

ALEXIS N. SMITH, PHD

Associate Professor of Management
Spears School of Business, Oklahoma State University

Professional

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EDUCATION

- Ph.D. Tulane University School of Business, 2010
Major: Organizational Behavior
Minor: Sociology
- B.A. Rice University, 2004
Major: Psychology

RESEARCH INTERESTS

Currently, my research interests fall under the umbrella of gender and diversity issues at work; with special focus on intersectionality and visibility, social sexual behavior, as well as status and interpersonal influence. My research areas include:

- Gender, diversity & inclusion
- Social sexual behavior at work
- Status, influence and bias in organizations

REFEREED JOURNAL PUBLICATIONS

- Smith, A. N.**, Watkins, M. B., Ladge, J., & Carlton, P. Making the Invisible Visible: Paradoxical Effects of Intersectional Invisibility on the Career Experiences of Executive Black Women in the Workplace (forthcoming). *Academy of Management Journal*.
- Hernandez, M., Avery, D. R., Tonidandel, S., Hebl, M. R., **Smith, A. N.** & McKay, P. F. (2016). The role of proximal social contexts: Assessing stigma-by-association effects on leader appraisals. *Journal of Applied Psychology, 101*, 68-85.
- Wagstaff, M. F., Colella, A., Triana, M., **Smith, A. N.**, & Watkins, M. B. (2015). Subordinates' perceptions of supervisor paternalism: A scale development. *Journal of Managerial Psychology, 30*, 659-674.
- Aquino, K., Sheppard, L., Watkins, M. B., O'Reilly, J., & **Smith, A. N.** (2014). Social sexual behavior at work. *Research in Organizational Behavior, 34*, 217-236.
- Watkins, M. B. & **Smith, A. N.** (2014). The importance of women's political skill in male-dominated workplaces. *Journal of Managerial Psychology*.
- Smith, A. N.**, Watkins, M. B., Burke, M. J., Christian, M. S., Smith, C. E., Hall, A., & Simms, S. V. (2013). Gendered influence: A gender-role perspective on the use and Effectiveness of influence tactics. Special Review Issue at the *Journal of Management, 39*, 1156-1183.
- Watkins, M. B., **Smith, A. N.** & Aquino, K. (2013). The use and consequences of strategic

sexual performances. *Academy of Management Perspectives*.

- Smith, A. N.**, Botsford, W. B., King, E. B., Knight, J. L., Hebl, M. R., Peddie, C. I. (2012). The ins and outs of diversity management: The effect of authenticity on outsider perceptions and insider behaviors. *Journal of Applied Social Psychology*.
- Burke, M. J., Salvador, R., Smith-Crowe, K., Chan-Serafin, S., **Smith, A. N.**, & Sonesh, S. (2011). The dread factor: How hazards and safety training influence training outcomes. *Journal of Applied Psychology*, 96, 46-70.
- Burke, M. J., Chan-Serafin, S., Salvador, R., **Smith, A. N.**, & Sarpy, S. A. (2008). The role of national culture and organizational climate in safety training effectiveness. *European Journal of Work and Organizational Psychology*, 17, 133-152.

JOURNAL PUBLICATIONS

- Smith, A. N.**, Watkins, M. B. & Ladge, J. (2018). Interviews with 59 Black Female Executives Explore Intersectional Invisibility and Strategies to Overcome It. *Harvard Business Review*.

EDITED BOOK CHAPTERS

- Smith, A. N.** & Simms, S. V. (2015). The impact of discrimination on organizations. In A. J. Colella & E. B. King (Eds.), *Oxford Handbook of Workplace Discrimination*. New York: Oxford University Press.
- Smith, A. N.**, Brief, A. P., & Colella, A. (2010). Bias and its causes in and around organizations (pp 441-456). In J. Dovidio, V. Esses, P. S. Glick, and M. Hewstone (Eds.), *Handbook of prejudice and discrimination*. Thousand Oaks, CA: Sage.
- Smith, A. N.**, Brief, A. P., Stevens, F. G. (2009). Attitudes. In S. Clegg and J. R. Bailey (Eds.), *International encyclopedia of organizational Studies*. Thousand Oaks, CA: Sage.
- Stevens, F. G., Brief, A. P., **Smith, A. N.** (2009). Job satisfaction. In S. Clegg and J. R. Bailey (Eds.), *International Encyclopedia of Organizational Studies*. Thousand Oaks, CA: Sage.

MANUSCRIPTS UNDER REVIEW

- Higdon, N., Kuzmeski, M., Arnold, T., & **Smith, A. N.** Codeswitching for Work Life Self-Preservation: A Study of the Role of Sexual Orientation Discrimination on Employee Job Behaviors and Outcomes. Manuscript under review at *Journal of Management*.
- Webster, B.D., **Smith, A.N.**, Kim, J., Watkins, M.B., & Edwards, B.D. Recruiting (dis)advantage: Male and female evaluations of sex-based targeted recruitment. Manuscript under review at *Sex Roles*.

WORK IN PROGRESS

- Smith, A. N.**, Webster, B., & Watkins, M. B. The Flirtation Penalty: Reward Recommendations, Competence Perceptions, and the Role of Gender. Manuscript in preparation for review at *Journal of Management*. Target submission date: Summer 2019
- Wang, C., **Smith, A. N.**, Ku, G., Scott, E., Edwards, B. & Galinsky, A. The Minority Perspective-Taking Model of Inclusion: A Mixed-Method Understanding How Minorities Achieve Inclusion in the Workplace. Manuscript in preparation for review at *Organization Science*.

- Smith, A. N.**, Camara, A., Ladge, J. A. & Watkins, M. B. *Godfathers & Fairy Godmothers: Career Sponsorship of Executive Women*. Manuscript in preparation for the *Academy of Management Journal*. Target submission date: Fall 2019.
- Mui, R., & **Smith, A. N.** *Buying into Women Innovators: The Leak in the Pipeline?* Manuscript in preparation for submission to *Academy of Management Journal*. Target submission date: Fall 2019.
- Smith, A. N.**, Eisenkraft, N. E., Christian, M. S., Salvador, R., Brief, A. P., & Netchaeva, E. *Strategic Flirtation and Everyday Mistreatment at Work: The Role of Gendered Organizations*. Manuscript in preparation for review at *Journal of Management*. Target submission date: Fall 2019.
- Ladge, J. A., **Smith, A. N.**, & Watkins, M. B. A Status Characteristics Perspective on Cross-Race & Cross-Gender Developmental Relationships. Manuscript in preparation for review at *Administrative Science Quarterly*. Target submission date: Winter 2019.
- Simms, S. V., Watkins, M. B., **Smith, A. N.**, & Ladge, J. A. Being the Change: Executive Women who Challenge D&I Status Quos. Data analysis and writing.
- Smith, A. N.**, Watkins, M. B., Webster, B., Kim, J., & Aquino, K. *Strategic Flirtation as impression management: Scale construction and validation*. Data analysis & writing.
- Gutierrez, L., Robinson, A., **Smith, A. N.**, & Whitson, J. *Death by a Thousand Cuts? The Role of Microaggressions on Psychological Safety, Employee Engagement and Turnover Intent Inequity reduces innovative climate effectiveness for women*. Data analysis & writing.
- Deng, Y., Greenbaum, R., Wang, C., & **Smith, A. N.** *When All You Feel is Guilt: How Working Mothers' Parental Guilt Leads to More Productivity*. Data analysis & writing.
- Smith, A. N.**, Ehrhardt, K., & Pierce, C. A. *Erotic Capital: A Scale Development*. Data Collection.

PAPER PRESENTATIONS AND PROCEEDING PUBLICATIONS

- Deng, Y., Wang, C. S., & **Smith, A. N.** (2019). When all you feel is guilt: The effects of parental identity threat on workplace productivity. Annual Meeting of the Academy of Management, Boston, MA.
- Robinson, A., Gutierrez, L., Scroggins, L., **Smith, A. N.**, Whitson, J. (2018). *Microaggressions: Negative Impact on Psychological Safety, Engagement and Turnover Intentions*. Manuscript accepted at the Annual Meeting of the Southern Management Association, Lexington, KY.
- Robinson, A., Greco, L., & **Smith, A. N.** (2018). Gender-Based Microaggression and Aggression: Impact on Direct or Displaced Counterproductive Work Behaviors. Manuscript presented at the Annual Meeting of the Southern Management Association, Lexington, KY.
- Smith, A. N.** (2018). #MeToo@AOM: Improving Employees' Lives through Critical Dialogue on Oppressive Sexuality at Work. Manuscript presented at the Annual Meeting of the Academy of Management, Chicago, IL.
- Scott, E., Wang, C. S., **Smith, A. N.**, Ku, G., and Galinsky, A. D. (2018). When do I want to stay? The roles of minority perspective-taking, social identity-based impression management strategies and authenticity climate. International Association for Conflict Management Conference, Philadelphia, PA.
- Wang, C. S., Scott, E., **Smith, A. N.**, Ku, G., and Galinsky, A. D. (2018). *When do I want to stay? The roles of minority perspective-taking, social identity-based impression management strategies and authenticity climate*. Manuscript presented at the Society of

- Experimental Social Psychology Conference, Seattle, WA.
- Smith, A. N.,** Watkins, M. B. & Ladge, J. *The Glass Cliff or Invisible Bridges: How Black Women Executives Use Intersectional Invisibility to Turn Risk into Opportunity.* (2018). Manuscript presented at the annual meeting of the Harvard Business School's Gender & Work Symposium, Cambridge, MA.
- Smith, A. N.** & Johnson, S. K. (2017). Old Meets New: A Conversation Between Traditional & Modern Perspectives on Social Sexual Behavior. GDO Symposium (& nominated for All-Academy Theme Highlighted Program) to be presented at the annual meeting of the *Academy of Management*, Atlanta, GA.
- Scott, E., **Smith, A. N.,** & Wang, C. S. (2017). Inclusion Strategies: The Effect of Blacks' Perspective-Taking in White-Dominated Spaces. GDO Best Paper presented at the annual meeting of the *Academy of Management*, Atlanta, GA.
- Smith, A. N.,** Scott, E. & Wang, C. S. (2017). Perspective Giving: Blacks Perspective-Taking + Social Identity Management = Genuine Inclusion. Paper presented at the *Harvard Business School Gender & Work Symposium*, Cambridge, MA.
- Smith, A. N.** & Watkins, M. B. (2016). The Everest Project: Executive Women at the Intersections of Race, Gender & Power. All-Academy Theme Symposium & GDO Division Highlight Symposium presented at the annual meeting of the *Academy of Management*, Anaheim, CA.
- Smith, A. N.,** & Webster, B. D. (2016). Continuing the Conversation on Social Sexual Behavior in the Workplace: Building Research Agendas. Caucus at the annual meeting of the *Academy of Management*, Anaheim, CA.
- Smith, A. N.,** Ehrhardt, K. P., & Pierce, C. A. (2016). Erotic Capital in the Workplace Scale Development and Validation: Mitigating the Perils of Pretty. Presented at the annual meeting of the *Academy of Management*, Anaheim, CA.
- Smith, A. N.** (2016). Strategic Flirtation: The Moral Implications of a Scandalized Tactic. Presented at the Morality/Immorality Conference, Whistler, BC.
- Smith, A. N.,** & Webster, B. D. (2015). Flirting with Danger: Social Sexual Behavior in the Workplace. Caucus at the annual meeting of the *Academy of Management*, Vancouver, BC.
- Webster, B. D., **Smith, A. N.,** Kim, J., Watkins, M. B., & Edwards, B. D. (2015). Targeted recruitment: When the majority is the minority. Presentation at the annual meeting of the *Society for Industrial & Organizational Psychology*, Philadelphia, PA.
- Watkins, M. B., **Smith, A. N.,** Cooke, E., & Christian, M. S. (2014). The role of culture on perceptions of organizational politics and work outcomes: A meta-analysis. Manuscript to be presented at the annual meeting of the *Academy of Management*, Philadelphia, PA.
- Shyamsunder, A., Lemelle, C. J., Fullick, J., Bourke, J., Harrison, C., & **Smith, A. N.** (2014). Workplaces leaning in – The organization's role in women's advancement. Panel discussion to be presented at the annual meeting of the *Society for Industrial & Organizational Psychologists*, Honolulu, HI.
- Smith, A. N.,** Watkins, M. B., Webster, B., Kim, J., Watkins, M. B., & Edwards, B. D. (2014). Value effects on applicant reactions to targeted recruitment. Manuscript to be presented at the annual meeting of the *Society for Industrial & Organizational Psychologists*, Honolulu, HI.
- Smith, A. N.,** Brief, A. P., Christian, M. S., & Salvador, R. (2013). *Project on women: Organizational contexts as antecedents to women's use of sexuality as a tool to advance in the workplace.* Manuscript presented at the annual meeting of the *Academy of Management*, Orlando, FL.
- Smith, A. N.,** Watkins, M. B., Burke, M. J., Smith, C. E., Christian, M. S., Hall, A., &

- Simms, S. V. (2013) *Influence as gendered strategy: A meta-analytic review on the impact of gender status on influence effectiveness*. Manuscript presented at the annual meeting of the *Society for Industrial/Organizational Psychologists*, Houston, TX
- Smith, A. N.**, Watkins, M. B., Burke, M. J., Smith, C. E., Christian, M. S., Hall, A., & Simms, S. V. (2012). *Gendered influence: Examining the impact of gender status on influence effectiveness*. Manuscript presented at the annual meeting of the *Academy of Management*, Boston, MA.
- Watkins, M. B. & **Smith, A. N.** (2012) *Workplace flirtation: Another form of interpersonal influence or a dangerous game?* Manuscript presented at the *Gender, Work, and Organization Conference*, Staffordshire, England.
- Watkins, M. B., & **Smith, A. N.**, (2011) *When in Rome? Understanding the Roles of Sexuality and Stereotype Threat on Women's Expression of Sexuality and Income*. Manuscript presented at the annual meeting of the *Southwest Academy of Management*, Houston, TX.
- Smith, A. N.**, & Watkins, M. B. (2011). *Status Alignment in Mentoring: The Effects of Ascribed and Position Status in Diversified Mentoring*. Manuscript presented at the annual meeting of the *Southwest Academy of Management*, Houston, TX.
- Burke, M. J., Salvador, R., **Smith, A. N.**, Chan-Serafin, S., Smith-Crowe, K., & Sonesh, S. (2010). *How workplace hazards and training influence learning and performance*. Manuscript presented at the 2010 annual meeting of the *International Congress of Applied Psychology*, Melbourne, Australia.
- Watkins, M. B. & **Smith, A. N.** (2010). *Sexual Politics: Toward an Understanding of the Sexual Aspect of Organizational Politics*. Manuscript presented at the *Gender, Work, and Organization Conference*, Staffordshire, England.
- Watkins, M. B. & **Smith, A. N.** (2009). *Off the Beaten Path: Finding your own Road to Success*. Paper presented at the annual meeting of the *National Association of Black Accountants*, Houston, TX.
- Smith, A. N.**, Watkins, M. B., Garcia, F., Colella, A., & Triana, M. (2010). Paternalism as a form of discrimination in the workplace. Manuscript presented at the *Annual Meeting of the Society for Industrial and Organizational Psychology*, Atlanta, GA.
- Burke, M. J., Salvador, R., **Smith, A. N.**, Chan-Serafin, S., Smith-Crowe, K., & Sonesh, S. (2009). *The dread factor: Update on how hazards and safety training influence training outcomes*. Manuscript presented at the annual meeting of the *American Psychological Association/National Institute of Occupational Safety & Hazards*, Puerto Rico.
- Burke, M. J., Salvador, R., **Smith, A. N.**, Chan-Serafin, S., Smith-Crowe, K., & Sonesh, S. (2009). *The dread factor: how hazards and safety training influence training outcomes*. Manuscript presented at the annual meeting of the *Academy of Management*, Chicago, IL.
- Smith, A. N.** (2009). *Empowering the powerless: Status effects in mentoring and how organizational can insulate diversified dyads*. Manuscript presented at the annual meeting of the *International Center for the Advancement of Management Studies*, Colorado Springs, CO.
- Smith, A. N.** & Watkins, M. B. (2009). *Paternalistic Mentoring: Blessing and Burden*, Manuscript presented at the annual meeting of the *International Center for the Advancement of Management Studies*, Colorado Springs, CO.
- Watkins, M. B. & **Smith, A. N.** (2009). *The role of Political Capital on Influence Strategy Choice and Effectiveness*. Paper presented at the annual meeting of the *International Center for the Advancement of Management Studies*, Colorado Springs, CO.
- Watkins, M. B., & **Smith, A. N.** (2009). *Paternalism and the Glass Border: Toward an*

- Understanding of Women's Difficulty Obtaining International Assignments*. Paper presented at the annual meeting of the *International Center for the Advancement of Managerial Studies*, Colorado Springs, CO.
- Smith, A. N.**, & Watkins, M. B. (2009). Rainmaking among female attorneys: Updates on research and how to advance through business development. Paper presented at the annual meeting of *Legal Sales and Service Organization*, Chicago, IL.
- Watkins, M. B. & **Smith, A. N.** (2008). *Banking on political capital to get what you need*. Paper presented at the annual meeting of the *National Association of Black Accountants*, New Orleans, LA.
- MacDonagh, C. A., Watkins, M. B., & **Smith, A. N.** (2008). Rainmaking among female attorneys: Choosing the hammer from your toolbox. Paper presented at the annual meeting of *American Bar Association – Women Rainmakers Division*, Tucson, AZ.
- Smith, A. N.** & Watkins, M. B. (2007). Who's influential? It depends. An integrated model of the impact of individual and contextual factors on the effectiveness of influence tactics. Paper presented at the *Southern Management Association Meeting*, Nashville, TN.
- Smith, A. N.** & Watkins, M. B. (2007). Kick'em while they're down: The effects of pervasive workplace discrimination. Paper presented at the *Southern Management Association Meeting*, Nashville, TN.
- Watkins, M. B., **Smith, A. N.**, & Bryant, D. (2007). The role of self-monitoring on transformational-transactional leader behaviors and perceptions of effectiveness. Paper presented at the *Southern Management Association Meeting*, Nashville, TN.
- Smith, A. N.** (2007). Apples and oranges? A meta-analytic comparison of the impacts of job-related and job-unrelated diversity on work group process and performance. Paper presented at the annual meeting of the *Academy of Management*, Philadelphia, PA.
- Watkins, M. B. & **Smith, A. N.** (2007). The relationship between black population share and black managerial advancement. Paper presented at the *Annual Meeting of the Academy of Management*, Philadelphia, PA.
- Burke, M. J., Chan-Serafin, S., Salvador, R., **Smith, A. N.**, & Sarpy, S. (2006). A note on the role of national culture and organizational climate in safety training effectiveness. Poster presented at the annual meeting of the *American Public Health Association*, Boston, MA.
- Avery, D., Hernandez, M., **Smith, A. N.**, & Hebl, M. (2005). How racial and positional cues affect initial perceptions of leadership. Poster presented at the annual meeting of the *Society for Industrial and Organizational Behavior*, Los Angeles, CA.
- Smith, A. N.**, Botsford, W. E., Knight, J. L., King, E. B., & Hebl, M. R. (2004). Organizational credentialing: Does diversity give companies the right to discriminate? Paper presented at *Southwestern Psychological Association Conference*, San Antonio, TX.

INVITED RESEARCH PRESENTATIONS

- Smith, A. N. (November 2018). Crafting Authentic Professional Images at Work. Keynote Address delivered at the Conference for Management and Executive Development.
- Smith, A. N. (November 2018). Unconscious Bias, Diversity & Inclusion. Breakout session delivered at the Conference for Management and Executive Development.
- Smith, A. N. (March 2017). Social Sexual Behavior at Work: Taboo or Tactic? Talk delivered at University of Memphis.
- Smith, A. N. (April 2016). Recruiting (dis)advantage: Male and female evaluations of sex-based targeted recruitment. Talk delivered at Cornell University's ILR School.
- Smith, A. N. (March 2016). Phenomenal Woman: Gender Diversity in Organizations. Talk delivered at the IWF/OSU Women's Conference.

Smith, A. N. (June 2015). Social Sexual Behavior at Work. Keynote Address at the 12th Annual Women's Conference: *Women, Female Leadership & Sensuality*, Curacao.

TEACHING EXPERIENCE

Courses Taught at Oklahoma State University

Managing Diversity & Inclusion in the Workplace, MGMT 4213, elective management course, Fall 2012-present

Overall instructor evaluation: 4.4/5; course evaluation 3.4/4

Human Resource Management, MGMT 3313, required management course, Fall 2015-Present

Overall instructor evaluation: 4.8/5; course evaluation 3.7/4

Diversity Management in the Workplace, MGMT 4850.503, elective management online course, Spring 2016-present.

Overall instructor evaluation: 4.4/5; course evaluation 3.4/4

Topics in Diversity Management, MGMT 4850.513, elective management online course, Fall 2015-Spring 2016.

Overall instructor evaluations: 4.5/5; course evaluation 3.4/4

Organizational Behavior (Meso focus), MGMT 6316, core doctoral course, Spring 2015

Overall satisfaction evaluations: n/a

Courses Taught at Ramapo College of New Jersey

Business Communication, MGMT 301, core management major undergraduate course, Fall 2010 – Fall 2011

Overall satisfaction evaluations: 9.2/10

Organizational Behavior, MGMT 302, core undergraduate course, Spring – Fall 2011

Overall satisfaction evaluations: 8/10

Human Resource Management, MGMT 340, core management major undergraduate course, Fall 2010 – Summer 2012

Overall satisfaction evaluations: 8.7/10

Managing Nonprofits, MGMT 430, management major elective course, Summer 2011, 2012

Overall satisfaction evaluations: n/a

Courses Taught at Tulane University

Organizational Behavior, MHSC-301, core undergraduate course, Spring 2008

Overall satisfaction evaluations: 6.2/7

Organizational Behavior, MHSC-331, core undergraduate course, Spring 2007

Overall satisfaction evaluations 2.4/5

Courses Prepared for Monterrey Tech

Developed 20 online Organizational Behavior graduate-level courses for banking professionals, Fall 2007-2008

DISSERTATION COMMITTEES

Webster, B. D. (2014). Dual Jobholders: Does One Job have an Effect on the Other Job?

Chair: Bryan Edwards; Committee Members: **Alexis Smith**, Thomas Stone, Tracy Suter.

Anderson, S. J. (2015). The Moderating Effect of Within-Team Trust on Employee

Engagement and Workgroup Outcomes. Chair: Bryan Edwards; Committee Members:

Marcus Butts, **Alexis Smith**, Craig Wallace.

Scott, E. (2017). Reducing Blacks' Turnover Intent: The Effect of Blacks' Perspective-

- Taking in White-Dominated Workspaces. Chair: Cynthia Wang; Committee Members: Sharon Byrd, Bryan Edwards, **Alexis Smith**.
- Mui, R. (Projected 2019). Time to (Wo)Man Up: Gender0typed Non-Market Actions and the Performance Consequences. Chair: Aaron Hill; Committee Members: Jim Pappas, Owen Parker, **Alexis Smith**, Craig Watters.
- Scroggins, L. (Projected 2019). Can I Walk in your Shoes? The Impact of Perspective-Taking on Diversity-Valuing Beliefs and Inclusion-Enhancing Prosocial Behaviors of Corporate Leaders. **Chair: Alexis Smith**; Committee Members: David Hekman, Marlys Mason, Marla Watkins.
- Lewis, A. K. (Projected 2019). A Leaky Pipeline: Gender Diversity in Upper Echelons of Construction Industry. Chair: Julie Ann Hartell; Committee Members: Gouranga Bank, Yongwei Shan, **Alexis Smith**.
- Schley, K. (Projected 2020). Forthcoming. **Chair: Alexis Smith**; Committee Members: Bryan Edwards, Toby Joplin, Marlys Mason.

CONSULTING EXPERIENCE

- The Everest Project, Senior Academic Researcher, 2012-2016
Designed research protocols, organized data collection and analysis for research pertaining to executive women's career development, innovation leadership and change agency. Summary findings presented at the TimeWarner/Everest Project Summit: Eve of Change (NYC February, 2016) and the Academy of Management meetings (2015, 2016).
- AOE Group, Management consulting, 2013
Designed and administered surveys on talent development to design solutions for succession planning. Data to be used to develop mentoring, training and other talent management pipeline programs.
- LSSO, Non-profit legal services organization, 2009-2011
Designed and administered surveys on female legal professionals' engagement, satisfaction and productivity. Responsible for design, implementation and analysis of this survey (N > 400). Identified avenues for improving individual productivity and organizational methods for increasing worker empowerment.

HONORS, SCHOLARSHIPS, ETC.

- Oklahoma Magazine's 40 Under 40 - 2019
Richard W. Poole Research Excellence Award – Oklahoma State University, 2013, 2015
Omicron Delta Kappa Honor Society – Tulane University, inducted 2009
Organizational Behavior Teaching Society, Doctoral Institute Scholarship, 2009
Graduate School Student's Association Travel Award – Tulane University, 2005, 2006
Graduate Fellowship – Tulane University, 2004-2008
Psi Chi Psychology Honors Club – Rice University, inducted 2004
President's Honor Roll – Rice University, 2002-2004
Golden Class Scholarships – Rice University, 2001-2003
Herbert and Helen Allen Scholarship – Rice University, 2000-2004

PROFESSIONAL & UNIVERSITY SERVICE

- Treasurer, Gender & Diversity in Organizations Division of the Academy of Management, 2018-present

Faculty Affiliate, Center for Workplace Diversity & Inclusion, University of Memphis, 2018-present
 Faculty Affiliate, Center for Legal Studies & Business Ethics, Oklahoma State University, 2019-present
 Editorial Board, Journal of Business & Psychology 2019-present
 Ad-hoc Reviewer, Journal of Management 2012-present
 Ad-hoc Reviewer, Journal of Managerial Psychology 2011-present
 Ad-hoc Reviewer, Sex Roles 2013-present
 Oklahoma State University Renaming Committee, Member, Spring 2018
 Management PhD Committee, Member, 2013-present
 Management Behavioral Research Lab Committee, Chair, 2013-present
 Student Club Advisor, African-American Business Student Association 2013-2015
 Faculty Resource Center – Business School Liaison, Ramapo College 2011-2012
 Research Planning and Research Committee, Member, Ramapo College 2011-2012
 Program Committee, First-year Doctoral Student’s Consortium, Annual Meeting of the *Academy of Management*, Oahu, HI, 2005
 Business Doctoral Student Representative, *Graduate School Student Association*, Tulane University 2004-2006

PROFESSIONAL AFFILIATIONS AND ACTIVITIES

Academy of Management
 Management Faculty of Color
 Society for Industrial and Organizational Psychology
 Society for Human Resource Management
 Southern Management Association
 Southwestern Academy of Management
 PhD Project – Management Doctoral Student Association Alum
 Center for Legal Studies & Business Ethics
 Center for Workplace Diversity & Inclusion, University of Memphis
 Certified Emotional Intelligence Trainer & Coach

MEDIA

Synopsis of Smith A. N., Eisenkraft, N., Christian, M. S., Brief, A. P., Salvador, R., & Netchaeva, E. (2013).

- Washington Post, <http://www.washingtonpost.com/blogs/on-leadership/wp/2013/08/07/new-research-looks-into-strategic-flirtation-in-the-workplace/>
- Quartz, <http://qz.com/113044/strategic-flirting-in-the-workplace-backfires-on-women/>
- CityTownInfo, <http://www.citytowninfo.com/career-and-education-news/articles/study-reveals-impact-of-strategic-flirting-in-the-workplace-13081302>
- MadameNoire, <http://madamenoire.com/290450/strategic-flirting-at-work-does-it-really-help-advance-your-career/>
- Yahoo News, <http://news.yahoo.com/flirting-catch-22-women-123703558.html>
- Business News Daily, <http://www.businessnewsdaily.com/4886-consequences-of-workplace-flirting.html>

REFERENCE CONTACTS

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Chuck A. Pierce, University of Memphis
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S. Cynthia Wang, Northwestern University
847.491.8479

Scynthia.wang@kellogg.northwestern.edu

Rebecca Greenbaum, Rutgers University
848.445.5830

Rebecca.greenbaum@rutgers.edu