

## ASHLEIGH SHELBY ROSETTE

The Fuqua School of Business  
Duke University

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### EDUCATION

2003	<b>Northwestern University</b> Kellogg School of Management PhD in Management and Organizations	Evanston, IL
1995	<b>University of Texas at Austin</b> Master in Professional Accounting	Austin, TX
1994	Bachelor of Business Administration in Accounting	

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### ACADEMIC POSITIONS

	<b>Duke University</b> Fuqua School of Business	Durham, NC
2013-present	<i>Associate Professor of Management and Organizations (tenured)</i>	
2013-present	<i>Secondary Appointment, Associate Professor of Sociology</i>	
2010-2013	<i>Associate Professor of Management and Organizations (untenured)</i>	
2005-2010	<i>Assistant Professor of Management and Organizations</i>	
	<b>University of Pretoria</b> Faculty of Economic and Management Sciences	Pretoria, South Africa
2015	<i>Visiting Professor</i>	
	<b>University of Houston</b> C.T. Bauer College of Business	Houston, TX
2003-2005	<i>Assistant professor</i>	
	<b>Northwestern University</b> Kellogg School of Management	Evanston, IL
2001-2002	<i>Lecturer</i>	

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### HONORS AND AWARDS

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 Management
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 Mgmt – 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
1997-2015	Certified Public Accountant

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## PUBLICATIONS

- Livingston, R.W. & Rosette, A.S. (forthcoming). Subordination, stigmatization, or marginalization: The complexity of social disadvantage across gender and race. In B.M. Ferdman (Ed.) *Inclusive Leadership: Transforming Diverse Lives, Workplaces, and Societies*.
- 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*.
- 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*.
- Rosette, A.S., Koval, C., & Ma, A. (2016). Race matters for women leaders: Intersectional effects on agentic deficiencies and penalties. *The Leadership Quarterly*, 27, 429-445.
- 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.
- 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
- 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.
- 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.

9. 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.
10. 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.
11. 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.
12. 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.
13. 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.
14. 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.
15. 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.
16. 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.
17. 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.
18. 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.
19. 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.
20. 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.
21. 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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## INVITED UNIVERSITY PRESENTATIONS AND LECTURES

1. Harvard Business School, 2018 (scheduled)
2. Bocconi University, 2018 (scheduled)
3. Wilfred Laurier University, 2018 (scheduled)

4. Carnegie Mellon; Tepper Business School, 2017
5. New York University; Stern School of Business, 2017
6. University of Texas; McCombs School of Business, 2017
7. University of Pennsylvania; Wharton School – New Directions in Leadership Conf, 2016
8. University of Pennsylvania; Wharton School – People Analytics Conference, 2016
9. University of Maryland; Keynote address, Annual Diversity Conference, 2016
10. University of Johannesburg, Soweto Campus, 2015
11. University of Pretoria, Gordon Institute of Business Science, 2015
12. University of Pretoria, Faculty of Economic and Management Science, 2015
13. Columbia Business School; Sanford Bernstein Center, 2014
14. University of Pretoria; Gordon Institute of Business Science, 2014
15. University of Witwatersrand; Wits Business School, 2014
16. University of Pennsylvania; Wharton, 2014
17. Massachusetts Institute of Technology; Sloan School of Management, 2013
18. University of Virginia; Batten School of Leadership and Public Policy, 2013
19. University of Michigan; Ross School of Business, 2012
20. University of Virginia; Darden Business School, 2012
21. Columbia Business School, 2012
22. University of Pennsylvania; Wharton School – New Directions in Leadership Conf, 2012
23. Duke University, Sociology Department, 2012
24. University of Colorado at Boulder; Leeds School of Business, 2010
25. University of Pennsylvania; Wharton School – Annual OB Conference, 2008
26. Harvard University; Negotiation and Leadership Forum, 2008
27. Massachusetts Institute of Technology; Sloan School – BPS Conference, 2008
28. University of Toronto; Rotman School of Management, 2008
29. Duke University; Race, Ethnicity & Gender in the Social Sciences Colloquia, 2008
30. Duke University - Office of Institutional Equity, 2006
31. Duke University; Fuqua School of Business, 2005
32. University of Houston; Law Center, 2005
33. Northwestern University; Kellogg School of Management, 2004
34. Massachusetts Institute of Technology; Sloan School of Management, 2003
35. Stanford University; Graduate School of Business, 2003
36. New York University; Stern School, 2003
37. Emory University; Gouizueta Business School, 2003
38. University of California at Irvine; Merage School of Business, 2003
39. University of Houston; Bauer College of Business, 2003
40. Rutgers University; School of Management & Labor Relations, 2002
41. Baylor University; Hankamer School of Business, 2002

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## **CONFERENCE PROCEEDINGS AND REFEREED PRESENTATIONS**

1. 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.
2. Ma, A., Rosette, A.S. & Koval, C. (2017). A multidimensional scale of agency. Academy of Management meeting, Atlanta, GA.
3. Rosette, A.S., Fath, S., & Ma., A. (2017). Acknowledging racial privilege: Personal attributions, perceived success, and disadvantage. Academy of Management meeting, Atlanta, GA.
4. 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.

5. 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.
6. 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.
7. 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.
8. 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
9. Rosette, A.S. & Koval, C.Z. (2015). Framing advantageous inequity with a focus on others: A catalyst for equity restoration. INGRoup Conference. Pittsburg, PA.
10. Rosette, A.S. (2014). Changing perceptions of inequity: When dominant group success intersects with experienced disadvantage. New Directions in Leadership Conference. Rotterdam, The Netherlands.
11. 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.
12. Rosette, A.S. (2013). Diverse perspectives on gender backlash. Eastern Academy of Management conference. Seville, Spain.
13. 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.
14. 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.
15. 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.
16. 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.
17. 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.
18. Carton, D. & Rosette, A.S. (2010). Race, leadership, and inferential processing. 70<sup>th</sup> Annual Academy of Management meeting. Montreal, Canada.
19. Rosette, A.S. (2010). Positive affect and prototypical leader characteristics: Increasing bias against racial minorities. Equality Diversity and Inclusion conference. Vienna, Austria.

20. 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.
21. 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.
22. 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.
23. 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.
24. 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.
25. 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.
26. 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.
27. 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.
28. Rosette, A.S. (2008) Professional image construction and culturally-influenced grooming choices. 68<sup>th</sup> Annual Academy of Management meeting. Anaheim, CA.
29. 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
30. 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.
31. 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.
32. 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.
33. 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.

34. 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.
35. 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.
36. 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.
37. 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.
38. 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.
39. 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.
40. 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.
41. Hewlin, P. & Rosette, A. (2005). The fear of stigma: Perpetuating discrimination through inaction. Eastern Academy of Management conference in Cape Town, South Africa.
42. 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.
43. 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.
44. 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.
45. 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.
46. 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.

47. 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.
48. 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.
49. Rosette, A.S. (2003). Prejudice in systems of privilege. 11<sup>th</sup> European Congress on Work and Organizational Psychology in Lisbon, Portugal.
50. Thompson, L. & Rosette, A.S. (2002). Leading and learning by analogy. 62<sup>nd</sup> Annual National Academy of Management Conference in Denver, CO.
51. 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.
52. 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.
53. 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.
54. 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.
55. 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**

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	New York Post
WRAL	The Triangle Tribune
Recruitment Today	

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## **TEACHING EXPERIENCE**

### **Duke University**

#### **Negotiations**

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

- Received Teaching Excellence Award of the Year for CCMBA



- 2014 Instructor Ratings: CCMBA & WEMBA 6.8/7; 6.4/7; 6.6/7
- Received Teaching Excellence Award of the Year for CCMBA & WEMBA
- 2013 Instructor Ratings: CCMBA & WEMBA 6.2/7; 6.3/7; 6.7/7
- Received 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
- Received Teaching Excellence Award of the Year for CCMBA & WEMBA
- 2010 Instructor Ratings: CCMBA 6.7/7; GoMBA\* 6.5/7; WEMBA 6.4/7
- Received Teaching Excellence Award of the Year for GoMBA
- 2007 Instructor Ratings: CCMBA 6.5/7; WEMBA 6.1/7; GoMBA 6.0/7
- Received 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
- Received 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

### **Open enrollment**

- 2016-2017 Business Negotiation Skills; Ratings: 4.87/5.0
- 2015-2017 Duke Management Program; Ratings 4.85/5.0

### **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

## **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)
- 1991 Bank of America, Finance intern (Houston, TX)

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## **SERVICE AND ACTIVITIES**

### **Academic Profession**

2017-2019 OB Executive Committee, AOM  
 2015-2017 Keynote Speaker, OB Division Doctoral Consortium  
 2012-2017 Mentor, GDO (Gender & Diversity in Organizations Division; AOM) Publishing Workshop  
 2012-2015 Mentor, OB Division Doctoral Consortium  
 2013 Panelist, OB (Organizational Behavior Division; AOM) Prolific Junior Faculty Workshop  
 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 Assoc Conference  
 2005-2007 GDO Membership Committee  
 2005 Panelist, GDO Doctoral Consortium  
 2005 Co-chair, Management Faculty of Color Annual Conference  
 2004 Panelist, AOM New Doctoral Student Consortium Panelist  
 2004 Panelist, AOM GDO Doctoral Consortium  
 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

### **Duke University**

2017-2018 Provost's Committee on Graduate Education  
 2017-2018 Samuel Dubois Cook Center on Social Equity Fellow  
 2016-2018 Dean's Graduate Fellowship Committee  
 2017 Dean's Faculty Review Committee  
 2017-2018 Organizer, Management Area Seminar Series  
 2016-2019 Campus Conflict of Interest Committee  
 2015-2018 Curriculum Committee  
 2014-2015 Faculty Diversity Standing Committee  
 2014-2016 Fuqua representative, Academic Council  
 2014 Diversity Task Force Subcommittee  
 2011-2016 Speaker, Duke MBA Workshop Weekend  
 2010-2017 Speaker, Duke Weekend for Women  
 2014 Speaker, GEMBA Workshop Week  
 2014 Keynote speaker, Duke Recruiter's Conference  
 2014 Discussant, BLMBAO MLK Day Program  
 2013 Speaker, Duke Board of Visitors meetings  
 2013 Speaker, Fuqua's Reunion Weekend  
 2013 Speaker, Fuqua's Leading Women Power Luncheon  
 2012 Featured Speaker, Fuqua recruiting event; Houston, TX  
 2011 Speaker, Fuqua Alumni Council  
 2011 Speaker, First Annual Women in Law Conference at Duke University Law School  
 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  
 2009-2012 Advisory Board Member, REGSS (Race, Ethnicity, and Gender in Social Sciences)  
 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 Instructor, LEAD Program

2006-2013 Center of Leadership and Ethics Scholar  
2006-2013 Fellow, Center for the Study of Race, Ethnicity and Gender in Social Sciences  
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 organization 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**

Academy of Management Journal, 2013-2019  
Personnel Psychology, 2017-2019

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

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

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 for the Advancement of Socio-economics  
PhD Projects' Management Association  
Management Faculty of Color Association