

Curriculum Vitae

Kristen P. Jones, Ph.D.

University of Memphis | Fogelman College of Business & Economics

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ACADEMIC APPOINTMENTS

University of Memphis

Robert Wang Chair of Excellence in Management	2023 – Present
Associate Professor of Management (with tenure)	2021 – Present
Assistant Professor of Management	2016 – 2021

Washington State University, Vancouver

Assistant Professor of Psychology	2014 – 2016
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George Mason University

Visiting Assistant Professor of Psychology	2013 – 2014
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EDUCATION

George Mason University, Fairfax, VA

Ph.D., M.A., Industrial/Organizational Psychology	2008 - 2013
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The University of Virginia, Charlottesville, VA

B.A., Psychology	2004 - 2008
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REFEREED JOURNAL ARTICLES

*denotes student co-author at time of publication

23. Follmer, K., Sabat, I. E., **Jones, K. P.**, & King, E. B. (In Press). Under Attack: Why and how I/O psychologists should counteract threats to DEI in education and organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
22. Nag, D., **Jones, K. P.**, Lindsey, A. P., *Robinson, A., & Arena, D. A. (In Press). A theoretical model of selective cyber incivility: Exploring the roles of perceived informality and perceived distance. *Human Resource Management Journal*.
21. Arena, D. F., Volpone, S. D., & **Jones, K. P.** (2023) (Overcoming) maternity bias in the workplace: A systematic review. *Journal of Management*, 49, 52–84. (Annual Review Issue)
20. **Jones, K. P.**, Brady, J., Lindsey, A. P., Cortina, L. M., & Major, C. K. (2022). The interactive effects of coworker and supervisor support on prenatal stress and postpartum health: A time-lagged investigation. *Journal of Business and Psychology*, 37, 469–490.

19. Cheung, H. K., Anderson, A., King, E. B., *Mahabir, K., *Warner, K., & **Jones, K. P.** (2022). Beyond the baby bump: Subtle discrimination against working mothers in the hiring process. *Journal of Business and Psychology*, 37, 1181–1198.
18. *Nag, D., Arena, D. F., & **Jones, K. P.** (2022). How promotion loss shapes expectations of discrimination: An intersectional approach. *Gender in Management: An International Journal*, 37, 441-456.
17. Sabat, I. E., Morgan, W. B., **Jones, K. P.**, & Walker, S. S. (2022). Across the pregnancy lifespan: Examining workplace outcomes of concealing across stages of pregnancy. *Gender in Management: An International Journal*, 37, 126-143.
16. *Arena, D. F., **Jones, K. P.**, Sabat, I. E., & King, E. B. (2021). The intrapersonal experience of pregnancy at work: An exploratory study. *Journal of Business and Psychology*, 36, 85-102.
15. **Jones, K. P.**, Clair, J. A., King, E. B., Humberd, B. K., & *Arena, D. F. (2020). How help during pregnancy can undermine self-efficacy and increase postpartum intentions to quit. *Personnel Psychology*, 73, 431-458.
14. Sabat, I. E., Lindsey, A. P., King, E. B., Winslow, C., **Jones, K. P.**, Membere, A., & *Smith, N. (2020). Stigma expression outcomes and boundary conditions: A meta-analysis. *Journal of Business and Psychology*, 35, 171–186.
13. Mohr, J., *Markell, H., King, E. B., **Jones, K. P.**, Peddie, C. I., & Kendra, M. (2019). Affective antecedents and consequences of revealing and concealing a lesbian, gay, or bisexual identity. *Journal of Applied Psychology*, 104, 1266-1282.
12. **Jones, K. P.**, Sabat, I. E., King, E. B., Ahmad, A. S., McCausland, T. C., & Chen, T. R. (2017). Isms and schisms: A meta-analysis of the prejudice-discrimination relationship across racism, sexism, and ageism. *Journal of Organizational Behavior*, 38, 1076-1110.
11. King, E. B., Mohr, J., Peddie, C., **Jones, K. P.**, & Kendra, M. (2017). Predictors of identity management: An exploratory experience-sampling study of lesbian, gay, and bisexual workers. *Journal of Management*, 43, 476-502.
10. **Jones, K. P.** (2017). To tell or not to tell? Examining the role of discrimination in the pregnancy disclosure process at work. *Journal of Occupational Health Psychology*, 22, 239-250.
9. King, E. B., Dawson, J. F., Jensen, J., & **Jones, K. P.** (2017). A socioecological approach to relational demography: How demographic representativeness and respectful coworkers affect job attitudes. *Journal of Business and Psychology*, 32, 1-19.
8. **Jones, K. P.**, *Arena, D. F., *Nittrouer, C. L., *Alonso, N. M., & Lindsey, A. P. (2017). Subtle discrimination at work: A vicious cycle. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 51-76.
7. *Arena, D. F., & **Jones, K. P.** (2017). To “B” or not to “B”: Assessing the disclosure dilemma of bisexual individuals at work. *Journal of Vocational Behavior*, 103, 86-98.

6. **Jones, K. P.**, King, E. B., Gilrane, V. L., McCausland, T. C., Cortina, J. M., & Grimm, K. J. (2016). The baby bump: Managing a dynamic stigma over time. *Journal of Management*, *42*, 1530-1556.
5. **Jones, K. P.**, Peddie, C. I., Gilrane, V. L., King, E. B., & Gray, A. (2016). Not so subtle: A meta-analysis of the correlates of subtle and overt discrimination. *Journal of Management*, *42*, 1588-1613.
Nominated for Journal of Management's 2021 Scholarly Impact Award
4. **Jones, K. P.**, & King, E. B. (2014). Managing concealable stigmas at work: A review and multilevel model. *Journal of Management*, *40*, 1466-1494. (Annual Review Issue)
3. **Jones, K. P.**, Stewart, K., King, E. B., Botsford Morgan, W., & Gilrane, V. E. (2014). A dark side of seemingly civil behavior? Negative consequences of benevolent sexism on efficacy and performance. *Gender in Management: An International Journal*, *29*, 171-189.
2. **Jones, K. P.**, King, E. B., Nelson, J., Bowes-Sperry, L., & Geller, D. S. (2013). Beyond the business case: An ethical perspective of diversity training. *Human Resource Management*, *52*, 55-74.
1. Lindsey, A., King, E. B., McCausland, T. C., **Jones, K. P.**, & Dunleavy, E. (2013). What we know and don't: Eradicating employment discrimination 50 years after the Civil Rights Act. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *6*, 391-413.

ADDITIONAL PUBLICATIONS

- Hackney, K. J., Daniels, S. R., Paustian-Underdahl, S., **Jones, K. P.**, Brady, J. M., Perrewé, P. L., Mandeville, A., Eaton, A., Cortina, L. M., & Li, Y. (2022). 5 Ways Managers Can Support Pregnant Employees. *Harvard Business Review*. January 12, 2022. <https://hbr.org/2022/01/5-ways-managers-can-support-pregnant-employees>
- Clair, J., **Jones, K. P.**, King, E. B., & Humberd, B. K. (2016). The right and wrong ways to help pregnant workers. *Harvard Business Review*. September 27, 2016. <https://hbr.org/2016/09/the-right-and-wrong-ways-to-help-pregnant-workers>
- Jones, K. P.**, & King, E. B. (2016). Stop "protecting" women from challenging work. *Harvard Business Review*. September 9, 2016. <https://hbr.org/2016/09/stop-protecting-women-from-challenging-work>
- King, E. B., & **Jones, K. P.** (2016). Why subtle bias is so often worse than blatant discrimination. *Harvard Business Review*. July 13, 2016. <https://hbr.org/2016/07/why-subtle-bias-is-so-often-worse-than-blatant-discrimination>
- Jones, K. P.** (2016). Identity. In S. G. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology*, 2nd edition.

BOOK CHAPTERS

- *Guerrero, P., Arena, D. F., & **Jones, K. P.** (In Press). An exploration of the stereotypes at the intersection of motherhood status and race. In Wasieleski, D. & Weber, J. (Eds.), *Business and Society 360* (Vol. 6), Emerald Publishing Limited.
- Gabriel, A. S., Arena, D. F.†, Calderwood, C.†, Campbell, J. T.†, Chawla, N.†, Corwin, E. S.†, Ezerins, M. E.†, **Jones, K. P.**†, Klotz, A. C.†, Larson, J. D.†, Leigh, A.†, MacGowan, R. L.†, Moran, C. M.†, Nag, D.†, Rogers, K. M.†, Rosen, C. C.†, Sawyer, K. B.†, Shockley, K. M.†, Simon, L. S.†, & Zipay, K. P.†. (2022). Building thriving workforces from the top down: A call and research agenda for human resource management to proactively support employee well-being. In Buckley, M. R., Wheeler, A. R., Baur, J. E., & Halbesleben, J.R.B. (Eds.), *Research in Personnel and Human Resources Management* (Vol. 40, pp. 205-272), Emerald Publishing Limited. (†authors contributed equally)
- *Arena, D. F., *Brady, J. S., & **Jones, K. P.** (2018). Modern moms: Dissecting the experiences of older pregnant employees. In Burke, R. & C. Cooper (Eds.), *Violence and Abuse in and Around Organisations*, Taylor & Francis.
- *Gilmer, L., Lindsey, A. P., & **Jones, K. P.** (2017). Standing the test of time: Chronotype, scheduling, and recovery experiences. In J. Nicklin (Ed.), *Work-Life Balance in the 21st Century: Perspectives, Practices, and Challenges* (pp. 107-134). Nova Science Publishers.
- Schmaling, K. B., & **Jones, K. P.** (2017). Psychological perspectives on ethnic minority leadership. In A. W. Blume (Ed.), *Social Issues in Living Color: Challenges and Solutions from the Perspective of Ethnic Minority Psychology*. Westport, CT: Praeger.
- Sabat, I. E., Lindsey, A. P., King, E. B., & **Jones, K. P.** (2016). Understanding and overcoming challenges faced by working mothers: A theoretical and empirical review. In R. Matthews & C. Spitzmueller (Eds.), *Research Perspectives on Work and the Transition to Motherhood*. New York, NY: Springer.
- Jones, K. P.**, Botsford Morgan, W., Walker, S. S., & King, E. B. (2013). Bias in promoting employed mothers. In M. Paludi (Ed.), *The Psychology for Business Success*. Westport, CT: Praeger.
- McCausland, T. C., Ahmad, A. S., Botsford Morgan, W., King, E. B., & **Jones, K. P.** (2013). Making it work for women, children and the job. In M. Paludi (Ed.), *Women, Work and Family: How Companies Thrive with a 21st Century Multicultural Workforce*. Westport, CT: Praeger.
- Gilrane, V. L., McCausland, T. C., **Jones, K. P.**, & King, E. B. (2012). Evaluating the success of workplace multiculturalism programs. In M. Paludi (Ed.), *Managing Diversity in Today's Workplace*. Westport, CT: Praeger.

CONFERENCE PRESENTATIONS

- Arena, D. F., **Jones, K. P.**, & Lindsey, A. P. (August, 2023). Mixed signals: The identity management process for LGB employees and the role of civility climate. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.

- Mattingly, V. P., Nag, D., Kraiger, K., & **Jones, K. P.** (April, 2023). Glass kickers: Training men as allies to promote women in leadership. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Boston, MA.
- Volpone, S. D., *Barnes, L. Y., **Jones, K. P.**, *Lurie, S. G., & *Kim, H. L. (August, 2022). Identity management during the grief process in employees who have experienced pregnancy loss. Paper presented at the Annual Meeting of the Academy of Management, Seattle, WA.
- *Robinson, A. N., Lindsey, A. P., & **Jones, K. P.** (August, 2022). Distal consequences of expressing a political identity at work. Paper presented at the Annual Meeting of the Academy of Management, Seattle, WA.
- Arena, D. A., **Jones, K. P.**, *Nag, D., & Gabriel, A. S. (April, 2022). Exploring the nature and consequences of daily prenatal affective states at work. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Seattle, WA.
- *Robinson, A. N., Lindsey, A. P., **Jones, K. P.**, & Arena, D. F. (April, 2022). Distal consequences of political authenticity at work. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Seattle, WA.
- Follmer, K., *Nag, D., & **Jones, K. P.** (August, 2021). Examining the role of infertility in women's working lives. Paper presented at the Virtual Annual Meeting of the Academy of Management.
- *Barnes, L. Y., Volpone, S. D., **Jones, K. P.**, *Kim, H. L., & *Lurie, S. G. (August, 2021). Exploring the identity management strategies of working women who have experienced pregnancy loss. Paper presented at the Virtual Annual Meeting of the Academy of Management.
- Arena, D. F., **Jones, K. P.**, & Lindsey, A. P. (April, 2021). An intersectional perspective on the IDM experiences of LGB employees. Paper presented at the Virtual Conference for the Society of Industrial and Organizational Psychology.
- *Tripathy, S. C., Arena, D. A., & **Jones, K. P.** (August, 2020). Shift or lean? Advancing identity management by considering intersectionality. Paper accepted to the Virtual Annual Meeting of the Academy of Management.
- *Nag, D., **Jones, K. P.**, & *Arena, D. F. (April, 2020). Daily affect fluctuations and work outcomes in pregnant employees. Paper accepted to the Virtual Annual Conference for the Society of Industrial and Organizational Psychology.
- *Tripathy, S. C., & **Jones, K. P.** (August, 2019). The intersection of gender identity and race in the workplace. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
- *Nag, D., & **Jones, K. P.**, *Arena, D. F. (August, 2019). Diversity goals initiatives: Reaction to promotion loss. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.

- *Arena, D. F., *Tripathy, S. C., **Jones, K. P.**, Lindsey, A. P., & Sabat, I. E. (April, 2019). Bystander burnout among female witnesses of gender-based discrimination. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, National Harbor, MD.
- *Tripathy, S. C., & **Jones, K. P.** (April, 2019). Beyond the binary: Building understanding of gender-nonbinary employees' experiences. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, National Harbor, MD.
- *Tripathy, S. C., & **Jones, K. P.** (August, 2018). Gender and leadership: Exploring the nonprofit context. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.
- *Teets, L., Lindsey, A. P., **Jones, K. P.**, *Burrows, D., & Arena, D. F. (April, 2018). Reducing discrimination against pregnant workers: A policy capturing study. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Chicago, IL.
- *Arena, D. A., *Tripathy, S. C., & **Jones, K. P.** (April, 2018). Negative effects of witnessing subtle discrimination: Implications for allyship. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Chicago, IL.
- *Nag, D., **Jones, K. P.**, & *Arena, D. F. (April, 2018). The effect of professional image maintenance strategies on work-pregnancy efficacy. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Chicago, IL.
- Jones, K. P.**, Lindsey, A. P., *Arena, D. F., Sabat, I. E., & Ahmad, A. (August, 2017). The vicious cycle: A longitudinal examination of the cumulative effects of subtle discrimination on employee psychological health. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.
- Jones, K. P.**, & Sheppard, L. D. (August, 2017). Romance-workplace spillover: How benevolent sexism in romantic relationships can hold women back at work. Paper presented at the Annual Meeting of the Academy of Management, Atlanta, GA.
- Jones, K. P.**, & *Arena, D. F. (April, 2017). How pressuring candidates to disclose in academic interviews hurts institutions. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Orlando, FL.
- *Arena, D. F., & **Jones, K. P.** (April, 2017). Perceptions of bisexuality disclosure in job applications. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Orlando, FL.
- *Arena, D. F., Sabat, I. E., **Jones, K. P.**, & Winslow, C. J. (February, 2017). To cope or not to cope: An examination of how coping strategies used at work during pregnancy impact job attitudes postpartum. Paper presented at the Industrial/Organizational and Organizational Behavior Conference, Houston, TX.

- Jones, K. P.**, Sabat, I. E., Lindsey, A. P., Ahmad, A. S., & *Arena, D. F. (April, 2016). Killing me softly: How subtle discrimination pushes minority women out. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Anaheim, CA.
- *Arena, D. F., **Jones, K. P.**, King, E. B., & Sabat, I. E. (April, 2016). The effect of observing subtle discrimination on bystander creativity. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Anaheim, CA.
- *Austin, C., **Jones, K. P.**, & Bradley-Geist, J. (April, 2016). Expectant mothers and fathers in academia: Student ratings of teaching. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Anaheim, CA.
- *Brady, J. M., **Jones, K. P.**, & Cortina, L. M. (April, 2016). Workplace support during pregnancy as a predictor of postpartum outcomes. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Jones, K. P.**, Clair, J., King, E. B., & Humberd, B. (August, 2015). Helpful or harmful? The dark side of seemingly supportive behaviors toward pregnant workers. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, CA.
- Mohr, J., King, E. B., **Jones, K. P.**, & Peddie, C. I. (August, 2015). Immediate and next-day affective consequences of revealing and concealing a lesbian, gay, or bisexual identity. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, CA.
- Clair, J., King, E. B., Anderson, A. J., **Jones, K. P.**, & Hebl, M. (April, 2015). 90210 revisited: Where you live matters in shaping work-life conflict. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Sabat, I., Lindsey, A., Winslow, C., King, E. B., **Jones, K. P.**, Membere, A., Smith, N., & Arena, D. (April, 2015). Stigma disclosure outcomes and boundary conditions: A meta-analysis. Poster presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Jones, K. P.**, Sabat, I., McCausland, T. C., Chen, T. R., Ahmad, A. A., & King, E. B. (May, 2014). The battle of the "ISMs": Racism vs. sexism vs. ageism. Poster presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Honolulu, HI.
- Jones, K. P.** (August, 2013). An episodic model of identity management behaviors in pregnant employees. *Paper presented as part of the Cutting-Edge HR Research: Award-Winning Dissertation Studies session at the Annual Meeting of the Academy of Management, Orlando, FL.*
- Botsford Morgan, W., & **Jones, K. P.** (August, 2013). Reactions to pregnant employees use of counterfeiting as identity management strategy. Paper presented at the Annual Meeting of the Academy of Management, Orlando, FL.

- King, E. B., Lindsey, A., McCausland, T., **Jones, K. P.**, & Ahmad, A. (August, 2013). Individual strategies for discrimination reduction: A theoretical framework. Paper presented at the Annual Meeting of the Academy of Management, Orlando, FL.
- Jones, K. P.**, King, E. B., Gilrane, V. L., & McCausland, T. C. (April, 2013). I can't get no satisfaction: Attitudes during pregnancy and postpartum. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Houston, TX.
- Jones, K. P.**, King, E. B., Botsford Morgan, W., & Walker, S. S. (August, 2012). From baby bump to stressful slump: An episodic model of identity management behaviors in pregnant employees. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
- Gilrane, V. L., **Jones, K. P.**, King, E. B., & McCausland, T. C. (April, 2012). A longitudinal analysis of the influence of perceived supervisor support on work-pregnancy conflict. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, San Diego, CA.
- King, E. B., Dawson, J. F., Jensen, J., & **Jones, K. P.** (April, 2012). Relational demography is relative: Demographic representativeness and job attitudes. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, San Diego, CA.
- Botsford Morgan, W., Walker, S. S., **Jones, K. P.**, & King, E. B. (April, 2012). Reactions to how expectant mothers disclose their pregnant status. Paper presented at the 2012 Annual Conference for the Society of Industrial and Organizational Psychology, San Diego, CA.
- Jones, K. P.**, King, E. B., Gilrane, V. L., & McCausland, T. C. (April, 2011). The baby bump: Managing a dynamic stigma over pregnancy's course. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Chicago, IL.
- Gilrane, V. L., **Jones, K. P.**, Speights, S., & King, E. B. (April, 2011). Is beautiful good for everyone? Race, gender, and attractiveness bias. Poster presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Chicago, IL.
- Peddie, C. I., **Jones, K. P.**, Gilrane, V. L., Gray, A., & King, E. B. (April, 2011). A meta-analysis of the outcomes of overt and subtle discrimination. Poster presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Chicago, IL.
- Mohr, J., King, E. B., Peddie, C., Kendra, M., **Jones, K. P.**, & McShea, H. (August, 2010). Everyday identity management experiences of lesbian, gay, and bisexual workers. Paper presented at the Annual Conference for the American Psychological Association, San Diego, CA.
- Jones, K. P.**, & King, E. B. (April, 2010). Pregnancy disclosure strategies in the workplace. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Atlanta, GA.
- King, E. B., Mohr, J., Peddie, C., **Jones, K. P.**, Kendra, M., & McShea, H. (April, 2010). Everyday identity management experiences of lesbian, gay, and bisexual workers. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Atlanta, GA.

Jones, K. P., Geller, D. S., King, E. B., Bowes-Sperry, L., & Nelson, J. (April, 2010). Diversity framed as an ethical issue. Poster presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Atlanta, GA.

CONFERENCE SYMPOSIA CHAIR, PANELIST, & DISCUSSANT ROLES

Panelist: Diversity, Equity, Inclusion, and Accessibility in Selection: Beyond Adverse Impact (April, 2023). Panel Discussion held at the Annual Conference for the Society of Industrial and Organizational Psychology, Boston, MA.

Panelist: Setting New Parents Up for Success: How to Support Employees During Parental Leave (April, 2023). Panel Discussion held at the Annual Conference for the Society of Industrial and Organizational Psychology, Boston, MA.

Co-Chair: *Nag, D., & Jones, K. P. (August, 2021). Novel Advances on Poorly Understood Challenges Women Face at Work. Symposium presented at the Virtual Annual Meeting of the Academy of Management.

Co-Chair & Panelist: Volpone, S. D., & Jones, K. P. (April, 2020). Beyond Publishing: Contributing to Academic Research Culture through Service Roles. Panel Discussion accepted to the Virtual 2020 Annual Conference for the Society of Industrial and Organizational Psychology.

Research Incubator: The Future of Stigma Identity Management Research (April, 2020). Paper accepted to the Virtual 2020 Annual Conference for the Society of Industrial and Organizational Psychology.

Table Facilitator: HR Research Roundtable Forum (August, 2019). Professional Development Workshop held at the Annual Meeting of the Academy of Management, Boston, MA.

Panelist: You Cite Goffman (1963) Too? Exploring Avenues for Cross-Level Dialogue and Research on Stigma (August, 2019). Panel Discussion held at the Annual Meeting of the Academy of Management, Boston, MA.

Co-Chair: *Nag, D., & Jones, K. P. (August, 2019). Novel Advances on the Impact of Diversity Climate on Employee Behavior. Symposium presented at the Annual Meeting of the Academy of Management, Boston, MA.

Panelist: Examining Identity Management Through a Work-Family Lens. (April, 2019). Panel Discussion held at the Annual Conference for the Society of Industrial and Organizational Psychology, National Harbor, MD.

Co-Chair: Jones, K. P., & Lindsey, A. P. (April, 2018). Novel perspectives on stigma identity management in the workplace. Symposium presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Chicago, IL.

Co-Chair: *Arena, D. F., & Jones, K. P. (April, 2017). Don't trust the B: Bisexual stigma in modern organizations. Symposium presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Orlando, FL.

Co-Chair: *Cheung, H. K., & Jones, K. P. (April, 2017) Exploring macro-level factors impacting individual work-family experience. Symposium presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Orlando, FL.

Panelist: Junior Faculty Career Panel. (February, 2017). Panel Discussion held at the Industrial/Organizational and Organizational Behavior Conference, Houston, TX.

Chair: Jones, K. P. (April, 2016). Exploring pregnancy bias in field settings: Emergence, consequences, and remediation. Symposium presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Anaheim, CA.

Chair: Jones, K. P. (April, 2016). The trouble with subtle: Boundary conditions of subtle discrimination outcomes. Symposium presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Anaheim, CA.

Co-Facilitator: Jones, K. P., & Englund, K. (April, 2016). Allies in the workplace and public sphere. Community of Interest (COI) session facilitated at the Annual Conference for the Society of Industrial and Organizational Psychology, Anaheim, CA.

Panelist: Junior Faculty Panel at GDO Doctoral Consortium. (August, 2015). Panel Discussion held at the Annual Meeting of the Academy of Management, Vancouver, CA.

Chair: Jones, K. P. (April, 2015). Working moms and dads: Trials, tribulations, and coping strategies. Symposium presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Philadelphia, PA.

Co-Chair: Sabat, I. E., & Jones, K. P. (April, 2015). New methods in examining workplace outcomes of LGB identity management. Symposium presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Philadelphia, PA.

Symposium received 2015 Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award

Discussant: Jones, K. P. (May, 2014). New perspectives on workplace experiences of sexual orientation minorities. Symposium presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Honolulu, HI.

Co-Chair: Jones, K. P., & King, E. B. (April, 2013). Transitions to motherhood: Workplace experiences during pregnancy and post-partum. Symposium presented at the Annual Conference for the Society of Industrial and Organizational Psychology, Houston, TX.

EXTERNAL GRANTS

National Science Foundation: Science of Organizations Grant, Award #2243905 (\$400,001; PI): "Collaborative Research: Uncovering and Enhancing Pathways to Psychological Safety at Work for Racial Minority Women," Funded May 2023.

Tennessee Department of Human Services: Tennessee Opportunity Pilot Initiative Implementation Grant (\$25,000,000; Co-PI): “Growing Relational and Occupational Wealth in West Tennessee (GROWWTH) Collaborative,” Funded April 2022.

Tennessee Department of Human Services: Tennessee Opportunity Pilot Initiative Planning Grant (\$445,000; Co-PI): “Growing Relational and Occupational Wealth in West Tennessee (GROWWTH) Collaborative,” Funded Dec 2021.

Society for Industrial and Organizational Psychology: SIOP Small Grant (\$6,250; Co-PI): “The Interconnected Nature of Women’s Experiences Pre- and Post-partum: A Longitudinal Examination across Two Countries,” Funded Oct 2021.

INTERNAL GRANTS

UofM, Fogelman College of Business and Economics: Research Enterprise Grant (\$49,950; Co-PI): “An Intersectional Examination of Workplace Mistreatment and Empowerment Experiences,” Funded Spring 2020.

UofM, Fogelman College of Business and Economics: Summer Research Grant (\$7,000; PI): “Oh Baby or No Baby? Examining the Role of Infertility in Women’s Working Lives,” Funded Spring 2020.

UofM, Fogelman College of Business and Economics: Center for Workplace Diversity and Inclusion (CWDI) Research Grant (\$3,500; Co-PI): “The Interconnected Nature of Women’s Experiences Pre- and Post-partum: A Longitudinal Examination across Two Countries,” Funded Spring 2020.

UofM, Fogelman College of Business and Economics: Center for Workplace Diversity and Inclusion (CWDI) Research Grant (\$2,500; PI): “A Longitudinal Approach to Understanding the Unique Identity Management Experiences of Bisexual Employees,” Funded Spring 2019.

ADVANCE at WSU: External Mentor Grant (\$3,959; PI): to support mentoring relationship with Dr. Lilia Cortina (University of Michigan), Funded Spring 2015.

MEDIA CITES

NY Times

<https://parenting.nytimes.com/work-money/how-to-tell-boss-youre-pregnant?module=article-group&topic=Work%20And%20Money&rank=1&position=5>

Medical Press

<https://medicalxpress.com/news/2019-10-pregnant-women-chances-maternity.html>

Technology.org

<https://www.technology.org/2019/10/03/helping-pregnant-women-at-work-can-hurt-their-chances-of-returning-after-maternity-leave/>

EurekaAlert! The Global Source for Science News

<https://eurekaalert.org/pub_releases/2019-02/ru-bya022519.php>

U.S. News & World Report

<https://money.usnews.com/careers/company-culture/articles/signs-that-a-workplace-culture-supports-working-mothers?fbclid=IwAR3Ozn378ZWzBF9q4K6PQVFdT7ILY-DNv001r_sUQJJqxq7GRtok2Er6_c8>

Psychology Today

<<https://www.psychologytoday.com/us/blog/the-athletes-way/201902/new-research-shows-when-saying-i-am-what-i-am-matters-most?fbclid=IwAR0JdgE6msKjwllkF1c81xv2jRVv-b2jswkBVExc92lj5ejFmy-tqR71Cuo>>

CNN

<https://www.cnn.com/2018/10/24/success/pregnancy-conversation-work/index.html?fbclid=IwAR1_alBytpV6cWS3YioZa3Qr-tsZNStBnLFcO6HLtH8Hyo62Xse-X3Kupzo>

CNN Money

<<https://money.cnn.com/2018/09/05/pf/subtle-discrimination-workplace/index.html?fbclid=IwAR13HY4J6A0Cfxsz4owYnYMc4glfoPROXs8PUifWmllon-bDP5M-IUUdTf0>>

The Guardian

<<https://www.theguardian.com/sustainable-business/2016/nov/07/employers-support-pregnant-employees-backfire>>

Slate

<http://www.slate.com/blogs/xx_factor/2016/10/05/helping_pregnant_women_at_work_can_hurt_them_in_the_long_run_research_shows.html>

inc.com

<<http://www.inc.com/jessica-stillman/why-your-efforts-to-help-pregnant-employees-are-probably-totally-backfiring.html?cid=srch>>

Townsend Radio Show

<<http://www.byuradio.org/episode/a808bfae-c68f-41f4-8a93-fe534ae8ebbe/the-matt-townsend-show-presidential-cabinet-selection-help-pregnant-workers-children-are-bad-at-hiding?playhead=3883&autoplay=true>>

INVITED TALKS & PANELS

Evidence-Based Strategies for Reducing Discrimination and Improving Marginalized Employees' Work Lives.
(November, 2022) Invited Speaker at Washington University OB Speaker Series, Olin Business School.

Evidence-Based Strategies for Reducing Discrimination and Improving Marginalized Employees' Work Lives.
(November, 2022) Invited Speaker at George Mason University I-O Learning Series.

- Memphis' Revival After MLK's Death: The Memphis in May Founders' Case Story.* (October, 2022). Invited Panelist. The University of Memphis, Fogelman College of Business and Economics, Center for Workplace Diversity and Inclusion, and Revival Memphis, Memphis, TN.
- Exploring the Influence of Inter- and Intra- Personal Dynamics at Work During Pregnancy.* (November, 2021) Invited Speaker at University of Colorado Boulder, Diversity & Identity Management Research Lab.
- Exploring the Influence of Inter- and Intra- Personal Dynamics at Work During Pregnancy.* (October, 2021) Invited Speaker at Bowling Green State University, Industrial-Organizational Psychology Speaker Series.
- How Interpersonal Dynamics at Work During Pregnancy Influence Postpartum Outcomes.* (March, 2020). Invited Speaker at West Virginia University, John Chambers College of Business and Economics, Morgantown, WV.
- Pregnancy Bias at Work: Emergence, Consequences, and Solutions for Remediation* (December, 2019). Invited Speaker at the State of the Science Workshop on Pregnancy at Work. Sunshine Education & Research Center, University of South Florida, Clearwater, FL.
- Memphis Industrial-Organizational Psychologists Quarterly Meeting (December 2019). CWDI Management Scholars Panel. University of Memphis, Management Department, Memphis, TN.
- Subtle Discrimination—Does It Really Exist in Today's Workplace? What Role Should HR Leaders Play in Addressing This Reality?* (January, 2018). Featured Presentation at SHRM Memphis Chapter Meeting, Memphis, TN.
- Discrimination in the Contemporary Workplace: Emergence, Consequences, and Strategies for Remediation.* (November, 2017). Invited Speaker at Indiana University – Purdue University Indianapolis, Psychology Department, Indianapolis, IN.
- Film Screening of *Equal Means Equal* Documentary (May, 2017). Post-Screening Discussion Panel. Memphis Women in Film and Memphis Area Women's Council, Memphis, TN.
- Great Leaders Who Make the Mix Work.* (November, 2016). Harvard Business Review Discussion Panel. National Black MBA Association of Memphis, Memphis, TN.
- Gender and Diversity at Work.* (October, 2015). Invited Speaker for Current Directions in Psychology Research graduate seminar. Washington State University, Pullman, WA.
- Best Practices for Experience Sampling Method (ESM) Designs.* (October, 2015). Invited Speaker at University of Michigan, Psychology Department, Ann Arbor, MI.
- Discrimination in the Contemporary Workplace: Emergence, Consequences, and Strategies for Remediation.* (January, 2013). Invited Speaker at George Mason University, Psychology Department Brown Bag Series, Fairfax, VA.

AWARDS & HONORS

Outstanding Reviewer Award, *Journal of Management*, 2023.

Fogelman College of Business and Economics: Research Mentoring Excellence Award (\$1,000), Spring 2023.

Fogelman College of Business and Economics: George Johnson Research Fellow (\$20,000), Spring 2021.

Fogelman College of Business and Economics: George Johnson Research Fellow (\$5,000), Spring 2019.

Fogelman College of Business and Economics: Management Faculty Research Award, Spring 2017.

Fogelman College of Business and Economics: Management Faculty Research Award, Spring 2016.

Sandra Schwartz Tangri Memorial Award for Graduate Student Research: \$500 awarded to graduate students by APA's Division 35 to make possible social justice research on issues affecting structurally marginalized women, Spring 2012.

SHRM Foundation Dissertation Grant Award: \$5,000 awarded to promising researcher in the field of human resource management at the dissertation stage of their doctoral education, Summer 2012.

SIOP Graduate Student Scholarship: \$3,000 awarded to recognize graduate student achievement and support the research of graduate students pursuing doctoral study in IO psychology, Spring 2012.

Osher Lifelong Learning Institute, Kathryn Brooks Scholarship: \$500 awarded to one student in the Department of Psychology at George Mason for academic purposes, Spring 2012.

Society for the Psychological Study of Social Issues, Grants-In-Aid Award: \$300 awarded to support scientific research in social problem areas related to the basic interests and goals of SPSSI, Fall 2011.

Organizational Research Methods Award: \$4,000 per academic semester awarded to the GMU graduate student who does the most to advance organizational research methods, Fall 2010, Spring 2011, Fall 2011, Spring 2012.

The Elyse B. and Donald R. Lehman Graduate Student Research Award: \$820 awarded in support of the development and execution of promising graduate student research, Fall 2010.

TEACHING EXPERIENCE

(teaching effectiveness on 5-point scale in parentheses)

IP denotes in person

OL denotes online

University of Memphis

MGMT 8423 – Seminar in Diversity and Inclusion in Organizations, Doctoral Program in MGMT

- 1 section, Fall 22 (5.00 IP)

MGMT 8220 – Seminar in Human Resource Management, Doctoral Program in MGMT

- 1 section, Spring 18 (4.83 IP)

MGMT 7250 – Strategic Human Capital Management, Executive MBA Program in MGMT

- 1 section, Fall 20 (4.5 OL)
- 1 section, Fall 19 (5.0 IP)
- 1 section, Fall 18 (5.0 IP)

MGMT 4240 – Compensation and Performance Appraisal, Undergraduate BBA Program

- 1 section, Spring 23 (4.31 OL)
- 1 section, Fall 22 (4.65 OL)
- 1 section, Spring 22 (4.40 OL)
- 1 section, Fall 21 (4.15 OL)
- 1 section, Spring 21 (4.15 OL)
- 1 section, Fall 20 (4.31 OL)
- 1 section, Spring 20 (4.26 OL)
- 1 section, Fall 19 (4.14 OL)

MGMT 3215 – Human Resource Management, Undergraduate BBA Program

- 1 section, Spring 23 (4.82 OL)
- 1 section, Spring 21 (4.55 OL)
- 1 section, Spring 20 (4.71 OL)
- 1 section, Spring 19 (4.62 IP)
- 1 section, Spring 19 (4.58 OL)
- 1 section, Fall 18 (4.63 IP)
- 1 section, Spring 18 (4.48 OL)
- 2 sections, Fall 17 (4.41 IP & 4.18 IP)
- 1 section, Spring 17 (4.42 OL)
- 2 sections, Fall 16 (4.47 IP & 4.39 IP)

MGMT 3110 – Organization & Management

- 1 section, Fall 21 (4.53 OL)

Washington State University

PSYC 508 – Industrial Organizational Psychology, PhD Program in IO Psychology

- 1 section, Spring 2016 (4.71 IP)
- 1 section, Fall 2014 (4.62 IP)

PSYC 511 – ANOVA & Experimental Design, PhD Program in Psychology

- 1 section, Fall 2015 (4.62 IP)

PSYC 324 – Psychology of Gender, Undergraduate B.A. Program in Psychology

- 1 section, Spring 2015 (4.40 IP)
- 1 section, Fall 2014 (4.45 IP)

George Mason University

PSYC 756 – Multivariate Statistics, PhD Program in Psychology

- 1 section, Spring 2014 (5.00 IP)

PSYC 636 – Industrial Psychology, PhD Program in IO Psychology

- 1 section, Fall 2013 (4.29 IP)

PSYC 461/592 – Diversity Management in Organizations, cross-listed in B.A. and PhD Programs

- 1 section, Spring 2014 (4.29 IP)

PSYC 362 – Psychology of Gender, Undergraduate B.A. Program in Psychology

- 1 section, Fall 2013(4.62 IP)
- 1 section, Summer 2013 (4.64 IP)
- 1 section, Spring 2013 (4.59 IP)
- 1 section, Spring 2012 (4.60 IP)
- 1 section, Fall 2011 (4.62 IP)

MENTORING & ADVISING

(in reverse chronological order)

Dissertation Committee Chair:

Shovna Tripathy, University of Memphis (completed 2023)

Devalina Nag, University of Memphis (completed 2022) – *placed at University of San Diego*

David Arena, University of Memphis (completed 2020) – *placed at University of Texas - Arlington*

Dissertation Committee Member:

Andrea Baird, University of Memphis (expected completion: 2024)

Ashley Robinson, University of Memphis (expected completion: 2024)

Mingang Geiger, West Virginia University (completed 2021) – *placed at Duquesne University*

Jason Potwora, Washington State University (completed 2017)

Master's Thesis Committee Member:

Christopher Austin, Washington State University (completed 2017)

Lindsey Lavaysse, Washington State University (completed 2017)

Steven Hobaica, Washington State University (completed 2017)

Mycah Harrold, Washington State University (completed 2016)

Undergraduate Honors Thesis Advisor:

Kendall Major, University of Memphis (completed 2017)

PROFESSIONAL SERVICE

Editorial Review Boards:

Journal of Applied Psychology (2022-present)

Journal of Business and Psychology (2020-present)

Journal of Management (2017-present)

Journal of Organizational Behavior (2019-2021)

Ad-hoc Reviewer:

Academy of Management Journal, Personnel Psychology, Nature Human Behavior, Organizational Behavior and Human Decision Processes, Organizational Research Methods, Journal of International Business Studies, Human Resource Management, Human Resource Management Review, Human Relations, Journal of Vocational Behavior, Journal of Applied Social Psychology, Personality and Social Psychology Bulletin

Executive Committee, Representative-at-Large, GDO Division of AOM (2019-2022)

- Dorothy Harlow Award Committee Chair
- Tales From the Script Coordinator

Saroj Parasuraman Award Committee Member, GDO Division of AOM (2019)

Dorothy Harlow Award Committee Member, GDO Division of AOM (2017-2019)

SIOP LGBT Committee: Programs and Awards Subcommittee Chair (2015-2017)

SIOP Education & Training Committee: Member (2015-2017)

Reviewer for Annual Meeting of the Academy of Management (2014-present)

Reviewer for Annual SIOP Conference (2012-present)

Editorial Assistant for *Organizational Research Methods* (2010-2013)

UNIVERSITY SERVICE

PhD Sub-Council Member	2023 - Present
Interim Director, Center for Workplace Diversity and Inclusion	2021 – 2022
Search Committee Chair, Asst Prof in MGMT	2021 – 2022
MBA/IMBA/EMBA Assessment Committee	2020 – 2021
Search Committee Member, Free Enterprise Chair of Excellence	2019 - 2020
PhD Sub-Council Member	2018 - 2020
Search Committee Member, Wang Chair of Excellence	2018 – 2019
Coordinator of PhD Program in Management	2018 – 2019
Department Chair Search Committee Member	2018
Faculty Senate, Management Department Representative	2017

INDUSTRY EXPERIENCE

NSF ADVANCE Program**2013 - 2014***Diversity Climate Assessment Consultant*

- Designed, conducted, and analyzed longitudinal survey data assessing diversity-related issues. Collected supplementary qualitative data through interviews and focus groups. Generated actionable client recommendations to promote the advancement of women in STEM career fields.

DCI Consulting Group**2012***Bias and Sensitivity Review Consultant*

- Evaluated test developer's item writing process and generated recommendations for ensuring fairness. Conducted interviews and focus groups. Developed and led sensitivity training.

Fors Marsh Group**2012***Data Analysis Intern*

- Performed advanced statistical analyses to inform actionable client recommendations. Designed and led data analysis efforts on project examining college market population.

Sarpy & Associates**2010 - 2011***Research Intern*

- Performed statistical analyses to determine the effectiveness of a training program and offered research-based recommendations for future versions of the training program.