

CURRICULUM VITAE

Larry Ross Martinez

PSI Professor in Human Resource Management

University of Memphis

E-mail: Larry.Martinez@memphis.edu

EDUCATION

Coursework at the U. S. Air Force Academy, 2004-2005

B.A. in Psychology, 2007

Rice University

M.A. in I/O Psychology, 2010

Rice University

Thesis: *Workplace experiences of childhood cancer survivors*

Ph.D. in I/O Psychology, 2012

Rice University

Dissertation: *Confronting bias: How targets and allies can address prejudice against gay men in the workplace*

EMPLOYMENT

PSI Professor in Human Resource Management, University of Memphis, 2026-present

A. Dale Thompson Endowed Professor of Leadership, UT Arlington, 2023-2026

Associate Professor, Portland State University, 2020-2023

Associate Chair, Department of Psychology, Portland State University, 2020-2022

Assistant Professor, Portland State University, 2016-2020

Assistant Professor, The Pennsylvania State University, 2012-2016

RESEARCH INTERESTS

- Diversity and inclusion in work contexts
- Employee identity and authenticity
- Stereotyping, prejudice, and discrimination reduction
- Occupational health and well-being

AWARDS AND HONORS

SIOP 2020 Best LGBT Research Award (Contributor)
Sigma Xi Outstanding Researcher Award, Portland State, 2019, \$500
Adapt Open Education Grant, Portland State, 2019, \$3,000
SIOP 2019 Best LGBT Research Award (Contributor)
Listed among the 8 most prolific researchers at the SIOP 2019 conference
SIOP 2018 Best LGBT Research Award (Contributor)
Listed among the 10 most prolific researchers at the SIOP 2018 conference
Dedication Recognition Card recipient, PSU Disability Resource Center
SIOP 2017 Best LGBT Research Award (Contributor)
Listed among the 11 most prolific researchers at the SIOP 2017 conference
Southern Management Association 2016 Conference Best Doctoral Paper Award
SIOP 2016 Best LGBT Research Award, \$500
Listed among the 20 most prolific researchers at the SIOP 2015 conference
(<http://neoacademic.com/2015/03/11/top-ten-most-prolific-presenters-at-siop-2015/>)
SIOP 2015 Best LGBT Research Award (Contributor)
Donald M. and Virginia Miller Cook Teaching Endowment, 2015, \$3,300
International Journal of Contemporary Hospitality Management Best Paper Award, 2014
College of Health and Human Development Teaching Award, Penn State, 2013-2014
Graduate Fellowship, Rice University, 2007-2012
Social Sciences Research Institute Dissertation Improvement Grant, 2011, \$2,284
Hospitality Industry Diversity Institute Best Conceptual Paper Award, 2010, \$500
Gertrude Maurin Travel Award, 2010, 2011, 2012, \$400
SWE AWE Project Grant, 2008, \$600

GRANTS FUNDED

13. Watts, L. (Principle Investigator), Hass, N., Kenworthy, J., **Martinez, L. R.**, Martin-Rough, M., Baldridge, R., & Smith, N. A. (Co-Principal Investigators). Innovation in Teaching in Science Courses: Integrating AI Competencies into the UTA I-O Psychology Curriculum. (2025). UTA College of Science Innovative Teaching Grant. \$13,440. 1 Jan 2025 - 31 Dec 2025.
12. Hammer, L. B. (Principal Investigator), Brockwood, K. J., Smith, N. A., & **Martinez, L. R.** (Co-Investigators). Evaluation of the Oregon Overtime Pay Legislation (HB-4002) among Latinx Agricultural Workers and their Families. (2024). Robert Wood Johnson Foundation. \$322,358 (Smith, N.A. is PI of UTA sub-award for \$35,570.78). 14 Nov 2024 - 14 Nov 2026.

11. Watts, L., Martin-Raugh, M., & **Martinez, L. R.** (Co-Principal Investigator). Development of video-based situational judgment tests for training ethical reasoning strategies. \$376,924. National Science Foundation. 1 Sep 2024 - 31 Aug 2026.
10. Smith, N. A., Hammer, L. B., Brockwood, K. J., **Martinez, L. R.**, Snoeyink, M., & Robles-Saenz, F. (Co-Principal Investigator). Assessing the effectiveness of Oregon's overtime pay bill among Latine agricultural workers: Initial focus groups. \$19,859. California Labor Lab Pilot Project Research Funding. 1 Sep 2023 - 28 Feb 2025.
9. Smith, N. A., Hammer, L. B., Brockwood, K. J., **Martinez, L. R.**, Snoeyink, M., & Robles-Saenz, F. (Co-Principal Investigator). Assessing the effectiveness of Oregon's recent overtime legislation among Latinx farmworkers. \$5,000. OHSU-PSU School of Public Health Kickstarter Award. 1 Sep 2023 - 28 Feb 2025.
8. Thanheiser, E., **Martinez, L. R.**, Weasel, L., Greco, G., & Ajibadwe, J. (Co-Principal Investigator). ADVANCE Catalyst: SEE DATA (Spaces of Empowerment for Equity and Diversity: Advancement Through Access). \$300,000. National Science Foundation. 15 Sep 2021 - 31 Aug 2023.
7. **Martinez, L. R.** (Principal Investigator). CAREER: Organizational diversity management through supportive, skills-focused allyship training. \$497,679. National Science Foundation. 1 Dec 2020 - 30 Nov 2025.
6. **Martinez, L. R.** (Principal Investigator) & Snoeyink. Examining psychological health among Oregon migrant and seasonal farm workers. \$7,799. Professional Training Opportunities Program. Sponsored by NIOSH Education and Research Center at the University of Washington; Centers for Disease Control. 1 Jul 2019 - 30 Jun 2021.
5. **Martinez, L. R.** (Principal Investigator) & Snoeyink. Diversity mini-grant. \$300. Sponsored by the Portland State University Office of Global Diversity and Inclusion. 28 Feb 2019 - 30 Jun 2020.
4. **Martinez, L. R.** (Principal Investigator). Improvement of an intervention designed to better educate and empower allies. \$14,188. Implementation of improvements to ongoing ally training content and materials. Sponsored by the Portland State University Faculty Development Program. 1 Jul 2018 - 30 Jun 2020.
3. **Martinez, L. R.** (Principal Investigator). Transgender parents' identity negotiations. \$4,782. Qualitative study focused on how transgender parents negotiate their transitions within

their families. Sponsored by the Portland State University Faculty Development Program. 1 Jul 2017 - 30 Jun 2019.

2. **Martinez, L. R.** (Principal Investigator), & Park, L. Race differences in incivility, surface acting, and well-being over time among nurses. \$6,321. Professional Training Opportunities Program. Sponsored by NIOSH Education and Research Center at the University of Washington; Centers for Disease Control. 30 Jan 2017 - 30 Jun 2017.
1. **Martinez, L. R.** (Principal Investigator), Smith, N. A., Graham-Engeland, J., & Quadri-Felliti, D. Identifying organizational antecedents and consequences of the disclosure of musculoskeletal pain among housekeepers. \$3,300. Penn State Social Science Research Institute, Level 1. 1 Oct 2015 - 30 Sep 2016.

EDITING

Martinez, L. R. & Sawyer, K. B. (forthcoming). Special issue on underrepresented employees' experiences at work. *Applied Psychology: International Review*.

Martinez, L. R. & Sawyer, K. B. (2021). Special issue on sexual orientation and gender identity minority employees. *Journal of Vocational Behavior*.

PEER-REVIEWED PUBLICATIONS

*Authors contributed equally

^Author was a graduate student

#Author was an undergraduate student

61. **Martinez, L. R.**, ^Saucedo, J., ^Ready, E. J., Graham, B. A., Smith, N. A., ^Hamilton, K. M., Nakashima, V., & Watanabe, M. (2026). Retention at risk: Progressive community expectation violations among professionals of color. *Applied Psychology: International Review*. doi:10.1111/aps.70124
60. Fitzsimmons, T., **Martinez, L. R.**, Bishop, J., Rice, D., & Villeseche, F. (2026). Holding the line: The existential threat to DEI language and values. *Equality, Diversity, and Inclusion: An International Journal*. doi:10.1108/EDI-09-2025-0604

59. ^Snoeyink, M. J., Graham, B., **Martinez, L. R.**, ^Robles-Saenz, F., & Solis, L. (2026). Trabajo peligroso: Occupational segregation among Latino workers and the Cycle of Precarious Work. *Journal of Business and Psychology*. doi:10.1007/s10869-025-10084-x
58. Benson, W., ^Hampton, F., #Howell, B., & **Martinez, L. R.** (2026). Racial differences in outcomes of diverse representation and inclusion among employees in higher education. *Journal of Education Human Resources*.
57. Martin-Raugh, M., **Martinez, L. R.**, Ober, T., & Kell, H. (2025). The utility of culturally responsive assessment for organizational science. *Equality, Diversity, and Inclusion: An International Journal*. doi:10.1108/EDI-03-2025-0202
56. ^Robles-Saenz, F., #Castellanos Regalado, J., **Martinez, L. R.**, & Townley, G. (2025). Seguir adelante: A qualitative exploration of Latino farmworkers' work and non-work resources. *American Journal of Community Psychology*, 75(3-4), 475-488. doi:10.1002/ajcp.12790
55. **Martinez, L. R.**, Smith, N. A., #Ortiz, S., ^Korsak, M., & #Day, T. (2024). Minding the gap: Mindful inclusion of opposing perspectives to protect DEI initiatives. *Industrial & Organizational Psychology*, 17(4), 490-494. doi:10.1017/iop.2024.54
54. ^Corby, S., **Martinez, L. R.**, Smith, N. A., ^Hamilton, K. M., & #Dullum, M. C. (2024). Burned out by the binary: How misgendering of nonbinary employees contributes to workplace burnout. *International Journal of Human Resource Management*, 36(7), 1129-1163. doi:10.1080/09585192.2024.2374892
53. King, E. B., Hebl, M. R., *Corrington, A., *Holmes IV, O., *Lindsey, A. P., *Madera, J., *Maneethi, D., ***Martinez, L. R.**, *Ng, E. S., *Nittrouer, C. L., *Sabat, I., *Sawyer, K., & *Thoroughgood, C. (2024). Understanding and addressing the health implications of anti-LGBTQ+ legislation. *Occupational Health Science*. doi:10.1007/s41542-024-00174-2
52. #Waterbury, C., **Martinez, L. R.**, ^Bernard, L., & Smith, N. A. (2024). Becoming and acting as an ally against weight-based discrimination. *Industrial & Organizational Psychology*, 17(1), 142-147. doi:10.1017/iop.2023.75
51. **Martinez, L. R.**, Sabat, I. E., Ruggs, E. N., ^Hamilton, K. M., Bergman, M., & ^Dray, K. (2024). Development-ally focused: A review and reconceptualization of ally identity

- development. *Equality, Diversity, and Inclusion: An International Journal* 43(1). 114-131. doi:10.1108/EDI-10-2022-0284
50. Smith, N. A., **Martinez, L. R.**, ^Xu, S. X., Mattila, A., & ^Gao, L. (2023). Employing the houseless as corporate social responsibility. *International Journal of Contemporary Hospitality Management*, 35(8), 3029-3050. doi:10.1108/IJCHM-05-2022-0649
49. ^Bernard, L., ^Park, L. S., **Martinez, L. R.**, & #Kulason, K. (2023). Gender benders and job contenders: Cosmetics in selection contexts for women and men. *Equality, Diversity, and Inclusion: An International Journal*, 42(6), 737-753. doi:10.1108/EDI-03-2022-0080
48. ^Bernard, L., ^Fox, S., #Kulason, K., #Phanphackdy, A., #Kahle, X., **Martinez, L. R.**, Praslova, L., & Smith, N. A. (2023). Not your “typical” research: Inclusion ethics in neurodiversity scholarship. *Industrial & Organizational Psychology*, 16(1), 50-54. doi:10.1017/iop.2022.100
47. ^Goodman, R., ^Snoeyink, M., & **Martinez, L. R.** (2022). Conceptualizing sexual pleasure at home as a work-related stress recovery activity. *Journal of Sex Research*, 61(2), 184-195. doi:10.1080/00224499.2022.2150138
46. Smith, N. A., **Martinez, L. R.**, Xu, S. X., & #Waterbury, C. (2022). Providing positive individuating information to reduce stereotype-based negativity in service encounters. *Cornell Hospitality Quarterly*, 64(3). doi:10.1177/19389655221127263
45. #Batirov, E., & **Martinez, L. R.** (2022). Avatar: The new employee? Creating online employment personas may benefit stigmatized employees. *Industrial & Organizational Psychology*, 15(3), 361-364. <https://doi.org/10.1017/iop.2022.48>
44. ^Park, L. S., & **Martinez, L. R.** (2022). Fifty shades of pray: Faith diversity management approaches impact employee satisfaction, support perceptions, and turnover. *Journal of Organizational Behavior*, 43(6), 1103-1120. doi:10.1002/job.2626
43. **Martinez, L. R.**, Smith, N. A., ^Snoeyink, M. J., Noone, B. M., & #Shockley, A. (2022). Unhoused and unhireable? Examining employment biases in service contexts related to perceived warmth and competence of people experiencing houselessness. *Journal of Community Psychology*, 50(8). doi:10.1002/jcop.22849

42. ^Bernard, L., **Martinez, L. R.**, & #Kulason, K. (2022). Additional (and not leaky) pipelines: Online faculty positions to diversify IO psychology. *Industrial & Organizational Psychology*. doi:10.1017/iop.2022.20
41. ^Park, L. S., **Martinez, L. R.**, & Xu, S. X. (2022). Job experience as a buffer against incivility: A daily diary study. *Journal of Managerial Psychology*, 37(3). 243-263. doi:10.1108/JMP-03-2021-0194
40. ^Park, L. S., & **Martinez, L. R.** (2021). An “I” for an “I”: A systematic review and meta-analysis of instigated and reciprocal incivility. *Journal of Occupational Health Psychology*, 21(1), 7-21. doi:10.1037/ocp0000293
39. ^Xu, S. X., **Martinez, L. R.**, & van Hoof, H. (2021). How team emotions impact individual employee strain before, during, and after a stressful event: A latent growth curve modeling approach. *Cornell Hospitality Quarterly*, 63(4). doi:10.1177/19389655211022661
38. **Martinez, L. R.**, ^Smith, N. A., & #Gettle, L. S. (2020). Being what you eat: The impact of workplace cafeteria food on employee attitudes. *Occupational Health Science*, 4. 271-286. doi:10.1007/s41542-020-00069-y
37. ^Xu, S. X., **Martinez, L. R.**, & ^Smith, N. A. (2020). The effects of attractiveness and self-esteem in service jobs. *International Journal of Contemporary Hospitality Management*, 32, 249-266. doi:10.1108/IJCHM-02-2019-0127
36. Sharma, A., ^Motta, V., & **Martinez, L. R.** (2019). Effectiveness of short videos to enhance HACCP information for consumers. *Journal of Foodservice Business Research*, 22, 549-562. doi:10.1080/15378020.2019.1663104
35. ^Hamilton, K. M., ^Snoeyink, M. & **Martinez, L. R.** (2019). Blurred lines: How to approach sexual harassment training when sexual harassment isn’t always about sex. *Industrial & Organizational Psychology*, 12(3), 1-4. doi:10.1017/iop.2019.64
34. ^Smith, N. A., & **Martinez, L. R.** (2019). Development of a scale to measure heterosexual identity. *Psychology of Sexual Orientation and Gender Diversity*, 6, 138-148. doi:10.1037/sgd0000313

33. ^Hamilton, K. M., ^Park, L. S., ^Carsey, T. A., & **Martinez, L. R.** (2019). "Lez be honest:" Gender expression impacts workplace disclosure decisions. *Journal of Lesbian Studies*, 23, 144-168. doi:10.1080/10894160.2019.1520540
32. *Lyons, B., ***Martinez, L. R.**, *Ruggs, E. N., Hebl, M. R., Ryan, A. M., O'Brien, K. R., & ^Roebuck, A. (2018). To say or not to say: Different strategies of acknowledging a visible disability. *Journal of Management*, 44, 1980-2007. doi:10.1177/0149206316638160
31. Marcus, J., Fritzsche, B., Smith, N. A., Perez, A., Gebben, A., Sahin, C., Emiroglu, E., & **Martinez, L. R.** (2018). Sweethearts and sages: Initial evidence for prejudice archetypes and links to work outcomes. *Academy of Management Proceedings*. Online publication. doi:10.5465/AMBPP.2018.17121abstract
30. #hernandez, t., #Bernard, K. L., & **Martinez, L. R.** (2018). Let the pigs fly: What we say and how we say it when we talk about gender. *Industrial & Organizational Psychology*, 11, 419-427. doi:10.1017/iop.2018.93
29. ^Xu, S. X., van Hoof, H., & **Martinez, L. R.** (2018). The use of latent growth curve modeling in measuring student perceptions about mandatory work experiences. *Journal of Hospitality & Tourism Education*, 30, 241-249. doi:10.1080/10963758.2018.1480379
28. ^Brown, N. D., **Martinez, L. R.**, & Hebl, M. R. (2018). Prejudice in perceptions of physicians?: The influence of race and gender on evaluations of medical errors. *Journal of General Internal Medicine*, 33, 807-808. doi:10.1007/s11606-018-4385-y
27. Crom, D. B., Ness, K. K., **Martinez, L. R.**, Hebl, M. R., Robison, L. L., Hudson, M. M., & Brinkman, T. (2018). Workplace experiences and turnover intention among adult survivors of childhood cancer. *Journal of Cancer Survivorship*, 12, 469-478. doi:10.1007/s11764-018-0686-8
26. **Martinez, L. R.**, ^Xu, S. X., & Hebl, M. R. (2018). Utilizing education and perspective taking to remediate the stigma of taking antidepressants. *Community Mental Health Journal*, 54, 450-459. doi:10.1007/s10597-017-0174-z
25. ^Xu, S. X. & **Martinez, L. R.** (2018). Applications of latent growth curve modeling: A research agenda for hospitality management. *International Journal of Contemporary Hospitality Management*, 30, 3268-3286. doi:10.1108/IJCHM-10-2017-0650

24. ^Xu, S. X., **Martinez, L. R.**, & Van Hoof, H. (2018). Emotional exhaustion among hotel employees: The interactive effects of affective dispositions and positive work reflection. *Cornell Hospitality Quarterly*, 59, 285-295. doi:10.1177/1938965517748774
23. ^McGinley, S., & **Martinez, L. R.** (2018). The moderating role of career progression on job mobility: A study of work-life conflict. *Journal of Hospitality & Tourism Research*, 42, 1106-1129. doi:10.1177/1096348016678449
22. **Martinez, L. R.**, Sawyer, K., Thoroughgood, C., Ruggs, E. N., & ^Smith, N. A. (2017). The importance of being “me”: The relation between authentic identity expression and transgender employees’ work-related attitudes and experiences. *Journal of Applied Psychology*, 102, 215-226. doi:10.1037/apl0000168
21. **Martinez, L. R.**, Sawyer, K. B., & Wilson, M. C. (2017). Understanding the experiences, attitudes, and behaviors of sexual orientation and gender identity minority employees. *Journal of Vocational Behavior*, 103, 1-6. doi:10.1016/j.jvb.2017.09.004
20. **Martinez, L. R.**, Hebl, M. R., ^Smith, N. A., & ^Sabat, I. E. (2017). Standing up and speaking out against prejudice toward gay men in the workplace. *Journal of Vocational Behavior*, 103, 71-85. doi:10.1016/j.jvb.2017.08.001
19. **Martinez, L. R.**, O’Brien, K. R., & Hebl, M. R. (2017). Fleeing the Ivory Tower: Gender differences in the turnover experiences of women faculty. *Journal of Women’s Health*, 26, 580-586. doi:10.1089/jwh.2016.6023
18. ^Xu, S. X., **Martinez, L. R.**, & Lv, Q. (2017). Communication is key: The interaction of emotional labor strategies on hotel supervisors’ turnover intentions in China. *Tourism Analysis*, 22, 125-137. doi:10.3727/108354217X14888192562168
17. ^Xu, S. X., **Martinez, L. R.**, & Lv, Q. (2017). Explaining the link between emotional labor and turnover intentions: The role of in-depth communication. *International Journal of Hospitality & Tourism Administration*, 18, 288-306. doi:10.1080/15256480.2016.1276003

16. **Martinez, L. R.**, ^White, C. D., Shapiro, J., & Hebl, M. R. (2016). Selection BIAS: Stereotypes and discrimination related to having a history of cancer. *Journal of Applied Psychology*, 101, 122-128. doi:10.1037/apl0000036
15. *^Smith, N. A., ***Martinez, L. R.**, & *^Sabat, I. E. (2016). Weight and gender in service jobs: The importance of warmth in predicting customer satisfaction. *Cornell Hospitality Quarterly*, 57, 314-32. doi:10.1177/1938965515622564
14. ^Xu, S. X., **Martinez, L. R.**, van Hoof, H., Eljuri, M. I., & Arciniegas, L. (2016). Fluctuating emotions: Relating emotional variability and job satisfaction. *Journal of Applied Social Psychology*, 46, 617-626. doi:10.111/jasp.12390
13. **Martinez, L. R.**, & Hebl, M. R. (2016). Adult survivors of childhood cancers' identity disclosures in the workplace. *Journal of Cancer Survivorship*, 10, 416-424. doi:10.1007/s11764-015-0487-2
12. *Ruggs, E. N., ***Martinez, L. R.**, Hebl, M. R., & Law, C. L. (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. doi:10.1037/sgd0000112
11. O'Brien, K. R., **Martinez, L. R.**, Ruggs, E. N., Rinehart, J., & Hebl, M. (2015). Policies that make a difference: Bridging the gender equity and work-family gap in academia. *Gender in Management*, 30, 414-426. doi:10.1108/GM-02-2014-0013
10. ^Smith, N. A., ^Sabat, I. E., **Martinez, L. R.**, ^Weaver, K., & ^Xu, S. X. (2015). A convenient solution: Using MTurk to sample from hard-to-reach populations. *Industrial and Organizational Psychology*, 8, 220-228. doi:10.1017/iop.2015.29
9. ^Xu, S. X., **Martinez, L. R.**, van Hoof, H., Tews, M., Torres, T., & Farfan, K. (2015). The impact of abusive supervision and co-worker support on hospitality and tourism student employees' turnover intentions in Ecuador. *Current Issues in Tourism*, 21, 775-790. doi:10.1080/13683500.2015.1076771
8. ^Saal, K., **Martinez, L. R.**, & ^Smith, N. A. (2014). Visible disabilities: Acknowledging the utility of acknowledgment. *Industrial and Organizational Psychology*, 7, 242-248. doi:10.1111/iops.12140

7. ^Sabat, E. I., **Martinez, L. R.**, & Wessel, J. L., (2013). Neo-activism: Engaging allies in modern workplace discrimination reduction. *Industrial and Organizational Psychology*, 6, 480-485. doi:10.1111/iops.12089
6. ***Martinez, L. R.**, *Ruggs, E. N., #Sabat, I. E., Hebl, M. R., & Binggeli, S. (2013). The role of organizational leaders in sexual orientation equality at organizational and federal levels. *Journal of Business and Psychology*, 28, 455-466. doi:10.1007/s10869-013-9293-x
5. **Martinez, L. R.**, Hebl, M. R., & Law, C. L. (2012). How sexuality information impacts attitudes and behaviors toward gay service members. *Military Psychology*, 24, 461-472. doi:10.1080/08995605.2012.716266
4. *Law, C. L., ***Martinez, L. R.**, *Ruggs, E. N., Hebl, M. R., & Akers, E. (2011). Transparency in the workplace: How the experiences of transsexual employees can be improved. *Journal of Vocational Behavior*, 79, 710-723. doi:10.1016/j.jvb.2011.03.018
3. Ruggs, E. N., **Martinez, L. R.**, & Hebl, M. R. (2011). How individuals and organizations can reduce interpersonal discrimination. *Social and Personality Psychology Compass*, 5, 29-42. doi:10.1111/j.1751-9004.2010.00332.x
2. **Martinez, L. R.**, & Hebl, M. R. (2010). Additional agents of change in promoting lesbian, gay, bisexual, and transgendered inclusiveness in organizations. *Industrial and Organizational Psychology*, 3, 82-85. doi:10.1111/j.1754-9434.2009.01203.x
1. *Bachman, K. R. O., *Hebl, M. R., ***Martinez, L. R.**, , & *Rittmayer, A. (2008). Girls' experiences in the classroom: Applying research to practice. In B. Bogue & E. Cady (Eds.), *Society of Women Engineers (SWE) Assessing Women and Men in Engineering (ASE) Project, Chicago, and Center for the Advancement of Scholarship on Engineering Education (CASEE)*. (pp. 1-4). Stable URL: https://www.engr.psu.edu/AWE/misc/ARPs/ARP_GirlsClassroom_InfoSheet_031909.pdf

BOOK CHAPTERS

9. **Martinez, L. R.**, Korsak, M., Bernard, L., & Waterbury, C. (in press). A new way to manage sexual harassment at work: A trauma-informed approach. In N. Salter (Ed.),

Research handbook on diversity, equity, and inclusion in organizational psychology.
Edward Elger Publishing.

8. **Martinez, L. R.**, & ^Bernard, K. L. (2024). Allyship for LGBTQ individuals in work contexts. In J. Gedro & T. Rocco (Eds.), *The Routledge companion to LGBTQ identity in global, social, political, and work contexts*. Routledge.

7. **Martinez, L. R.**, & #Waterbury, C. (2023). Allies. In S. T. Allison (Ed.), *Encyclopedia of heroism studies*. Springer.

6. **Martinez, L. R.**, ^Snoeyink, M., & ^Hamilton, K. H. (2022). An ally skill building workshop. In A. Nordstrom & W. Goodfriend (Eds.), *Innovative stigma and discrimination reduction programs*, (pp. 265-277). Taylor & Francis.

5. ***Martinez, L. R.**, *^Bernard, L., & *^Snoeyink, M. (2020). Gender and workplace affect. In L. Q. Yang, R. Cropanzano, C. Daus, & V. Martinez-Tur (Eds.), *Cambridge handbook of workplace affect*, (pp. 1-15). Cambridge, UK: Cambridge University Press.

4. Ruggs, E. N., ^Harrington, N. T., ^Brown, N. D., ^Park, L. S., Marshburn, C. T., & **Martinez, L. R.** (2018). Understanding bias in the workplace and strategies to combat it. In R. J. Burke and C. L. Cooper (Eds.), *Violence and abuse in the workplace*, (pp. 191-210). New York, NY: Routledge.

3. Hebl, M. R., Ruggs, E. N., **Martinez, L. R.**, ^Trump, R., & ^Nitttrouer, C. (2015) Understanding and reducing interpersonal discrimination in the workplace. In T. D. Nelson (Ed.), *Handbook of prejudice, stereotyping, and discrimination, 2nd edition*, (pp. 387-407). New York, NY: Psychology Press.

2. Hebl, M. R., **Martinez, L. R.**, Barron, L. G., King, E. B., & Skorinko, J. L. (2014). How diversity ideologies influence LGBT employees: To be or not to be; and to see or not to see. In K. M. Thomas, V. Plaut, & M. Tran (Eds.), *Diversity ideologies in organizations*. (pp. 151-176). New York, NY: Taylor & Francis.

1. Hebl, M. R., Madera, J. M., & **Martinez, L. R.** (2013). Personnel selection. In F. T. L. Leong, L. Comas-Diza, G. C. Nagayama, V. C. McLoyd, & E. J. Trimble (Eds.), *APA Handbook of Multicultural Psychology, Vol 2: Applicants and Training*. (pp. 253-264). Washington, DC: American Psychological Association.

NON-PEER REVIEWED PUBLICATIONS

7. McLemore, P. B., Pico, J., Baldridge, R., Hass, N., Kenworthy, J., **Martinez, L. R.**, Martin-Raugh, M. Smith, N., & Watts, L. L. (2026). Integrating AI into graduate I-O training: Development and implementation of a competency-based curriculum model. *The Industrial-Organizational Psychologist*.
6. Arreola-Bustos, A., Brockwood, K. J., Hammer, L. B., Smith, N. A., & **Martinez, L. R.** (2025). Evaluation study of Oregon HB 4002: Overtime for agricultural workers, a core report of findings for Phase II (2025). Oregon Health & Science University.
5. Brockwood, K. J., Hammer, L. B., Smith, N. A., **Martinez, L. R.**, & Robles-Saenz, F. (2024). Evaluation study of Oregon HB 4002: Overtime for agricultural workers, initial findings for Phase I (2023-2024). Oregon Health & Science University.
4. **Martinez, L. R.** (2023). Report from SIOP's new Diversifying I-O Psychology Program Committee. *The Industrial-Organizational Psychologist*.
<https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/7228/preview/true/Report-From-SIOP%E2%80%99s-New-Diversifying-I-O-Psychology-Program-Committee>
3. Sawyer, K. B., ^Thai, J. L., **Martinez, L. R.**, ^Smith, N. A., & ^Discont, S. (2016). Trans issues in the workplace 101. *The Industrial-Organizational Psychologist*, 54, 1. Stable URL: <https://www.siop.org/Research-Publications/TIP/TIP-Back-Issues/2017/October/ArtMID/20295/ArticleID/860/Trans-Issues-in-the-Workplace-101>
2. **Martinez, L. R.**, ^Sasso, T., & Salter, N. P. (2014). From the LGBT Committee: Open invitation to allies. *The Industrial-Organizational Psychologist*, 51, 176-181. Stable URL: <https://www.siop.org/Portals/84/TIP/Archives/514.pdf?ver=2019-08-19-115446-857>.
1. ^Sasso, T., Sawyer, K., & **Martinez, L. R.** (2013). From the LGBT Ad-Hoc Committee: The repeal of DOMA: A brief history, and moving toward workplace equality. *The Industrial-Organizational Psychologist*, 51, 190-194. Stable URL: <https://www.siop.org/Portals/84/TIP/Archives/512.pdf?ver=2019-08-19-115446-530>

EXPERT PANELS

32. Korsak, M., Hurley-Hanson, A., **Martinez, L. R.**, Kay, S., Ruffin, A., & Giannantonio, C. (2026, April). *Designing neuroinclusive pathways from classroom to workplace*. Community of Interest panel presented at the 41st annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

31. Smith, N. A., **Martinez, L. R.**, Beckles, K., Williams, M., Sawyer, K., Magaña, Z., & Bishop, X. (2026, April). *Power in partnership: Community-engaged I-O in action*. Community of Interest panel presented at the 41st annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

30. Bergman, M. E., French, K., **Martinez, L. R.**, Thomas, C., & Thompson, P. (2026, April). *Surviving and thriving through the promotion and tenure process and managing marketability*. Expert panel presented as part of the Early Career Faculty Consortium at the 41st annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

29. Artístico, D., Bergman, M., E., Graham, B., A., & **Martinez, L. R.** (2026, April). *Childhood adversity and adult work lives: Implications for I-O research and practice*. Expert panel presented at the 41st annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

28. **Martinez, L. R.**, Fitzsimmons, T. W., Martinez, P. G., Bishop, J. R., Riley, J., & Storm, K. (2025, July). *Navigating the DEI research landscape: Critical insights and future directions*. Professional Development Workshop presented at the 85th Annual Meeting of the Academy of Management, Copenhagen, Denmark.

27. Rice, D., Jones, K. P., Smith, A. N., Thoroughgood, C. N., Byron, K., Lu, J., Gonzalez-Morales, M. G., **Martinez, L. R.**, & Bader, A. K. (2024, August). *2024 DEI doctoral student consortium*. Expert panel presented at the 84th Annual Meeting of the Academy of Management, Chicago, IL.

26. Bonaccio, S., Fisher, S. L., Jaga, A., **Martinez, L. R.**, Nitttrouer, C. L., Sasso, T. & Volpone, S. D. (2024, April). *Partnered research in I/O psychology: More than the scientist-practitioner model!* Expert panel presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

25. Cheung, H., Yuan, N., Bergman, M., **Martinez, L. R.**, Mattingly, V., Taylor, A., & Yang, L. (April, 2024). *Measuring progress: Effective diversity, equity, inclusion*

measurement at work. Expert panel presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

24. Discont, S., Hughes, S., Irvin, C., **Martinez, L. R.**, Stango, D., Kurzawski, K., Dagosta, J. W., Garcia, K., & Guentert, K. (2024, April). *A taxing taxonomy: Talking microaggressions for transgender and non-binary talent*. Expert panel presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

23. Kell, H. J., **Martinez, L. R.**, McAbee, S. T., Ruggs, E. N., & Song, Q. C. (2023, April). *Graduate admissions practices: What role can I-O psychologists play?* Expert panel presented at the 38th Annual Conference for the Society of Industrial & Organizational Psychology, Boston, MA.

22. Garcia, S. C., Moran, L. H., French, K. A., Cheung, H. K., Hebl, M. R., **Martinez, L. R.**, McGonagle, A., & Rudolph, C. (2023, April). *Conducting organizational psychology research among EEOC protected peoples*. Expert panel presented at the 38th Annual Conference for the Society of Industrial & Organizational Psychology, Boston, MA.

21. Morris, K. M., **Martinez, L. R.**, Sawyer, K. B., Sitzmann, T., Griswold, K., Bryant, C. & England, K. (2023, April). *Are employee resource groups good for DE&I? The practice and science of ERGs*. Expert panel presented at the 38th Annual Conference for the Society of Industrial & Organizational Psychology, Boston, MA.

20. Magley, V., **Martinez, L. R.**, Enderlein, C., & Buchanan, N. (2022, September). *A call to action for STEMM societies: Leveraging leadership, mentoring, and journals to advance climate and culture change*. Plenary session presented at the Societies Consortium 2022 Annual Convening, Virtual.

19. Brady, J. M., Smith, N. A., **Martinez, L. R.**, Avery, D., D'mello, S., Houston III, L., Sabat, I. E., Saboe, K., Van Edgom, D., & Volpone, S. (2022, April). *Invited: SIOP's expanded and strengthened initiatives for diversity, equity, and inclusion*. Executive board invited expert panel presented at the 37th Annual Conference for the Society of Industrial & Organizational Psychology, Seattle, WA.

18. Green, S., **Martinez, L. R.**, Avery, D., Kock, R., & Reid, A. (2022, April). *The impact of real organizational change vs slacktivism*. Expert panel presented at the 37th Annual Conference for the Society of Industrial & Organizational Psychology, Seattle, WA.

17. **Martinez, L. R.**, Stubas, K., McMahon, S., Padovano, K., Cusano, J., & Connor, R. (2021, October). *Bystander intervention in harassment situations: Measuring behavior and adapting student prevention models for faculty and staff*. Expert panel presented at the 3rd Annual Public Summit of the Action Collaborative for the National Academies of Sciences, Education, and Medicine, Virtual.
16. Griswold, K., Hebl, M. R., **Martinez, L. R.**, Sabat, I. E., Grimaldi, E., Conjar, E. (2021, April). *Building allied organizations: Concrete strategies for engaging employees in allyship*. Expert panel presented at the 36th Annual Conference for the Society of Industrial & Organizational Psychology, New Orleans, LA.
15. Melson-Silimon, A. T., Salter, N. P., Hebl, M. R., Law, C. L., **Martinez, L. R.**, Ragins, B. R., & Sawyer, K. (2020, April). *Understanding the past, present, and future of LGBTQ research*. Expert panel presented at the 35th Annual Conference for the Society of Industrial & Organizational Psychology, Austin, TX.
14. **Martinez, L. R.**, Smith, N. A., Volpone, S. D., Thoroughgood, C. N., & Clair, J. (2020, April). *Best practice recommendations for conducting research with stigmatized populations*. Expert panel presented at the 35th Annual Conference for the Society of Industrial & Organizational Psychology, Austin, TX.
13. Griswold, K. R., **Martinez, L. R.**, Hebl, M. R., Conjar, E. A., Grimaldi, E. M., Lindsey, A. P., & Sabat, I. E. (2020, April). *Building allied organizations: Concrete strategies for engaging employees in allyship*. Expert panel presented at the 35th Annual Conference for the Society of Industrial & Organizational Psychology, Austin, TX.
12. Branch, E. A., **Martinez, L. R.**, Gomez, J., Lu, W., & Dees, I. (2019, November). *Attending to how sexual harassment manifests for individuals with marginalized identities*. Invited plenary panel at the First Action Collaborative on Preventing Sexual Harassment in Higher Education, presented by the National Academies of Higher Education, Seattle, WA.
11. Rameshbabu, A., Guilfooy, N., **Martinez, L. R.**, & Nakashima, V. (2019, September). *Collaborating for diversity, equity, and inclusion in total worker health*. Expert panel presented at the Annual Health Enhancement Research Organization Conference, Portland, OR.
10. Demsky, C. A., **Martinez, L. R.**, Rineer, J. R., Crain, T. L., Ellis, A. M., Bergman, M. E., Dominguez, K. M., Hough, L. M., & Kraiger, K. (2019, April). *Advancing the women of*

I/O: Allies in action. Expert panel presented at the 34th Annual Conference for the Society of Industrial & Organizational Psychology, National Harbor, MD.

9. Sandhu, R., **Martinez, L. R.**, Ferguson, L., Wallace, J., & Jacobs, P. (2019, April). *Putting science into action: Creating a culture of inclusion*. Alternative session presented at the 34th Annual Conference for the Society of Industrial & Organizational Psychology, National Harbor, MD.
8. Bergman, M. E., Thomas, K. M., & **Martinez, L. R.** (2017, April). *Creating a more inclusive I-O psychology*. TED-Talk-style panel session at the 32nd Annual Conference for the Society of Industrial & Organizational Psychology, Orlando, FL.
7. **Martinez, L. R.** (Co-Chair), Sawyer, K. B., Bergman, M., Lefkowitz, J., & Schein, V. (2017, April). *Research as advocacy: How SIOP can engage in rigorous, ethical, and progressive workplace research*. Executive board block session at the 32nd Annual Conference for the Society of Industrial & Organizational Psychology, Orlando, FL.
6. **Martinez, L. R.**, Ruggs, E. N., Jones, K. P., Volpone, S., Lyons, B., & Wessel, J. (2017, January). Junior faculty panel at the 2017 Industrial/Organizational & Organizational Behavior Conference, Houston, TX.
5. Ruggs, E. N., **Martinez, L. R.**, & Bergman, M. (2016, April). *Allies: Finding, supporting, developing, and encouraging allies in organizations*. Roundtable at the 31st Annual Conference for the Society of Industrial & Organizational Psychology, Anaheim, CA.
4. Goldberg, C., **Martinez, L. R.**, Jones, K., & Holmes IV, O. (2015, August). *GDO doctoral consortium early career panel*. Expert panel at the 74th Annual Meeting of the Academy of Management, Vancouver, BC.
3. **Martinez, L. R.** (Chair), Ruggs, E. N., Ashburn-Nardo, L., Hebl, M. R., Baillie, P., & Russell, C. J. (2015, April). *The role of non-stigmatized "allies" in workplace diversity management*. Expert panel at the 30th Annual Conference of the Society for Industrial & Organizational Psychology, Philadelphia, PA.
2. Fisher, S. L., King, E. B., Wessel, J. L., **Martinez, L. R.**, Johnson, N. S., Ball, J. (2014, May). *Gender beyond the binary: Implications for I/O research and practice*. Expert panel at the 29th Annual Conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.

1. Sawyer, K., Roote, B., Cornwell, J. M., **Martinez, L. R.**, & Baillie, P. (2014, May). *LGBT research and practice: New avenues for creating safe workplaces*. Expert panel at the 29th Annual Conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.

SYMPOSIA

71. Nittrouer, C., Aiken, J. J., Thomas, S. R., French, K., Smith, N. A., & Martinez, L. R. (2026, August). Disclosing together: A relational process model of dual-career academic hiring. In S. R. Thomas (Chair), *Careers in tandem: Relational dynamics of work, meaning, and family in dual-career couples* [Symposium]. 2026 Annual Meeting of the Academy of Management, Philadelphia, PA.
70. Waterbury, C. J., **Martinez, L. R.**, Bueno, A., & Dover, T. (2026, April). Identifying dissenting attitudes following diversity training: A qualitative study of post-training attitudes in STEM teams. In H. T. Maindidze & J. G. Randall (Co-chairs), *Advancements in diversity training research and practice* [Symposium]. 41st annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
69. Argote, N., Gonzalez-Morales, M. G., & **Martinez, L. R.** (2026, April). Workplace allyship readiness scale development and validation. In N. Argote & A. Birnbaum (Co-chairs), *Beyond performative support: Measuring what matters to build truly inclusive workplaces* [Symposium]. 41st annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
68. Korsak, M. A., Bernard, L., & **Martinez, L. R.** (2026, April). A trauma-informed approach to managing sexual harassment incidents at work. In J. Stockdale & Y. Liang (Co-chairs), *Supporting targets of sexual harassment in the workplace* [Symposium]. 41st annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
67. Aiken, J., Nittrouer, C., Thomas, S., French, K., Smith, N., & **Martinez, L.** (2026, August). Disclosing together: A relational process model of dual-career academic hiring. In *Careers in tandem: Relational dynamics of work, meaning, and family in dual-career couples* [Presenter Symposium]. Academy of Management Annual Meeting, Philadelphia, PA.
66. **Martinez, L. R.**, & Dover, T. (2025, May). The incremental impact of allyship vs. implicit bias training. In J. Butter & E. Derous (Co-chairs), *Unveiling bias and fostering diversity: Mechanisms and interventions in the workplace* [Symposium]. Symposium presented at

the 2025 European Association of Work and Organizational Psychology Annual Convention, Prague, Czechia.

65. Ready, E. J., **Martinez, L. R.**, Thanheiser, E., Weasel, L., Greco, G., & Ajibade, I (2025, April). How to make change: Identifying levers of change to promote institutional equity. In J. M. Madera & C. Spitzmueller (Co-chairs), *Exploring equity in academia: Uncovering biases for marginalized faculty* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
64. Waterbury, C., & **Martinez, L. R.** (2025, April). Allies against sexual harassment: Learning to recognize sexual harassment. In GA. Bueno (Co-chair), FN. A. Smith, (Co-chair) & N. Chawla (Discussant) *From actors to beneficiaries: A multiple perspectives look at allyship* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
63. Korsak, M. A., Graham, B. A., **Martinez, L. R.**, & Hamilton, K. (2025, April). Providing ecological validity in the measurement of inclusive leadership by incorporating marginalized voices. In J. Feitosa (Co-chair), G. Fernandez Castillo (Co-chair), & B. Ferdman (Discussant), *Fostering inclusivity and resilience: Innovative approaches to measurement and team training* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
62. **Martinez, L. R.** & Snoeyink, M. (2025, February). Bypassing backlash to DEI trainings with an allyship focus. In T. L. Dover & C. Toma (Chairs), *DEI policy impacts: What works for whom in actual organizations?* Symposium presented at the 2025 SPSP Annual Convention, Dever, CO.
61. Volpone, S. D., Ragaglia, R., Smith, N. A., & **Martinez, L. R.** (2024, August). Continual disclosure of intersectional identities at work: The ‘closet within a closet’ phenomenon. In R. Ragaglia & S. D. Volpone (Chairs), *Innovating identity management theorizing to illuminate the experiences of marginalized employees*. Symposium presented at the 84th Annual Meeting of the Academy of Management, Chicago, IL.
60. Salter, N. P., **Martinez, L. R.**, Henry, C., Martinez, E., & Luo, Z. (2024, April). Gay “mothers” and lesbian “daddies”: Stereotypes punish feminine employees who take family leave. In D. M. Gardner (Chair), *Broadening insights on the LGBTQ+ work-life interface*. Symposium presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

59. Snoeyink, M. J., Robles-Saenz, F., Hammer, L., **Martinez, L. R.**, Brockwood, K., Smith, N. A., & Martinez-Medina, J. (2024, April). Stronger and louder together: Organizing and advocating to remove barriers for low-income farmworkers. In E. J. Ready, T. Bardwell, & A. Bazzoli (Chairs), *Unsiloeing economic and financial stressors research*. Symposium presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
58. Ready, E. J., & **Martinez, L. R.** (2024, April). The wage of wellness: The relationship between socioeconomic status and work recovery. In E. J. Ready, T. Bardwell, & A. Bazzoli (Chairs), *Unsiloeing economic and financial stressors research*. Symposium presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
57. Carsey, T. A., Bernard, L., Hampton, F. E. K., & **Martinez, L. R.** (2024, April). Allies against “burnover”: A simulation of the buffering effect of allyship on burnout and turnover. In J. E. Stockdale & S. D. Volpone (Chairs), *Novel approaches to exploring elements of the allyship process*. Symposium presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
56. Waterbury, C. J., Hampton, F., Bernard, L., & **Martinez, L. R.** (2024, April). Stigma does not benefit health: A body diversity training for fitness professionals. In E. J. Ready & N. A. Smith (Chairs), *A rising tide: How allyship elevates employee experiences*. Symposium presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
55. Ready, E. J., **Martinez, L. R.**, Thanheiser, E., Weasel, L. Greco, G., & Adjibade, I. (2024, April). Absent allies in academia: The where, what, and how to perform allyship. In E. J. Ready & N. A. Smith (Chairs), *A rising tide: How allyship elevates employee experiences*. Symposium presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
54. Snoeyink, M., **Martinez, L. R.**, & Dover, T. (2024, April). Bypassing backlash in bias-based trainings: Acknowledging allyship approaches. In E. J. Ready & N. A. Smith (Chairs), *A rising tide: How allyship elevates employee experiences*. Symposium presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
53. Smith, N. A., & **Martinez, L. R.** (2024, April). Applying findings from a community engaged partnership: Building retention strategies for professionals of color. In C. A. Prehar (Chair), *Teaching incubator: Infusing DEI content into I/O courses*. Alternative

session presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

52. Corby, S., Smith, N. A., **Martinez, L. R.**, Dullum, M., & Hamilton, K. M. (2023, April). Conducting research with gender-diverse populations. In M. Specht (Chair), *Hot topics in DEI: Research based takeaways for practitioners*. Symposium presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
51. Hampton, F. E. K., Howell, B., Benson, W. L. & **Martinez, L. R.** (2023, April). Racial differences in employee outcomes of diverse representation and inclusion. In N. Carmichael-Tanaka, & D. R. Avery, (Chairs), *Measurement and conceptualization of identity and diversity in the workplace*. Symposium presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
50. Ready, E. J., Snoevink, M., **Martinez, L. R.**, Hamilton, K., & Carsey, T. (2023, April). The predictive validity of two allyship scales. In K. D. Eggler, & C. Nittouer (Chairs), *Advancing allyship research and practice: Theory, methodology, and training*. Symposium presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
49. Carsey, T. A., **Martinez, L. R.**, Bernard, L., & Sorensen, A. (2023, April). Now you see me: Behavior awareness as identity management for employees with OCD. In N. P. Salter & A. Melson-Silimon (Chairs), *Identity management: Different people, similar and unique experiences*. Symposium presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
48. Ready, E., **Martinez, L. R.**, Waterbury, C. J., Thanheiser, E., Ajibade, I., Weasel, L., & Greco, G. (2023, April). Pathways to leadership for minoritized faculty: The intersection of power and identity. In N. P. Salter & A. Polavarapu (Chairs), *Leadership, minority identity, and power: A nuanced intersection*. Symposium presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
47. Hampton, F. E. K., Salter, N. P., **Martinez, L. R.**, & Sachdeva, A. (2023, April). Breaking gender roles: Perceptions of working parents who adopt. In N. A. Smith, C. J. Waterbury., & M. Dullum, M. (Chairs), *Forgotten but not gone: Workplace insights from under-researched employees*. Symposium presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.

46. Robles-Saenz, F., Snoeyink, M. J., Castellanos Regalado, J., Wolburg-Martinez, F., Saucedo, J., Guerrero, A., & **Martinez, L. R.** (2023, April), Trabajo peligroso: How migrant farmworkers negotiate hazardous working conditions. In N. A. Smith, C. J. Waterbury., & M. Dullum, M. (Chairs), *Forgotten but not gone: Workplace insights from under-researched employees*. Symposium presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
45. Volpone, S. D., Smith, N. A., & **Martinez, L. R.** (2023, April). Creating trauma informed workplaces for employees in response to the COVID-19 pandemic: Lessons from long-term survivors of HIV. In N. A. Smith, C. J. Waterbury., & M. Dullum, M. (Chairs), *Forgotten but not gone: Workplace insights from under-researched employees*. Symposium presented at the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
44. Hamilton, K. M., & **Martinez, L. R.** (2022, April). Clarifying and measuring inclusive leadership. In K. B. Sawyer (Chair), *Empirical approaches to understanding how to cultivate organizational inclusion*. Symposium presented at the 37th Annual Conference for the Society of Industrial & Organizational Psychology, Seattle, WA.
43. Corby, S., **Martinez, L. R.**, & Hamilton, K. M. (2022, April). Coming out as non-binary at work and experiencing burnout symptoms. In Smith, N. A., & Quan, S. (Chairs), *Neither in nor out: Lessons from workers with liminal identities*. Symposium presented at the 37th Annual Conference for the Society of Industrial & Organizational Psychology, Seattle, WA.
42. Snoeyink, M. J., & **Martinez, L. R.** (2022, April). Thinking outside the binary: Employees with liminal identities demonstrate greater creativity. In Smith, N. A., & Quan, S. (Chairs), *Neither in nor out: Lessons from workers with liminal identities*. Symposium presented at the 37th Annual Conference for the Society of Industrial & Organizational Psychology, Seattle, WA.
41. Smith, N. A., Volpone, S. D., **Martinez, L. R.**, Dimoff, J. K., & Truxillo, D. M. (2021, April). Generative legacies and successful aging: Lessons from long term survivors of HIV. In S. Fox, & **L. R. Martinez** (Chairs), *Important but unexamined: Lessons from niche and intersectional employees*. Symposium presented at the 36th Annual Conference for the Society of Industrial & Organizational Psychology, New Orleans, LA.
40. Bernard, K. L., Korsak, M., & **Martinez, L. R.**, & Beikzadeh, A. (2020, August). Sexual harassment in customer service: The “logic of tolerance.” In S. Volpone, & L. Barnes (Chairs), *Broadening our sight to incite the future of identity management research*.

Symposium presented at the 80th Annual Meeting of the Academy of Management Conference, Vancouver, BC, Canada.

39. Park, L. S. & **Martinez, L. R.** (2020, April). A model of workplace religious disclosure. In L. S. Park & A. Ahmad (Chairs), *Ye of any and no faith: Perspectives on faith identity management in the workplace*. Symposium presented at the 35th Annual Conference for the Society of Industrial & Organizational Psychology, Austin, TX.
38. Snoeyink, M. J., **Martinez, L. R.**, Hamilton, K. M., & Smith, N. A. (2020, April). Support and advocacy as ally behaviors: The creation and validation of a scale. In D. M. Gardner & A. M. Ryan (Chairs), *Allyship: What works and what doesn't*. Symposium presented at the 35th Annual Conference for the Society of Industrial & Organizational Psychology, Austin, TX.
37. Hamilton, K. M., & **Martinez, L. R.** (2020, April). Stigma or superpower? Gay and lesbian identity work as catalyst to career development. In A. DeCoste & S. L. D. Restubog (Chairs), *Confronting stigma among LGBT workers: New developments in stigmatization at work*. Symposium presented at the 35th Annual Conference for the Society of Industrial & Organizational Psychology, Austin, TX.
36. Bernard, L., **Martinez, L. R.**, Beikzadeh, A. K., & Brown, N. D. (2020, April). Rehabilitation through incarceration: Developmental processes of individuals with drug related felonies create dedicated employees. In E. D. Jenkins & I. E. Sabat (Chairs), *Talking taboos: Stigmatized topics in I/O research*. Symposium presented at the 35th Annual Conference for the Society of Industrial & Organizational Psychology, Austin, TX.
35. Hamilton, K. M. & **Martinez, L. R.** (2020, April). Does X mark the applicant? Assessing reactions to gender non-binary job seekers. In K. M. Hamilton & N. A. Smith (Chairs), *Doing gender and undoing stereotypes: Persistent issues in gender expression at work*. Symposium presented at the 35th Annual Conference for the Society of Industrial & Organizational Psychology, Austin, TX.
34. Werth, K. A., **Martinez, L. R.**, & Carsey, T. A. (2020, April). Fem or foe? How sexual harassment reporting impacts advancement for women. In K. M. Hamilton & N. A. Smith (Chairs), *Doing gender and undoing stereotypes: Persistent issues in gender expression at work*. Symposium presented at the 35th Annual Conference for the Society of Industrial & Organizational Psychology, Austin, TX.

33. Park, L. S., **Martinez, L. R.**, & Xu, S. X. (2019, April). Older nurse, better sleeper: The impact of tenure on outcomes of incivility in nursing. In M. R. Hebl, A. Traylor, & A. Corrington (Chairs), *Gender and racial disparities in STEM: Finding and addressing the pipeline leaks*. Symposium presented at the 34th Annual Conference for the Society of Industrial & Organizational Psychology, National Harbor, MD.
32. Hamilton, K. M., & **Martinez, L. R.** (2019, April). Just pick one: Gender prescriptions & restrictions for non-binary employees. In N. A. Smith & A. H. Huffman (Chairs), *Beyond the binary: Extending I/O research for trans & non-binary workers*. Symposium presented at the 34th Annual Conference for the Society of Industrial & Organizational Psychology, National Harbor, MD.
31. Hamilton, K. M., & **Martinez, L. R.** (2019, April). A training to empower allies to reduce workplace discrimination. In S.-N. C. Liu, K. K. Dray, & I. E. Sabat (Chairs). *Building better workplace allies: Where are we lacking and how can we get there?* Symposium presented at the 34th Annual Conference for the Society of Industrial & Organizational Psychology, National Harbor, MD.
30. Carsey, T. A., Hamilton, K. M., & **Martinez, L. R.** (2019, April). Perceptions of confrontation: The creation and validation of a scale. In N. M. A. Hauenstein (Chair), *Current research on the measurement of diversity-related constructs*. Symposium presented at the 34th Annual Conference for the Society of Industrial & Organizational Psychology, National Harbor, MD.
29. Park, L. S., Bernard, K. L., & **Martinez, L. R.** (2018, April). Blinded by beauty: Makeup reduces interpersonal discrimination against women. In A. Lindsey, & K. P. Jones (Chairs), *Novel perspectives on stigma identity management in the workplace*. Symposium presented at the 33rd Annual Conference for the Society of Industrial & Organizational Psychology, Chicago, IL.
28. Brown, N. D., Smith, N. A., & **Martinez, L. R.** (2018, April). Transcending boundaries or engendering burdens? Impact of workplace gender transitions. In A. Huffman, (Chair), *Transgender employee experiences: Understanding the issues to create solutions*. Symposium presented at the 33rd Annual Conference for the Society of Industrial & Organizational Psychology, Chicago, IL.
27. Smith, N. A., hernandez, t., & **Martinez, L. R.** (2018, April). Unlikely hero: Graphic novels elicit prejudice confrontation better than video. In F. G. Macoukji, & **L. R. Martinez** (Chairs), *Beyond surveys and experiments: Innovations in workplace diversity research*

methods. Symposium presented at the 33rd Annual Conference for the Society of Industrial & Organizational Psychology, Chicago, IL.

26. Smith, N. A., Labadie, B., McCord, M. A., **Martinez, L. R.**, Hamilton, K., Carsey, T., Zinno, S., & Sculley, J. (2018, April). Outspoken allies: Meta-analysis of prejudice confrontation research. In K. Dray, & I. E. Sabat (Chairs), *Workplace allies: Exploring the stages in becoming an effective and vocal ally*. Symposium presented at the 33rd Annual Conference for the Society of Industrial & Organizational Psychology, Chicago, IL.
25. Ashburn-Nardo, L., Moss, A., **Martinez, L. R.**, & Hebl, M. R. (2017, August). Best practices for addressing workplace prejudice: Keep calm and confront. In K. Sawyer & J. Wessel (Chairs), *Confronting bias: When, how, and why do coworkers push back?* Symposium presented at the 76th Annual Meeting of the Academy of Management Conference, Atlanta, GA.
24. **Martinez, L. R.**, Lee, S., & Sabat, I. E. (2017, August). Diversity initiatives and firm performance: Does firm size matter? In C. B. Cox & G. Pool (Chairs), *Bigotry's bad for business: Consequences of observed aggression and discrimination*. Symposium presented at the 76th Annual Meeting of the Academy of Management Conference, Atlanta, GA.
23. Marcus, J., Fritzsche, B. A., Smith, N. A., Gebben, A., Sahin, C., Emiroglu, E., & **Martinez, L. R.** (2017, April). "One size does not fit all": Initial evidence of prejudice archetypes. In L. Finkelstein (Chair), *Stereotypes and discrimination: Fresh looks at an age-old issue*. Symposium presented at the 32nd Annual Conference for the Society of Industrial & Organizational Psychology, Orlando, FL.
22. Sabat, I. E., **Martinez, L. R.**, Ruggs, E. N., & Bergman, M. E. (2017, April). Applying an identity management framework to the understanding of allies. In B. J. Lyons (Chair), *Don't ask, I'll tell: New considerations in stigma disclosure research*. Symposium presented at the 32nd Annual Conference for the Society of Industrial & Organizational Psychology, Orlando, FL.
21. **Martinez, L. R.**, & Wu, K. (2017, April). How public support for the LGBT community impacts heterosexual consumers. In S. Discont & C. Thoroughgood (Chairs), *New approaches in LGBT research in I-O psychology*. Symposium presented at the 32nd Annual Conference for the Society of Industrial & Organizational Psychology, Orlando, FL.

20. **Martinez, L. R.**, Smith, N. A., Sawyer, K. B., Thoroughgood, C., & Ruggs, E. N. (2016, April). Authentic identity expression and gender roles among transgender employees. In A. D'Augelli (Chair), *Researching developmental challenges for LGBT populations: Sexual expression, family functioning, and gender identity expression at work*. Symposium presented at the CLGBTE LGBT Interdisciplinary Academic Symposium, University Park, PA.
19. Smith, N. A., & **Martinez, L. R.** (2016, April). Trans-cending boundaries? Workplace experiences among transgender individuals. In **L. R. Martinez** and N. A. Smith (Chairs), *What about the T? Transgender workplace research*. Symposium conducted at the 31st Annual Conference for the Society of Industrial & Organizational Psychology, Anaheim, CA.
18. Smith, N. A., & **Martinez, L. R.** (2015, September). Bias in customer service contexts: How employee demographic characteristics impact customer attitudes. *Inaugural Interdisciplinary Research Symposium in Foodservice Decisions*. University Park, PA.
17. Weaver, K., & **Martinez, L. R.** (2015, August). Validation of a heterosexual identity scale. In R. Trau and G. Beaver (Chairs), *Sexual minority distinctiveness: Unique contributions of L, G, B, & T employees*. Symposium conducted at the 74th Annual Meeting of the Academy of Management, Vancouver, BC.
16. Weaver, K., & **Martinez, L. R.** (2015, April). Bystanders' intentions to intervene or report in sexual harassment situations. In **L. R. Martinez** and E. N. Ruggs (Chairs), *Bystanders, allies, and advocates: Recognizing "others" in workplace crisis situations*. Symposium conducted at the 30th Annual Conference of the Society for Industrial Organizational Psychology, Philadelphia, PA.
15. Sabat, I. E., **Martinez, L. R.**, Smith, N. A., & Weaver, K. (2015, April). Auditory cues driving sexual orientation discrimination. In I. E. Sabat and K. P. Jones (Chairs), *New methods in examining workplace outcomes of LGB identity management*. Symposium conducted at the 30th Annual Conference of the Society for Industrial Organizational Psychology, Philadelphia, PA.
14. **Martinez, L. R.**, & Weaver, K. (2014, October). Great sex-pectations: Offender and target demographic characteristics influence reporting behaviors of sexual harassment among bystanders. In J. L. Ball (Chair), *The full spectrum of bystander intervention training: Development, implementation, review, assessment, and redesign*. Symposium conducted at the 2014 ATIXA/SCOPE Joint National Conference, Orlando, FL.

13. Ashburn-Nardo, L., Hebl, M. R., **Martinez, L. R.**, & Moss, A. (2014, June). The power of confronting discrimination: How allies can strategically intervene. In A. Newheiser and M. Barreto (Chairs), *Strategies for promoting positive cross-group interactions*. Symposium conducted at the 17th General Meeting of the European Association of Social Psychology, Amsterdam, Netherlands.
12. **Martinez, L. R.**, Sawyer, K., Thoroughgood, C., & Ohle, L. (2014, May). Transitioning at work: Impact of gender realignment on workplace attitudes. In A. P. Lindsey, L. Finkelstein, & K. Jones (Chairs), *New perspectives on workplace experiences of sexual orientation minorities*. Symposium conducted at the 29th Annual Conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.
11. **Martinez, L. R.** (2013, August) Confronting gay bias: How to address prejudice in the workplace. In V. C. Rabelo and L. M. Cortina (Chairs), *Sexuality, gender, and prejudice, Oh My! LGBTQ experiences in organizations*. Symposium conducted at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.
10. **Martinez, L. R.**, Hebl, M. R., & Law, C. L. (2013, August). How sexuality information impacts attitudes and behaviors toward gay service members. In A. X. Estrada (Chair), *Addressing clinical and policy issues related to LGBT service members*. Symposium conducted at the 121st Annual Meeting of the American Psychological Association, Honolulu, HI.
9. Binggeli, S., Ruggs, E. N., Bachman, K. R. O., **Martinez, L. R.**, Sabat, I. E., & Hebl, M. R. (2013, April). Who is perpetuating gender roles among Hispanics? Mama' o Papa'? In E. N. Ruggs, S. Binggeli, and **L. R. Martinez** (Chairs), *The current status of gender inequality in the workplace*. Symposium conducted at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
8. **Martinez, L. R.**, Ruggs, E. N., Bachman, K. R. O., & Hebl, M. R. (2013, April). Disabling the stigma: Dual perspectives of acknowledgment behaviors concerning disability. In E. King & A. Ahmad (Chairs), *Understanding identity management of stigmatized individuals in the workplace*. Symposium conducted at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
7. **Martinez, L. R.**, White, C. D., Mover, K. E., & Hebl, M. R. (2012, August). Surviving the hiring process: Evidence of interpersonal discrimination in hiring cancer survivors. In L. Lomeli (Chair), *Explorations into the conundrums and complexities of workplace mistreatment*. Symposium conducted at the 72nd Annual Meeting of the Academy of Management, Boston, MA.

6. **Martinez, L. R.**, Ruggs, E. N., & Hebl, M. R. (2012, April). Trans-gressing in the workplace: The power of being informed and informing others. In C. Law (Chair), *Workplace experiences of lesbian, gay, bisexual, and transgender individuals*. Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
5. Ruggs, E. N., **Martinez, L. R.**, Bachman, K. R. O., & Hebl, M. R. (2012, April). Benefits of the Civil Rights Act: Race and gender perceptions of those in STEM. In C. Cox (Chair), *Anti-discrimination law: Past successes, current concerns, and future directions*. Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
4. Roote, B., **Martinez, L. R.**, Reichman, W., Wernersbach, M., Lambie, S., & Waldrup, J. (2012, April). *SIOP confronts LGBT employment discrimination*. Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
3. Roote, B., **Martinez, L. R.**, Cornwell, J. M., Salter, N., Kincaid, T., Desormeaux, L., et al. (2011, October). *Out and proud in 2011: Research, expertise, and the applied perspectives of LGBT professionals*. Workshop held at the 2011 Out and Equal Workplace Summit, Dallas, TX.
2. **Martinez, L. R.**, & Hebl, M. R. (2011, April). Surviving in the workplace: Childhood cancer survivors' workplace experiences. In A. McGonagle (Chair), *Pregnant, disabled, sick, surviving: Experiences and outcomes of workplace stigma*. Symposium conducted at the 26th Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
1. **Martinez, L. R.**, Law, C. L., & Hebl, M. R. (2010, April). Leaders' shifting reactions to subordinate gays in the military. In K. M. Thomas (Chair), *LGBT working professionals: Perceptions, policies, and enhancing engagement*. Symposium conducted at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

SYMPOSIA DISCUSSANT

3. **Martinez, L. R.** (2022, April). *Advancing understanding of authentic identity expression for marginalized employees*. Discussant for symposium at the 37th Annual Conference for the Society for Industrial and Organizational Psychology, Seattle, WA.
2. **Martinez, L. R.** (2021, April). *Digging deeper into disclosure: Coming out as LGBTQ at Work*. Discussant for symposium at the 36th Annual Conference for the Society of Industrial and Organizational Psychology, New Orleans, LA.
1. **Martinez, L. R.** (2017, August). *Diversity perspectives: Age, class, and gender*. Discussant for symposium at the 76th Annual Meeting of the Academy of Management Conference, Atlanta, GA.

PAPER PRESENTATIONS

36. Korsak, M., & **Martinez, L. R.** (2026, July). *The logic of tolerance: Systems theory perspective on sexual harassment tolerance in the service industry*. Paper presented at the 31st International Congress of Applied Psychology, Florence, Italy.
35. Watts, L., Martin-Raugh, M., **Martinez, L. R.**, & Tran, E. (2026, July). *Advancing ethical and responsible research through hybrid training innovations*. Paper presented at the 31st International Congress of Applied Psychology, Florence, Italy.
34. Smith, N. A., **Martinez, L. R.**, & Graham, B. (2026, July). *Aligning theory and practice: A pragmatic approach to conducting vocational research with vulnerable populations*. Paper presented at the 31st International Congress of Applied Psychology, Florence, Italy.
33. Smith, N. A., **Martinez, L. R.**, Hammer, L. B., & Brockwood, K. (2026, July). *Applied psychology in the trenches: Methodological best practices for conducting community-based, participatory research with vulnerable farmworkers*. Paper presented at the 31st International Congress of Applied Psychology, Florence, Italy.
32. Ready, E., & **Martinez, L. R.** (2025, July). *The disproportionate incidence of institutional support failures based on STEM faculty identity*. Paper presented at the 2025 Work, Stress, and Health Conference, Seattle, WA.
31. Snoeyink, M., & **Martinez, L. R.** (2025, July). *Uncovering moral injury at work: The development and initial validation of the Moral Injury at Work Scale (MIWS)*. Paper presented at the 2025 Work, Stress, and Health Conference, Seattle, WA.

30. Korsak, M., Graham, B., & **Martinez, L. R.** (2025, July). *Toward trauma-informed workplaces: An integrated conceptual review of adverse childhood experiences and pathways to employee health outcomes*. Paper presented at the 2025 Work, Stress, and Health Conference, Seattle, WA.
29. Hammer, L., Brockwood, K., Smith, N. A., **Martinez, L. R.**, Cuello-Martinez, I., & Colon, J. (2025, July). *Evaluation of the Oregon overtime pay legislation (HB4002) among Latine agricultural workers*. Paper presented at the 2025 Work, Stress, and Health Conference, Seattle, WA.
28. **Martinez, L. R.**, Martin-Raugh, M., Ober, T., & Kell, H. (2025, May). *The utility of culturally responsive assessment for organizational science*. Paper presented at the 2025 European Association for Work and Organizational Psychology Convention, Prague, Czechia.
27. Smith, N. A., Hammer, L., Brockwood, K., **Martinez, L. R.**, Martinez-Cuello, I. C., & Colon, J. (2025, May). *A community-based participatory approach examining risk and protective factors for farmworkers' health*. Paper presented at the 2025 European Association for Work and Organizational Psychology Convention, Prague, Czechia.
26. **Martinez, L. R.**, Smith, N. A., & Volpone, S. D. (2024, June). *Giving back, not giving in: Generative legacies among long term survivors of HIV*. Paper presented at the 16th Conference of the European Academy of Occupational Health Psychology, Granada, Spain.
25. Robles-Saenz, F., Castellanos Regalado, J., **Martinez, L. R.**, & Townley, G. (2024, June). *Seguir adelante: A qualitative exploration of Latino farmworkers' work and non-work resources*. Paper presented at the 14th biennial meeting of Community Research and Action in the West, Tacoma, WA.
24. Smith, N. A., Hammer, L., Brockwood, K., Robles-Saenz, F., Snoeyink, M., **Martinez, L. R.**, Martinez Medina, J., Cuello Martinez, I., & Colon, J. (2024, June). *Organizing change through incorporating active engagement with focus groups among Latinx farmworkers*. Paper presented at the 2nd Conference for the Association of European Qualitative Researchers in Psychology, Milan, Italy.
23. **Martinez, L. R.**, Thanheiser, E., Greco, G., Weasel, L., & Ready, E. (2024, June). *Allies as agents of institutional change for STEM faculty*. Paper presented at the 2nd Conference for the Association of European Qualitative Researchers in Psychology, Milan, Italy.

22. Smith, N. A., Corby, S., Hamilton, K. M., Dillum, M. C., & **Martinez, L. R.** (2023, May). *Burned out by the binary: Gender non-binary employees' experiences with emotional strain*. Paper presented at the 21st Congress of the European Association for Work and Organizational Psychology, Katowice, Poland.
21. **Martinez, L. R.**, Hamilton, K. M., & Smith, N. A. (2023, May). *Trans-cending boundaries? Organizational consequences of gender-role violations for transgender women*. Paper presented at the 21st Congress of the European Association for Work and Organizational Psychology, Katowice, Poland.
20. Thanheiser, E., **Martinez, L. R.**, Ajibade, J., Greco, G., & Weasel, L. (2022, August). *Understanding vectors of inequalities and access for minoritized faculty in the USA*. Paper presented at the 6th Network Gender & STEM Conference, Munich, Germany.
19. Carsey, T. & **Martinez, L. R.**, Park, L. S., Hamilton, K., & Snoeyink, M. (2020, August). *Disclosure and stereotype congruence among gay and lesbian employees*. Paper presented at the 80th Annual Meeting of the Academy of Management, Vancouver, BC.
18. Martinez, L. R. (2019, May). *Effectiveness of an ally skill-building workshop*. Paper presented at the 2019 EAWOP Congress, Turin, Italy.
17. Park, L., **Martinez, L. R.**, Volpone, S., Lindsey, A., & Ahmad, A. (2017, May). *Expanding stereotype content beyond warmth and competence*. Paper presented at the Portland State University 2017 Student Research Symposium, Portland, OR.
16. hernandez, t. **Martinez, L. R.**, Smith, N. A., Brown, N. D., & Park, L. S. (2017, May). *Bringing yourself to work (every) day: Authenticity as an approach to diversity*. Paper presented at the Portland State University 2017 Student Research Symposium, Portland, OR.
15. Bergman, M., Sabat, I. E., **Martinez, L. R.**, & Ruggs, E. N. (2017, June). *The(se) people make the (inclusive) place: Allies and their identity disclosures*. Paper presented at the 12th International Conference on Occupational Stress and Health, Minneapolis, MN.
14. Xu, S. X., van Hoof, H., & **Martinez, L. R.** (2017, January). *Measuring student perceptions about their work experiences using latent growth curve modeling*. Paper presented at the 22nd Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism, Houston, TX.

13. Park, L., **Martinez, L. R.**, Volpone, S., Lindsey, A., & Ahmad, A. (2017, February). *Expanding stereotype content beyond warmth and competence*. Paper presented at the Industrial/Organizational & Organizational Behavior Conference, Houston, TX.
12. Xu, S. X., **Martinez, L. R.**, & van Hoof, H. (2016, October). *Understanding emotional variability among hotel frontline employees: Antecedents and the moderating effect of positive work reflection*. Paper presented at the 2016 Southern Management Association Annual Conference, Charlotte, NC. ***Best Paper Award***
11. Wu, K., & **Martinez, L. R.** (2016, February). *Is LGBT-friendly cue always good? Exploring the impact of LGBT-friendly cues on the heterosexual market*. Paper presented at the 2016 Winter Marketing Academic Conference of the American Marketing Association, Las Vegas, NV.
10. Wu, K., & **Martinez, L. R.** (2016, January). *Estimating heterosexual consumer willingness to pay (WTP) for LGBT-friendly cues in restaurants*. Paper presented at the 21st Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism, Philadelphia, PA.
9. Smith, N. A., **Martinez, L. R.**, & Sabat, I. E. (2015, August). *Obesity and gender in service jobs: The importance of warmth in predicting customer satisfaction*. Paper presented at the 74th Annual Meeting of the Academy of Management, Vancouver, BC.
8. Xu, S. X., **Martinez, L. R.**, & Smith, N. A. (2015, August). *I cannot take my eyes off you: The myths of beauty on tipping*. Paper presented at the 2105 International Council on Hotel, Restaurant, and Institutional Education Conference, Orlando, FL.
7. Xu, S. X., **Martinez, L. R.**, & Lv, Q. (2015, January). *Emotional labor and turnover intentions: The moderating role of communication in depth*. Paper presented at the 2015 Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism, Tampa, FL. ***Best Paper Award***
6. Xu, S. X. & **Martinez, L. R.** (2014, August). *When do abusive supervisors leave or stay?* Paper presented at the 2014 International Council on Hotel, Restaurant, and Institutional Education Conference, San Diego, CA.
5. McGinley, S., O'Neill, J., & **Martinez, L. R.** (2014, August). *The moderating role of career progression on job mobility: A study on career change and turnover*. Paper presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.

4. **Martinez, L. R.** (2013, July). *Employee disclosure of hidden stigmatized characteristics in the hospitality industry*. Paper presented at the 2103 International Council on Hotel, Restaurant, and Institutional Education Conference, St. Louis, MO.
3. **Martinez, L. R.**, Ruggs, E. R., & Hebl, M. R. (2010, September). *How employees can reduce interpersonal discrimination in the workplace*. Paper presented at the 2nd Annual Hospitality Industry Diversity Institute Conference, Houston, TX.
2. **Martinez, L. R.**, & Hebl, M. R. (2010, September). *Disclosure in the workplace*. Paper presented at the 2nd Annual Hospitality Industry Diversity Institute Conference, Houston, TX. ***Best Conceptual Paper Award***
1. Ruggs, E. N., **Martinez, L. R.**, & Hebl, M. R. (2010, September). *Whose burden is it anyway? Organizational strategies to reduce interpersonal discrimination*. Paper presented at the 2nd Annual Hospitality Industry Diversity Institute Conference, Houston, TX.

POSTERS

42. Smith, N., Hammer, L. B., Brockwood, K., **Martinez, L. R.**, & Arreola-Bustos, A. (2026, June). *Cultivating well-being: A community based participatory study of Latino farmworkers' mental health during the implementation of farmworker overtime pay policy*. European Academy of Occupational Health Psychology, Helsinki, Finland.
41. Hall, A. N., Smith, N. A., Hammer, L. B., Brockwood, K. J., **Martinez, L. R.**, & Arreola-Bustos, A. (2026, May). *Beyond the paycheck: Social support protects Latino farmworkers' mental and physical health*. Poster presented at the 2026 Annual Convention for the Association for Psychological Science, Barcelona, Spain.
40. Thomas, S., French, K., Aiken, J., Nitttrouer, C., **Martinez, L. R.**, Smith, N. A., & Locklear, L. (2026, April). *How (not) to hire an academic couple*. Poster presented at the 41st annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
39. Hampton, F. E. K., Randall, J., **Martinez, L. R.**, Jackson, R., & Thomas, T. (2026, April). *Fathers' racial differences in workplace-induced stereotype threat and job outcomes*. Poster presented at the 41st annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

38. Smith, N. A., Hammer, L. B., Brockwood, K. J., Robles-Saenz, F., Snoeyink, M. J., **Martinez, L. R.**, Martinez-Medina, J., Martinez, I. C., & Colon, J. (2024, June). *Saludables juntos: A community-based participatory examination of the implementation of overtime legislation for Latinx farmworkers' health and well-being*. Poster presented at the 16th Conference of the European Academy of Occupational Health Psychology, Granada, Spain.
37. Thanheiser, E., Greco, G., Weasel, L., Ajibade, J., **Martinez, L. R.**, & Ready, E. J. (2023, June). *Why does the proportion of women shrink and the proportion of minoritized women disappear as the power increases in STEM at Portland State University?* Poster presented at the 2023 ADVANCE Equity in STEM Community Convening. Durham, NC.
36. Saucedo, J., Ready, E. J., **Martinez, L. R.**, Smith, N. A., Crain., T. L. (2023, April). *When "liberal and progressive" fosters "biased and oppressive."* Poster presented at the 38th annual Society for Industrial and Organizational Psychology Annual Conference. Boston, MA.
35. Waterbury, C. J., Smith, N. A., **Martinez, L. R.**, & Xu, S. X. (2022, March). *Examination of an individual-level stigma reduction tactic in service encounters*. Poster presented at the OHSU-PSU School of Public Health Annual Conference, Portland, OR.
34. Hamilton, B., Hall, R. J., Smith, N. A. **Martinez, L. R.**, hernandez, t. r., & Kristof, C. (2022, August). *From the fringes: A theoretical framework for sustained organizational diversity*. Poster presented at the 2022 American Psychological Association Convention, Minneapolis & virtual.
33. **Martinez, L. R.**, Wolburg-Martinez, F., & Smith, N. A. (2022, January). *Initial evidence for a link between intergroup prejudice and COVID-19 mitigation behaviors at work*. Poster presented at the 2022 EAWOP Congress, Glasgow, Scotland [canceled due to COVID-19 pandemic].
****nominated for 'best 7-minute science' award, award not determined due to conference cancellation.**
32. Hall, R., Snoeyink, M., & Martinez, L. R. (2021, November). *Was it good for you? Pleasurable sex predicts work recovery outcomes*. Poster presented at the 2021 Society for the Scientific Study of Sexuality, San Juan, PR.

31. Saucedo, J., Truxillo, D., & **Martinez, L. R.** (2019, May). *Age-related stereotypes among young, middle-aged, and older workers*. Poster presented at the Portland State University 2019 Student Research Symposium, Portland, OR.
30. Hamilton, K. M., Park, L. S., Carsey, T., & **Martinez, L. R.** (2019, April). *“Lez be honest:” Gender expression impacts workplace disclosure decisions*. Poster presented at the 34th Annual Conference for the Society of Industrial & Organizational Psychology, National Harbor, MD.
29. Carsey, T., & **Martinez, L. R.** (2019, April). *Graphic novels in diversity management: A pilot study*. Poster presented at the 34th Annual Conference for the Society of Industrial & Organizational Psychology, National Harbor, MD.
28. Park, L. S., & **Martinez, L. R.** (2019, February). *The impact of religious centrality and orientation on workplace disclosure of religion*. Poster presented at the Twentieth Annual Convention of the Society for Personality and Social Psychology, Portland, OR.
27. Doctor, C., & **Martinez, L. R.** (2019, February). *The effects of weight stigma on underweight individuals*. Poster presented at the Twentieth Annual Convention of the Society for Personality and Social Psychology, Portland, OR.
26. Park, L. S., & **Martinez, L. R.** (2018, August). *Selective incivility and well-being in nursing*. Poster presented at the 2018 Annual American Psychological Association Convention, San Francisco, CA.
25. Brown, N. D., & **Martinez, L. R.** (2018, April). *Perceptions of medical error: Do social categories overshadow error?* Poster presented at the 33rd Annual Conference for the Society of Industrial & Organizational Psychology, Chicago, IL.
24. Park, L. S., & **Martinez, L. R.** (2018, April). *Fifty shades of pray: Spirituality management approaches impact employee attitudes*. Poster presented at the 33rd Annual Conference for the Society of Industrial & Organizational Psychology, Chicago, IL.
23. Brown, S. E. V., Sabat, I. E., **Martinez, L. R.**, & Follmer, K. B. (2018, April). *At the intersection of sex and heterosexism: Perceptions of same sex harassment*. Poster presented at the 33rd Annual Conference for the Society of Industrial & Organizational Psychology, Chicago, IL.

22. Smith, N. A., & **Martinez, L. R.** (2017, April). *Healthy employee cafeterias improve attitudes, health, and retention*. Poster presented at the 32nd Annual Conference for the Society of Industrial & Organizational Psychology, Orlando, FL.
21. Smith, N. A., **Martinez, L. R.**, Mattila, A. S., & Gao, L. (2017, April). *Spare some (organizational) change? Employing homeless individuals improves customer perceptions*. Poster presented at the 32nd Annual Conference for the Society of Industrial & Organizational Psychology, Orlando, FL.
20. Brown, N. D., Hebl, M. R., Corrington, A. R., Nitttrouer, C. L., Trump-Steele, R., & **Martinez, L. R.** (2017, April). *When doctors err: Stigmatization of minority physicians who commit errors*. Poster presented at the 32nd Annual Conference for the Society of Industrial & Organizational Psychology, Orlando, FL.
19. Smith, N. A., & **Martinez, L. R.** (2016, April). *Acknowledging age in service contexts: Does “what” make a difference?* Poster presented at the 31st Annual Conference for the Society of Industrial & Organizational Psychology, Anaheim, CA.
18. Smith, N. A., & **Martinez, L. R.** (2015, August). *Age-type and stereotype threat in the hospitality industry*. Poster presented at the 2105 International Council on Hotel, Restaurant, and Institutional Education Conference, Orlando, FL.
17. Smith, N. A., & **Martinez, L. R.** (2015, August). *Identifying organizational antecedents and consequences related to the disclosure of musculoskeletal pain among housekeepers*. Poster presented at the 2105 International Council on Hotel, Restaurant, and Institutional Education Conference, Orlando, FL.
16. Wu, K., & **Martinez, L. R.** (2015, July). *Food or LGBT-friendly cue? Which satisfies LGBT customers more?* Poster presented at the 2105 International Council on Hotel, Restaurant, and Institutional Education Conference, Orlando, FL.
15. **Martinez, L. R.**, Crom, D. B., Zhang, N., Srivastava, K., Walters, L., Hale, K., . . . Hebl, M. R. (2015, June). *The workplace experiences of childhood cancer survivors: A report from the St. Jude Lifetime (SJLIFE) Cohort Study*. Poster presented at the 14th International Conference on Long-Term Complications of Treatment of Children and Adolescents for Cancer, Arlington, VA.
14. Thoroughgood, C. N., Sawyer, K., Webster, J. R., & **Martinez, L. R.** (2015, April). *State paranoia at work: Empirically examining transgender employees’ work*

experiences. Poster presented at the 30th Annual Conference of the Society for Industrial & Organizational Psychology, Philadelphia, PA.

13. Smith, N. A., Song, L. J., & **Martinez, L. R.** (2015, April). *Food for thought: How nutritious cafeterias may inhibit negative attitudes*. Poster presented at the 30th Annual Conference of the Society for Industrial & Organizational Psychology, Philadelphia, PA.

12. **Martinez, L. R.**, Xu, S. X., Thompson, S., & Hebl, M. R. (2015, April). *Utilizing education and perspective taking to remediate the stigma of taking antidepressants*. Poster presented at the 30th Annual Conference of the Society for Industrial & Organizational Psychology, Philadelphia, PA.

11. Ashburn-Nardo, L., **Martinez, L. R.**, Hebl, M. R., & Moss, A. (2015, February). *Confronting workplace discrimination and bullying: Inspiring or imprudent?* Poster presented at the 2015 Annual Convention of the Society for Personality and Social Psychology, Long Beach, CA.

10. Smith, N. A., & **Martinez, L. R.** (2015, January). *Acknowledging one's age in the workplace: Does "content" make a difference?* Poster presented at the 20th Annual Graduate Education & Graduate Student Research Conference in Hospitality & Tourism, Tampa, FL

9. Xu, S., **Martinez, L. R.**, & van Hoof, H. (2015, January). *The relation between emotional variability, organizational identification and turnover*. Poster presented at the 20th Annual Graduate Education & Graduate Student Research Conference in Hospitality & Tourism, Tampa, FL.

8. Xu, S. X., & **Martinez, L. R.** (2014, August). *When do abusive supervisors leave or stay?* Poster presented at the 2104 International Council on Hotel, Restaurant, and Institutional Education Conference, San Diego, CA.

7. White, C. D., **Martinez, L. R.**, Shapiro, J. R., & Hebl, M. R. (2014, May). *Positive intentions but discrimination toward hiring cancer survivors*. Poster presented at the 29th Annual Conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.

6. Sabat, I. E., & **Martinez, L. R.** (2014, May). *The queen's speech: Auditory sexual orientation cues in interview contexts*. Poster presented at the 29th Annual Conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.

5. Saal, K., & **Martinez, L. R.** (2014, January). *A house divided: Exploring discriminatory selection practices between front-of-house and back-of-house positions in the hospitality industry*. Poster presented at the 19th Annual Graduate Education & Graduate Student Research Conference in Hospitality & Tourism, Houston, TX.
4. Bachman, K. R. O., **Martinez, L. R.**, & Hebl, M. R. (2010, April). *Gender differences in faculty turnover: Disparate views and paths*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
3. Bachman, K. R. O., **Martinez, L. R.**, & Hebl, M. R. (2009, November). *Gender differences in faculty turnover: Disparate views and paths*. Poster presented at the NSF ADVANCE Poster Session, Houston, TX.
2. **Martinez, L. R.**, Stapp, T., Brown, D., & Jarman, A. (2006, April). *Not that there's anything wrong with that: Discrimination in hiring with regard to sexual orientation*. Poster presented at the Rice Undergraduate Research Symposium, Houston, TX.
1. **Martinez, L. R.**, Stapp, T., Brown, D., & Jarman, A. (2006, April). *Not that there's anything wrong with that: Discrimination in hiring with regard to sexual orientation*. Poster presented at the Undergraduate Research Methods Symposium, Houston, TX.

EXTERNAL CONSULTING

Martinez, L. R. (Principal Investigator). Hispanic/Latinx listening sessions. Penske Truck Leasing.

Martinez, L. R. (Principal Investigator). Systemic employee retention and satisfaction interview study. Work Unlimited

Martinez, L. R. (Principal Investigator). Targeted diversity and inclusion intervention for the graduate program. PSU Department of Speech and Hearing Sciences.

Martinez, L. R. (Principal Investigator). Member Engagement Survey. Partners in Diversity.

Martinez, L. R. (Principal Investigator). Employee Engagement Survey, 2020 & 2022,. Lifeworks Northwest.

Martinez, L. R. (Principal Investigator). Inclusion policies and practices assessment. Kaplan/Manhattan Test Prep.

Martinez, L. R. (Principal Investigator). Identifying Best Practices for Recruiting and Retaining Professionals of Color in the OR/SW WA Region. Partners in Diversity.

Martinez, L. R. (Principal Investigator). Diversity and ally training and assessment. Nonprofit Association of Oregon.

Martinez, L. R. (Principal Investigator). Diversity and ally training. Portland State University.

Martinez, L. R. (Principal Investigator). Diversity and ally training and assessment. LifeWorks Northwest.

Martinez, L. R. (Principal Investigator), & Hamilton, K. Diversity and employee engagement survey assessment. Energy Trust.

Martinez, L. R. (Principal Investigator). Diversity survey assessment and analyses. Stoel Rives, LLC.

INVITED TALKS & COMMUNITY OUTREACH

Martinez, L. R. (2025, September). *An ally skill-building workshop*. Portland State University Department of Mathematics and Statistics. Invited by Eva Thanheiser.

Martinez, L. R. (2025, March). *An ally skill-building workshop*. Psychologists Advocating for Systemic Training in Anti-Racism (PASTA) student group at CU Boulder. Invited by Bryn Manns and Samantha Melendez.

Martinez, L. R. (2024, July). *Contemporary approaches to diversity training*. Department of Psychology, Université Côte d'Azur. Nice, France. Invited by Marilena Bertolino.

Martinez, L. R. (2024, January). *Reimagining the theory and implementation of diversity training*. University of Michigan, Interdisciplinary Committee on Organizational Studies (ICOS). Invited by Lilia Cortina.

Martinez L. R. (2023, October). *Facilitating allyship behaviors in your organization: Lessons from research and practice*. Society for Human Resources Management's "Building Bridges: Cultivating Changes for a More Inclusive Future" Summit. Invited by Kurt Kraiger.

Martinez L. R. (2023, October). *Contemporary approaches to diversity training*. University of Memphis Fogelman School of Business and Economics. Invited by Kurt Kraiger.

Martinez, L. R. (2023, August). *An allyship skill-building workshop*. Northwest Natural Gas. Invited by Alejandra Guerrero.

Martinez, L. R. (2023, February). *Working with students from marginalized groups*. The Portland State University Louis Stokes Alliance for Minority Participation (PSU LSAMP) Program. Invited by Fletcher Beaudoin.

Martinez, L. R. (2023, February). *An allyship skill-building workshop*. The US Department of Energy's ECOCar Program. Invited by Jesse Alley.

Martinez, L. R. (2023, February). *An ally skill-building workshop*. The Oregon Health Care Association. Invited by Melodie King.

Martinez, L. R. (2023, January). *Results from the Latin/Hispanic Focus Groups*. Penske. Invited by Nadia Onstad.

Martinez, L. R. (2022 - present). Member of the American Psychological Association Future of Work Advisory Group.

Martinez, L. R. (2022, November). *An allyship skill-building workshop*. Northwest Natural Gas. Invited by Alejandra Guerrero.

Martinez, L. R. (2022, October). *An allyship skill-building workshop*. The US Department of Energy's ECOCar Program. Invited by Jesse Alley.

Martinez, L. R. (2022, October). *Paranormal Psychology*. The Science of Personality Podcast Invited by Blake Loepp.

Martinez, L. R. (2022, September). *Progressive or oppressive? How a reputation for inclusion perpetuates racial homogeneity in Portland, OR*. Rice University I/O Colloquium Series. Invited by the colloquium committee.

Martinez, L. R. (2022, September). *Diversity and inclusion research in organizations*. Guest lecture at St. Mary's University. Invited by Cody Cox.

Martinez, L. R. (2022, June). *How comprehensive DEI builds inclusive climates*. The Science of Personality Podcast Invited by Blake Loepp.

Martinez, L. R. (2022, May). *The experiences of people of color in Oregon and how to be a good ally*. Cable Hill Partners, Inc. Invited by Jeff Crum.

Martinez, L. R. (2022, April). *The experiences of people of color in Oregon and how to be a good ally*. Levy Restaurant Group. Invited by Ashley Pitariu.

Martinez, L. R. (2022, March). *An ally skill-building workshop*. The Partners Group. Invited by Chase Sterling.

Martinez, L. R. (2021, June). *Diversity and inclusion for business owners*. "DIY for Business" Podcast Series. Invited by Russ Catanach.

Martinez, L. R. (2021, August). *Diversity, equity, and inclusion workshop*. The PSU EMPA Program. Invited by Margaret Banyan.

Martinez, L. R. (2021, September). *Allyship interactive workshop*. Invited by Paul Brown, President, Cinder.

Martinez, L. R. (2021, October). *Bystander intervention in harassment situations: Measuring behavior and adapting student prevention models for faculty and staff*. National Academies of Science, Engineering, and Medicine Action Collaborative. Moderator. Invited by Arielle Baker.

Martinez, L. R. (2021, November). *Diversifying I/O Psychology Program virtual conference*. SIOP. Moderator.

Martinez, L. R. (2021, November). *LGBTQ+ advocacy, allyship, & community partnerships in the COVID-19 era*. COVID-19 Conversations Podcast Series. Invited by Myia Williams.

Martinez, L. R. (2021, October). *Principles of allyship*. PSU Department of Speech and Hearing Sciences. Invited by Teresa Roberts.

Martinez, L. R. (2021, September). *Sexual harassment training*. The Partners Group. Invited by Chase Sterling.

Martinez, L. R., Hamilton, K. M., & Snoeyink, M. (2021, April). *What to do and how to do it: An ally skill-building workshop*. Special “Friday Session” for the 36th Annual Conference for the Society of Industrial & Organizational Psychology, New Orleans, LA.

Martinez, L. R. (2021, April). *The experiences of people of color in Oregon and how to be a good ally*. Presentation to the State of Oregon Workers’ Compensation Board. Invited by Veronica Murray.

Martinez, L. R. (2021, March). *Allyship in organizational contexts*. Guest lecture at the University of Guelph Gordon S. Lang School of Business and Economics. Invited by Thomas Sasso

Advisory Council Member, Portland Golf Council (2020, Dec - present)
Member of Golf Equity Subcommittee (2021, Mar - present)

Advisory Board Member, Oregon Healthy Workforce Center (2020, July - present).

Board member, LifeWorks Northwest (2017, June - present).
Chair of HR Committee (2019, June - present).

Partners in Diversity Say Hey! Buddy (2017, April - present).

Kelly, M., **Martinez, L. R.**, & Hamilton, K. M. (2020, November). *@ This Moment: Diversity in the Workplace*. Expert panelist. Invited by Todd Rosenstiel, Dean of the College of Liberal Arts and Sciences, PSU.

Martinez, L. R. (2020, October). *Results from the Partners in Diversity Retention Project*. Keynote presentation at the 2020 Statewide Diversity, Equity, and Inclusion Conference. Invited by Miranda Long, State of Oregon.

Martinez, L. R. (2020, October). *Results from the employee engagement survey*. Presentation to the LifeWorks NW leadership team. Invited by Mary Monnat, CEO, Lifeworks NW.

Martinez, L. R., Pegus, C., & Nakashima, V. (2020, September). Doubling down on diversity, equity, and inclusion to respond to today’s crises. Presentation at the American Heart Association’s Wellness Summit. Invited by Lily Banning.

Martinez, L. R. (2020, July). Member of the PSU W.O.K.E. Week panel for the School of Business. Invited by Julia Baldwin.

Martinez, L. R. (2020, July). PBSA virtual lunch and learn: Allyship and confronting prejudices in the workplace. Portland State University's Portland State Business Accelerator. Invited by Veronica Murray.

Martinez, L. R. (2020, June). *Results from the Partners in Diversity Retention Project*. Keynote presentation to over 600 business and community partners. Invited by Mari Watanabe, Partners in Diversity.

Martinez, L. R. (2020, April). *Allyship intervention strategies for organizations*. Guest lecture for the Hofstra University Psychology Department. Invited by Nicholas Salter.

Martinez, L. R. (2020, February). *Engaging and retaining mental health services employees*. Presentation to the board of Lifeworks Northwest. Invited by Mary Monnat, CEO, Lifeworks Northwest.

Martinez, L. R. (2020, February). *Diversity and inclusion strategies for Portland organizations*. Presentation to a network of business leaders. Invited by Paul Prown, President, Cinder.

Member of the APA Expert Panel to Support Organizations and Workers with COVID-19. (2020). Invited by Angel Brownawell.

Martinez, L. R. (2019, December). *New research in diversity, inclusion, and allyship at work*. Presentation to state business and research professionals. Invited by Tasha Chapman of the State of Oregon Research Academy.

Martinez, L. R., Ochoa, L., Kenyon, B., Bonner, S., & Mutepfa, Z. (2019, January). *PSU School of Business WOKE Week panel for minority student success*. Invited by the Portland State School of Business.

Martinez, L. R. (2018, September). *Educating and empowering workplace allies for diversity*. Colloquium talk for the University of Houston Department of Psychology.

Bernard, K. L., Jones, H., & **Martinez, L. R.** (2018, September). *The fitness professional's role in promoting client health: A guide to eradicating weight stigma*. Training provided to Portland State University Campus Rec employees.

Martinez, L. R. (2018, June). *Strategies for being an effective ally*. Training provided to members of the Nonprofit Association of Oregon.

Hamilton, K., Park, L. S., Carsey, T., Brown, N. D., & **Martinez, L. R.** (2018, May). *Being better allies: A skill-building workshop to become better advocates for others*. Training provided at the Portland State University Culturally Responsive Symposium.

Professional consultation with Energy Trust of Oregon (2017, July, August; 2018, April)

Martinez, L. R. (2018, January). *LifeWorks Northwest keynote address and ally training*. Training provided to LifeWorks Northwest to educate and empower allies.

Martinez, L. R. (2017, September). *Inclusive group fitness*. Diversity training provided to Portland State Campus Recreation Group Fitness Program.

Martinez, L. R., Livingston, B. A., Kammeyer-Mueller, J., Leavitt, K. N., Sabat, I. E., Sawyer, K., Volpone, S. D., Pichler, S. M., & Ahmad, A. S. (2017, August). In C. Hurst & G. Beavers (Chairs), *Building effective allyship in organizational and educational contexts*. Professional development workshop conducted at the 76th Annual Meeting of the Academy of Management Conference, Atlanta, GA.

Martinez, L. R. (2017, June). *Beyond race and gender: The unique experiences of under-represented and under-researched employees*. Invited by EcoDistricts.

Professional consultation with Stoel Rives, LLP (2017, June, July).

Martinez, L. R. (2017, May). *What therapists need to know about being a cultural ally*. Invited by the Oregon Health Sciences University Institute on Development & Disability

Professional consultation with William Temple House (2017, March, April)

Martinez, L. R. (2017, March). *Beyond race and gender: The unique experiences of under-represented and under-researched employees*. Invited by Northwest Natural Gas Co.

Professional consultation with Northwest Natural Gas Co. (2017, March)

Professional consultation with Edward Jones (2017, March)

Professional consultation with EcoDistricts (2017, March)

Honored at Say Hey! Event as Partners in Diversity “Honoree.” (2017, February)

Martinez, L. R. (2017, January). *Allies for professionals of color*. Invited by Partners in Diversity

Martinez, L. R. (2016, November). *Beyond race and gender: The unique experiences of under-represented and under-researched employees*. Invited by the Fall 2016 Occupational Health Sciences Symposium.

Martinez, L. R. (2014, October). *Broadening the burden of responsibility: The role of allies in organizational settings*. Invited by the University of South Florida Industrial & Organizational Psychology Brownbag Series.

Martinez, L. R. (2014, September). *Our collective burden: The role of allies in organizational settings*. Invited by the Pennsylvania State University Alumni Affairs Diversity Council.

Martinez, L. R. (2014, February). *Sampling from under-researched workplace populations*. Invited by the Pennsylvania State University Office of Research Protections; IRB 101 Brownbag Series – Workplace and Organizational Research.

Martinez, L. R. (2014, February). *Practical lessons in leadership*. Invited by the Pennsylvania State University Hillel.

Martinez, L. R. (2013, April). *Identity management strategies for stigmatized employees*. Invited by the Pennsylvania State University Alumni Affairs Diversity Council.

Martinez, L. R. (2013, March). *Allied troops: Engaging non-stigmatized allies in organizational diversity management initiatives*. Invited by the Pennsylvania State University Industrial/Organizational Psychology Department. **Distinguished speaker Spring 2013.**

Martinez, L. R. (2013, February). *Identity management strategies for stigmatized employees*. Invited by The Pennsylvania State University Psychology Department’s BRIDGE Program.

Martinez, L. R. (2012, October). *Confrontation in the workplace*. Paper presented at the HRIM Graduate Roundtable.

Salter, N., **Martinez, L. R.**, Lambie, S., & Sawyer, K. (2012, July). *July town call: What do you need to know? Current LGBT research efforts!* Presentation to Out&Equal Membership, online.

Martinez, L. R. (2012, April). *Confronting bias: How targets and allies can address prejudice against gay men in the workplace*. Paper presented at the I/O Brown Bag, Rice University, Houston, TX.

Martinez, L. R. (2011, January). *Surviving or thriving? Workplace experiences of childhood cancer survivors*. Paper presented at the I/O Brown Bag, Rice University, Houston, TX.

Hebl, M. R., **Martinez, L. R.** (2010, March). *Childhood cancer survivors' workplace experiences: Theoretical justification*. Paper presented at the Pediatric Grand Rounds, MD Anderson Cancer Center, Houston, TX.

Martinez, L. R. (2009, March). *Childhood cancer survivors' workplace experiences: Theoretical justification*. Paper presented at the I/O Brown Bag, Rice University, Houston, TX.

Martinez, L. R. (2008, March). *Leader's shifting reactions to subordinate gays in the military*. Paper presented at the I/O Brown Bag, Rice University, Houston, TX.

GRADUATE MENTORING

Megan Korsak, PhD student, graduate advisor, Master's thesis committee chair
Christopher Waterbury, PhD student, graduate advisor, Master's thesis committee chair
Patrick Rolwes, PhD student, dissertation committee member
Ellie Tran, PhD student, Master's thesis committee member
Cherie Kuriakose, MSIO student, Master's thesis committee chair
Nohelia Argote, PhD student, dissertation committee member
Alicia Virthe, PhD student, Master's thesis committee member
Faviola Robles-Saenz, PhD student, graduate advisor, Master's thesis committee chair
Emily Ready, PhD student, graduate advisor, Master's thesis committee chair, comprehensive exam committee member, dissertation committee chair
Frances Hampton, PhD student, graduate advisor, Master's thesis committee chair
Jennifer Saucedo, PhD student, graduate co-advisor, Master's thesis committee member, comprehensive exam committee member, dissertation committee member
Megan Snoeyink, PhD student, graduate advisor, Master's thesis committee chair, comprehensive minor exam chair, dissertation committee chair
K. Liana Bernard, PhD student, graduate advisor, Master's thesis committee chair, comprehensive exam major chair, dissertation committee chair
Timothy A. Carsey, PhD student, graduate advisor, comprehensive exam committee chair, dissertation committee co-chair
Kelly Hamilton, PhD student, graduate advisor, comprehensive exam committee chair, dissertation committee chair

Lauren Park, PhD student, graduate advisor, Master's thesis committee chair, comprehensive exam committee chair, dissertation committee chair

Shi (Tracy) Xu, PhD student, graduate co-advisor, candidacy exam committee member, comprehensive exam committee co-chair, dissertation committee co-chair

Katrisha Smith, PhD student, dissertation committee member

Sampoorna Nandi, PhD student, dissertation committee member

Corey Grantham, PhD student, dissertation committee external reader

Nicholas Smith, PhD student, graduate advisor, candidacy exam committee chair

N. Derek Brown, PhD student, graduate advisor, Master's thesis committee chair

Kayla Weaver, PhD student, graduate advisor, candidacy exam committee chair

Sean McGinley, PhD student, candidacy exam committee member, comprehensive exam committee member, dissertation committee member

Alison Hunt, PhD student, comprehensive exam committee member

Fernanda Wolburg-Martinez, PhD student, comprehensive exam committee member

Jaboa Lake, PhD student, dissertation committee member

Rekah Strong, PhD student, dissertation committee member

Stefanie Fox, PhD student, Master's thesis committee member, comprehensive exam committee member

Samantha Getzen, PhD student, Master's thesis committee member

Lee Cyr, PhD student, Master's thesis committee member

Luke Mahoney, PhD student, comprehensive exam committee member

Katy McMahon, PhD student, comprehensive exam committee member

Dana Auten, PhD student, comprehensive exam committee member

Anthony Nguyen, PhD student, comprehensive exam committee member

Sarah Haverly, PhD student, comprehensive exam committee member

Amy Pylotvany, PhD student, comprehensive exam committee member

Jackie Brady, PhD student, comprehensive exam committee member

Yuxia Ouyang, PhD student, candidacy exam committee member

Sungbeen Park, PhD student, candidacy exam committee member

Jungtae Soh, PhD student, candidacy exam committee member

Myungkeun Song, PhD student, candidacy exam committee member

Qing (Stephanie) Liu, PhD student, candidacy exam committee member

Alei (Aileen) Fan, PhD student, candidacy exam committee member

Tiffany Johnson, PhD student, Smeal Business School, candidacy exam outside committee member

Dinora Fitzgerald, PhD student, PSU Psychology Department, comprehensive exam outside committee member, dissertation committee member

UTA MSIO Capstone Student Advisees

Sophia Ortiz (2025-2026)
Preston Stubblefield (2025-2026)
Eunice Lnu (2025-2026)
Rachel Stiles (2025-2026)
Kameron Hodge (2025-2026)
Micaela Allgood (2025-2026)
Catherine Normand (2025-2026)
Gabriel Wilson (2025-2026)
Julian Pico (2024-2025)
Hayley Lowry (2024-2025)
Valerie Koenig (2024-2025)
Kiera Nguyen (2024-2025)
Aniqa Banderkar (2024-2025)
Alka Panicker (2024-2025)
Serena Meshram (2024-2025)
Sarah Scates (2024)
Alondra Banda (2024)
Anna-Lisa Polius (2024)

UNDERGRADUATE MENTORING

Sarah Rasmussen, Honors Thesis advisor, committee chair
Phoenix Black, Honors Thesis advisor, committee chair
Mari Wu, Honors Thesis advisor, committee chair
Katherine Werth, Honors Thesis advisor, committee chair, research assistant (2019-2020),
teaching assistant (2019-2020)
Moises Rios Jr., Honors Thesis advisor, committee chair
Lucy Song, Honors Thesis advisor, committee chair
Abigail Coolidge, Honors Thesis advisor, committee chair
Erica Leggit, Honors Thesis advisor, committee chair
Julie Lapa, Honors Thesis advisor, committee chair
Alex Shockley, Honors Thesis advisor, committee chair
Alejandra Guerrero, EXITO Thesis advisor, committee chair
Chris Waterbury, research assistant, lab manager (2021-2023)
Matthew Marcell, research assistant, lab manager (2021-2022)
Sydney Duran, research assistant (2019), lab manager (2020-2021)
Anna Kelly, research assistant (2018), lab manager (2019-2020)
Heather Firestone, lab administrator, (2019-2020)
Esenamen Brave, research assistant, DIP mentee, (2022)

Valeria Vega, research assistant, (2026)
Brenda Nebe, research assistant, (2026)
Kristel Valeria, research assistant, (2026)
Juveria Syed, research assistant, (2026)
Seth Vallee, research assistant, (2026)
Clara Seely-Katz, research assistant, (2024-2025)
Deborah Blackmon, research assistant, (2024-2025)
Kameron Hodge, research assistant, (2024-2025)
Brienne Burgess, research assistant, (2024-2025)
Sophia Ortiz, research assistant, (2024-2025)
Irbin Saucedo, research assistant, (2023-2024)
Tennessee Day, research assistant, (2024-2025)
 Juana Torralba, research assistant (2022-2023)
Adrianna Sorensen, research assistant (2021-2022)
Andrew Stoker, research assistant (2021-2022)
Kay Kulason, research assistant (2021-2023)
Nicole Payne, research assistant (2021-2022)
Rashelle Carpenter, research assistant (2021-2022)
Xander Kahle, research assistant (2021-present)
 Amber Grund, research assistant (2021)
Alex Phanphackdy, research assistant (2021)
Gwen Conlee, research assistant (2019-2020)
Cody Knight, research assistant (2019-2020)
Armand Beikzadeh, research assistant (2019-2020)
Megan Korsak, research assistant (2019-2022)
Drew Sinclair, research assistant (2019-2020)
Jacob Showers, research assistant (2019-2020)
 Gabriela Kaneva, research assistant (2019-2020)
 Olivia Yoder, research assistant (2019-2020)
 Sky Corby, research assistant (2019-present)
Julissa Castellanos, research assistant (2019-present)
Cameron Murphy, research assistant (2019)
Jennifer Saucedo, research assistant (2019)
Alex Rand, research assistant (2019)
Stephanie Ponce, research assistant (2019)
Vadim Petryuk, research assistant (2019), teaching assistant (2019)
Emma Thompson, research assistant (2018), teaching assistant (2019)
Deja Fitzgerald, research assistant, lab manager (2018-2019)
Acsa Lopez, research assistant (2018-2019)
Tammy Dvir, research assistant (2018-2019)

Ashlynn Ransdell, research assistant (2018-2019)
Caroline Doctor, research assistant (2017-2019)
Bryan Hamilton, research assistant (2017-2019)
Rachel Crawford, teaching assistant (2018)
Nawaf Aljahdali, research assistant (2018)
Fox Evans, research assistant (2018)
Mina Mehdi, research assistant (2018)
Meaghan Wilkinson, research assistant (2018)
Katrina Selby, research assistant (2018)
Jonathan Holliday, research assistant (2018)
Ryan Sas, research assistant (2018)
Anden Leesley, research assistant (2018)
Gabriella Losada, research assistant (2018), teaching assistant (2018)
Odette Nsengimana, research assistant (2018)
Tarya Bardwell, research assistant (2018)
Samuel Parker, research assistant (2018)
Amber Rieff, research assistant (2018)
theresa hernandez, research assistant, lab manager (2017-2018)
Caroline Kristof, research assistant (2017-2018)
Rachel Hall, research assistant (2017-2018)
Rebecca Lundgren, research assistant (2017-2018)
Susan Zinno, research assistant (2017-2018)
Stefanie Fox, research assistant (2017-2018)
Liana Bernard, research assistant (2017-2018)
Brandon Labadie, research assistant (2017-2018)
Mieya Romine, research assistant (2017)
Rachel Wolf, research assistant (2017)
Kati Bush, research assistant (2017)
Savannah Lesch, research assistant (2017)
Lisa Farnos, research assistant (2016-2017)
Jennae Cuda, research assistant (2016-2017)
Jordan Scully, research assistant (2016-2017)
Kayleigh Tinjar, research assistant (2014-2015)
Jane Chen, research assistant (2015)
Vanessa Fan, research assistant (2015)
Ricci Wang, research assistant (2015)
Olivia Massari, research assistant (2014)
Nikki Goldston, research assistant (2014)
Christina Meizoso, research assistant (2014)
Leah Mulvaney, research assistant (2014)

Cindy Bell, research assistant (2013-2014)

REVIEWING APPOINTMENTS

Applied Psychology: International Review, associate editor (2023-present)
Organizational Psychology Review, editorial board member (2023-present)
Occupational Health Science, editorial board member (2022-present)
Cornell Hospitality Quarterly, editorial board member (2020-present)
Journal of Business & Psychology, editorial board member (2016-present)
Psychology of Sexual Orientation and Gender Diversity, consulting reviewer (2013-2022)
Journal of Homosexuality, ad-hoc reviewer (2013-2022)
NSF Panel Reviewer (2021)

JOURNAL REVIEWS

Academy of Management Review
Academy of Management Journal
Journal of Applied Psychology
Personnel Psychology
Journal of Business and Psychology
Journal of Vocational Behavior
American Psychologist
Journal of Foodservice Business Research
International Journal of Contemporary Hospitality Management
Cornell Hospitality Quarterly
Journal of Human Resource Management
Journal of Homosexuality
Psychology of Sexual Orientation and Gender Diversity
Journal of Hospitality & Tourism Research
Stress & Health
Journal of Personality
Military Psychology

CONFERENCE REVIEWS

International Council on Hotel, Restaurant, & Institutional Education Conference (2014-2016)
Graduate Education & Graduate Student Research Conference in Hospitality & Tourism (2013-2016)

Academy of Management Annual Conference (2013-present)

Society for Industrial & Organizational Psychology Annual Conference (2011-present)

CLASSES TAUGHT

Applied Research Design, Spring 2026

Advanced Employee Training and Development, Fall 2025

Qualitative Methods Readings Seminar, Spring 2025

Psychology of Employee Training, Spring 2025

Advanced Employee Training and Development, Fall 2024

Advanced Diversity in the Workplace, Fall 2023

Paranormal Psychology, Summer 2023

Diversity, Equity, and Inclusion (Quinnipiac University PMBA Program), Spring 2023

Paranormal Psychology, Summer 2022

Advanced Diversity in the Workplace, Spring 2022

Administrative Theory and Behavior (PSU EMPA Program), Spring 2022

Diversity, Equity, and Inclusion (Quinnipiac University PMBA Program), Spring 2022

Practical Research Skills, Fall 2021

Education Abroad: Paranormal Psychology in the UK & Ireland, Summer 2021

Paranormal Psychology, Summer 2021

Practical Research Skills, Fall 2020

Paranormal Psychology, Summer 2020

Advanced Diversity in the Workplace, Winter 2020

Psychology of Human Sexuality, Winter 2020

Practical Research Skills, Fall 2019

Diversity in the Workplace, Fall 2019

Paranormal Psychology, Summer 2019

Psychology of Human Sexuality, Spring 2019

Advanced Industrial Psychology, Spring 2019

Diversity in the Workplace, Fall 2018

Paranormal Psychology, Summer 2018

Advanced Diversity in the Workplace, Spring 2018

Psychology of Human Sexuality, Spring 2018

Diversity in the Workplace, Fall 2017

Psychology of Human Sexuality, Fall 2017

Diversity in the Workplace, Spring 2017

Psychology of Human Sexuality, Spring 2017

Psychology of Human Sexuality, Fall 2016

Organizational Behavior (2 sections), Spring 2016

Organizational Behavior (2 sections), Fall 2015
Organizational Behavior (2 sections), Spring 2015
Seminar in Hospitality Management (graduate writing course), Fall 2014
Organizational Behavior (2 sections), Fall 2014
Organizational Behavior (2 sections), Spring 2014
Organizational Behavior (2 sections), Fall 2013
Human Resource Management (2 sections), Spring 2013
Human Resource Management, Fall 2012
Social Psychology, Summer, 2012
Research Methods Lab, Fall, 2011
Social Psychology, Summer, 2011
Social Psychology, Summer, 2010
Introductory Psychology, Summer, 2009

PROFESSIONAL MEMBERSHIPS

Academy of Management (2012-present)

Member of the Ralph Alexander Dissertation Award Committee (2021)

Gender & Diversity Special Interest Group

Organizational Behavior Division

Society for Industrial/Organizational Psychologists (2007-present)

LGBTQA Committee (2007-2013)

Diversifying I/O Psychology Committee (2021-2024)

American Psychological Association (2012-present)

Division 44 – Society for the Psychological Study of LGBT Issues

International Council on Hotel, Restaurant, and Institutional Education (2012-2016)

SERVICE

UTA committees

Director of the Insights for Organizations Center (2024-2026)

Member of the President's Graduate Curriculum committee (2025)

Co-Chair of the College of Science COACHE Survey committee (2026)

Department of Psychology Colloquium committee (2024-2026)

Department of Psychology Curriculum committee (2024-2026)

Portland State University committees

President's Diversity Action Council, faculty recruitment and retention sub-committee, co-PI on NSF ADVANCE Catalyst submission (2020-2024)

President's Diversity Action Council, diversity, equity, and inclusion plan sub-committee (2020-2023)

Employee Access, Success, and Equity Task Force, Office of Global Diversity & Inclusion (2020-2021)

Portland State College of Liberal Arts & Sciences committees

Member of CLAS Curriculum Committee (2020-2022)

Portland State Department of Psychology committees

I/O Search Chair (2 positions; 2022)

Associate Chair (2020-2022)

Chair of the Department Curriculum Committee (2020-2022)

Member of the Steering Committee (2020-2022)

Member of the Edith Sullivan guest colloquium committee (2018-2022)

Member of the SIOP party planning committee (2017-present)

Member of the I/O comprehensive exam committee (2016-present)

Member of the undergraduate curriculum committee (2016-2017)

Faculty advisor for the Portland State Chapter of Psi Chi (2017-2020)

Model Chapter Award (2019)

Member of the I/O graduate socialization committee (2016-2017)

Society for Industrial/Organizational Psychologists

Inaugural Chair of the Diversity & Inclusion Committee (2026-2028)

Inaugural Chair of the Diversifying I/O Psychology (DIP) Committee (2021-2023)

Panelist for DIP Virtual Summit (2021, 2022, 2023, 2024, 2025)

Sub-committee chair of the International Education & Training Committee (2019-2020)

Sub-committee chair of the AWD Schneider Scholarship by the Macy Fund Award Committee (2017-2018)

Member of the AWD Schneider Scholarship by Macy Fund Award Committee (2016-2017)

Member of the LGBT Ad-hoc Committee (2008-2015)

Sub-Committee Chair (2012-2013)

Chair (2013-2015)

National Academies of Science, Engineering, and Medicine

Member of the Advisory Committee of the Action Collaborative on Preventing Sexual Harassment in Higher Education (2022-2024)

Penn State School of Hospitality Management committees

Member of undergraduate curriculum committee (2014-2016)

Chair of diversity committee (2013-2016)

Member of graduate admissions committee (2013-2016)

Member of the graduate exam committee (2012-2016)

Member of school director search committee (2014-2015)

Member of the diversity committee (2012-2013)

Penn State College of Health and Human Development committees

Member of college diversity committee (2013-present)

Other Penn State service

Member of President's Commission on Lesbian, Gay, Bisexual, and Transgender Equity (2013-2014)

Member of the BRIDGE diversity brown bag steering committee (2012-2014)

OTHER DISTINCTIONS

SIOP CSR Summit Participant, 2016

Hyatt Faculty Internship Participant, 2013

SIOP Frank Landy 5K Mentor/Mentee winner, 2011, 2012

National finalist, American Pool Association 8-Ball Singles Championship, 2011

National finalist, American Pool Association 8-Ball Team Championship, 2011

Associate, Weiss Residential College, Rice University, 2011

Guest panelist, Texas Diversity GLBT Summit, 2008