin*, 28, 815-825.
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- 2 - Hebl, M., & Kashy, D. A. (1995). Sociosexuality and everyday social interaction. *Personal Relationships*, 2, 371-383.
- 1 - Hebl, M. (1994). Gender bias in leader selection. *Teaching of Psychology*, 22, 186-188. Reprinted in Benjamin, L. T., Nodine, B. F., Blair-Broeker, C., & Ernst, R. M. (1999). *Activities handbook for the teaching of psychology, Vol. 4*, 285-288. NJ: Lawrence Erlbaum Associates. Reprinted in Benjamin, L. T. (2008). Favorite activities for the teaching of psychology, 269-272.

***Book Chapters, Reviews, Proceedings, and Other Articles***

- 36 - Corrington, A., Hebl, M., & Tsang, J. (2017) Potential behavioral indicators of discrimination.
- 35 - Trump, R. C. E., Nittrouer, C. L., Hebl, M., Ashburn-Nardo, L. (2016). The inevitable stigma for childbearing-aged women in the workplace: Five perspectives on the pregnancy-work intersection (pp. 79-103). In Spitzmueller, C., & R. Matthews. (Eds.). *Work and the Transition to Motherhood: Research Perspectives*. New York: Springer Press.
- 34 - Hebl, M., Moreno, C., & King, E. (2015). Strategies for reducing discrimination: A stigma lens for considering what targets can do. In A. Colella & King, E. B. (Eds). *Oxford Handbook of Discrimination*. NY: Oxford University Press.
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- 32 - Hebl, M., Madera, J. M., & Martinez, L. R. (2014). Personnel selection. In F. T. L. Leong, Comas-Diza, L., G. C. Nagayama Hall, McLoyd, V. C., Trimble, J. E. (Eds.). *APA Handbook of Multicultural Psychology, Vol. 2: Applicants and Training*. APA Handbooks in psychology (pp. 253-264). APA: Washington D.C.
- 31 - Hebl, M., Ruggs, E. R., Martinez, L. R., Trump, R., & Nittrouer, C. (2015). Understanding and reducing interpersonal discrimination in the workplace. In T. Nelson (Ed.). *Handbook of Prejudice, Stereotyping, and Discrimination 2<sup>nd</sup> Edition*. NY, NY: Taylor & Francis/Psychology Press.
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- 29 - Ruggs, E. N., & Hebl, M. (2012). Diversity, inclusion, and cultural awareness for classroom and outreach education. *The SWE AWE Project and National Academy of Engineering: Center for the Advancement of Scholarship on Engineering Education*.
- 28 - Barron, L. G., & Hebl, M. (in press). Sexual orientation discrimination in the workplace. In M. Paludi (Ed.) *Managing diversity in today's workforce*. CA: Praeger Publishers.
- 27 - Hebl, M., & Madera, J. M. (in press). Appearance-related social exclusion. In N DeWall (Ed.) *Social exclusion*. Oxford University Press.
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- 25 - King, E. B., & Hebl, M. R. (2013). Oh the places we should go! Stereotyping and prejudice in (real) mixed interactions. In C. Stangor & C. Crandall (Eds.), *Stereotyping and Prejudice*. Psychology Press.
- 24 - King, E. B., & Hebl, M. (2013). The social and psychological experience of stigma. In Q. Roberson (Ed.) *Oxford Handbook of Diversity*. Oxford University Press.
- 23 - Dovidio, J. F., Pagotto, L., & Hebl, M. (2011). Implicit attitudes and discrimination against people with physical disabilities (pp. 157-183). In R. Wiener & Willborn, S. L. (Eds.). *Disability and aging discrimination*. New York: Springer Press.
- 22 - Barron, L. G., Hebl, M., & Paludi, M. (in press). Reducing stigma about employees with HIV/AIDS: Workplace responses. CA: Praeger Publishers.
- 21 - Barron, L. G., & Hebl, M. (in press). Sexual orientation: A protected and unprotected class. In Paludi, M., DeSousa, E., & Paludi, C. Jr., (Eds.). *Praeger handbook of workplace discrimination: Legal, management and social science perspectives*. CA: Praeger Publishers.
- 20 - Hebl, M., Law, C., & King, E. B. (2010). Heterosexism. In M. Hewstone, Glick, P., Dovidio, J. F., & Esses, V. (Eds.). *The handbook of prejudice, stereotyping, and discrimination*. CA: Sage.
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- 18 - Hebl, M., & Barron, L. G. (2010). Stigma. In Levine, J., & Hogg, M. (Eds.). *Encyclopedia of Group Processes*. CA: Sage.
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- 16 - Singletary, S., L., Ruggs, E., N. Hebl, M., & Davies, P. G. (2009). Stereotype threat: Causes, effects, and remedies. *The SWE AWE Project and National Academy of Engineering: Center for the Advancement of Scholarship on Engineering Education*.
- 15 - Crandall, C. S., Nierman, A., & Hebl, M. (2009). Anti-fat prejudice (pp. 469-488). In T. Nelson (Ed.). *Handbook of prejudice, stereotyping, and discrimination*. NJ: Lawrence Erlbaum Associates.

- 14 - Hebl, M., Madera, J. M., & King, E. B. (2008). Exclusion, avoidance, and social distancing. In K. M. Thomas (Ed.) *Diversity resistance: Manifestation and solutions* (pp. 127-150). NJ: Lawrence Erlbaum Associates.
- 13 - Shelton, J. N., Dovidio, J. F., Hebl, M., & Richeson, J. A. (2008). Prejudice and intergroup interaction. In S. Demoulin, J.P. Leyens, & J. F. Dovidio (Eds.). *Intergroup misunderstandings: Impact of divergent social realities*. NY: Psychology Press.
- 12 - Hebl, M., Dovidio, J. F., Richeson, J. A., Shelton, J. N., Gaertner, S. L., & Kawakami, K. (2008). Interpretation of interaction: Responsiveness to verbal and nonverbal cues. In S. Demoulin, J.P. Leyens, & J. F. Dovidio (Eds.). *Intergroup misunderstandings: Impact of divergent social realities*. New York: Psychology Press.
- 11 - Hebl, M., & Madera, J. (2007). Ethnocentrism. In K. Vohs & Baumeister, R. (Eds.). *Encyclopedia of social psychology*. Sage.
- 10 - Richeson, J., Dovidio, J. F., Shelton, J. N., & Hebl, M. (2007). Implications for ingroup-outgroup membership for interpersonal perceptions: Faces and emotions. In U. Hess & Kirouac, G. (Eds.). *Group Dynamics and Emotional Expression* (pp. 7-32), 3<sup>rd</sup> edition. NY: Guilford Press.
- 9 - Dovidio, J. F., Hebl, M., Richeson, J. A., & Shelton, J. N. (2006). Nonverbal communication, race, and intergroup interaction. In V. Manusov & M. L. Patterson (Eds.). *The SAGE handbook of nonverbal communication* (pp. 481-500). Thousand Oaks, CA: Sage.
- 8 - Hebl, M., King, E. B., & Law, C. (2005). Gay, lesbian, and bisexual issues at work. In S. Rogelberg (Ed.). *The Encyclopedia of Industrial and Organizational Psychology*. CA: Sage.
- 7 - King, E. B., Hebl, M., & Heatherton, T. F. (2005). Theories of stigma: Limitations and needed direction. In K. D. Brownell, Puhl, R. M., Schwartz, M. B. & Rudd, L (Eds.). *Weight bias: Nature, consequences, and remedies* (pp. 109-120). NY: Guilford Publications, Inc.
- 6 - King, E., & Hebl, M. (2004). LGBT and SIOP: Critical issues, barriers, and future directions. *The Industrial-Organizational Psychologist*, 42.
- 5 - Hebl, M. (2004). Diversity: Social reality, not political correctness. Review for Bronstein, P., & Quina, K. Teaching gender and multicultural awareness: Resources for the psychology classroom. *Psychology of Women Quarterly*, 28, 268-269.
- 4 - Dovidio, J. F., & Hebl, M. (2003). Discrimination at the level of the individual: cognitive and affective factors. In A. Colella, & Dipboye, R. (Eds.). *Discrimination at Work*. CA: Jossey-Bass.
- 3 - Hebl, M., & Kleck, R. E. (2000). The social consequences of physical disability. In R. E. Kleck, Heatherton, T. F., Hull, J., & Hebl, M. (Eds.). *The social psychology of stigma* (pp.419-440). NY: Guilford Publications, Inc.
- 2 - Hebl, M., Heatherton, T. F., & Tickle, J. (2000). Awkward moments in interactions between nonstigmatized and stigmatized individuals. In R. E. Kleck, Heatherton, T. F., Hull, J., & Hebl, M. (Eds.). *The social psychology of stigma* (pp.273-306). NY: Guilford Publications, Inc.
- 1 - Heatherton, T. F., & Hebl, M. (1997). Body image. In H. Friedman (Ed.). *Encyclopedia of Mental Health*. Academic Press: San Diego, CA.



### Manuscripts Given Revise and Resubmit Status

- 2 – Martinez, L., Thompson, S., & Hebl, M (R&R). Utilizing education and perspective taking to remediate the stigma of taking antidepressants. *Community Mental Health Journal*.
- 1 - \*Corrington, A. R., \*Nittrouer, C., Trump-Steele, R., Hebl, M. (R&R). The “B” in “LGBT” matters: Current findings and directions for future research. *Journal of Vocational Behavior*.

### Manuscripts in Progress or in Review Process

- 22 – Martinez, L., R., & Hebl, M. Examining gender differences in the paths to turnover among academic faculty.
- 21 - Dinh, J. V., Corrington, A. R., Hebl, M., Salas, E. Global work in multinational enterprises: An integrative review of competencies and strategies for HR systems.
- 20 - Steele, S. T., Corrington, A. R., Hebl, M. (under review) Does cross-cultural training influence expatriate adjustment? The important role of moderators. *Journal of Applied Psychology*.
- 19 - Carter, J. T., Corrington, A. R., Nittrouer, C. L., Trump-Steele, R. C. E., Moreno, C. A., Hebl, M. Weaves and afros: Do hairstyles influence employers? *Social Cognition*.
- 18 - Moreno, C. A., Nittrouer, C. L., Trump-Steele, R. C. E., Corrington, A. R., Hebl, M. The impact of job prestige on evaluations of Latino male and female applicants. *Social Cognition*.
- 17 - Corrington, A. R., Ramprasad, C., Narula, T., & Hebl, M. (in preparation for *The American Journal of Gastroenterology*). How age and gender bias influence medical students’ evaluations of gastrointestinal issues.
- 16 - Zajac, S., Corrington, A. R., Dinh, J., Hebl, M. (in preparation for *American Psychologist*). Diversity in teams: The power of organizational context.
- 15 - \*Corrington, A. R., \*Trump-Steele, R., Lane, D. M., Hebl, M. Effect sizes that are statistically small can still be profoundly impactful.
- 14 - Binggeli, S., Moreno, C., & Hebl, M. (under review). The right hat for the job: Does citizenship ameliorate the effects of an applicant’s ethnicity?
- 13 - Ashburn-Nardo, L., Moss, A., Martinez, L., & Hebl, M. (2016). Keep calm and confront: Prejudice confrontation best practices for targets and allies.
- 12 - Madera, J., Hebl, M., Valian, V., Martin, R., & Dial, H. (2016). Raising doubt in letters of recommendation for prospective faculty: Gender differences and their impact. Submitted to *Personnel Psychology*
- 11 - Gardner, D. M., Nittrouer, C. L., Hebl, M. R., and Trump-Steele, R. C. E. (under review). Do gender stereotypes limit veteran job applicants?
- 10 - Ock, J., & Hebl, M. (2016). Multicultural experience and cultural framework switching: Implications for managing a culturally diverse workforce. Will soon go under review at *Journal of Management*.

- 9 – Corrington, A., Turner, S., & Hebl, M. (2016). Expatriate adjustment and job performance: The moderating role of supervisor training.
- 8 - King, E. B., Bradley, J., & Hebl, M. R. (2016). Stigma at work: A dual-perspective multilevel feedback model. Manuscript under revision for submission to *Human Resource Management Review*.
- 7 - King, E. B., Hebl, M., Kazama, S., & Davies, P. G. (2015). Seeing up when looking down: Gender, threat, and social comparison. *Journal of Applied Social Psychology*.
- 6 - Singletary, S. L. B., & Hebl, M. (2016). The differential influence of formal and interpersonal discrimination on job performance.
- 5 - Clair, J., King, E., & Hebl, M. (2016). The influence of neighborhoods on work-family balance.
- 4 - Gilrane, V. L., Wessel, J. L., King, E. B., & Hebl, M. R. (2016). The consequences of making the right impressions for STEM women: Metastereotypes, impression management, and supervisor ratings. Manuscript under second revision, *Psychology of Women Quarterly*.
- 3 - O'Brien, K., Hebl, M., & King, E. B. (2016). Gender differences in ability to decline requests in the workplace.
- 2 - Ruggs, E., & Hebl, M. (2016). The stigma of tattoo.
- 1 - O'Brien, K., Martinez, L., & Hebl, M. (2016). Refining the voluntary turnover model: Using the lens of academia. Will soon go under review at *Journal of Organizational Behavior*.

## Theses

- Hebl, M. (1991). Cognitive factors influencing voluntary participation in adolescent abuse prevention programs. Undergraduate Thesis. Smith College Honors Thesis Collection.
- Hebl, M. (1993). Sex differences in affective and physiological responses to relationship orientations. Masters Thesis. Evans Library, Texas A&M University.
- Hebl, M. (1997). Nonstigmatized individuals' reactions to the acknowledgment and valuation of a stigma by physically disabled and overweight individuals. Dissertation. Baker Library. Dartmouth College.

## Presentations of Research

### *Invited Talks and Keynote Addresses*

2/19/98	Northeastern University	3/2/00	University of Chicago
1/9/99	University of Texas at Austin	11/18/00	University of Wisconsin-Madison
2/18/99	University of Houston	1/9/01	University of Houston
9/25/99	Dartmouth College	1/12/01	Texas Christian University
11/23/99	John Cabot University. Rome, Italy	26/01	Baker Institute. Rice University
11/25/99	John Cabot University. Rome, Italy	7/29/01	Catolica Universidad. Santiago, Chile
2/7/00	University of Houston	11/12/01	University of Texas at Austin
2/11/00	Texas A&M University	3/8/02	Stanford University

4/29/02	Stanford University	5/12/11	UC-Boulder Leeds Business School
9/27/02	University of Texas at Arlington		Diversity Conference
12/05/02	Arizona State University	10/3/11	Davidson College
9/05/03	University of Houston Bauer College of Business	10/17/11	University of Connecticut
		10/17/11	Summit Talk – U CT
3/11/05	Texas A&M University	1/17/12	University of South Florida
4/22/05	University of Oklahoma	2/24/12	George Washington University
9/15/05	University of Wisconsin-Madison	5/24/12	University of Lausanne – Switzerland
10/14/05	Syracuse University	8/6/12	Northeastern University
10/17/05	SUNY-Albany	10/9/12	Portland State University
2/17/06	Miami University of Ohio	4/14/13	Rice University TedX Talk
4/13/07	University of Kansas	5/3/13	Texas A&M University
6/21/07	University of Lieden, Holland Stigma Conference	9/27/13	Google, CA
		11/06/13	Houston Organizational Development Network (HODN)
9/24/07	Texas A&M University		
10/15/07	University of Texas at Austin	12/11/13	Duke University Fuqua School of Business
10/3-5/08	University of Georgia - Visiting Franklin Scholar	2/11/14	Butler University
5/08	APS - Chicago Invited I/O Address	3/26/14	University of Houston, Diversity Institute
6/08	NCI, Bethesda, MD	4/25/14	UCLA Anderson Business School
4/3/09	Tulane University	5/9/14	University of Sussex, England
6/4/09	University of Houston - Hilton College of Restaurant and Hotel Management	5/14	MPA – Chicago Invited Address
9/10/09	North Carolina – NCIOP Keynote Speaker	10/20/14	Elon College Address
9/29/09	Columbia Business School and Columbia University	3/4/15	University of Washington; Edwins Lecture Series
11/13/09	University of Central Arkansas – Southwestern Keynote Speaker	3/14/15	Texas A&M University
11/30/09	Pennsylvania State-Schuylkill Haven	5/12/15	Northwestern University
3/12/10	Texas A&M University	10/12/15	Colorado State
3/21/12	MD Anderson Pediatric Rounds, TX	10/19/15	Baylor University Cherry Talk
3/26/10	IUPUI – Indianapolis	11/14/15	University of Michigan
5/21/10	Diversity Summit – Sugarland, TX	12/4/15	INSEAD
6/26/10	SPSSI – New Orleans, Keynote Speaker	5/03/16	UT-Medical Sciences
		8/21/16	UIPUI – Indianapolis
10/21/10	George Mason University	10/6/16	Wake Forest Law School
11/13/10	Philander Smith College - AR Keynote Speaker	Fall 2016	University of Minnesota-Mankato
4/19/11	Invited ThinkTank Speaker UNL Conference on Discrimination	Fall 2016	Texas A&M University
5/12/11	University of Colorado-Boulder Psychology Department	1/20/17	Women in Leadership Conference (WILC) Keynote Speaker, Rice.
		1/20/17	IOOB Conference, Rice University
		2/21/17	Baylor University
		4/09/17	Providence College

### ***Conference Presentations***

- 1 - Kashy, D., & Hebl, M. (1993). Lower levels of interdependence in daily interaction for the sexually unrestricted individual. *APS*, Chicago, IL. June 25-26.
- 2 - Hebl, M. (1993). Gender differences in physiological responses to relationship orientations. *Society for Psychophysiological Research Conference*, Rottach-Egern, Germany. October 25-29.

- 3 - Peake, P., Mischel, W., & Hebl, M. (1994). The effect of attention deployment on delay of gratification in working versus waiting situations. *MPA*, Chicago, IL. May 5-7.
- 4 - Hebl, M., & Wood, W. (1994). Do men and women conform to social norms to enhance self-esteem? *APS*, Washington D.C. July 5.
- 5 - Hebl, M., & Cioffi, D. (1995). Presumption of audience bias triggers individuals to alter their communications. *APS*, Washington D.C. June 29-July 2.
- 6 - Heatherton, T.F., Kiwan, D., & Hebl, M. (1995). The stigma of obesity: The differences are black and white. *APA*. NY. August 12.
- 7 - Peake, P., Lepper, M., & Hebl, M. (1996). Q-correlates of pre-school obedience to authority. *APS*, San Francisco, CA. June 30-July 2.
- 8 - Hebl, M., & Heatherton, T. F. (1996). Gender differences in childhood self-esteem. *APA*, Toronto Canada. August 9-13.
- 9 - Kleck, R. E., Lee, R. S., & Hebl, M. (1997). Facial morphology and the decoding of affective facial expressions. *The 7th European Conference on Facial Expression - Measurement and Meaning*, University of Salzburg, Austria. July 16-20.
- 10 - Hebl, M., & Kleck, R.E. (1997). Impressions of individuals with physical disabilities: The widespread generosity effect. *APS*, Washington D.C., May 23-26.
- 11 - Christiansen, P. N., Rothgerber, H. R., Hebl, M., & Wood, W. (1997). Self-esteem and compliance to sex role norms. *APA*, Chicago, IL. August 16.
- 12 - Koepsel, K., & Hebl, M (1998). The effects of ingroup/outgroup identification and status on reactions to threat. *APA*, Washington D.C. May 21-24.
- 13 - Hebl, M., & Ebede, T. L., Cain, A., Patel, L. & Vera, B. (1998). Role of relationship and level of attractiveness of associate on a neutral target. *APA*, Washington D.C. May 21-24.
- 14 - Denberg, D., & Hebl, M. (1998). Winning games and aggressive decisions: Positivity in the ratings of coaches. *APA*, Washington D.C. May 21-24.
- 15 - Hebl, M. (1999). Body image and the stigma of obesity. *Rice Women's Conference*. Rice University. February 6.
- 16 - Hebl, M., & Kleck, R. E. (1999). Acknowledgment in the workplace: Strategy or liability? *SIOP*, Atlanta, GA. May 1-2.
- 17 - Mannix, L., & Hebl, M. (1999). Stigma by association: Hiring can be a weighty decision. *APA*, Boston, MA. August 7-9.
- 18 - Foster, J., Mannix, L., & Hebl, M. (2000). Gay and proud: A field study approach to examining hiring discrimination against homosexual individuals, *SIOP*, New Orleans, LA, May. May 14-16.
- 19 - Xu, J., & Hebl, M. (2000). Weighing healthcare: An examination of physician's reactions to the average weight, overweight, and obese patient. *Discrimination Conference*. Rice University. May 19-21.

- 20 - Mannix, L., Hebl, M., Wig, A., Giuliano, T., & Swinkels, A. (2000). Gender discrimination in collegiate sports: The score with respect to exposure levels and ticket pricing. *Discrimination Conference*. Rice University. May 19-21.
- 21 - Lin, J., & Hebl, M. (2000). Body image and disidentification theory: Do Black women have the answer? *Discrimination Conference*. Rice University. May 19-21.
- 22 - Foster, J., & Hebl, M. (2000). Parental status and discrimination: The role of sex-stereotyped jobs. *Discrimination Conference*. Rice University. May 19-21.
- 23 - Foster, J., & Hebl, M. (2000). Discrimination against parents and the institution of family-friendly policies in the workplace: A roundtable discussion. *Discrimination Conference*. Rice University. May 19-21.
- 24 - Ragins, B., & Hebl, M. (2000). Stigma of sexual orientation: A roundtable discussion. *Discrimination Conference*. Rice University. May 19-21.
- 25 - Lin, J., & Hebl, M. (2000). Disidentification and differentiation: Black women do not become the swimsuit. SPSP. San Antonio. February 3-5.
- 26 - Weingarden, S. M., Borys, J. N., Baltes, B. B., Burroughs, W. A., Hebl, M., Libkuman, T. M., & Rushall, B. S. (2001). Can I come over and play? I/O meets sport psychology, *SIOP*. San Diego, CA. April 27-29.
- 27 - Hernandez, M., Avery, D., & Hebl, M. (2001). Recruiting diversity: The race is on. *SIOP*. San Diego, CA. April 27-29.
- 28 - Foster, J., & Hebl, M. (2001). Hiring biases and parental status. *SIOP*. San Diego, CA. April 27-29.
- 29 - Valdez, I., Wheeler, B., Shapiro, J., Lozano, S., King, E., Mannix, L., & Hebl, M. (2001). Disparity between men's and women's basketball ticket pricing. *SWPA*. Houston, TX. April 13-14.
- 30 - Riggs, A., DeHanas, D., Brown, S., Mannix, L., & Hebl, M. (2001). Obesity and affect: Attitudes about job applicants. *SWPA*. Houston, TX. April 13-14.
- 31 - Skorinko, J., & Hebl, M. (2001). The timing effects of disclosure for overtly stigmatized individuals. *SWPA*. Houston, TX. April 13-14.
- 32 - Armstrong, R., Azzam, P., Bair, D., Baker, C., Dugal, S., & Hebl, M. (2001). Effects of lateness and excuse-giving on perceptions of employee professionalism. *SWPA*. Houston, TX. April 13-14.
- 33 - Rogers, A., & Hebl, M. (2001). To disclose or not to disclose: A micronarrative account. *APS*. Toronto. June 10.
- 34 - Foster, J., & Hebl, M. (2001). Attracting the best candidates: Is work-life balance really a priority? Presentation given as part of the *Shared Interest Track (SIT) at Academy of Management*. Washington, D.C. August 7.
- 35 - Hebl, M., Xu, J., & Mason, M. (2002). Weighing the care: Reports of discrimination by weight and gender. *SPSP*. Savannah, GA. February 1.

- 36 - King, E., Hebl, M., George, J., & Matusik, S. (2002). Job-related outcomes of discrimination: A study of nontraditional workers. *SIOP*. Toronto, Canada. April 12.
- 37 - Kazama, S., Foster, J., Hebl, M., West, M. A., & Dawson, J. (2002). CEO reflexivity, organizational climate and organizational change. *SIOP*. Toronto, Canada. April 12.
- 38 - Foster, J., Hebl, M., West, M., & Dawson, J. (2002). CEO affectivity, climate, and organizational outcomes. *SIOP*. Toronto, Canada. April 12.
- 39 - Hebl, M., Foster, J., Dawson, J., Kazama, S., MacCurtain, S., Farrell, J., Flood, P., Hannigan, A., West, M., & Harvey, D. E. (2002). Leading the way: The role of leadership in organizational effectiveness. *SIOP*. Toronto, Canada. April 12.
- 40 - Knight, J. L., Hebl, M., Foster, J. B., & Mannix, L. M. (2002). The influence of race, status, and performance record on appraisals. *APS*. New Orleans, LA. June 6.
- 41 - Knight, J., Hebl, M., Foster, J. B., & Mannix, L. M. (2002). The effects of race, status, and performance record on appraisals. *APS*. New Orleans, LA. June 6.
- 42 - Skorinko, J. L., & Hebl, M. (2002). A rose by any other name: Color naming influences on decision making. *APS*, New Orleans, LA. June 7.
- 43 - King, E., & Hebl, M. (2003). The swimsuit becomes us all: Ethnicity, gender, and vulnerability to self-objectification. *SPSP*. Los Angeles, CA. February 8. Awarded Honorable Mention Poster Contest.
- 44 - Knight, J. L., Hebl, M., & Bludau, T. (2003). Affirmative reaction: The influence of different types of framing on reactions toward affirmative action. Part of symposia titled "Affirmative action, procedural justice, the justice system, and implementation." *SIOP*. Orlando, FL. April 3.
- 45 - King, E., George, J., & Hebl, M. (2003). Affect at work: How extraversion mitigates the impact of neuroticism on mood. *SIOP*. Orlando, FL. April 3.
- 46 - Kazama, S., & Hebl, M. (2003). The manifestation and remediation of pregnancy discrimination in hiring situations. *SIOP*. Orlando. April 3.
- 47 - Lin, J., Tonidandel, S., Hebl, M., & Knight, J. L. (2003). Super models: The impact of like-mentors for homosexual employees. *SIOP*. Orlando, FL. April 3.
- 48 - King, E. B., & Hebl, M. (2003). When is thin "in" for Black women? Ego-defensive and status value explanations. *APS*. Atlanta, GA. May 29.
- 49 - Knight, J. L., Hebl, M., & Stecher, K. B. (2003). Casting anchors: The influence of news anchors' and evaluators' gender, race, and age on hiring perceptions. *APS*. Atlanta, GA. May 29.
- 50 - Hebl, M., King, E. B., Knight, J. L., Kazama, S. M., & Foster, J. B. (2003). Stigma in the workplace: Perceptions of multiple stigmatized groups. *Interamerican Society of Psychology*, Lima, Peru. July 15.
- 51 - Brickman, D., Knight, J. L., King, E. B., & Hebl, M. (2004). Moral credentialing by association: Chosen relationships and the expression of prejudice. *SPSP*. Austin, TX. January 30.
- 52 - King, E., Knight, J. L., & Hebl, M. (2004). Looking up when looking down: Gender, threat, and social comparison. *SPSP*. Austin, TX. January 30.

- 53 - Shapiro, J. L., Knight, J. L., King, E., & Hebl, M. (2004). Paying the way: The ticket to gender equality in sports. *SPSP*. Austin, TX. January 30.
- 54 - Mendoza, S., King, E., Knight, J. L., & Hebl, M. (2004). What's in a name? A multi-ethnic investigation of occupational stereotypes and discrimination. *SPSP*. Austin, TX. January 30.
- 55 - Button, S., Cornwell, J., Hebl, M., Ragins, B. R., & Welles, B. (2004). Critical issues to consider in conducting research on lesbian, gay, bisexual, and transgender (LGBT) issues. *SIOP*. Chicago, IL. April 3.
- 56 - Knight, J. L., Kleinberg, S., King, E., & Hebl, M. (2004). The relationship between economic threat and attitudes toward affirmative action. *SIOP*. Chicago, IL. April 3.
- 57 - King, E. B., & Hebl, M. (2004). Stigma at work: A multi-level, dual-perspective theory. *SIOP*. Chicago, IL. April 3.
- 58 - Podratz, K., & Hebl, M. (2004). The influence of gender on responses to sexual harassment complaints. *SIOP*. Chicago, IL. April 2.
- 59 - King, E. B., & Hebl, M. (2004). Making it to the top: Do family-friendly workplaces support the advancement of women? *Academy of Management*. New Orleans, LA. August 10.
- 60 - Botsford, W. E., King, E. B., & Hebl, M. (2004). Influence of on-site day-care facilities on evaluations of working women. *American Psychological Association*. Honolulu, HI, July 29.
- 61 - Reilly, C. A., King, E. B., Hebl, M., & Griffith, K. H. (2004). Dual perspectives of coming out in the workplace. *American Psychological Association*. Honolulu, HI, July 29.
- 62 - Singletary, S., & Hebl, M. (2004). Context and the ambivalent sexism scale. *American Psychological Association*. Honolulu, HI, July 29.
- 63 - Creed, D., Hebl, M., Hunt, J., & Ragins, B. (2004). Panel discussion on directions for GLBT research and methodological challenges. Gay, lesbian, bisexual, and transgender issues: Creating a research, teaching, and action agenda. AOM Shared Professional Development Workshop. *Academy of Management*. New Orleans, LA. August 7.
- 64 - King, E., Mendoza, S., Brickman, D., Knight, J., & Hebl, M. (2005). Credentialing by association: Are friendships with ethnic minorities used strategically? *SPSP*. New Orleans, LA. January 21.
- 65 - King, E., Knight, J. L., & Hebl, M. (2005). Looking up when looking down: Gender, threat, and social comparison. *SPSP*. New Orleans, LA. January 21.
- 66 - Zitek, E. & Hebl, M. (2005). Prejudice toward stigmatized individuals: The short- and longer-term effects of social norm clarity on influence attempts. *SPSP*. New Orleans, LA. January 21.
- 67 - King, E., West, M., Dawson, J. F., & Hebl, M. (2005). Extent of team based working: Linking use of teams to organizational success. Part of symposium on *Team based working and organizational effectiveness*. *SIOP*. Los Angeles, CA. April 17.
- 68 - Turner, S. L., Singletary, S. L. B., Shapiro, J., King, E., & Hebl, M. (2005). Remediation strategies and consequences of interpersonal discrimination toward obese customers. *SIOP*. Los Angeles. April 17. Given the Flanagan Award for best student contribution to the contribution. \$500 cash prize.

- 69 - King, E. B., & Hebl, M. (2005). Antecedents, consequences, and manifestations of the stigma of homosexuality at work: Applying a dual-perspective, multilevel theory. *Part of symposium on Workplace diversity: Exploring the work experiences of LGBT employees. SIOP*. Los Angeles, CA. April 17.
- 70 - Skorinko, J., Lane, D., Kemmer, S., & Hebl, M. (2006). A rose by any other name would stink: Color naming influences on consumer decision making. *SPSP*. Palm Springs, CA.
- 71 - Trau, R., Ely, R., Ragins, B. R., Bartunek, J., Clair, J., Elvira, M., Harrison, D., Hartel, C., Hebl, M., Jacques, R., Konrad, A., Kravitz, D., Lawrence, B., Nkomo, S., Tsui, A., & Yakura, E. (2006). Coalition for faculty diversity publishing workshop. *AOM*. Atlanta, GA. August 12.
- 72 - Pichler, S., Bruce, T., Varma, A., Law, C., King, E., Hebl, M., Trau, R., Hartel, C., Buchanan, N., Madera, J., Beier, M., Quinones, M., & Button, S. (2006). Sexual orientation in the workplace: Current issues. *AOM*. Atlanta, GA. August 14.
- 73 - Hebl, M., Madera, J. M., & King, E. (2006). Exclusion, avoidance, and social distancing. Part of symposium on Diversity resistance revisited. *AOM*. Atlanta August 16.
- 74 - Hebl, M., & King, E. B., (2007). How organizations can help childcare work: Reducing consequences of childcare disruptions. *SIOP*. NYC, NY. April 28.
- 75 - King, E. B., Bono, J. E., Finkelstein, L., Hebl, M., Heilman, M. E., & Tetrick, L. E. (2007). Women in Academe: New solutions to a persistent problem. *SIOP*. New York, NY, April 28.
- 76 - Law, C., Hebl, M., & Berry, J. L. (2007). Reaction to gay and lesbian personal discussion in the workplace. *SIOP*. NYC, NY. April 28.
- 77 - Law, C., Hebl, M., & King, E. B. (2007). Social interaction at work: Experiences of gay and lesbian employees. *SIOP*. NYC, NY. April 28.
- 78 - Madera, J. M., Hebl, M., & Beal, D. J. (2007). Staffing policies and interview structure: How they relate to discrimination and diversity. *SIOP*. NYC, NY. April 28.
- 79 - Madera, J. M., Hebl, M., & Martin, R. (2007). Gender and letters of recommendation: Agentic and communal differences. *SIOP*. NYC, NY. April 28/.
- 80 - Singletary, S. L. B., & Hebl, M. (2007). Mechanisms for remediating discrimination in a job applicant context. *SIOP*. NYC, NY. April 28.
- 81 - Hebl, M., & King, E. B. (2007). Reducing interpersonal discrimination. *Small Group Meeting on Social Stigma and Social Disadvantage*. Oud-Poelgeest Castle, The Netherlands. June 21-22.
- 82 - King, E. B., Botsford, W. E., Huffman, A. H., & Hebl, M. (2008). Work, family, and organizational advancement. *SIOP*. San Francisco, CA. April 11.
- 83 - Baltes, B. B., Rudolph, C., Finkelstein, L., Hebl, M., Roehling, M. V., & King, E. B. (2008). Weight-based bias in the workplace. *SIOP*. San Francisco, CA. April 11.



- 84 - Barron, L. G., & Hebl, M. (2008). The diversity of organizational diversity: Generalizing findings across diverse groups. "Ethnic and proud": Manifest racial identification and applicant discrimination. *SIOP*. San Francisco, CA. April 11.
- 85 - Hebl, M. (2008). Interpersonal discrimination and its remediation. Invited I/O Psychology Address. *APS*. Chicago, IL. May 24.
- 86 - Barron, L. G., Turner, S. L., & Hebl, M. (2008). Training local supervisors enhances expatriate adjustment and performance. *APS*. Chicago, IL. May 24.
- 87 - Hebl, M., Madera, J., & Kell, H. J. (2008). The influence of organizational threats and boosts on attitudes toward diversity policies. *APS*. Chicago, IL. May 24.
- 88 - Hebl, M., Ruggs, E. N., Singletary, S. L., & Beal, D. J. (2008). Perceptions of obesity across the lifespan. *APS*. Chicago, IL. May 24.
- 89 - Hebl, M., & King, E. B. (2008). Social interactions between perceivers and stigmatized individuals. As part of symposium entitled "Different perspectives on stigmatization: New developments in theory and research." *EAESP*. Opatija, Croatia. June 13.
- 90 - Madera, J., Hebl, M., & Sundermann, J. (2009). Attracting female applicants: Do numbers in management matter? *SIOP*. New Orleans, LA. April 9.
- 91 - King, E. B., Singletary, S. L. B., & Hebl, M. (2009). Evidence-based diversity management: Strategies for managing diverse organizations. *SIOP*. New Orleans, LA. April 9.
- 92 - Gandour, L., Kell, H. J., & Hebl, M. (2009). Interpersonal perspectives on intergroup bias: When diverse individuals interact. *SIOP*. New Orleans, LA. April 9.
- 93 - Hebl, M. (2009). Does social identity affect interpersonal discrimination? Surfacing invisible diversities. *AOM*. Chicago. August 10.
- 94 - Ruggs, E., & Hebl, M. (2009). The impact of age and obesity stigmatization in employment. *AOM*. Chicago. August 11.
- 95 - Barron, L. G., King, E. B., & Hebl, M. (2010). Manifesting one's ethnic identification: Liability in the lab but strategy in the field? *SPSP*. Las Vegas, NV.
- 96 - Hebl, M., Hanges, P., Lichtman, C., & Wicher, E. (2010). From terminal master's to Ph.D.: Answering the basic questions. *SIOP*. Atlanta. April 9.
- 97 - Avery, D. R., Volpone, S. D., Stewart, R. W., Luksyte, A., Hernandez, M., McKay, P.F., & Hebl, M. (2010). Examining the draw of diversity: How diversity climate perceptions affect job pursuit intentions. *SIOP*. Atlanta. April 8. Part of Symposium by Belle Ragins.
- 98 - Kell, H., & Hebl, M. (2010). Doubly-damned: Effects of stereotypicality and race on black's social networks. *SIOP*. Atlanta. April 8.
- 99 - Barron, L., & Hebl, M. (2010). Effects of sexual orientation antidiscrimination legislation on interpersonal discrimination. *SIOP*. Atlanta. April 8.

- 100- Bachman, K., Martinez, L., & Hebl, M. (2010). Gender differences in faculty turnover: Disparate views and paths. SIOP. Atlanta. April 8.
- 101 - Martinez, L., Law, C., & Hebl, M. (2010). Leaders' shifting reactions to subordinate gays in the military. SIOP. Atlanta. April 9.
- 102 - Martinez, L., & Hebl, M. (2011). Childhood cancer survivors' workplace experiences. Part of symposium by Alyssa McGonagle. SIOP. Chicago. April 15.
- 103 - Singletary, S., & Hebl, M. (2011). The impact of formal and interpersonal discrimination on job performance. Part of symposium by Kizzy Parks. SIOP. Chicago. April 15.
- 104 - King, E., Rogelberg, S., Hebl, M., Braddy, P., Shanock, L., Doerer, S., McDowell-Larsen, S. (2011). Can top dogs be fat cats? Obesity and executive evaluation. SIOP. Chicago. April 15.
- 105 - Aziz, S., Baranik, L., Desormeaux, L., Hebl, M., Lin, L., Roote, B., & Salter, N. (2011). Not a good ole boy? Gender issues in the workplace. SIOP. Chicago. April 16.
- 106 - Hebl, M., O'Brien, K., Madera, J., Meyer, R., Reider, M., & Walvoord, A. (2011). Funding options for graduate students: Alternatives to waiting tables. SIOP. Chicago. April 16.
- 107 - Hebl, M., King, E., & Berrien, J. (2012). Theme track keynote: SIOP and EEOC: Finding common ground. SIOP. San Diego. April 27.
- 108 - Berry, O, Avery, D., Parks, K., Hebl, M., McKay, P., Tippins, N., & Yuengling, R. (2012). Theme track: Narrowing the science-practice gap for workplace discrimination. SIOP. San Diego. April 27.
- 109 - Dickson, M., Hebl, M., & Tondidandel, S. (2012). Undergraduates matter, too! Promoting bachelor's-level I-O education. SIOP. San Diego. April 28.
- 110 - Ruggs, E., Cox, C., Wiener, R., Barron, L., Martinez, L., Bachman, K., Hebl, M., Law, C., Scarpate, J., Roehling, M., Elkins, T., & Hall, A. (2012). Antidiscrimination law: Past successes, current concerns, and future directions. SIOP. San Diego. April 28.
- 111 - Martinez, L., Law, C., Cornwell, J., Ruggs, E., Hebl, M., Buxo, N., Waldrup, J., Lee, V. B., Herres, D., Magley, V., Misdorn, B., Travis, S., & Kolbe, K. (2012). Workplace experiences of lesbian, gay, bisexual, and transgender individuals. SIOP. San Diego. April 29.
- 112 - Dietz, J., Binggeli, S., Krings, F., Hebl, M., Anderson, A., Gilrane, V., King, E., Lee, A., Huggins, T., Avery, D., McKay, P., Volpone, S., Malka, A., Derous, E., Nguyen, H. H., Ryan, A. M., & Brown, E. (2012). Novel perspectives on employment discrimination. SIOP. San Diego. April 28.
- 113 - Ramprasad, C., Narula, T., Ruggs, E. N., & Hebl, M. (2012). A psychological perspective on opting-in versus opting-out in volunteer recruitment. APS. Chicago. May 26.
- 114 - Narula, T., Ramprasad, C., Ruggs, E. N., & Hebl, M. R. (2012, May). A Psychological Perspective on "opting-in" versus "opting-out" in healthcare. Accepted poster for the 24th Annual Association for Psychological Science Convention, Chicago, IL. **Winner of the Association for Psychological Science Student Research Award.**
- 115 - Jain, S., Srivastava, R., Peeters, S., Alhalel, N., Ruggs, E. N., Martinez, L. R., & Hebl, M. (2012). The impact of age, weight, and gender on patients' evaluations of physicians. APS. Chicago. May 26.

**Association for Psychological Science Student Caucus Student Research Award Honorable Mention.**

- 116 - Ruggs, E. N., & Hebl, M. (2012). Age bias in the employment application process: Too old to employ? APS. Chicago. May 26.
- 117 - Lindsey, A., Levine, N., King, E., & Hebl, M. (2013). Enhancing diversity training: Framing, method, and individual difference effects. SIOP. Houston, April 11. **Winner of the Best LGBT Research SIOP Award.**
- 118 - Ahmad, A., Lindsey, A., Ryan, A. M., King, E., Anderson, A., Sabat, I., Martinez, L., Bachman, K., Hebl, M., Waldrup, J., Rodriguez, J., Lee, V. B., Trump, R., & Ruggs, E. (2013). Understanding identity management of stigmatized individuals in the workplace. SIOP. Houston. April 13.
- 119 - Gilrane, V., Jones, K., King, E., McCausland, T., Morgan, W. B., Walker, S. S., Hebl, M., Spitzmueller, C., Wang, Z., Fisher, G., Matthews, R., Zhang, J., Perks, C., & Strathearn, L. (2013). Transitions to motherhood: Workplace experiences during pregnancy and postpartum. SIOP. Houston. April 14.
- 120 - Dennerlein, T., Martinez, L., Binggeli, S., Lyness, K., Ruggs, E., Kleinlogel, E., Dietz, J., Gabarrot, F., Sabat, I., Bachman, K., Hebl, M., Bosak, J., Sczesny, S., Volpone, S., Lyons, B., & Wessel, J. (2013). The current status of gender inequality in the workplace. SIOP. Houston. April 14.
- 121 - Steelman, L., Cleveland, J. (was asked to replace her), Colella, A., Williams, J., Cortina, L., Thomas, K., & Stockdale, M. (2013). I've got tenure now what? Advancing women past the midpoint. SIOP. Houston. April 12.
- 122 - Beard, R., Berkley, R. A., Cundiff, N., Hoffman, N., Blancero, D. M., Hebl, M., & Verbos, A. K. (2013). Hidden in plain sight: Strategies for studying hard-to-find, or invisible populations. AOM. Buena Vista. August 9.
- 123 - Trau, R. N. C., Ragins, B. R., Ely, R., Avery, D. R., Berdahl J. L., Chattopadhyay, P., Clair, J. A., Elvira, M. M., Hartel, C. E. J., Hebl, M., King, E., Konrad, A. M., Kossek, E.E., Kravitz, D., Lawrence, B. S., Mayo, M., Nishii, L. H., Phillips, K. W., Rosette, A. S., Ryan, & A. M., Scully, M. A. (2013). Publishing Diversity Research Workshop. AOM. Buena Vista. August 9.
- 124 - Dipboye, R. L., Dhanani, L., Johnson, S. K., Nguyen A. T., Sheppard, L. D., & Hebl, M. R. (2013). Is beauty good or is it beastly? Tracking the attractiveness bias. AOM. Buena Vista, August 12.
- 125 - Morgan, W. B., Ruggs, E. N., King, E., Walker, S. S., Madera, J., Hebl, M., Jones, K., Paustian-Underdahl, S. C., Halbesleben, J. R. B., Shapiro, J., Williams, A. M., & Hambarchyan, M. (2013). Examining strategies to effectively manage identity in the workplace. AOM. Buena Vista. August 9.
- 126 - Fa-Kaji, N., & Hebl, M. (2014). The inclusion of race in crime reports on negative racial bias. APS Annual Conference.
- 127 - Munson, L., Lerman, B., Bergman, M., McEwen, D., Kuncel, N., Lualhati, J., & Hebl, M., & O'Brien, K. R. (2014). The STEM pipeline: A conversation. Roundtable. SIOP, Honolulu, HI. Th.
- 128 - Macan, T., Casad, B., Tubbs, M., Lynch, S., Giron, J., Eastin, J., Ingalls, E., Lindsey, A., Hebl, M., Mulderig, T., Wexler, B., Bligh, M., King, E., Cox, J., & Campbell, E. (2014). Discrimination in the workplace: Contemporary issues facing women today. SIOP. Honolulu, HI. Fri

- 129 - Krauss, A., Hebl, M., Kantrowitz, T., Hammer, L., Cohen, R., Eby, L., Finkelstein, L., Lehkonen, S., Roberson, Q., Saari, L., & Grubb, A. (2014). Connections that IGNITE I-O research and practice. SIOP. Honolulu, HI. Fri
- 130 - White, C., Martinez, L., Shapiro, J., & Hebl, M. R. (2014). Positive intentions but discrimination toward hiring cancer survivors. SIOP. Honolulu, HI. Fri
- 131 - Ruggs, E., & Hebl, M. (2014). Influence of employee tattoos on consumers' attitudes and behaviors. SIOP. Honolulu, HI. Fri
- 132 - Aguinis, H., Church, A., Hebl, M., Ragins, B. R., Bradley, K., Fried, Y, Klimoski, R., Rogers Brodersen, A., Hanges, P., & McPhail, S. (2014). I/O psychologists in business schools: Brain drain or eye opener? SIOP. Honolulu, HI. Fri
- 133 - Greene-Shortridge, T., Morgan, W., King, E., Rasch, R., Salvaggio, A., Walker, S., Odle-Dusseau, H., Weiner, S., Hebl, M., & Wichert, I. (2014). Leaning in and leaning on: Women's career progression today. SIOP. Honolulu, HI. Fri
- 134 - George-Jones, J., Hebl, M., & Williams, M. (2015). The role of racial stereotypicality in predicting educational outcomes. American Psychological Society. New York. May 22.
- 135 - Ashburn-Nardo, L., et al. (2015). Bystanders, allies, and advocates: Recognizing "others" in workplace crisis situations. SIOP. Philadelphia. May 23.
- 136 - Hebl, M., & Ruggs, E. (2015). How I-O psychology can respond to Ferguson. SIOP. Philadelphia. May 23.
- 137 - Carter-Sowell, A., King, E., & Hebl, M. (2015). The science of diversity at work. SIOP. Philadelphia. May 24.
- 138 - Randall, J., Zimmer, C., O'Brien, K., Villado, A., & Hebl, M. (2015). A little help? Obesity discrimination in helping behavior. SIOP. Philadelphia. May 24.
- 139 - Moreno, C., Gonzales-Blanco, F., O'Brien, K., & Hebl, M. (2015). Stereotypicality and gender effects on Hispanic hireability. SIOP. Philadelphia. May 24.
- 140 - Martinez, L., Ruggs, E., Ashburn-Nardo, L., Hebl, M., Baillie, P., & Russell, C. (2015). The role of non-stigmatized "allies" in workplace diversity management. SIOP. Philadelphia. May 24.
- 141 - Casad et al. (2015). Mending the leaky pipeline: Retention interventions for women in STEM. SIOP. Philadelphia. May 25.
- 142 - Botsford Morgan, W., et al. (2015). Working moms and dads: Trials, tribulations, and coping strategies. SIOP. Philadelphia. May 25.
- 143 - Gardner, D., & Hebl, M. (2015). Media's influence on HIV and ebola knowledge. American Psychology Society. New York. May 22.
- 144 - Hebl, M. (2015). Stand up and be counted: Research focusing on GLBT and allies. American Psychology Society. New York. May 23.

- 145 - Gonzalez-Blanco, F., O'Brien, K., & Hebl, M. (2015). The influence of stereotypicality on Latino applicants in the selection process. American Psychological Society. New York. May 23.
- 146 - George-Jones, J., Hebl, M., & Williams, M. (2015). The role of racial stereotypicality in predicting educational outcomes. American Psychological Society. New York. May 23.
- 147 - Nguyen, L., & Fa-Kaji, N. (2015). Is “bow” for an arrow or for hair? The intersection of gender and cognitive schemas. American Psychological Society. New York. May 24.
- 148 - Carter, J., Gardner, D., Nittrouer, C., Trump, R., & Hebl, M. (2015). What’s in a bi-gendered name? Are you too communal/agentive for me to hire? American Psychological Society. New York. May 24.
- 149 - Gutierrez, L., Moreno, C., & Hebl, M. (2015). The effect of Mexican accent on compensation package negotiation? American Psychological Society. New York. May 24.

## **Presentations of Teaching Issues**

### ***Invited Teaching Presentations***

- 1 - Hebl, M. (1999). Active learning: Some of the best lessons are “experienced” in the classroom. *Teaching Workshop for Future and Current Teachers. Sponsored by the Graduate Student Association, and the Departments of Psychology and Mathematics.* Rice University. March 18.
- 2 - Hebl, M. (1999). Teaching and assisting in the classroom. *Teaching Workshop for Incoming Graduate Students. Orientation.* Rice University. August 25.
- 3 - Hebl, M. (2000). The Power of persuasion. Lectured to 450 students in special half-day visit. University of Houston. November 28.
- 4 - Hebl, M. (2001). Grapefruits, barbie dolls, lie detectors, and students who want to learn. Keynote speaker. *Southwest Conference on the Teaching of Psychology.* November 9.
- 5 - Hebl, M. (2001). Active learning: Some of the best lessons are “experienced” in the classroom. *Teaching Workshop for Future and Current Teachers.* Sponsored by the Graduate Student Association, the Department of Psychology, and the Department of Mathematics. Rice University. November 15.
- 6 - Hebl, M. (2001). The heart of social psychology. Lectured to 450 students in special half-day visit. University of Houston. November 28.
- 7 - Hebl, M. (2001). Chair. Presentation of the APA Distinguished Contribution to Education and Training Award. Recipient Ludy T. Benjamin. *APA.* San Francisco, CA: August 15.
- 8 - Hebl, M. (2002). The job market. Stanford University. Co-presented with Benoit Monin and Jeanne Tsai. June 5.
- 9 - Hebl, M. (2002). Teaching about prejudice and discrimination in the workplace. Invited speaker to *Alliances for Graduate Education in the Professoriate (AGEP).* June 27.
- 10 - Hebl, M. (2002). Orientation for incoming faculty members. Rice University. August 29.

- 11 - Hebl, M., & King, E. (2002). The first day of class. *Southwest Regional Conference on the Teaching of Psychology*. November 16.
- 12 - Hebl, M. (2002). Tips for graduate students. Arizona State University. December 6.
- 13 - Hebl, M. (2003). The heart of social psychology. Lectured to 450 students in special half-day visit. University of Houston. April 21.
- 14 - Pereira, G., Hebl, M., Hysong, S., Howison, M., & Tonidandel, S. (2004). Undergraduate I-O psychology: Teaching for engaged and enhanced learning experience. *SIOP*. Chicago, IL. April 3.
- 15 - Hebl, M. (2005). Teaching tips. Texas A&M University. March 11.
- 16 - Hebl, M. (2005). Teaching tips. University of Oklahoma. April 22.
- 17 - Hebl, M. (2005). The diversity of discrimination. Lectured to 450 students in special half-day visit. University of Houston. April 27.
- 18 - Hebl, M. (2005). Teaching tips. Syracuse University. October 14.
- 19 - Hebl, M. (2006). Why I love my job! *Teaching Workshop for Future and Current Teachers*. Sponsored by the Graduate Student Association, the Department of Psychology, and the Department of Mathematics. Rice University. March 1.
- 20 - Hebl, M. (2006). Plenary speaker. Why I love my job. *Southwest Regional Conference on the Teaching of Psychology*. University of Houston-Clear Lake. November 3.
- 21 - Hebl, M. (2009). Distinguished Teaching Contributions Award: A passion for teaching: Reflecting back and looking forward. *SIOP*. New Orleans, LA.
- 22 - Hebl, M. (2009). Keynote speaker. The gift of psychology. *Career Pathways in Psychology Conference* jointly sponsored by Department of Psychology at University of Central Arkansas and Arkansas Psychological Association. November 13.
- 23 - Hebl, M. (2010). Keynote speaker. Full-day Fall Convention Workshop. Inspiring a passion for psychology. Arkansas Psychological Association. October 29<sup>th</sup>.
- 24 - Hebl, M. (2015). Mindbugs and gorillas and white bears, oh my!

***Conference Presentations in Teaching***

- Davies-Schrils, K., Arboleda, M., Wilson, R., & Hebl, M. (2006). Teaching psychology for increasing class sizes: Instructors, perspectives and teaching strategies. *National Institute for the Teaching of Psychology Conference, St. Petersburg, FL*. January 2-5.
- Arboleda, M., Wilson, R., Davies-Schrils, K., & Hebl, M. (2006). Teaching of psychology for diverse classrooms: How instructors effectively deal with issues of race and diversity. *National Institute for the Teaching of Psychology Conference, St. Petersburg, FL*. January 2-5.
- Pereira, G., Hysong, S., Hebl, M., & Tonidandel, S. (2004). Undergraduate I-O Psychology: Teaching for engaged and enhanced learning experience. *SIOP*. Chicago. April 3.

- McGuire, J. A., & Hebl, M. (2003). "The grapefruit race": Demonstrating gender differences in same-sex intimacy. *National Institute for the Teaching of Psychology Conference*. St. Petersburg, FL. January 2-5. The Society for the Teaching of Psychology (APA Division Two) Award
- King, E., & Hebl, M. (2002). You are what you wear. *Southwest Conference on the Teaching of Psychology*. November 16.
- Knight, J. L., & Hebl, M., (2002). Gender differences in transformers: Manual dexterity task differences. *Southwest Conference on the Teaching of Psychology*. November 16. Received 3rd place in Poster Competition.
- Knight, J. L., Mendoza, M., & Hebl, M. (2002). Trained by toys: The influence of childhood gender socialization on a manual dexterity task. *National Institute for the Teaching of Psychology*, St. Petersburg, FL. January 3-6.
- Hebl, M., & Knight, J. L. (2002). Giving voice: Some considerations on conducting and teaching diversity research. *Roundtable discussion presented at the National Institute for the Teaching of Psychology*, St. Petersburg, FL. January 3-6.
- Hebl, M. (1996). Social psychology in advertisements, articles, and cartoons: The "clipping project" and a wealth of lecture supplements. *National Institute for the Teaching of Psychology Conference*, St. Petersburg, FL. January 3-6.
- Hebl, M. (1995). Pygmalsions in the classroom: Increasing students' appreciation for social psychology. *National Institute for the Teaching of Psychology Conference*, St. Petersburg, FL. January 4-7.
- Hebl, M. (1995). Classrooms without walls: Extending social psychology beyond the class setting. *National Institute for the Teaching of Psychology Conference*, St. Petersburg, FL. January 4-7.
- Hebl, M. (1994). Gender differences in leadership emergence: Task leaders versus social leaders. *National Institute for the Teaching of Psychology Conference*, St. Petersburg, FL. January 1-6.
- Benjamin, L., Ager, S., Blair-Broeker, C., & Hebl, M. (1994). Teaching psychology at the secondary school level. *Preconference Workshop at the National Institute for the Teaching of Psychology Conference*, St. Petersburg, FL. January 1-6.
- Hebl, M. (1992). In the classroom. *Southwest Regional Conference on the Teaching of Psychology*, Texas Wesleyan University. November 6-7.

## Teaching Experience

### *Courses Taught at Dartmouth College and Texas A&M University*

- Psychology of Gender
- Experimental Social Psychology
- Social Psychology
- Experimental Psychology

### *Courses Taught at Rice University*

- Research Methods
- Undergraduate Professional Issues

- Diversity and Discrimination
- Graduate Level Social Psychology
- The Psychology of Gender
- Social Psychology
- Graduate Seminar on Professional Issues
- The Power of Persuasion
- Industrial/Organizational Psychology
- Graduate Seminar on Leadership
- Advanced Topics in Industrial/Organizational Psychology

***Courses/Modules Taught at Jones School***

- Exams, Class Rings, and Backpacks: Intro to the Rice MBA Program
- Team Work
- Women and the MBA
- Implicit Bias
- Optimizing the Future of the Workforce, Executive MBA Class

***Courses Taught during Semester at Sea***

- Cultural Psychology
- Psychology of Gender
- Social Psychology

***Courses Taught at Baylor University***

- I/O Psychology
- Diversity and Discrimination

***Invited Lectures Given at Rice University***

- Mindbugs and White Bears and Gorillas, Oh My! Cherry Talk, Fall, 2015
- Reflections on Work/Family Balance, LEAD Undergraduate Women, Fall, 2013
- Heart of Social Psychology. Parents Weekend Talk, Fall, 2012; 2013, 2014, 2015, 2016
- Preparing an Effective Syllabus, talk given to Graduate Student Teaching Certification, 2/12
- Conflict Resolution, talk given to NLM Professional Development, 5/02/11
- Why I Love My Job: Life in Academia. Talk given to Graduate Student Teaching Certification 8/11
- The Status of Women. ADVANCE talk given at Career Success Workshop for Faculty women in Engineering and Natural Sciences. 4/07
- Fear of Failure, Fear of Success. ADVANCE talk given at Negotiating the Ideal Faculty Position Conference. 10/06; 10/07; 10/08, 10/09, 10/10
- Psychology Studies You Don't Want to Miss. The Year's Best: 2005 Rice University Teaching Award Winners. Rice School of Continuing Education. Invited by Mary McIntire. 2/05
- The Heart of Social Psychology. The Year's Best: 2004 Rice University Teaching Award Winners. Rice School of Continuing Education. Invited by Mary McIntire, 2/04
- On Cognitive Miserdom and the Power of the Situation. The Year's Best: 2002 Rice University Teaching Award Winners. Rice School of Continuing Education. Invited by Mary McIntire.10/02
- Prejudice and Discrimination. Rice University. Invited by Dave Schneider. 10/02
- Power of Persuasion. The Year's Best: 2000 Rice University Teaching Award Winners. Rice University School of Continuing Education. Invited by Mary McIntire.10/00
- The Stigma of Obesity. Given to ADVANCE. Invited by Jenessa Shapiro. 10/00
- On Diversity. Given to APGS. Invited by Richard Tapia. 7/00
- Human Behavior: Topics in Contemporary Psychology. Rice University School of Continuing Education. Invited by Mary McIntire. 10/99
- Current Topics in Psychology. Rice University. Invited by John Brelsford. 4/99



- Introductory Psychology. Rice University. Invited by Ken Laughery. 5/01, 4/99
  - Women and Gender Studies: Advanced Seminar. Rice University. Invited by Paula Sanders. 3/99
  - Introductory Psychology. Rice University. Invited by Sarah Burnett. 12/98
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### **Diversity Consulting / Training Experience**

- Pink Petro, Houston, TX – Spring 2017 – Expert Panel Discussant
  - ConocoPhillips, Houston TX - Fall, 2016 – Diversity management and unconscious bias training
  - Gender Justice, Saint Paul, MN - Fall 2016 – Expert witness for case on transgender discrimination
  - Spectra Energy, Houston TX - Summer, 2016 – Diversity consultant, examined structures and made recommendations, unconscious bias training, action plan for HR
  - Northwestern University - Spring, 2015 – Presented to faculty and administration on Unconscious Bias and Remediation
  - Rice University - Fall, 2010 - 2013 – Trained faculty on conducting equitable searches.
  - University of Connecticut - Fall, 2011 – Diversity consultant and trained faculty on conducting equitable searches.
  - Davidson College - Fall, 2011 – Diversity consultant and trained faculty on conducting equitable searches
  - ConocoPhillips, Houston TX - Spring, 2011 – Diversity consultant and presenter.
  - Vinson and Elkins, Houston, TX - Fall, 2003 – Acted as a consultant for discrimination case.
  - Jeanneret and Associates, Houston, TX - Fall, 2000 – Consultant for gender discrimination research and compiled an extensive database of survey items to test for the prevalence of discrimination on a university campus.
  - City of Houston, TX - Spring, 1999 – Served as an expert witness and prepared a testimony for a sexual harassment and discrimination case involving the Houston Police Department.
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### **Committees and Service to Rice University**

#### ***Service in Psychology***

- Executive Committee Rice Psychology Department (2014)
- Psychology Graduate Recruitment Committee (2005; 2007)
- Psychology Graduate Student Committee (2004-2009)
- Psychology Undergraduate Student Committee (2009-2013)
- Chair of Undergraduate Honors Theses Committee (2010-2012)
- Psychology Representative for Masters of Arts in Teaching (2009-present)
- Psychology Strategic Planning Committee (2004-2005)
- Head of Psychology Search Committee (2004-2005); (2007-2008) Part of Search Committee (2002-2004; 2006- 2007; 2014)
- Director of Graduate Studies, Department of Psychology (Spring, 2007)

- Undergraduate Psychology Committee (1998-2000)
- Colloquium Committee for the Psychology Department (1999-2000; 2002-2007, 2016-present)
- Majors Day Representative (August, 1999)

#### ***Social Science Service***

- Gardner Award Dissertation Committee (2004)
- Social Science Dean Search Committee (2005-2006)
- Faculty Advisory Committee for the Social Sciences (2006-2010; 2016-present)
- Graduate Student Training Workshop Speaker (August, 1999; 2004; 2006)
- Committee for Evaluation of Social Science Dean (2010)
- Personnel, Priorities and Planning Committee (PPPC) for the School of Social Sciences (2016-present)

#### ***Jones School Service***

- Leadership Committee (2014)
- Committee to Review Dean of College (2014)
- Hiring Committee for New Dean of College (2015)

#### ***University Service***

- Faculty Senate (2011-2012)
- Chair of Office of Faculty Development Search Committee (2012)
- Parent Weekend Talks (2011-14)
- Rice Leaders (2012)
- Teaching Committee (2010-12)
- Rice University Undergraduate Dean Search Committee (2010)
- Commencement Marshall (2013; 2015)
- Panelist and Round Table Host for CTE Symposium (2014)

#### ***Service related to Doerr Leadership Institute***

- Search Committee for Executive Director of Doerr Center for Student Leadership (2014)
- Director of the Faculty Advisory Committee for Doerr Center for Student Leadership (2015)

#### ***Service related to ADVANCE***

- Leader of Search Chair Training (2009-2012)
- Leadership Committee (2006- 2012)
- Initiator of ADVANCE Small Grants Program (2006-2012)
- Director of Climate Survey (2007, 2010)
- Director of Exit Survey (2007)
- Co-Chair of Assessment Committee (2006-2012)
- Gave talks for ADVANCE groups
  - Fear of Failure, Fear of Success. ADVANCE talk given at Negotiating the Ideal Faculty Position Conference. 10/06; 11/07; 10/08; 10/10;
  - The Status of Women. ADVANCE talk given at Career Success Workshop for Faculty women in Engineering and Natural Sciences. 4/07.
  - Pay It Forward. ADVANCE talk given at Career Success Workshop for Faculty women in Engineering and Natural Sciences. 4/07; 4/08.
  - Climate and Careers for Women given to STEM graduate students and postdocs. 4/10.
  - Queen Bee. ADVANCE talk given to STEM Faculty women. 4/10.
  - Preparing Your CV, talk given to graduate students, postdocs '10 & '11
  - Discrimination talk given to Mathematics Ph.D. students '11
  - Discrimination talk given to Biochemistry & Cell Biology Ph.D. & Postdoc Students '11
  - "Lean In" co-discussant for faculty women

***Development***

- Social Science Pilot Program, Development and Alumni Relations

***Diversity-Related Service***

- The Provost's Fellowship Program-Diversity in Graduate School Committee (2000-present)
- Member of Rice University Training Committee for Faculty Searches (2007, 2008, 2009)
- Keynote speaker at Diversity Conference at University of Houston, Hospitality Industry (2009)
- Alliances for Graduate Education in the Professoriate (AGEP): Diversity Recruitment of Xavier Students to Rice Graduate Programs (2000); Speaker (2002; 2010)
- Organized Holocaust Survivor Ben Wasserman's talk and visit to the Psychology Department, 4/26/99
- Career Outlook Business Program, Lamar ISD, Community Partnership Program, 2/24/00
- U.S. State Department International Visitor Program. Spoke for "Leadership development for women." 3/26/04
- Rice University Business and Professional Women. Spoke on gender issues to 25 Rice grads. 2/16/05.
- Participation in Women in Business Conference, Jones School of Management (2002; 2004)
- Participation in Melon Scholar Program (2000-present)
- Guest Panelist on Body Image at the Rice Women Conference (February, 1998)

***Admissions***

- Recruiter of Blue Chip Rice University Applicants (1999-present)
- Meet with athletes to discuss psychology (1999-present)
- Keynote speaker for the Rice University Young Alumni Committee Builders Award. 1/26/06.
- Vision: Multicultural Weekend for Prospective Students (2000; 2001; 2007; 2014)
- Development Office Recruitment Committee (2000)
- Participation in Century Scholar Program (2000-2010)
- Admission Office Phonathon (2009)
- Special lecture for prospectives and parents (2013)

***Athletics***

- Assistance to the Athletic Department: Football Recruitment Weekend Dinner (1999); Met with prospective scholar athletes interested in psychology (1999-present); Delivered scholar-athlete banquet address (2001).
- Rice University Athletics Committee (2001; 2003-2005)
- Athletic Admission Sub-committee of Admissions (2003-2005)

***Participation in Rice University Scholars Program (2000-present)******Presidential Committee on Faculty Women (2005-2008)******Student Center Advisory Council (2000-2004)******Participation in Residential College System***

- Associate of Sid Richardson (1998-2001)
  - Cooperative Interdisciplinary Course at Sid/Rich as part of Hewlett Foundation (1998)
  - Divisional Advisor to Sid Richardson (2000)
  - Associate of Wiess (2002-present); Initiated Tuesday morning 3 mile jog
  - OWeek Common Reading Facilitator (2011; 2012); Trainer of OWeek Faculty/Student Pairs (2012);
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**Advising*****Current Graduate Advising of Dissertation Candidates***

Linnea Ng  
 Abby Corrington  
 Carlos Moreno  
 Christy Nittrouer  
 Rachel Trump

***Previous Graduate Advising of Dissertation Candidates***

Laura Barron, 2007-2009. Ph.D. 2009. Personnel Research Psychologist at U.S. Air Force.  
 Steve Binggeli, 2012-2013. Ph.D. University of Lausanne, Switzerland, now Economist at the Federal Office for Gender Equality in Switzerland.  
 Kelly (de Chermont) Goff. 2004-2008. Ph.D. 2008. Senior HR Manager, Amazon, Seattle, WA.  
 Jessica Foster. 1998-2003. Ph.D., 2003. Received HumRRO Best Dissertation Award. Previously Asst. Prof. at Purdue University, Senior Partner and Global Practice Leader at HRH, Atlanta, GA.  
 Stephanie Kazama. 2000-2004; Ph.D. 2004. Director of Quality and Reporting Analytics. Blue Cross, Richmond, VA.  
 Eden King. 2002-2006. Received Gardner Award for Best Dissertation in the entire Social Sciences. Former Associate Prof. at George Mason University. Now Associate Prof. at Rice University.  
 Jennifer Knight. 2000-2004. Ph.D., 2004. Working at Department of Defense, Washington D.C.  
 Charles Law. 2004-2008. Ph.D. 2008. Asst. Prof. at Penn State - Schuylkill.  
 Katie O'Brien, 2007-2014. Ph.D. 2014. Was Postdoc at Baylor College of Medicine. Now Workforce Consultant at CUNA in Madison, Wisconsin.  
 Juan Madera, 2004-2008. Ph.D. 2008. Received Gardner Award for Best Dissertation in the entire Social Sciences. Associate Prof. at University of Houston.  
 Larry Martinez, 2007-2012. Ph.D. 2012. Former Asst. Prof. at Penn State. Now Asst. Prof. at Portland State University.  
 Kenneth Podratz. 2003-2005. Ph.D. 2005. Organizational Development Manager at UPS, Atlanta, GA.  
 Enrica Ruggs, 2007-2013. Ph.D. 2013. Asst. Prof. at University of NC-Charlotte.  
 Sarah Singletary. 2003-2008. Associate Prof. at University of Houston - Downtown Campus.  
 Stacey Turner. 2002-2006. Ph.D. 2006. Working at McKinsey & Co., Chicago.

***Previous Graduate Advising of Masters Thesis Candidates***

Carlos Moreno, M.A., 2016  
 Christy Nittrouer, M.A., 2015  
 Rachel Trump, M. A., 2015  
 Katie Bachman, M. A., 2013  
 Larry Martinez, M.A., 2010  
 Laura Barron, M.A., 2007  
 Sarah Singletary, M.A. 2006  
 Eden King, M.A., 2004  
 Stacey Turner, M.A., 2002 (co-advised)  
 Stephanie Kazama. M.A., 2002  
 Jennifer Knight. M.A., 2002  
 Jessica Foster. M.A., 2001  
 Laura Mannix. M.A., 2001  
 Jean Lin. M.A., 2001  
 Jingping Xu, University of Texas School of Public Health. Masters of Public Health Degree, 1999

***Committee Member for Dissertations***

Stephanie Zajac, 2016

Carmen Young, 2015  
 Jason Randall, 2014  
 Christina Upchurch, 2014  
 Paul Cruz, 2010  
 Lynn, Fahey (sociology), 2016  
 Ashley Rittmayer, 2010  
 Christy Aroopala, 2009  
 Anna Hardigree, 2008.  
 Cody Cox, 2008.  
 Bobby Naemi. 2008.  
 Courtney Holladay, 2004  
 Stefanie Halverson, 2004  
 Nancy Olson, University of Houston Social Psychology Dissertation Committee. 2003.  
 Xihou Tang, 2003.

***Committee Member for Master Theses***

Jackie Torres, 2016  
 Carmen Young, 2014  
 Amber Raley, 2009  
 Paul Cruz, 2005  
 Bobby Naemi, 2005  
 Juan Madera. 2004  
 Annie Adams, 2000  
 Scott Tonidandel, 2000  
 Judith Solecki. 2000  
 AnJanette Nease, 1999  
 Derek Avery, 1999

***Undergraduate Advising of Major Projects or Senior Honors Theses***

James Carter (2016-17). Rice University Scholars Program and Honors Thesis. PhD in Organizational Science at Emory University Goizetta Business School.  
 Kiara Sanchez (2015-6). Rice University Scholars Program and Honors Thesis. PhD in Social Psychology at Stanford University.  
 Derek Brown (2015-6). Rice University Scholars Program and Honors Thesis. PhD in I-O Psychology at Portland State University.  
 Danielle Gardner (2015-6). Rice University Scholars Program and Honors Thesis. PhD in I-O Psychology at Michigan State University.  
 Cinoo Lee (2015-6). Rice University Scholars Program and Honors Thesis. PhD in Social Psychology at Stanford University.  
 Roshni Janakiraman (2015-6). Rice University Scholars Program and Honors Thesis.  
 Vivian Xiao (2015-6). Rice University Scholars Program and Honors Thesis. PhD in Organizational Behavior at Stanford University.  
 Adam Griffin (2015-6). Rice University Scholars Program and Honors Thesis.  
 Linda Nguyen (2014-5). Rice University Scholars Program and Honors Thesis. Management and Organization Science PhD at UCLA Business School.  
 Julia George-Jones (2014-5). Rice University Scholars Program and Honors Thesis. PhD in Clinical Psychology at University of Texas-Austin.  
 Lyangela Gutierrez (2014-5). Rice University Scholars Program and Honors Thesis. Management and Organization Science PhD at UCLA Business School.  
 Brianne Rodgers (2013-2015). Rice University. Mellon Mays Fellow.  
 Cortney Simmons (2013-2014). Rice University. Honors Thesis. Ph.D. in Developmental Psychology at University of California-Irvine.

- Michael Petrus (2013-2014). Rice University. Honors Thesis. UT Southwestern Medical School.
- Daniel Elledge (2013-2014). Rice University. Honors Thesis. Clinical PhD Program at UT-Southwestern.
- Naomi Fa-Kaji (2013-2014). Rice University. Rice University Scholars Program and Honors Thesis. Organizational Behavior PhD at Stanford University.
- Asia Cleary-McGaddy (2011-2014). Rice University. Mellon Mays Fellow. Rice University Scholars Program and Honors Thesis. Ph.D. in Social Psychology at University of Vermont.
- Nathan Parker (2011-2012). Rice University. Rice University Scholars Program and Honors Thesis.
- Melissa Sheng (2011-2012). Rice University. Honors Thesis. Clinical PhD Program at UCLA.
- Katie Wang (2008-2009). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. Social Psychology. Yale University.
- Rebecca Hofstein (2010-2011). Rice University. Ph.D. Social Psychology. Honors Thesis. UC-Irvine.
- Trishna Narula (2010-2011). Rice University. Honors Thesis. Stanford Medical School.
- Chethan Rampasand (2010-2011). Rice University. Honors Thesis. University of Miami Medical School.
- Samantha Thompson (2010-2011). Rice University. Rice University Scholars Program and Honors Thesis. Harvard Law School.
- Dorraine Jodi Levy (2008-2010). Rice University. Mellon Mays Fellow. Honors Thesis. Ph.D. Social Psychology. Northwestern University.
- Amber Williams (2009-2010). Rice University. Honors Thesis. Ph.D. Developmental Psychology. University of Michigan.
- Clare Morneau (2007-2008). Rice University. Rice University Scholars Program.
- Jane Sundermann (2007-2008). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. Clinical Psychology, University of Denver.
- Kim Hartson (2007-2008). Rice University. Honors Thesis. Ph.D. Social Psychology, U California-Santa Barbara.
- Jennifer Wessel (2005-6). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. I/O Psychology, Michigan State University. Now Asst. Prof. at University of Maryland.
- Whitney Botsford (2003-2004). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. I/O Psychology George Mason University. Now an Asst. Prof. at University of Houston.
- Emily Zitek (2002-2003). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. Social Psychology, Stanford. Now Asst. Prof. at Cornell University.
- Jeanine Skorinko (2000-2001). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. Social Psychology, UVA. Now an Associate Prof. at RPI.
- Eden King (2000-2001). Rice University. Rice University Scholars Program and Honors Thesis. Ph.D. I/O Psychology, Rice. Now an Associate Prof. at George Mason University.
- Morela Hernandez (1999-2000). Rice University. Honors Thesis. Ph.D. Management, Duke. Now an Asst. Prof. at University of Virginia.
- Altovise Rogers (1999-2000). Rice University. Mellon Mays Fellow. Ph.D. I/O Psychology, University of Houston. Now Asst. Prof. at San Jose State University.
- Kristina Guillen (1998-2000). Rice University. Honors Thesis. MS. In ILR, Cornell. Group Director in Talent Management at Coca-Cola.
- Lee Kuhn (1997-1998). Dartmouth College. Senior Honors Thesis.
- Anjali Jalota (1997-1998). Dartmouth College. Women in Science First-Year Project.
- Mara Tieken (1997-1998). Dartmouth College. Women in Science First-Year Project.

***Additional Former Members of Hebl Lab in Psychology***

***Social***

- Jenessa Shapiro, PhD in Social Psychology at Arizona State University. Now tenured at UCLA.
- Melissa Williams, PhD in Social Psychology at Berkeley. Now Asst. Prof. at Emory University.
- Saaid Mendoza, PhD in Social Psychology at NYU. Now Asst. Prof. at Providence College.
- Malia Mason, PhD in Social Psychology at Dartmouth. Now tenured at Columbia Business School.
- Daniel Brickman, PhD in Social Psychology at University of Michigan. Now at Bristol Squibbs.
- Kristin Dukes, PhD in Social Psychology at Tufts University. Now Asst. Prof. at Simmons College.

Kim Hartson, Ph.D. in Social Psychology at UC-Santa Barbara.  
 Katie Wang, Ph.D. in Social Psychology at Yale University. Now Postdoc.  
 Kristin Stecher, Ph.D. in Social Psychology at University of Washington. Now at TIVO.  
 Asia McCleary-Gaddy, Ph.D. in Social Psychology at University of Vermont.

***I/O and OB***

Maria Arboleda, PhD in I/O Psychology at SUNY-Albany. Now at Google.  
 Abby Corrington, Ph.D. in I/O Psychology at Rice University.  
 Tamara Friedrich, PhD in I/O Psychology at Oklahoma State Univ. Now tenured at University of Warwick.  
 Alexis Smith, PhD in I/O Psychology at Tulane University. Now Asst. Prof. at Oklahoma State University.  
 Melissa Waitsman, Ph.D. in I/O Psychology at Clemson. Now at Walter Reed Institute of Research.  
 Raenada Wilson, Ph.D. in I/O Psychology at University of Houston. Now employed at MD Anderson.  
 Lennie Waite, Ph.D. in I/O Psychology at University of Houston. Now professional runner.  
 Jennifer Rodriguez, Ph.D. candidate in I/O Psychology at Texas A&M University.  
 Claire Taylor, Ph.D. candidate in I/O psychology at Louisiana State University.  
 Juan Batarse, PhD candidate in I/O Psychology at Texas A&M University.  
 Tim Hwang, PhD candidate in I/O Psychology at University of Connecticut.  
 Isaac Sabat, Ph.D. candidate in I/O Psychology at George Mason University.  
 Sophie Romay, Ph.D. candidate in I/O Psychology at University of Houston.  
 Emily Robinson, Ph.D. candidate in Organizational Behavior at INSEAD.

***Developmental/Sociology***

Lisa Rosen, Ph.D. in Developmental Psychology at UT-Austin. Now Asst. Prof. at Texas Women's University.  
 Dan DeHanas, Ph.D. in Sociology at UNC-Chapel Hill. Now research fellow at University of Kent.  
 Aubrey Jackson, Ph.D. in Sociology at Ohio State University. Now Asst. Prof. at University of New Mexico.  
 Courtney Simmons, Ph.D. candidate at University of Southern California.

***Clinical***

Dan Elledge, Ph.D in Clinical Psychology at University of Texas-Southwestern.  
 Margaret Schwartz Moravec, Ph.D. in Clinical Psychology at University of Houston. Now at Houston VA.  
 Charity Hammond, Ph.D. in Clinical Psychology at University of Georgia. Now at VA Medical Center Houston.  
 Amanda Venta, Ph.D. in Clinical Psychology at University of Houston.  
 Katie Hollingsworth Ganske, Ph.D. in Clinical Psychology at George State Univ. Now in private practice.  
 Eddie Wright, Ph.D. in Clinical Psychology at University of Kansas.  
 Perry Factor, Ph.D. in Clinical Psychology at University of Louisville.  
 Serena Rodriguez, PhD in Behavioral Sciences at UT School of Public Health. Now Direct of Assessment and Evaluation at Safe Mothers, Safe Babies.  
 Shannon Kelley, Ph.D. candidate in Clinical Psychology at Texas A&M University.  
 Miranda Nadeau, Ph.D. candidate in Clinical Psychology at University of Texas.  
 Mary Dozier, Ph.D. candidate in Clinical Psychology at UC-San Diego.