

## ASHLEIGH SHELBY ROSETTE

The Fuqua School of Business  
Duke University

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### EDUCATION

2003 **Northwestern University** Evanston, IL  
Kellogg School of Management  
PhD in Management and Organizations

1995 **University of Texas at Austin** Austin, TX  
Master in Professional Accounting

1994 Bachelor of Business Administration in Accounting

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### ACADEMIC POSITIONS

**Duke University** Durham, NC  
Fuqua School of Business

2022-present *James L. Vincent Distinguished Professor of Leadership*

2020-present *Professor of Management and Organizations*

2020-2023 *Senior Associate Dean of Executive Programs*  
Areas of responsibility:  
(1) the Weekend Executive MBA Program  
(2) the Global Executive MBA Program  
(3) Executive Education  
(4) Global Teams  
(5) Information Technology

2020-present *Secondary Appointment, Professor of Sociology*

2013-2020 *Associate Professor of Management and Organizations (tenured)*

2013-2020 *Secondary Appointment, Associate Professor of Sociology*

2010-2013 *Associate Professor of Management and Organizations (untenured)*

2005-2010 *Assistant Professor of Management and Organizations*

**University of Pretoria** Pretoria,  
Faculty of Economic and Management Sciences South Africa

2016-present *Extraordinary Professor*

2015 *Visiting Professor*

**University of Houston** Houston, TX  
C.T. Bauer College of Business

2003-2005 *Assistant professor*

**Northwestern University** Evanston, IL  
Kellogg School of Management

2001-2002 *Lecturer*

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### HONORS, AWARDS & GRANTS

2022 James L. Vincent Distinguished Professor of Leadership

2022 Editor's Choice Article of Distinction for Ma, Rosette, & Koval, 2022

2022 *Journal of Applied Psychology* Monograph; the journal's highest commendation

2020 Bank of America Faculty Award, Fuqua's highest faculty honor  
 2020 NTR-INGRoup Grant for Research Contributing to the Understanding of Groups  
 2020 Teaching Excellence Award of the Year – Global Executive MBA  
 2019 PhD Project's Management Doctoral Student Association Trailblazer Award  
 2019 Saroj Parasuram Award Finalist (best peer-reviewed journal article by GDO)  
 2019 Poets & Quants Favorite Professors of the MBA Class of 2019 List  
 2019 Office of Faculty Advancement Seed Grant  
 2019 Teaching Excellence Award of the Year – Global Executive MBA  
 2019 Teaching Excellence Award of the Year *Finalist* – Cross Continent Executive MBA  
 2018 Teaching Excellence Award of the Year *Finalist* – Weekend Executive MBA  
 2018 Teaching Excellence Award of the Year *Finalist* – Cross Continent Executive MBA  
 2018 *Academy of Management Journal's* Best Reviewer Award  
 2017-present Faculty Affiliate, Samuel Dubois Cook Center on Social Equity  
 2016 Teaching Excellence Award of the Year – Cross Continent Executive MBA  
 2015 Teaching Excellence Award of the Year – Cross Continent Executive MBA  
 2015 Teaching Excellence Award of the Year – Weekend Executive MBA  
 2014 Teaching Excellence Award of the Year – Cross Continent Executive MBA  
 2013 Ranked as 50 Most Influential Business Professors of 2013 by MBARankings.net  
 2012 Teaching Excellence Award of the Year – Cross Continent Executive MBA  
 2012 Teaching Excellence Award of the Year – Weekend Executive MBA  
 2011 Ranked as Forty Best Business School Professors under Forty by Poets & Quants  
 2011 Triangle Business Journal's 40 Under 40 Leadership Award  
 2011 Teaching Excellence Award of the Year – Goethe Executive MBA  
 2008 Best Article Award for a Paper Published in 2006 – International Assoc of Conflict Mgmt  
 2008 Teaching Excellence Award of the Year – Cross Continent Executive MBA  
 2007 Teaching Excellence Award of the Year – Cross Continent Executive MBA  
 2007 Teaching Excellence Award of the Year – Goethe Executive MBA  
 2007 Best Paper proceedings; Academy of Management – GDO Division  
 2007 Best Reviewer Award; Academy of Management – GDO Division  
 2006 Best Paper Award Finalist (1 of 3); Academy of Management – Careers Division  
 2006 Best Paper proceedings; Academy of Management - GDO Division  
 2006 Best Reviewer Award; Academy of Management – GDO Division  
 2004 Best Paper Based on a Dissertation Award; Academy of Management  
 2004 Dorothy Harlow Best Paper Award Finalist (1 of 2); Academy of Management  
 2004 New Faculty Research Grant  
 2002 MBA Teaching Award  
 2002 Kellogg Teams and Groups Dissertation Grant  
 2002 State Farm Education Grant  
 2002 Georgia Tech FOCUS Fellowship Award  
 2002 GE Fund Scholar Research Grant  
 2002 Ford Foundation Dissertation Fellowship Award Honorable Mention  
 2000 Dispute Resolution Research Center Grant  
 1999-2002 Kellogg School of Management Fellowship Award  
 1999-2001 GE Foundation Fellow  
 1998 University Fellowship Award  
 1997-2022 Certified Public Accountant

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## PUBLICATIONS

1. Ponce de Leon, R., Carter, J., & Rosette, A.S. (conditional acceptance). Sincere solidarity or performative pretense? Evaluations of organizational allyship. *Organizational Behavior and Human Decision Processes*.

2. Ma, A., Ponce de Leon, R., & Rosette, A.S. (forthcoming). Asking for less (but receiving more): Women avoid impasses and outperform men when negotiators have weak alternatives. *Journal of Applied Psychology*.
3. Ruggs, E., Bilott, I., Membere, A., King, E.B., Rosette, A.S. (2023). At the intersection: The influence of race on women's leadership self-efficacy development. *Group & Organization Management*, 48(2).
4. Petsko, C. & Rosette, A.S. (2023). Are leaders still presumed white by default? Racial bias in leadership categorization revisited. *Journal of Applied Psychology*. 108(2), 330-340.
5. Ma, A., Rosette, A.S., & Koval, C. (2022). Reconciling female agentic advantage and disadvantage with the CADDIS measure of agency. *Journal of Applied Psychology*, 107(12), 2115-2148.  
 \*Published as a Monograph; recognized as having potential to make an exceptional contribution to the literature by the journal's leadership team, "a rare and high distinction." On average less than 1 article per year with around 1,400+ submissions annually, the journal's highest commendation  
 \*Selected as editor's Choice for December 2022; "Outstanding, noteworthy, and impactful for the field by APA Journal Editors"
6. Petsko, C., Rosette, A.S., & Bodenhausen, G. (2022) Through the looking glass: A lens-based account of intersectional stereotyping. *Journal of Personality and Social Psychology*, 123(4), 763-787.
7. Fath, S., Ma, A., & Rosette, A.S. (2022). Self-views of disadvantage and success impact perceptions of privilege among White men. *Organizational Behavior and Human Decision Processes*, 169, 104-114.
8. Ponce de Leon, R. & Rosette, A.S. (2022). "Invisible" discrimination: Divergent outcomes for the non-prototypicality of Black women. *Academy of Management Journal*, 65(3), 784-812.
9. Ma, A., Fath, S., & Rosette, A.S. (2022). People can learn to recognize their racial privilege. *Harvard Business Review*. August 15.
10. Koval, C. & Rosette, A.S. (2021). The natural hair bias in job recruitment. *Social Psychological and Personality Science*, 12(5), 741-750.
11. Livingston, R.W. & Rosette, A.S. (2021). Subordination, stigmatization, or marginalization: The complexity of social disadvantage across gender and race. Ferdman, In B. M. Ferdman, J. Prime, & R. E. Riggio (Eds.), *Inclusive leadership: Transforming diverse lives, workplaces, and societies*. New York, NY: Routledge.
12. Grimm, L., Redmond, R. Campbell, & Rosette, A.S. (2020). Gender and racial bias in radiology residency letters of recommendation. *Journal of the American College of Radiology*, 71, 64-71.
13. Rosette, A.S., Ponce de Leon, R., Koval, C. & Harrison, D. (2018). Intersectionality: Connecting experiences of gender with race at work. *Research in Organizational Behavior*, 38, 1-22.  
 \*Lead article.
14. Rosette, A.S. & Koval, C.Z. (2018). Framing advantageous inequity with a focus on others: A catalyst for equity restoration. *Journal of Experimental Social Psychology*, 76, 283-289.
15. Khattab, J. & Rosette, A.S. (2017). Workplace barriers faced by women leaders in emerging markets. In C. Sheepers & S. Chengadu (Eds.), *Women's Leadership in Emerging Markets*.
16. Rosette, A.S., Akinola, M., & Ma, A. (2017). Subtle discrimination in the workplace: Individual-level factors and processes. In E. King & A. Colella (Eds.), *Oxford handbook on discrimination*.

17. Rosette, A.S., Koval, C., Ma, A., & Livingston, R. (2016). Race matters for women leaders: Intersectional effects on agentic deficiencies and penalties. *The Leadership Quarterly*, 27, 429-445.
18. Rosette, A.S., Lebel, D., & Mueller, J. (2015). Are male leaders penalized when seeking help? The influence of gender and asking behaviors on agentic perceptions. *The Leadership Quarterly*, 26(5), 749-762.
19. Rosette, A.S., Kopelman, S., & Abbott, J. (2014). Good grief! Anxiety sours the economic benefits of first offers. *Group Decision and Negotiation*, 23(3), 629-647.
20. Rosette, A.S., Carton, A., Bowes-Sperry, L. & Hewlin, P. (2013). Why do racial slurs remain prevalent in the workplace? Integrating theory on intergroup behavior. *Organization Science*, 24(5), 1402-1421.
21. Rosette, A.S. & Tost, L. (2013). Perceiving social inequity: When subordinate group positioning on one dimension of social hierarchy enhances privilege recognition on another. *Psychological Science*, 24(8), 1420-1427.
22. Rosette, A.S. & Livingston, R. (2012). Failure is not an option for Black women: Effects of organizational performance on leaders with single versus dual-subordinate identities. *Journal of Experimental Social Psychology*, 48(5), 1162-1167.  
\*Reprinted in Giner-Sorolla, R. (Ed.). (2020). Racism and Justice for Black Lives [Special Issue]. *Journal of Experimental Social Psychology*, 91.
23. Rosette, A. S., Brett, J., Barsness, Z., & Lytle, A. (2012). When cultures clash electronically: The impact of e-mail and culture on negotiation behavior. *Journal of Cross Cultural Psychology*, 43, 628-643.
24. Livingston, R., Rosette, A.S. & Washington, E. (2012). Can an agentic Black woman get ahead? The impact of race and interpersonal dominance on perceptions of female leaders. *Psychological Science*, 23, 4, 354 -358.
25. Carton, A. & Rosette, A.S. (2011). Explaining bias against black leaders: Integrating theory on information processing and goal-based stereotyping. *Academy of Management Journal*, 54, 6.
26. Rosette, A.S. & Tost, L. (2010). Agentic women and communal leadership: How role prescriptions confer advantage to top women leaders. *Journal of Applied Psychology*, 95, 221 - 235.
27. Rosette, A.S., Leonardelli, G., & Phillips, K.W., (2008). The white standard: Racial bias in leadership categorization. *Journal of Applied Psychology*, 93, 4, 758 - 777.
28. Kopelman, S. & Rosette, A.S. (2008). Crossing affective boundaries: Cultural norms and strategic emotional displays in negotiations. *Group Decision and Negotiation*, 17, 1, 65 – 77.
29. Rosette, A.S. & Dumas, T. (2007). The hair dilemma: Conform to mainstream expectations or emphasize racial identity. *Duke Journal of Gender and Public Policy*, 14, 407 – 421.
30. Kopelman, S., Rosette, A.S., & Thompson, L. (2006). The three faces of Eve: Strategic displays of positive, negative, and neutral emotions in negotiations. *Organizational Behavior and Human Decision Processes*, 99, 81 - 101.  
\*Outstanding Article Award for paper published in 2006 in the field of conflict and negotiation research bestowed by the International Association of Conflict Management; Awarded in 2008

31. Rosette, A.S. (2006). Unearned privilege: Race, gender, and social inequality in U.S. Organizations. In M. Karsten (Ed.), *Gender, ethnicity, and race in the workplace* (pp. 253 – 268). Westport, CT: Praeger.
32. Rosette, A.S., & Thompson, L. (2005). The camouflage effect: Separating achieved status and unearned privilege in organizations. In M. Neale, E. Mannix & M. Thomas-Hunt (Eds.), *Research on managing teams and groups* (Vol. 7, pp. 259 - 281). San Diego, CA: Elsevier.
33. Thompson, L., & Rosette, A.S. (2004). Leading by analogy. In S. Chowdbury (Ed.), *Next generation business handbook* (pp. 75 - 90). New York: John Wiley & Sons.
34. Kopelman, S., Rosette, A.S., & Thompson, L. (2000). High performance negotiation skills for contract negotiations in the pharmaceutical industry. *Product Management Today*, 11(7).

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## **WORKING PAPERS & CURRENT PROJECTS**

35. Ma, A., Archibold, E., & Rosette, A.S (working paper). Gender and negotiations
36. Ponce de Leon, R., Degefe, E. & Rosette, A.S (working paper). Intersectional stereotypes
37. Petsko, C., Ponce de Leon, & Rosette, A.S. (current project). Intersectionality and contrasts
38. Chun, J. & Rosette, A.S. (current project). Justice and representativeness
39. Degefe, E. & Rosette, A.S. (current project). Locus of control and career aspirations
40. Degefe, E. & Rosette, A.S. (current project). Machine learning and bias

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## **INVITED UNIVERSITY PRESENTATIONS AND LECTURES**

1. Massachusetts Institute of Technology; Sloan School of Management, 2023
2. New York University; Stern Business School, 2023
3. University of Virginia; Darden Business School, 2023
4. University of British Columbia; Sauder School of Business, 2023
5. George Washington University; 2023
6. Case Western Reserve University, 2023
7. University of Texas at Austin, 2022
8. Stanford University, 2021
9. University of Pennsylvania; Wharton, 2021
10. Northwestern University, 2021
11. Cornell University, 2021
12. University of Michigan, 2021
13. University of Maryland, 2021
14. Duke University Hospital (Radiology Grand Rounds), 2021
15. INSEAD, 2021
16. Behavioral Science & Policy Association Annual Conference, 2021
17. Oregon State University, 2020
18. Yale School of Management, 2019
19. University of North Carolina at Chapel Hill, 2019
20. University of Texas at Dallas, 2019
21. Boston University, 2019
22. Wilfred Laurier University, 2019
23. University of Michigan, 2019

24. Seattle University, 2019
25. Duke University (Sociology Department), 2018
26. Harvard Business School, 2018
27. Bocconi University, 2018
28. Carnegie Mellon; Tepper Business School, 2017
29. New York University; Stern School of Business, 2017
30. University of Texas; McCombs School of Business, 2017
31. University of Pennsylvania; Wharton School – New Directions in Leadership Conf, 2016
32. University of Pennsylvania; Wharton School – People Analytics Conference, 2016
33. University of Maryland; Keynote address, Annual Diversity Conference, 2016
34. University of Johannesburg, Soweto Campus, 2015
35. University of Pretoria, Gordon Institute of Business Science, 2015
36. University of Pretoria, Faculty of Economic and Management Science, 2015
37. Columbia Business School; Sanford Bernstein Center, 2014
38. University of Pretoria; Gordon Institute of Business Science, 2014
39. University of Witwatersrand; Wits Business School, 2014
40. University of Pennsylvania; Wharton, 2014
41. Massachusetts Institute of Technology; Sloan School of Management, 2013
42. University of Virginia; Batten School of Leadership and Public Policy, 2013
43. University of Michigan; Ross School of Business, 2012
44. University of Virginia; Darden Business School, 2012
45. Columbia Business School, 2012
46. University of Pennsylvania; Wharton School – New Directions in Leadership Conf, 2012
47. Duke University, Sociology Department, 2012
48. University of Colorado at Boulder; Leeds School of Business, 2010
49. University of Pennsylvania; Wharton School – Annual OB Conference, 2008
50. Harvard University; Negotiation and Leadership Forum, 2008
51. Massachusetts Institute of Technology; Sloan School – BPS Conference, 2008
52. University of Toronto; Rotman School of Management, 2008
53. Duke University; Race, Ethnicity & Gender in the Social Sciences Colloquia, 2008
54. Duke University - Office of Institutional Equity, 2006
55. Duke University; Fuqua School of Business, 2005
56. University of Houston; Law Center, 2005
57. Northwestern University; Kellogg School of Management, 2004
58. Massachusetts Institute of Technology; Sloan School of Management, 2003
59. Stanford University; Graduate School of Business, 2003
60. New York University; Stern School, 2003
61. Emory University; Gouizueta Business School, 2003
62. University of California at Irvine; Merage School of Business, 2003
63. University of Houston; Bauer College of Business, 2003
64. Rutgers University; School of Management & Labor Relations, 2002
65. Baylor University; Hankamer School of Business, 2002

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## **CONFERENCE PROCEEDINGS AND REFEREED PRESENTATIONS**

1. Ponce de Leon, R. & Rosette, A. (2022). “Invisible” discrimination: Divergent outcomes for the non-prototypicality of black women. Academy of Management meeting, Seattle, WA.
2. Petsko, C. & Rosette, A. (2022). Intersectional stereotypes as a function of intergroup contrast: Implications for hiring decisions. Academy of Management meeting, Seattle, WA.

3. Ponce de Leon, R., Carter, J., Rosette, A. (2022). Allyship in the workplace: An examination of antecedents and consequences. Academy of Management meeting, Seattle, WA.
4. Ponce de Leon, R., Carter, J. & Rosette, A. (2021). Sincere solidarity or performative pretense? Perceptions of organizational allyship displays. Academy of Management meetings; presented virtually.
5. Fath, S., Ma., A., & Rosette, A. (2020). Exploring self-views of disadvantage and success as interwoven antecedents of White men's racial privilege acknowledgement. OB Division's Plenary session on Racial Inequality and Systemic Racism. Academy of Management meeting, previously scheduled for Vancouver, Canada; presented virtually.
6. Ponce de Leon, R., & Rosette, A. (2020). Race, agency, & leadership: Intersectional stereotypes shape hiring outcomes for women leaders. Academy of Management meeting, previously scheduled for Vancouver, Canada; to presented virtually.
7. Ponce de Leon, R., Rosette, A., Koval, C., & Harrison, D. (2019). Intersectionality: A review connecting experiences of gender with race at work. Academy of Management meeting, Boston, MA.
8. Fath, S., Ma., A., & Rosette, A. (2019). Exploring perceptions of disadvantage and success as antecedents to White privilege acknowledgement. Academy of Management meeting, Boston, MA.
9. Ma., A., Ponce de Leon, R., & Rosette, A. (2019). Women entrepreneurs don't ask (for enough)? Divergent effects of aggressiveness of funding requests. Academy of Management meeting, Boston, MA.
10. Ma, A., Koval, C., & Rosette, A. (2019). The means-influence-ability model of gender and leadership. Gender and Work Symposium at Harvard Business School.
11. Rosette, A.S. (2019). Intersectionality: Connecting Gender with Race at Work. Society for Personality and Social Psychology Annual Conference, Portland, OR.
12. Ma, A. & Rosette, A.S. (2018). Unpacking the Drivers of Agentive Biases for Women at Work. Academy of Management meeting, Chicago, IL.
13. Ponce de Leon, R. & Rosette, A.S. (2018). Intersectional stereotypes at the leadership level: The impact of differential agentive perceptions. Academy of Management meetings, Chicago, IL.
14. Rosette, A.S. (2018). GDO in the #MeToo and #BLM Era – An international perspective. Academy of Management meetings, Chicago, IL.
15. Rosette, A.S. (2018). Gender, promotion, and leadership: Challenges and future research directions. Academy of Management meeting, Chicago, IL.
16. Ponce de Leon, R. & Rosette, A.S. (2018). Race and gender in conflict: What distinguishes the processes and outcomes of intersectional identities? International Association of Conflict Management, Philadelphia, PA.
17. Rosette, A.S. & Koval, C. (2017). Framing advantageous inequity with a focus on others: A catalyst for equity restoration. Academy of Management meeting, Atlanta, GA.

18. Ma, A., Rosette, A.S. & Koval, C. (2017). A multidimensional scale of agency. Academy of Management meeting, Atlanta, GA.
19. Rosette, A.S., Fath, S., & Ma., A. (2017). Acknowledging racial privilege: Personal attributions, perceived success, and disadvantage. Academy of Management meeting, Atlanta, GA.
20. Membere, A.A., Ruggs, E.N., King, E., & Rosette, A.S. (2016). Self-efficacy and the development of female leaders of color. Academy of Management meeting, Anaheim, CA.
21. Koval, C. & Rosette, A.S. (2016). The hair penalty: Bias against Black women with Afrocentric hairstyles in job interviews. Academy of Management meeting, Anaheim, CA.
22. Khattab, J. & Rosette, A.S. (2016). Bias in indirect referrals: A critical barrier to career advancement of racial minorities & women. Academy of Management meeting, Anaheim, CA.
23. Rosette, A.S., Koval, C.Z. & Ma, A. (2015). Race matters for women leaders: Agentic bias revisited. Society for Industrial Psychologists South Africa. Pretoria, South Africa.
24. Rosette, A.S., Koval, C.Z., & Ma. A. (2015) Race matters for women leaders: Agentic penalties and deficiencies revisited. Academy of Management meeting, Vancouver, CA
25. Rosette, A.S. & Koval, C.Z. (2015). Framing advantageous inequity with a focus on others: A catalyst for equity restoration. INGRoup Conference. Pittsburg, PA.
26. Rosette, A.S. (2014). Changing perceptions of inequity: When dominant group success intersects with experienced disadvantage. New Directions in Leadership Conference. Rotterdam, The Netherlands.
27. Rosette, A.S. (2013). Durable Domination: Mechanisms of elite entrenchment from strategy, sociology, and social psychology. 73<sup>th</sup> Annual Academy of Management meeting. Orlando, FL.
28. Rosette, A.S. (2013). Diverse perspectives on gender backlash. Eastern Academy of Management conference. Seville, Spain.
29. Rosette, A.S. (2013). Current advancements in research on women leaders: Triumphs and Roadblocks. Society for Industrial and Organizational Psychology 28<sup>th</sup> Annual Conference. Houston, TX.
30. Rosette, A.S. & Livingston, R.W. (2012). The invisible black woman? A discussion of evidence for, nuances of, and limitations to the theory of intersectional invisibility. Meeting of the Society of Experimental Social Psychology. Austin, Texas.
31. Livingston, R.W, Rosette, A.S. & Washington, E. (2012). The impact of race x gender on the prescription and consequences of agentic stereotypes and behaviors. Meeting of the Society of Experimental Social Psychology. Austin, Texas.
32. Rosette, A.S. (2012). My inequitable advantage or your undeserved disadvantage: Framing advantageous inequity dictates derogation or allocation restoration. 25<sup>th</sup> Annual International Association of Conflict Management. Stellenbosch, South Africa.



33. Rosette, A.S., Bowes-Sperry, L., Carton, A. & Hewlin, P. (2011). The role of observers in sustaining racial slurs in the workplace: From a prevention-based view to a promotion-based view. 24<sup>th</sup> Annual International Association of Conflict Management. Istanbul, Turkey.
34. Carton, D. & Rosette, A.S. (2010). Race, leadership, and inferential processing. 70<sup>th</sup> Annual Academy of Management meeting. Montreal, Canada.
35. Rosette, A.S. (2010). Positive affect and prototypical leader characteristics: Increasing bias against racial minorities. Equality Diversity and Inclusion conference. Vienna, Austria.
36. Mueller, J., Lebel, D. & Rosette (2010). Revealing the male leadership disadvantage: The social costs of seeking help. New Directions in Leadership Conference; Rotterdam, the Netherlands.
37. Rotundo, M. & Rosette, A.S. (2010). Novel interactive approaches to understanding counterproductive work behavior. 25<sup>th</sup> Annual Society for Industrial and Organizational Psychology. Atlanta, GA.
38. Carton, D. & Rosette, A.S. (2009). Motivated stereotyping and the “Dumb Black jock” effect: The paradox of leadership and race in college football. New Directions in Leadership Conference; Center for Leadership and Ethics, Durham, NC.
39. Rosette, A.S., Hewlin, P. & Bowes-Sperry, L. (2009). The courage of their convictions: Explaining observer intervention and silence in racially biased work behavior. 69<sup>th</sup> Annual Academy of Management meeting. Chicago, IL.
40. Lebel, R., Mueller, J. & Rosette, A.S. (2009). For whom is it lonely at the top? Gender stereotypes and social costs for asking for help. 69<sup>th</sup> Annual Academy of Management meeting. Chicago, IL.
41. Rosette, A.S., Hewlin, P., & Carton, A. M. (2008). Action, not silence, is golden: Why workplace observers sustain or combat racial microaggressions. 68<sup>th</sup> Annual Academy of Management meeting. Anaheim, CA.
42. Rosette, A.S. & Kopelman, S. (2008). Good grief! Feelings of anxiety sour the economic benefits of first offers. 68<sup>th</sup> Annual Academy of Management meeting. Anaheim, CA.
43. Rosette, A.S. (2008). How racial ideologies frame the questions we ask in diversity research. 68<sup>th</sup> Annual Academy of Management meeting. Anaheim, CA.
44. Rosette, A.S. (2008) Professional image construction and culturally-influenced grooming choices. 68<sup>th</sup> Annual Academy of Management meeting. Anaheim, CA.
45. Rosette, A.S. & Tost, L.P. (2007). Denying White Privilege: Perceptions of Race-Based Advantages as Social Norms. *Best Paper* Proceedings of the Sixty-seventh Annual Meeting of the Academy (CD), ISSN. Philadelphia, PA
46. Rosette, A.S., Tost, L.P., Hernandez, M., & Sitkin, S. (2007). Competitive rivalries between women executives: An impetus for negative biases toward each other. 67<sup>th</sup> Annual Academy of Management meeting. Philadelphia, PA.

47. Rosette, A.S., Tost, L.P., & Phillips, K. (2007). Communal women and agentic leadership: The reconciliation of two opposing stereotypes. 67<sup>th</sup> Annual Academy of Management meeting. Philadelphia, PA.
48. Rosette, A.S. & Kopelman, S. (2007). Cross-cultural causal attributions and strategic response to the display of negative emotions in negotiations. International Association of Conflict Management conference in Budapest, Hungary.
49. Rosette, A.S., Phillips, K., & Leonardelli, G. (2006). The white standard in leadership evaluations: Attributional benefits of a white corporate leader. *Best Paper* Proceedings of the Sixty-sixth Annual Meeting of the Academy (CD), ISSN. Atlanta, GA.
50. Rosette, A.S., Leonardelli, G., Tost, L. P., & Phillips, K. (2006). Leadership subtype activation: Favorable evaluations of women leaders in chief positions. *Best Paper* Proceedings of the Sixty-sixth Annual Meeting of the Academy (CD), ISSN. Atlanta, GA. *Best Paper Award Finalist (1 of 3), Careers Division.*
51. Rosette, A.S., Abbott, J., & Kopelman, S. (2006). The first offer disadvantage: The role of perceived vulnerability and feelings of dissatisfaction. International Association of Conflict Management conference in Montreal, Canada.
52. Rosette, A.S. (2006). Unearned advantage or undeserved disadvantage: Restoring inequitable relationships through the framing of positive inequity. 10th Biennial Behavioral Decision Research in Management Conference in Santa Monica, CA.
53. Rosette, A.S. & Dumas, T. (2006). The hair dilemma: Conform to mainstream expectations or emphasize racial identity. Makeup, Identity Performance and Discrimination First Annual Conference at Duke University Law School.
54. Thomas-Hunt, M. & Rosette, A. Hurricane Katrina: The Consequences of Inaction and Mismanagement in Race-Related Public Concerns. 66<sup>th</sup> Annual Academy of Management conference in Atlanta, Georgia, 2006.
55. Rosette, A.S. (2005). Undeserved disadvantage: A systemic impediment for organization members without privilege. 65<sup>th</sup> Annual Academy of Management conference in Honolulu, Hawaii.
56. Rosette, A.S. & Hewlin, P. (2005). An empirical examination of how inaction fosters workplace discrimination (with P. Hewlin). 65<sup>th</sup> Annual Academy of Management conference in Honolulu, Hawaii.
57. Hewlin, P. & Rosette, A. (2005). The fear of stigma: Perpetuating discrimination through inaction. Eastern Academy of Management conference in Cape Town, South Africa.
58. Kopelman, S. & Rosette, A.S. (2005). Culture and emotion in negotiation: Implications for social relationships in organizations (with S. Kopelman). Emotions in Organizations conference in Rotterdam, The Netherlands.
59. Rosette, A.S. & Hewlin, P. (2004). Stigma avoidance: A precursor to discrimination (with P. Hewlin). 64<sup>th</sup> Annual National Academy of Management Conference in New Orleans, LA.

60. Kopelman, S., Rosette, A.S., & Thompson, L. (2004). Strategic Emotions in Negotiations: The negative-demanding face of Eve. 64<sup>th</sup> Annual National Academy of Management Conference in New Orleans, LA.
61. Rosette, A. (2004). How do individuals manage the diversity they bring to work? Approaches to cross-cultural competence. 64<sup>th</sup> Annual National Academy of Management Conference in New Orleans, LA.
62. Rosette, A.S. (2004). Unacknowledged privilege: Setting the stage for discrimination in organizational settings. In D. Nagao (Ed.), *Best Paper Proceedings of the Sixty-fourth Annual Meeting of the Academy* (CD), ISSN 1543-8643. New Orleans, LA. *Best Paper Based on a Dissertation Award; Dorothy Harlow Award Finalist.*
63. Rosette, A.S. (2003). The intersection of privilege and non-privilege: Reducing privilege recognition, but increasing advocacy for social-economic inequality. 15<sup>th</sup> Annual Meeting of the Society for the Advancement of Socio-Economics in Aix-en-Provence, France.
64. Rosette, A.S. & Thompson, L. (2003). The camouflage effect: Disentangling status and privilege (with L. Thompson). 7<sup>th</sup> Annual Conference for Research on Managing Groups and Teams in Ithaca, NY.
65. Rosette, A.S. (2003). Prejudice in systems of privilege. 11<sup>th</sup> European Congress on Work and Organizational Psychology in Lisbon, Portugal.
66. Thompson, L. & Rosette, A.S. (2002). Leading and learning by analogy. 62<sup>nd</sup> Annual National Academy of Management Conference in Denver, CO.
67. Rosette, A.S., Thompson, L., & Duncan, R. (2001). An examination of visionary versus servant leadership in a team allocation situation. 61<sup>st</sup> Annual National Academy of Management Conference in Washington, D.C.
68. Rosette, A.S., Brett, J., Barsness, Z., & Lytle, A. (2001). The influence of e-mail on Hong Kong and U.S. intra-cultural negotiations. International Academy of Conflict Management in Cergy, Paris.
69. Kopelman, S., Rosette, A.S., & Thompson, L. (2001). Poker face, smiley face, and rant 'n' rave: An examination of the strategic use of emotion in negotiation. International Academy of Conflict Management in Cergy, Paris.
70. Rosette, A.S., Brett, J., Barsness, Z. & Lytle, A. (2000). Motivation to search: Communication, culture, and electronic media. 60<sup>th</sup> Annual Academy of Management in Toronto, CA.
71. Rosette, A.S., Brett, J., Barsness, Z. & Lytle, A. (1999). What e-mail can do in Chinese culture: The consideration of two communication media in integrative bargaining. International Association of Conflict Management in San Sebastian-Donostia, Spain.

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## SELECTED MEDIA COVERAGE

MSNBC	CNN	Wall Street Journal	National Public Radio
Huffington Post	Forbes	Bloomberg	Businessweek
USA Today	Globe and Mail	Financial Times	Inc. Magazine
Washington Post	Black Enterprise	America Economia	Fox Sports

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## **TEACHING EXPERIENCE**

### **Duke University**

#### **Women and Leadership**

- 2019 Instructor Ratings: 6.1/7  
2018 Instructor Ratings: 6.4/7

#### **Negotiations**

- 2019 Instructor Ratings: WEMBA & GEMBA 6.8/7; 6.7/7  
• Teaching Excellence Award of the Year for GEMBA
- 2018 Instructor Ratings: GEMBA\* 6.6/7; CCMBA\* 6.4/7; WEMBA\* 6.1/7  
• Teaching Excellence Award of the Year for GEMBA  
• Teaching Excellence Award of the Year Finalist for CCMBA
- 2017 Instructor Ratings: CCMBA & WEMBA 6.4/7; 6.4/7; 6.5/7  
• Teaching Excellence Award of the Year Finalist for CCMBA & WEMBA
- 2016 Instructor Ratings: CCMBA & WEMBA 6.7/7; 6.5/7; 6.4/7
- 2015 Instructor Ratings: CCMBA & WEMBA 6.7/7; 6.4/7; 6.4/7  
• Teaching Excellence Award of the Year for CCMBA
- 2014 Instructor Ratings: CCMBA & WEMBA 6.8/7; 6.4/7; 6.6/7  
• Teaching Excellence Award of the Year for CCMBA & WEMBA
- 2013 Instructor Ratings: CCMBA & WEMBA 6.2/7; 6.3/7; 6.7/7  
• Teaching Excellence Award of the Year for CCMBA
- 2012 Instructor Ratings: CCMBA & WEMBA 6.7/7; 6.3/7; 6.2/7
- 2011 Instructor Ratings: CCMBA & WEMBA 6.8/7; 6.6/7; 6.5/7  
• Teaching Excellence Award of the Year for CCMBA & WEMBA
- 2010 Instructor Ratings: CCMBA 6.7/7; GoMBA\* 6.5/7; WEMBA 6.4/7  
• Teaching Excellence Award of the Year for GoMBA
- 2007 Instructor Ratings: CCMBA 6.5/7; WEMBA 6.1/7; GoMBA 6.0/7  
• Teaching Excellence Award of the Year for CCMBA
- 2006 Instructor Ratings: CCMBA 6.5/7; GoMBA 6.8/7; Day-time MBA 6.4/7  
• Teaching Excellence Award of the Year for CCMBA and GoMBA
- 2006 Instructor Ratings: Day-time MBA 6.4/7
- \*CCMBA = Cross Continent MBA; WEMBA = Weekend Executive MBA; GoMBA = Goethe MBA;  
GEMBA = Global Executive MBA

#### **Leadership**

- 2014 Instructor Ratings: Day-time: 4.98/7  
2013 Instructor Ratings: Day-time: 5.83/7

#### **Leader, Ethics, & Organizations**

- 2008 Served as course coordinator; Instructor Ratings (6 sections): Day-time MBA 6.2/7  
2007 Helped to develop this new course which served as a central component of the revised curriculum;  
Instructor Ratings: Day-time 6.3/7

#### **Managerial Effectiveness**

- 2006 Instructor Ratings: Day-time 6.1/7

#### **Fuqua Executive Teaching**

2023 (April) Leadership, Diversity, & Race (virtual); Ratings 5.0/5  
 2023 (Mar) Business Negotiation Skills; Ratings 5.0/5  
 2023 (Mar) Women Leaders (virtual); Ratings 4.67/5  
 2022 (Oct) Business Negotiations Skills; Ratings 5.0/5  
 2022 (Sep) Women Leaders (virtual); Ratings 5.0/5  
 2022 (May) Business Negotiation Skills (virtual); Ratings 4.80/5  
 2022 (April) Leadership, Diversity, & Race (virtual); Ratings 4.71/5  
 2022 (Feb) Women Leaders (virtual); Ratings 4.86/5  
 2021 (Nov) Business Negotiation Skills; Ratings 5.00/5  
 2021 (Sep) Leadership, Diversity, & Race (virtual); Ratings 4.86/5  
 2021 (June) Women Leaders (virtual); Ratings 4.75/5  
 2020 (Oct) Business Negotiation Skills (virtual); Ratings 5.00/5  
 2018 (Nov) Business Negotiation Skills; Ratings 4.53/5  
 2018 (Sep) Duke Management Program; Ratings 4.53/5  
 2018 (May) Business Negotiation Skills; Ratings 4.75/5  
 2017 (Nov) Leadership and Decision-Making Skills (LN) 4.8/5  
 2017 (Oct) Duke Management Program; Ratings 4.55/5  
 2017 (Sep) Business Negotiation Skills; Ratings: 4.87/5  
 2017 (May) Business Negotiation Skills; Ratings: 4.77/5  
 2016 (Nov) Business Negotiation Skills; Ratings 4.83/5  
 2016 (Sep) Duke Management Program; Ratings 4.85/5  
 2016 (Aug) Negotiation Skills (FB); 4.73/5  
 2016 (Apr) Business Negotiation Skills; Ratings 5.00/5  
 2015 (Oct) Elevating Your Practice Through Leadership (ML); Ratings 4.88/5  
 2015 (Apr) Elevating Your Practice Through Leadership (ML); Ratings 4.71/5  
 2014 (June) Game Changing Leadership (ML); Ratings 4.90/5

**Nazarbayev University Teaching**

2019 Negotiations; Ratings 4.88/5  
 2018 Negotiations; Ratings 4.44/5  
 2017 Negotiations; Ratings 4.81/5  
 2016 Negotiations; Ratings 4.71/5  
 2015 Negotiations; Ratings 5.00/5

**University of Houston**

**Negotiations**

2005 Instructor Ratings: MBA - 4.2/5; Undergraduate - 4.7/5; 4.5/5  
 2004 Instructor Ratings: MBA - 4.7/5; Undergraduate - 4.8/5  
 2003 Instructor Ratings: MBA - 4.6/5

**Northwestern University**

**Negotiations**

2002 Instructor Ratings: MBA – 8.8/10  
 • Received Outstanding Faculty Teaching Award

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**NON-ACADEMIC WORK EXPERIENCE**

1995–1998 Arthur Andersen LLP, Senior consultant (Atlanta, GA & Houston, TX)  
 1994 KPMG Peat Marwick LLP, Accounting intern (Houston, TX)  
 1993 Motorola Semiconductor Products Sector, Accounting intern (Austin, TX)  
 1993 ALCOA – Aluminum Company of America, Finance intern (Victoria, TX)  
 1992 H.E. Butt Operations, Management intern (Austin, TX)

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## SERVICE AND ACTIVITIES

### Dissertation Committees

Shana Yearwood, Teachers College Columbia University, 2023  
 Monique Okumakpeyi, Rutgers University; 2023 (expected)  
 Rebecca Ponce de Leon, Duke University, 2022 (chair)  
 Estelle Archibold, Case Western University, 2022  
 Jake Jo, University of Texas at Austin; 2021  
 Tatiana Lluent, Duke University; 2021  
 Anyi Ma, Duke University; 2020 (chair)  
 Sean Fath, Duke University; 2020  
 Angelica Leigh, University of North Carolina; 2020  
 Jae Kim, Duke University; 2019  
 Simone Tang, Duke University; 2018  
 Devon Proudfoot, Duke University; 2017  
 Jasmien Khattab, Erasmus University; 2017  
 Christy Koval, Duke University; 2016 (co-chair)

### Academic Profession

2023 Coalition for Equity and Opportunity at the Wharton School  
 2023 Panelist, Career Junctures; Conflict Management Division  
 2022 Tales from the Script; DEI Division of AOM  
 2022 Panelist & organizer; Teaching diversity, equity, & inclusion, AOM  
 2022 Discussant, Symposium; We are not the same, intersectionality & inequity in organizations, AOM  
 2022 The Tenure Project, Senior Planning Committee  
 2021 Speaker; Davos, World Economic Forum's Annual Meeting  
 2021 Committee member, World Economic Forum's Global Future Council on Equity and Social Justice  
 2021 Discussant, Symposium: #ShareTheMic: Pandemic Adjustments, Allyship, and Antiracist Research & Practice, AOM\*  
 2021 Discussant, Symposium: Leveraging Identities for Social Change, AOM  
 2021 Moderator, PhD Project's Trailblazer Showcase  
 2021 Speaker, Behavioral Science & Policy Association Annual Conference  
 2020 Discussant, PDW\*\* Workshop: Race, Gender, and Intersectionality, AOM (accepted/deferred)  
 2020 Discussant, Symposium: Gendered and Racialized Occupations, AOM (accepted/deferred)  
 2020 Discussant, PDW Workshop: Towards a Better Model for Advancing Intersectionality Research, AOM  
 2020 Panelist, Presenting in the Rough: Using Storytelling to Enhance Your Presentations, AOM  
 2020 Mentor, GDO (Gender & Diversity in Organizations Division) Publishing Workshop, AOM (accepted/deferred)  
 2020 Panelist, PhD Project Research & Writing Workshop  
 2017-2020 OB (Organizational Behavior Division) Executive Committee, AOM  
 2015-2017 Keynote Speaker, OB Division Doctoral Consortium  
 2012-2020 Mentor, GDO (Gender & Diversity in Organizations Division) Publishing Workshop, AOM  
 2012-2015 Mentor, OB Division Doctoral Consortium  
 2013 Panelist, OB Prolific Junior Faculty Workshop, AOM  
 2012-2014 Representative-at-Large, International Association of Conflict Management  
 2007-2009 Faculty Advisor, PhD Project Management Doctoral Student Association  
 2006-2009 GDO Executive Committee, AOM  
 2006, 2007 Speaker, PhD Project's Management Doctoral Student Association Conference

- 2005-2007 GDO Membership Committee
- 2005 Panelist, GDO Doctoral Consortium
- 2005 Co-chair, Management Faculty of Color Annual Conference
- 2004 Panelist, New Doctoral Student Consortium, AOM
- 2004 Panelist, GDO Doctoral Consortium, AOM
- 2004 PhD Project's representative; Hispanic Alliance for Career Enhancement
- 2004, 2005 Moderator, PhD Project's Organizational Behavior panel
- 2002-2003 Moderator; Management Doctoral Student Association Seminar
- 2001 Featured guest, the television program, "Minority Business Report"
- 2001 Recording secretary, Management Doctoral Student Association
- \*AOM = Academy of Management
- \*\*PDW = Professional Development Workshop

### **Duke University**

- 2021 University-level Review Committee
- 2021-2023 President's Council on Black Affairs
- 2021 Management Leadership for Tomorrow (MLT) Black Equity Working Group
- 2021-2023 Racial Equity Advisory Council
- 2021 Dismantling Racism Facilitator, Office for Faculty Advancement
- 2020-2022 Fuqua representative, Academic Council
- 2020 Speaker; University-wide conference, Living While Black
- 2020 Speaker, Business Oriented Women
- 2020 Speaker, Office of the Vice Provost for Faculty Advancement's session on Systemic Racism
- 2019 Guest Lecturer, University level course: Race, Gender, & Entrepreneurship
- 2019 University-level Review Committee
- 2019 Speaker, DukeNYC Women's Forum
- 2019 Search Committee, Duke's Vice President for Institutional Equity & Chief Diversity Officer
- 2018 Speaker, The Office of Institutional Equity's Diversity Leaders & Facilitators Working Group
- 2018 Moderator, University-wide Forum sponsored by the Office of the Provost
- 2018 Instructor, Summer Doctoral Academy
- 2018 Keynote address, Duke Football Future
- 2017-2023 Samuel Dubois Cook Center on Social Equity Fellow
- 2017-2018 Provost's Committee on Graduate Education
- 2017-2018 Mentor, North Carolina School of Science and Math
- 2017 University-level Review Committee
- 2017 Guest Lecturer, University level course: Race and Higher Education in the South
- 2017 Speaker, "Pass the Torch" Women's Center Mentoring Program
- 2016-2019 Campus Conflict of Interest Committee
- 2016-2018 Dean's Graduate Fellowship Committee
- 2014-2016 Fuqua representative, Academic Council
- 2014-2015 Faculty Diversity Standing Committee
- 2014 Diversity Task Force Subcommittee
- 2011 Speaker, First Annual Women in Law Conference at Duke University Law School
- 2009-2012 Advisory Board Member, REGSS (Race, Ethnicity, and Gender in Social Sciences)
- 2006-2013 Fellow, Center for the Study of Race, Ethnicity and Gender in Social Sciences

### **Fuqua School of Business**

- 2022 Speaker for Fuqua Insights video: Black Women are Believed Less than Others...
- 2022 Speaker for Fuqua Insights video: To Get Ahead, Female Leaders Embody Many Qualities
- 2022 Building Anti-Racist Business Workshop Kickoff Speaker
- 2021-2023 Keynote speaker, Management Leadership for Tomorrow (MLT) Kickoff
- 2021 Keynote speaker, Fuqua Anti-Racism Initiative Fall Forum

2021 Keynote speaker, DukeCE Lead with Her conference

2021 Moderator, Board of Visitors Panel Discussion on Risk-taking

2021 Speaker, Daytime Orientation

**2020-2023 Senior Associate Dean of Executive Programs**

Oversee the Weekend Executive MBA Program, the Global Executive MBA Program, Executive Education, Global Teams, and Information Technology

- Dean’s Leadership Team (monthly)
- Senior Associate Dean’s meeting (weekly)
- Fuqua Area Coordinators Committee, ex officio (monthly)
- Faculty Advisory Committee, ex officio (monthly; 2020-2022)
- Curriculum Committee, ex officio (bi-weekly)
- Executive Education Team (weekly)
- Executive MBA Team meeting (weekly)
- Executive MBA Program Delivery meeting (monthly)
- Small Global Team meeting (bi-weekly)
- Large Global Team meeting (monthly)
- Information Technology Leaders meeting (bi-monthly)

2020 Member, Racial Equity Working Group

2020 Speaker; LinkedIn Live, What Leaders Need to Know about Race

2020 Speaker; LinkedIn Live, Bias Against Women with Natural Hair

2020 Speaker; Instagram series, What Next?

2020 Speaker, Daytime Orientation

2020 Welcome video, Forte MBA Leadership conference

2020 Speaker, Energy, Development, and the Global Environment (EDGE) Advisory Board

2020 Speaker, Board of Visitors

2019-2020 Organizer, Management Area Seminar Series

2019 Kickoff Speaker, Management Leadership for Tomorrow

2019 Moderator, Duke Business in Africa Conference – Women in Business Panel

2018 Strategic Planning Committee

2018 Speaker, CLEAD2

2018 Panelist, STAGE Forum on Gender in America

2018 Speaker, Annual EMBA Ten School Meeting

2018 Mentor, Duke Athlete Education for Life Program

2017-2018 Organizer, Management Area Seminar Series

2017 Moderator, Duke’s Sustainable Business and Social Impact Conference

2017 Speaker, Dean’s Forum

2017 Speaker, Net Impact Club’s 13<sup>th</sup> Class

2017 Co-chair, Management Area’s PhD Recruiting Committee

2017-2020 Panelist, Fuqua’s Gender Allies Program Survey Reveal

2016-2019 Speaker, LEAD Program

2016 Speaker, AWIB Annual Conference

2016 Speaker, COLE Leadership Fellows Program

2016 Speaker, AWIB Female Faculty Luncheon

2015-2019 Annual speaker for incoming MBA class on Leadership & Diversity

2015-2018 Curriculum Committee

2015 Speaker, Fuqua Minority Alumni

2014-2016 Speaker, GEMBA Workshop Week

2014 Keynote speaker, Duke Recruiter’s Conference

2014 Discussant, BLMBAO MLK Day Program

2014 Featured Speaker, Fuqua Faculty Conversations

2014 Speaker, BLMBAO Luncheon

2013 Speaker, Duke Board of Visitors meetings



2013 Speaker, Fuqua's Reunion Weekend  
 2013 Speaker, Fuqua's Leading Women Power Luncheon  
 2011-2023 Speaker, Duke MBA Workshop Weekend  
 2010-2023 Speaker, Duke Weekend for Women  
 2012 Featured Speaker, Fuqua recruiting event; Houston, TX  
 2011 Speaker, Fuqua Alumni Council  
 2010 Speaker, Duke Alumna Associations' Duke in Depth series: Exercising Power in the World  
 2010 Speaker, Fuqua Minority Alumni Advisory Board meeting  
 2010 Moderator, The Duke MBA Women's Leadership Conference  
 2009 Moderator, Leadership Development Initiative Annual Conference  
 2009 Speaker, Duke MBA Workshop Weekend  
 2008-2009 Management Area Recruiting committee  
 2007-2009 Co-coordinator, Management Area Seminar Series  
 2006 Speaker, Duke MBA Workshop Weekend  
 2006-2008 Speaker, LEAD Program  
 2006-2019 Center of Leadership and Ethics Scholar  
 2006-2007 Chairperson, PhD Funding Committee Center of Leadership and Ethics  
 2006 Facilitator, Campus Initiative on Campus Culture  
 2005 PhD recruiting representative, PhD Project

#### **University of Houston**

2005 Doctoral Student Teaching Committee  
 2004 Recruiting Committee  
 2004 Distinguished Speaker Series Committee  
 2004 Moderator, Distinguished Leaders Series  
 2004 PhD recruiting representative, University of Illinois  
 2003-2004 PhD recruiting representative, PhD Project

#### **Northwestern University**

2002 Instructor, Institute for Diversity in Health Management  
 2001-2003 Instructor, LEAD Program  
 2001-2003 Chairperson, Management and Organizations Student Doctoral Committee  
 2001-2003 Founder, SisterFire: an inter-disciplinary org for minority women pursuing doctorates  
 1999-2003 Student representative, Assistant Dean and PhD coordinator  
 1999-2002 Statistician, Mediation Research and Education Project, Inc.  
 1999 Chairperson, Management New Student Orientation

#### **Editorial Review Board**

Journal of Applied Psychology, Associate Editor; Special Issue, 2020-2021  
 Academy of Management Journal, 2013-2020  
 Personnel Psychology, 2017-2020  
 Leadership Quarterly, 2018-present

#### **Ad-hoc/Conference Reviewer**

Administrative Science Quarterly  
 Organization Science  
 Strategic Management Journal  
 Organizational Behavior and Human Decision Processes  
 Journal of Applied Psychology  
 Journal of Experimental Social Psychology  
 Journal of Personality and Social Psychology  
 Academy of Management Discoveries

British Journal of Management  
Journal of Managerial Psychology  
Social and Personality Psychology Compass  
Journal of Applied Social Psychology  
Group and Organization Management  
Academy of Management Learning & Education  
Academy of Management Discoveries  
Journal of Social Problems  
IEEE Transactions on Engineering Management  
Research on Managing Groups and Teams  
Equal Opportunities International  
Sociology of Sports Journal  
International Journal of Conflict Management

**Memberships (Current & Previous)**

Academy of Management  
American Psychology Association  
Society for Industrial and Organizational Psychology  
Society for Personality and Social Psychology  
International Association of Conflict Management  
Texas Society of Certified Public Accountants  
Society of Experimental Social Psychology  
Society for the Advancement of Socio-economics  
PhD Projects' Management Association  
Management Faculty of Color Association