

## ***Caren Goldberg, Ph.D.***

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### **EXPERT WITNESS ENGAGEMENTS**

#### **Public Testimony in Employment Law Cases (Past Four Years)**

- ❖ *Carol Mitchell v. Pierce County*. case No. 21-2-04348-0. Deposition – November, 2022.
- ❖ *Katherine Muslow and Meredith Cunningham v. Board of Supervisors of Louisiana State University and Agricultural and Mechanical College, Thomas Skinner, Larry Hollier, Jon Harman, and Carlton "Trey" Jones, III*. Civil Action No. 19-11793. Deposition – October, 2021.
- ❖ *A.H. and Adriana Fleming, et al v. Matulis, Charleston Gastroenterology Associates, PLLC, & Charleston Area Medical Center, Inc.* Civil Action No. 16-C-497. Deposition – July, 2021.
- ❖ *Chen-Oster, et al. v. Goldman Sachs & Co., et al.*, Case No. 10-cv-09650-AT-RWL. Deposition – May, 2021.
- ❖ *Dené Starks, et al. v. Nationwide Mutual Insurance Company* No. 34-2016000199026-CU-OE-GDS. Deposition – August, 2020.
- ❖ *Alison Ray v. AT&T Mobility Services, Inc.*, Civil Action No. 18-3303. Deposition – May, 2020.
- ❖ *Alex Morgan, et al. v. United States Soccer Federation, Inc.*, Civil Action No. 2:19-cv-01717. Deposition – April, 2020.
- ❖ *Andrea Szaloki v. Wal-Mart Stores, Inc., et al.*, Case No. 50-2016-CA-007193- MB-AG. Deposition – December, 2019.
- ❖ *Marshelle Hightower v. Ingerman Management Company* and *Andre'a McDonald v. Ingerman Management Company*, Civil Actions No. 17-8025 (RMB-JS) and 17-12787(NLH-JS). Deposition – October, 2019.
- ❖ *Kathleen Fowler v. AT&T, Inc., et al.*, Civil Action No. 18-CV-00667. Deposition – August, 2019.

#### **Citations in Judges' Decisions**

- ❖ *Alex Morgan, et al. v. United States Soccer Federation, Inc.*, Civil Action No. 2:19-cv-01717. Order on Defendant's Motion for Summary Judgment. Judge R. Gary Klausner, United States District Judge. Issue Date: May 1, 2020.
- ❖ *Moussouris, et al. v. Microsoft Corporation*. C15-1483JLR. Order on Motions to Exclude. Judge James Robart, United States District Judge. Issue Date: April 25, 2018.
- ❖ *Seguin v. Northrop Grumman Corporation*. 2012-S0X-00037. Decision and Order. Judge Daniel Solomon, Administrative Law Judge. Issue Date: February 27, 2015.

## WORK EXPERIENCE

**Marie Curie Research Fellow** – Department of Management and Marketing, Universidad de Sevilla. March, 2022 – present.

**Faculty Member** – Department of Management, Marketing, and Public Administration, Bowie State University. August, 2015 – May, 2019.

Program Coordinator, Management – 2015 – 2017.

**Visiting Faculty Member** - Department of Psychology, George Mason University, Fairfax, VA. August, 2014 – May, 2015.

**International Visiting Scholar** – Universidad Peruana de Ciencias Aplicadas, Lima, Peru. November, 2014 – present.

**Faculty Member** - Department of Management, American University, Washington, DC. January, 2006 – May, 2014.

**Faculty Member** - Department of Management Science, George Washington University, Washington, DC. Fall, 1996 – Fall, 2005.

Promoted and Tenured - Fall, 2003.

Program Director, HR – 2002 – 2005.

Faculty Exchange – École des Sciences Politiques, Paris, France, 2003; 2004.

**Human Resources Specialist – Compensation** -United Health Services, Binghamton, NY. May, 1988 - March, 1989.

## EDUCATION

**Doctor of Philosophy** - W.T. Beebe Institute of Personnel & Employment Relations, Georgia State University. 1997.

**Master of Business Administration** - School of Management, State University of New York at

Binghamton. 1990.

**Bachelor of Arts** - Psychology, State University of New York at Stony Brook. 1987.

**Study Abroad** -Instituto Internacional de Madrid. Fall, 1985

## PUBLICATIONS – IN PROGRESS

### **Refereed Publications**

Goldberg, C., Roth, P., Thatcher, J., Matthews, K., & Kwon, Y. The effects of religion on the evaluation of social media profiles in hiring. Preparing for submission to *Personnel Psychology*.

Goldberg, C., Scandura, T., & Zhang, L. When LMX agreement does (and doesn't) affect fit and career future: Moderating effects of socialization. Preparing for submission to *Personnel Psychology*.

Cheung, H., Goldberg, C., Bruce, T., & Ahmad, A. Measuring sexual harassment climate. Preparing for submission to *Journal of Applied Psychology*.

Cheung, H., Bowes, L., & Goldberg, C. Determining discipline for harassers: The role of social identity and moral disengagement. In preparation for submission to *Journal of Applied Psychology*.

## PUBLICATIONS - COMPLETED

### **Refereed Publications**

Goldberg, C., & Cheung, H. (2022). Organizational abortion support benefits in the post-Roe World: Employee and employer perspectives. *Equality, Diversity, and Inclusion*, 41, 70-78. DOI: 10.1108/EDI-08-2022-0209.

Goldberg, C., & Willham, V. (2022). Lean on me when you're not out: Interactive effects of coworker support and concealment on transgender employees' commitment and effort. *Equality, Diversity, and Inclusion*. DOI (10.1108/EDI-10-2021-0268).

Sulkowski, A., Goldberg, C., Verbos, A., Hartigan, D., Bu., M., & Balarezo, R., (2021). Systems theory, surveillance capitalism, and law: Native wisdom and feedback loops to boost the constructive use of big data. *Colorado Technology Law Journal*, 20, 1-22.

Sabat, I., Goldberg, C., King, E., Dawson, J., Zhang, L., & McKay, P. (2021). Leaks in the pipeline: How leaders' perceptions of new hires influence minority turnover. *Human Resource Management*, 60, 603-616. <https://doi.org/10.1002/hrm.22044>

- Zhang, L., Goldberg, C. B., & McKay, P. (2020). From new hires to their supervisors: The influence of newcomer race/ethnicity on leader-member exchange conveyance. *Journal of Occupational and Organizational Psychology*, 93(3), 767-789. <https://doi.org/10.1111/joop.12314>
- Cheung, H., Goldberg, C., Konrad, A., Lindsey, A., Nicholaides, V., & Yang, Y. (2020). A meta-analytic review of gender composition influencing employees' work outcomes: Implications for human resource development. *Human Resource Development International*, 23, 491-518. DOI: 10.1080/13678868.2020.1749493
- Roth, P., Thatcher, J., Bobko, P., Matthews, K., Ellingson, J., & Goldberg, C., (2020). Political affiliation and employment screening decisions: The role of similarity and disidentification processes. *Journal of Applied Psychology*, 105(5), 472-486. <https://doi.org/10.1037/apl0000422>.
- Goldberg, C., & Ahmad, A. (2019). Improving the measurement of sexual harassment climate. *Industrial and Organizational Psychology: Perspectives on Science & Practice*, 12, 64-67.
- Goldberg, C., Rawski, S., & Perry, E. (2019). Training managers to handle sexual harassment complaints: A longitudinal examination. *Human Resource Development Quarterly*, 30, 81-100.
- Roth, P., Goldberg, C., & Thatcher, J. (2017). The role of political affiliation on employment decisions: A model and research agenda. *Journal of Applied Psychology*, 102, 1286-1304.
- Cheung, H.K., Goldberg, C., King, E., & Magley, V. (2017). Are they true to the cause? Beliefs about organizational and unit's commitment in sexual harassment training. *Group and Organization Management*, 43, 1-30. DOI: 10.1177/1059601117726677
- Holtom, B., Goldberg, C., Allen, D., & Clark, M. (2016). Exploring the antecedents and consequences of shocks: A prospective perspective. *Journal of Business and Psychology*, 31, 1-13.
- Burton, L., Gilson, L., Goldberg, C. & K. B. Lowe (2016). Does being an athlete help a woman? Examining how subtle bias in perceptions of leadership potential differentially impact male and female athletes. *Review of Global Management*, 2(1), 66-72.
- Zhang, L., & Goldberg, C. B. (2014). Sensitivity-to-diversity: A moderator of diversity - affective outcomes relationships. *Equality, Diversity, and Inclusion*, 33, 494-509.
- Goldberg, C., Perry, E. L., Finkelstein, L. M., & Shull, A. (2013). Antecedents and outcomes of targeting older applicants in recruitment. *European Journal of Work and Organizational*

- Goldberg, C. B., Clark, M. A., & Henley, A. (2011). Speaking up: A conceptual model of voice responses following the unfair treatment of others in non-union settings. *Human Resource Management*, 50, 75-94.
- Konrad, A.M., Cannings, K., & Goldberg, C.B. (2010). Asymmetrical demography effects on psychological climate for gender diversity: Differential effects of leader gender and work unit gender composition among Swedish doctors. *Human Relations*, 63, 1661-1685.
- Goldberg, C. B., Riordan, C., & Schaffer, B. (2010). Does social identity theory underlie relational demography? A test of the moderating effects of self-continuity and status-enhancement on similarity effects. *Human Relations*, 63, 903-926.
- Goldberg, C. B., & Allen, D. (2008). Black and White and read all over: Race differences in reactions to recruitment Web sites. *Human Resource Management*, 47, 217-236.
- Goldberg, C., Riordan, C., & Zhang, L. (2008). Employees' perceptions of their leaders: Is similar always better? *Group and Organization Management*, 33, 330-355.
- Taylor, M. A., Goldberg, C., Shore, L., & Lipka, P. (2008). The dynamic effects of retirement expectations and social support on post-retirement adjustment: A longitudinal analysis. *Journal of Managerial Psychology*, 24, 1-8. **\*(Winner of the Emerald Literati Award for Excellence).**
- Goldberg, C. (2007). The impact of training and conflict avoidance on responses to sexual harassment. *Psychology of Women Quarterly*, 31, 62-72.
- Goldberg, C. B. (2007). Cross-cultural perceptions of coworker- and supervisor-initiated social-sexual behaviors. *Business Journal of Hispanic Research*, 1, 1-10.
- Goldberg, C. (2005). Relational demography and similarity-attraction in interview assessments and subsequent offer decisions: Are we missing something? *Group and Organization Management*, 30, 597-624.
- Konrad, A.M., Yang, Y., Goldberg, C., & Sullivan, S. (2005). Preferences for job attributes associated with work and family: A longitudinal study of career outcomes. *Sex Roles*, 53, 303-316.
- Goldberg, C., Finkelstein, L., Perry, E., & Konrad, A. (2004) Job and industry fit: The effects of age and gender matches on career progress outcomes. *Journal of Organizational Behavior*, 25, 807-829.
- Goldberg, C., & Zhang, L. (2004). Simple and joint effects of gender and self-esteem on responses to same-sex sexual harassment. *Sex Roles*, 50, 823-833.

- Goldberg, C., & Cohen, D. (2004). Walking the walk and talking the talk: Gender differences in the impact of interviewing skills on applicant assessments. *Group and Organization Management*, 29, 369-384.
- Goldberg, C., Riordan, C., & Schaffer, B. (2003). Missing pieces in social identity theory: Continuity and status as moderators of similarity. *Academy of Management Best Paper Proceedings*.
- Shore, L. M., Cleveland, J. N., & Goldberg, C. (2003). Work attitudes and decisions as a function of manager age and employee age. *Journal of Applied Psychology*, 88, 529-537.
- Goldberg, C. (2003). Applicant reactions to the employment interview: A look at demographic similarity and social identity theory. *Journal of Business Research*, 56, 561-571.
- Goldberg, C., & Shore, L. M. (2003). The impact of age of applicants and of referent others on recruiters' assessments: a study of young and middle-aged job seekers. *Representative Research in Social Psychology*, 27, 11-22.
- Goldberg, C. (2003). Who responds to surveys? Assessing the effects of non-response in cross-sectional dyadic research. *Assessment*, 10, 41-48.
- Goldberg, C. (2002). The impact of the proportion of women in one's workgroup, profession, and friendship circle on males' and females' responses to sexual harassment. *Sex Roles*, 45, 359-374.
- Goldberg, C., & Waldman, D. A. (2000). Modeling employee absenteeism: Testing alternative measures and mediated effects based on job satisfaction. *Journal of Organizational Behavior*, 21, 665-676.
- Houghton, S. M., Simon, M., Aquino, K., & Goldberg, C. (2000). No safety in numbers: Persistence of biases and their effects on team risk perception and team decision making. *Group and Organization Management*, 25, 325-353.
- Perry, A., & Goldberg, C. (1998). Who gets hired: Interviewing skills are a prehire variable. *Journal of Career Planning and Employment*, 58 (2), 47-50.

### **Invited Publications**

- Roth, P., Goldberg, C., Matthews, K., Thatcher, J., Ellingson, J., & Goldberg, C. (2019). Social media cues about your political leanings might influence whether you're hired or not. Invited blog, London School of Economics.  
<https://blogs.lse.ac.uk/businessreview/2019/10/17/social-media-cues-about-your-political-leanings-might-influence-whether-youre-hired-or-not/>
- Goldberg, C., & McDermott, E.P. (2018). Legal issues relating to an aging workforce. In G.

- Adams and K. Schultz (Eds.), *Aging and Work in the 21<sup>st</sup> Century*, pp. 102-122.
- Roth, P., Goldberg, C., & Thatcher, J. (2017). I vote left, you vote right: How can we work together? Invited blog, London School of Economics.  
<http://blogs.lse.ac.uk/usappblog/2017/10/28/i-vote-left-you-vote-right-how-can-we-work-together/>
- Goldberg, C., Gilson, L., & Nesci, S. (2017). Leading women: Unique challenges and suggestions for moving forward. In T. Scandura & E. Mouriño (Eds.), *Leading Diversity in the 21<sup>st</sup> Century*. Information Age Publishing.
- Goldberg, C., & Gilson, L. (2016). Editors' comment: What makes the GOM special issue special? *Group and Organization Management*, 41, 127-130.
- Goldberg, C. (2016). Recruiting and Retaining a Diverse Workforce. SHRM White Paper.
- Gilson, L., & Goldberg, C. (2015). Editors' comment: So, what is a conceptual paper? *Group and Organization Management*, 40, 127-130.
- Goldberg, C., & McKay, P. (2016). Diversity and LMX development. In T. Bauer and B. Erdogan (Eds.), *The Oxford Handbook of Leader-Member Exchange*. Oxford University Press. 381-396.
- Goldberg, C., Perry, E. L., Finkelstein, L. M., & Shull, A. (2014). Antecedents and outcomes of targeting older applicants in recruitment. In D. Truxillo and F. Fraccaroli (Eds.), *Age in the Workplace: Challenges and Opportunities*. Routledge/Taylor and Francis.
- Goldberg, C. (2010). What do we really know about sexual harassment training effectiveness? In M. Paludi (Ed.), *Praeger Handbook on Understanding and Preventing Workplace Discrimination. Volume 2: Best Practices for Preventing and Dealing with Workplace Discrimination*. Westport, CT: Praeger.
- Goldberg, C. (2007). Social identity theory. In S. Clegg & J. Bailey (Eds.), *International Encyclopedia of Organization Studies*. Sage Publications.
- Goldberg, C. (2007). Diversity issues for an aging workforce. In Kenneth A. Schultz and Gary S. Adams (Eds.), *Aging and Work in the 21<sup>st</sup> Century*, Lawrence Erlbaum.
- Goldberg, C. (2007). Make the most of interviewing. *Independent Agent*. April, 2007, p. 42.
- Goldberg, C. (2006). Look to your web site to increase the quality and diversity of your applicant pool. *HR Watch*. December 6, 2006.
- Shore, L. M., & Goldberg, C. B. (2004). Age discrimination in organizations. In R. L. Dipboye and A. Colella (Eds.), *Psychological and Organizational Bases of Discrimination at Work*. Lawrence Erlbaum – SIOP Frontiers Series.

Swiercz, P., McHugh, P., & Goldberg, C. (1997). *Human Resource Systems for Competitive Advantage*. Needham Heights, MA: Simon & Schuster.

Goldberg Sharak, C. (1995). Managing diversity at Cox Communications. *H.R. Atlanta*.

### **PEER-REVIEWED CONFERENCE PRESENTATIONS**

Goldberg, C., Scandura, T., & Zhang, L. *When LMX agreement does (and doesn't) affect fit and career future: Moderating effects of socialization*. Presented at the Interdisciplinary Perspectives on Leadership Symposium. Rhodes, Greece.

Goldberg, C. & Willham, E. (2022). *Meta-stereotypes of neurodiversity and job pursuit intentions*. Presented at the 12<sup>th</sup> International Human Resource Management Conference. Cádiz, Spain.

Goldberg, C. (2022). *Practical tips for submitting a successful DEI proposal*. Presented at the VII Annual DEI Workshop. Copenhagen, Denmark

Goldberg, C., & Willham, E. (2022). *Meta-stereotypes of neurodiversity and job pursuit intentions*. Presented at VII Annual DEI Workshop. Copenhagen, Denmark.

Goldberg, C. (2022). *Fitting in: Antecedents and outcomes of increasing women's representation in leadership*. Academy of Management Conference, Seattle, WA.

Goldberg, C., Cepeda-Carrión, G., & Martelo-Londriguez, S. (2022). *Can servant leadership and training narrow the gender gap in leadership?* Academy of Management Conference, Seattle, WA.

Goldberg, C., Roth, P., Thatcher, J., Kwon, Y., & Matthews, K. (2022). *The effects of religion on social media assessments and hiring*. Academy of Management Conference, Seattle, WA.

Goldberg, C. & DeJanasz, S. (2022). *Innovative and experiential approaches to teaching HR*. Academy of Management Conference, Seattle, WA.

Goldberg, C., & Willham, V. (2021). *The role of supervisor and coworker support on transgender employees' workplace disclosure and satisfaction*. Equality, Diversity, and Inclusion Conference, Bern, Switzerland.

Cheung, H., Goldberg, C., Lindsey, A., Konrad, A., & Yang, Y. (2020). *A Meta-Analytic Review of Gender Composition Influencing Employees' Work Outcomes: Implications for Human Resource Development*. Academy of Human Resource Development. November, 2020.



- Ahmad., A.S & Goldberg, C. (2020). *Improving the measurement of sexual harassment climate*. Society for Industrial Organizational Psychology, Austin, TX.
- De Janasz, S., Kaplan, D., Goldberg, C., & Schneer, J. (2019). *Conflict ahead: A workshop on conflict and negotiations pedagogy*. Eastern Academy of Management International Conference, Dubrovnik, Croatia.
- Goldberg, C., Roth, P., Thatcher, J., Matthews, K., & Ahmad, A. (2018). *The effects of religion on the evaluation of social media profiles in hiring*. Southern Management Association Conference, Lexington, KY.
- De Janasz, S., & Goldberg, C. (2018). *Innovative and experiential approaches to teaching HR*. Academy of Management Conference, Chicago, IL.
- Goldberg, C., Scandura, T., Zhang, L., & McKay, P. (2018). *Current developments in leader-member exchange: A research incubator*. Annual Academy of Management Meeting, Chicago, IL.
- Roth, P. L., Bobko, P., Thatcher, J. B, Matthews, K. D., Ellingson, J. E., & Goldberg, C. (2017). *Political affiliation and employment screening: The role of similarity and disidentification*. Academy of Management Meeting in Atlanta, GA.
- Zhang, L., Goldberg, C., & Hong, W. (2017). *Diversity, social network density, and team performance: The moderating role of team climate for inclusion*. Academy of Management Conference, Atlanta, GA.
- De Janasz, S., & Goldberg, C. (2017). *Innovative and experiential approaches to teaching HRM*. Academy of Management Conference, Atlanta, GA.
- Cohen, D., Goldberg, C., Brown, K., Fisher, S., & Gittelman, S. (2017). *At the interface: Online learning versus classroom learning*. Academy of Management Conference, Atlanta, GA.
- Cheung, H.K., Goldberg, C., King, E., & Magley, V. (2017). *Beliefs about organizational and unit's commitment in sexual harassment training*. Society for Industrial/Organizational Psychologists Conference, Orlando, FL.
- De Janasz, S., & Goldberg, C. (2016). *Innovative and experiential approaches to teaching HRM II*. Academy of Management Conference, Anaheim, CA.
- Goldberg, C., Konrad, A., Lindsey, A., & Yang, Y. (2016). *Gender context and work outcomes: A meta-analysis*. Society for Industrial/Organizational Psychologists Conference, Anaheim, CA.
- Sabat, I., Goldberg, C., & King, E. (2016). *Pygmalion in the pipeline: How managers' perceptions influence minority turnover*. Society for Industrial/Organizational

Psychologists Conference, Anaheim, CA.

Medvin, E., Zaccaro, S., & Goldberg, C. (2016). *Relational, situational, and individual factors influencing managers' telework allowance decisions*. Society for Industrial/Organizational Psychologists Conference, Anaheim, CA.

Stockdale, P., Goldberg, C., Ross, D., Gutman, A., Dunleavy, E., & Banks, C. (2016). *Competencies and content expertise for I/O psychology expert witnesses*. Society for Industrial/Organizational Psychologists Conference, Anaheim, CA.

Roth, P., Goldberg, C., & Thatcher, J. (2015). *The role of political affiliation on employment decisions: A model and research agenda*. Academy of Management Conference, Vancouver, BC.

De Janasz, S., & Goldberg, C. (2015). *More experiential HR: A potluck for reviving and expanding your repertoire*. Academy of Management Conference, Vancouver, BC.

Bowes-Sperry, L., Goldberg, C., Blockson, L., and Kermond, C. (2015). *Facilitating faculty responses to diversity dilemmas: Toward creating classroom inclusiveness*. Academy of Management Conference, Vancouver, BC.

De Janasz, S., Goldberg, C., Bowes-Sperry, L., Kaplan, D., Forret, M., Van Emerick, H., Peiperl, M., Marx, R., Schneer, J. (2015). *Teaching OB experientially: Reviving and expanding your repertoire*. Eastern Academy of Management International Conference, Lima, Peru.

Burton, L., Gilson, L., Goldberg, C., & Lowe, K. (2015). *The impact of biased perceptions of leadership potential on job prospects for male and female athletes*. Eastern Academy of Management International Conference, Lima, Peru.

Goldberg, C. (2015). *Doing meaningful research – IGNITE*. Society for Industrial/Organizational Psychologists Conference. Philadelphia, PA.

Sharif, M. Goldberg, C., Huang, J., Liu, H., & Coglisier, C. (2014). *New avenues in LMX agreement research*. Southern Management Association Conference, St. Pete's Beach, FL.

Zhang, L., & Goldberg, C. (2014). *The antecedents and consequences of leader-member exchange (LMX) agreement*. Academy of Management Conference, Philadelphia, PA.

Barclay, L., Markel, K., Caldwell, K., Dwerman, D., Goldberg, C., Honig, B., Martin, B., Simon, M., Harris, S., Renko, M. (2014). *Persons with disabilities and entrepreneurship: Barriers and opportunities*. Academy of Management Conference, Philadelphia, PA.

DeJanasz, S., & Goldberg, C. (2014). *Experiential HR: A potluck for reviving and expanding your repertoire*. Academy of Management Conference, Philadelphia, PA.

- Gourmanis, G., Ramsey, T., Milad, M., Goldberg, C., Crowder, D., Winberg, Y., Behnke, S., Crowder, D., El-Ghoroury, N., Lowman, R., & Tippins, N. (2014). *Competing coaches and coachees: Mock licensing board hearing*. Society for Industrial/Organizational Psychologists Conference, Honolulu, HI.
- Lowe, K., Gilson, L., Burton, L., & Goldberg, C. (2013). *Pilot testing in organizational behavior research: A methodological overview and example from a study on the effects of gender and sport participation on perceptions of leadership*. Eastern Academy of Management International Conference, Seville, Spain. (**Winner - Best Paper Award, Research Methods Division**).
- Gilson, L., Burton, L., Goldberg, C., & Lowe, K. (2012). *Gender, sports, and leadership*. Southern Management Association Conference, Fort Lauderdale, FL.
- Holtom, B., Weller, I., Goldberg, C., Allen, D., & Clark, M. (2011). *Predicting the consequences of shocks: A prospective perspective*. Southern Management Association Conference, Savannah, GA.
- Payton, F., Stafford, T., Goldberg, C., Nelson, T., Suarez-Brown, T. (2010). *Expanding minority representation in management education*. Academy of Management Conference, Montreal, Canada.
- Goldberg, C. B., & Zhang, L. (2009). *A second chance to make a first impression? A longitudinal examination of changes in Black and White newcomers' leader-member exchange and career future*. Academy of Management Conference, Chicago, IL.
- Goldberg, C., & Perry, E. (2009). *Training managers to handle sexual harassment complaints: Context matters*. Society of Industrial/ Organizational Psychologists Conference, New Orleans, LA.
- Goldberg, C. B., Clark, M., & Henley, A. (2008). *You, me, and we: Identity and unfair treatment in groups*. Society of Industrial/ Organizational Psychologists Conference, San Francisco, CA.
- Goldberg, C. B. (2007). *Work and organizational issues in the retention of older employees*. Symposium at the Society of Industrial/Organizational Psychologists Conference, New York, NY.
- Goldberg, C. B., & Zhang, L. (2006). *The positive and negative effects of racism and sexism on perceptions of group cohesiveness and performance*. Southern Management Association Conference, Clearwater, FL.
- Goldberg, C. B. (2006). *The impact of organizational practices on recruiting a diverse workforce*. Academy of Management Conference, Atlanta, GA.

- Goldberg, C., Perry, E. L., & Finkelstein, L. M. (2006). *Targeting older applicants in recruitment: An organizational perspective*. Academy of Management Conference, Atlanta, GA.
- Goldberg, C. B., & O'Leary, B. (2006). *Theoretical bases for diversity and fairness effects: Linking the two together*. Academy of Management Conference, Atlanta, GA.
- Goldberg, C. & Allen, D. (2005). *Web-based recruiting: When women and minorities need not apply*. Presented at the Academy of Management Conference, Honolulu, HI.
- Goldberg, C., Kaplan, D.M., Marchese, M.M., & Mumford, T.V. (2005). *Using popular film and television as pedagogical tools in HR/IR*. Innovative Teaching in HR/IR Conference, Park City, UT
- Goldberg, C., Riordan, C., & Zhang, L. (2004). *Relational demography and leadership perceptions: Is similar always better?* Academy of Management Conference, New Orleans, LA.
- Zhang, L., & Goldberg, C. (2004). *The effects of sensitivity to surface-level and deep-level diversity on work group performance and attitudes*. Academy of Management Conference, New Orleans, LA.
- Konrad, A.M., Goldberg, C., Sullivan, S., & Yang, Y. (2004). *Preferences for job attributes associated with work and family: A longitudinal study*. Academy of Management Conference, New Orleans, LA **\*(Nominated for Best Symposium – Careers Division)**.
- Goldberg, C., Riordan, C., & Schaffer, B. (2003). *Missing pieces in social identity theory: Continuity and status as moderators of similarity*. Academy of Management Conference, Seattle, WA.
- Zhang, L., & Goldberg, C. (2003). *The effects of sensitivity to surface-level and deep-level diversity on work group performance and cohesion*. Eastern Academy of Management International Conference, Porto, Portugal.
- Konrad, A., & Goldberg, C. (2002). *An examination of the impact of gender context on individuals and organizations*. Academy of Management Conference, Denver, CO.
- Goldberg, C., & Konrad, A. (2002). *The effects of gender context: A meta-analysis*. Academy of Management Conference. Denver, CO.
- Goldberg, C., & Stone, D. (2001). *Older workers and disabled workers: A look at two underutilized groups*. Academy of Management Conference, Washington, DC.
- Goldberg, C., Finkelstein, L., Perry, E., & Konrad, A. (2001). *Age and career progress: Tests of simple and moderated effects*. Academy of Management Conference, Washington, DC.

- Goldberg, C. (2001). *Gender, gender context, and same-sex harassment: re-evaluating our theoretical understanding of social-sexual behavior*. Society of Industrial/Organizational Psychologists conference, San Diego, CA.
- Goldberg, C. (2000). *The impact of different gender contexts on responses to sexual harassment*. Southern Management Association conference, Orlando, FL.
- Goldberg, C., & Cohen, D. (2000). *Walking the walk and talking the talk: Gender differences in the impact of interviewing skills on applicant assessments*. Eastern Academy of Management Conference, Danvers, MA.
- Case, J., Goldberg, C., McHugh, P., & Moreno-Tello, V. (2000). *Cross-cultural perceptions of coworker- and supervisor-initiated social-sexual behaviors*. Society of Industrial/Organizational Psychologists conference, New Orleans, LA.
- Cleveland, J. N., Shore, L. M., & Goldberg, C. (2000). *Work attitudes and performance as a function of manager age, employee age, and their interaction*. Society of Industrial/Organizational Psychologists conference, New Orleans, LA.
- Goldberg, C. (1999). *Multiple perspectives of sexual harassment*. Academy of Management conference, Chicago, IL.
- Goldberg, C., & McHugh, P. (1999). *The impact of training on perceptions of and reactions to sexual harassment*. Academy of Management conference, Chicago, IL.
- Taylor, M., Goldberg, C., & Shore, L. (1999). *Retirement expectations and retirement satisfaction*. Society for Industrial/Organizational Psychologists conference, Atlanta, GA.
- Goldberg, C. & McHugh, P. (1999). *Cultural differences in perceptions of sexual harassment*. George Washington University Scholars Showcase, Washington, DC.
- Goldberg, C. & McHugh, P. (1998). *Is it sexual harassment? An East-West comparison*. Management of Human Resources Conference, Honolulu, HI.
- Goldberg, C. (1998). *Who responds to surveys? An application of Goodman and Blum's procedure to cross-sectional dyadic research*. Southern Management Association Conference, New Orleans, LA.
- Goldberg, C. & Shore, L.M. (1998). *The impact of applicant age and the ages of referents on recruiters' decisions*. Society for Industrial/Organizational Psychologists Conference, Dallas, TX.
- Goldberg, C. (1997). *Relational demography: A tale of two theories*. Academy of Management Conference, Boston, MA.

- Goldberg, C. (1997). *The impact of job qualifications and interviewing skills on selection decisions*. George Washington University Scholars Showcase, Washington, DC.
- Goldberg, C., & Perry, A. (1996). *The relative importance of background and interviewing skills in campus interviews*. Southern Association of Colleges and Employers Conference, Atlanta, GA.
- Goldberg, C., & Shore, L. M. (1995). *Age stereotypes and new hire performance ratings*. Southern Management Association Conference, Orlando, FL.
- Goldberg, C. (1995). *The proposed Employment Nondiscrimination Act: Implications for organizations*. Academy of Management Conference, Vancouver, BC.
- Goldberg, C., & Shore, L. M. (1994). *Measuring age context: A comparison of two approaches*. Academy of Management Conference, Dallas, TX.
- Goldberg, C., & Waldman, D. A. (1994). *Modeling the determinants of employee absenteeism*. Society for Industrial/Organizational Psychology Conference, Nashville, TN.

#### GRANTS, SCHOLARSHIPS, AWARDS, AND HONORS

**Society for Industrial-Organizational Psychology** – Named as SIOP Fellow. 2023.

**Proyectos de Generación de Conocimiento 2021** – €81,675. Gobierno de España, Ministerio de Ciencia e Innovación,

**Marie Skłodowska-Curie Individual Fellowship** - €215,000. European Commission Horizon 2020 Program.

**Title III Faculty Professional Development Award** - \$1,949. University-wide grant for teaching and pedagogy. Bowie State University. 2018.

**Academy of Management, Gender and Diversity in Organizations Division** – Elected to Treasurer, 2015 – 2018.

**Best Paper Award** - \$500. Pilot testing in organizational behavior research: A methodological overview and example from a study on the effects of gender and sport participation on perceptions of leadership. Eastern Academy of Management International Conference, Research Methods Division. 2013.

**Academy of Management, Gender and Diversity in Organizations Division** – Elected to Executive Committee, 2012-2015 term.

**Society for Human Resource Management/American National Standards Institute** – Appointed to taskforce, charged with creating national standards in the area of Diversity and

Inclusion. 2010 - 2016.

**Society for Human Resource Management** – Honored as one of 100 thought leaders at the Leadership Summit on Diversity and Inclusion. April 7-8, 2008.

**Kogod Research Grant** - \$6,935. A Multi-source, Multi-wave Investigation of New Hire Fit. Kogod School of Business, American University. 2007.

**Crain Summer Research Fellowship** - \$12,500. Relational demography and leadership perceptions: Is similar always better? George Washington University. 2005.

**Academy of Management Award for Outstanding Service** – Award from Human Resources Division for service as Secretary of the Executive Committee. 2001.

**Southern Management Association Award for Outstanding Service** – Plaque awarded for service as track chair for the Southern Management Association meeting. 2000.

**George Washington University Release Time for Research Award** - \$2,000. Employee perceptions of and reactions to sexual harassment: A field study (with Patrick McHugh). George Washington University. 1999.

**Award for Outstanding Teaching Performance** - Department of Management, Georgia State University. Winter, 1996.

**Award for Outstanding Teaching Performance** - Department of Management, Georgia State University. Fall, 1995.

**Georgia State University Dissertation Proposal Grant** - \$1,000. Georgia State University. 1995.

**Exemplar Research Award** - \$2,000. College of Business Administration, Georgia State University. 1995.

**William T. Rutherford Award** - \$500. W. T. Beebe Institute of Personnel and Employment Relations, Georgia State University. 1993.

**New York State Regents Scholarship** - \$500/year. New York State Board of Regents. 1984, 1985, 1986, 1987.

## TEACHING EXPERIENCE

### **Undergraduate Teaching Experience**

❖ Introduction to Business (Online)

- ❖ Introduction to Business (Traditional)
- ❖ Principles of Management (Online)
- ❖ Principles of Management (Traditional)
- ❖ Psychology of Working Groups and Teams
- ❖ Leading High-Performance Teams
- ❖ Principles of Organizational Theory, Behavior, and Management
- ❖ GWU Paris Program – Introduction to Human Resource Management
- ❖ Introduction to Human Resource Management
- ❖ Introduction to Organizational Behavior
- ❖ Principles of Management
- ❖ Advanced Topics: Cases and Exercises in Human Resource Management

### **Graduate Teaching Experience**

- ❖ Seminar in Personnel Selection and Testing
- ❖ Seminar in Industrial Psychology
- ❖ Seminar in Small Group Behavior
- ❖ High Performing Teams
- ❖ MBA – Organizational Behavior and Human Resource Management
- ❖ Doctoral Seminar – Research Design
- ❖ Performance Management and Development
- ❖ Accelerated AMBA – Human Dynamics in Organizations
- ❖ Doctoral Seminar – Current Research in Human Resource Management
- ❖ Executive MBA – Human Resource Management
- ❖ Pre-MBA Group Dynamics 1-Day Workshop



- ❖ Accelerated MBA (Off-Campus Mini-Residency) – Dancing in the Minefields: Managing Employee Performance and Compensation
- ❖ MBA Organizations, Management, and Leadership
- ❖ MBA Organizations, Management, and Leadership I
- ❖ MBA Organizations, Management, and Leadership II
- ❖ Accelerated MBA (Off-Campus Residency) Organizations, Management, and Leadership II

### **Dissertation and Thesis Committee Service**

David Arena (Psychology – George Mason University), 2015. The impact of racial microaggressions on subsequent creativity and cognitive task performance.

Emily Medvin (Psychology – George Mason University), 2015. The impact of telework on leader-member exchange quality.

Elaine Brenner (Psychology- George Washington University), 2006. Telework and retention.

Beverly Nyberg (Human Resource Development – George Washington University), 2004. A study of Jaques' requisite organization theory as it relates to the impact of person to role and person to supervisor degree of fit on employee satisfaction in a non-profit service agency.

Haven Battles (Psychology – George Washington University), 2000. Professional self-efficacy and burnout in pediatric HIV nurses.

M. Martha Neal (Logistics and Operations Management – George Washington University), 1999. Leadership in a change environment: A case study in the United States Navy Logistics.

### **Student Evaluations**

- ❖ On two occasions, I received a perfect 5.0 for overall teaching effectiveness.
- ❖ Throughout my nine years at GWU, averages for all of my overall and item scores for every semester except one, ranged from 4.0 to 5.0 on a five-point scale.
- ❖ I have also had students in my workshops evaluate my performance. The scores have consistently been in the 4.5 range.
- ❖ I received two departmental awards for my teaching performance.

## **PROFESSIONAL LEADERSHIP ACTIVITIES**

### **Stream Chair – Equality, Diversity, & Inclusion Conference**

London, UK. 2023

### **Treasurer**

Academy of Management, Gender and Diversity in Organizations Division. 2015-2018.

### **Coordinator – Online Paper Development Workshop**

Academy of Management, Gender and Diversity in Organizations Division. 2017; 2018.

### **Keynote Speaker – Multidisciplinary Conference on Sexual Harassment**

University of Notre Dame, South Bend, IN. 2018.

### **Chair – Dorothy Harlow Best Paper Award Committee**

Academy of Management, Gender and Diversity in Organizations Division. 2016.

### **Editor – Special Conceptual Issue**

*Group and Organization Management*. 2015; 2016.

### **Chair – Academy of Management Doctoral Consortium**

Gender and Diversity in Organizations Division. 2013; 2014; 2015.

### **Panelist – Academy of Management Junior Faculty Consortium**

Human Resources Division. 2014.

### **Executive Committee - Academy of Management**

Gender and Diversity in Organizations Division. 2012-2015.

### **Mentor – Academy of Management**

Gender and Diversity in Organizations Division. 2012 Conference.

### **Associate Editor**

*Group and Organization Management*. 2004 – 2007.

### **Editorial Board Member**

*Journal of Business and Psychology*. 2015 – present.

*Group and Organization Management*. 2003 – 2004; 2007-2020.

*Human Resource Management*. 2003 – 2020.

*Journal of Management*. 2003 – 2009.

### **Mentor – Paper Development Workshop**

Southern Management Association - Human Resources Division. 2011.

### **Doctoral Consortium Committee**

Academy of Management - Human Resources Division. 2004-2005.

**Roundtable Discussion Leader**

Academy of Management Doctoral Consortium - Human Resources Division. 2004, 2007.

**Teaching Panel Presenter**

Academy of Management Doctoral Consortium - Human Resources Division. 2005, 2006.

**Editors' Roundtable Presenter**

Academy of Management Doctoral Consortium - Gender and Diversity in Organizations Division. 2005.

**Coordinator – Teaching Workshop**

Academy of Management - Human Resources Division. 2001.

**Secretary – Executive Committee**

Academy of Management - Human Resources Division. 2000 – 2002.

**Track Chair**

Southern Management Association - Human Resources Division. 2000.

**Ad-Hoc Journal Reviewer**

*Academy of Management Journal*

*American Economic Review*

*Assessment*

*Equality, Diversity, and Inclusion*

*European Journal of Work and Organizational Psychology*

*Group and Organization Management*

*Human Performance*

*Human Resource Management Journal*

*Human Resource Management Review*

*Journal of Applied Social Psychology*

*Journal of Business Research*

*Journal of Human Resource Planning*

*Journal of Management*

*Journal of Organizational Behavior*

*Organizational Behavior and Human Decision Processes*

*Personnel Psychology*

*Sex Roles*

**Text Book Reviewer**

Dessler, G. *Fundamentals of Human Resource Management*, 4<sup>th</sup> Ed. Prentice Hall. 2006.

Dessler, G. *Fundamentals of Human Resource Management*, 3<sup>rd</sup> Ed. Prentice Hall. 2005.

Dessler, G. *Fundamentals of Human Resource Management*, 2<sup>nd</sup> Ed. Prentice Hall. 2003.

**Conference Reviewer**

Innovative Teaching in HR/IR Conference. 2005.

Society for Industrial/Organizational Psychologists. 1999, 2000, 2012 – 2014.

Academy of Management Conference

- Human Resources Division. 1994, 1999-2007, 2009.
- Gender and Diversity in Organizations Division. 2000-2001, 2006, 2009 – 2014.
- Careers Division. 1996.

#### Southern Management Association Conference

- Human Resources/Careers Division. 1994-1999, 2002-2005.
- Organizational Behavior Division. 1996.
- Women in Management Division. 1992-1994.
- Research Methods Division. 1998.

### **Conference Session Chair**

#### Academy of Management

- Human Resources Division. 2000, 2008.
- Gender and Diversity in Organizations Division. 2010.
- Organizational Behavior & Technology and Innovation Division. 2005.

Southern Management Association - Human Resources Division. 2002.

### **Conference Discussant/Facilitator**

#### Southern Management Association

- Human Resources Division. 1997, 1999, 2001, 2002, 2009.
- Organizational Behavior Division. 1996.
- Careers Division. 1996.
- Women in Management Division. 1993, 1994.

Academy of Management - Human Resources Division. 2001.

### **PROFESSIONAL COMMITTEE SERVICE**

- ❖ Award Committee – Sage Scholarly Contributions to Management - Academy of Management, Gender and Diversity in Organizations Division. 2018.
- ❖ Committee on Ethnic and Minority Affairs Mentoring Program - Society for Industrial-Organizational Psychology. 2015 – present.
- ❖ Master Collaboration Committee - Society for Industrial and Organizational Psychology. 2012
- ❖ Dorothy Harlow Award Committee - Academy of Management Gender and Diversity Division. 2010.
- ❖ Best Paper Committee – Academy of Management Gender and Diversity Division. 2004.

- ❖ Best Student Paper Committee - Southern Management Association Conference. 1997.
- ❖ Member Relations Committee- Academy of Management Human Resources Division. 1993.

## **UNIVERSITY SERVICE ACTIVITIES**

### **Ongoing Activities**

- ❖ Bowie State University – Salary Equity Committee. 2017 – 2019.
- ❖ Bowie State University – Faculty Mentor, MMPA Department. 2015 – 2019.
- ❖ Bowie State University – Program Coordinator, Management Program. 2016 – 2018.
- ❖ Bowie State University – Faculty Advisor, Delta Mu Delta. 2016 – 2019.
- ❖ Bowie State University – MMPA Curriculum Committee. 2016 – 2019.
- ❖ Bowie State University – Academic Advisement. 2016 – 2019.
- ❖ Bowie State University – Computerized Classroom Committee. 2015 – 2019.
- ❖ Bowie State University – Study Abroad Capacity Building Initiative 2015-2016.
- ❖ AU Faculty Retreat Planning Committee. 2011 – 2013.
- ❖ AU Faculty Advisor – Student SHRM Chapter. 2008 – 2014.
- ❖ AU Academic Integrity Code Review Committee. 2006 – 2014.
- ❖ AU University Policy Committee for Maternity & Family Obligations. 2007 – 2011.
- ❖ AU Management Department Faculty Search Committee. 2006 – 2007.
- ❖ AU Mgmt 353 Consistent Experiences across Sections (Teams Packet). 2006 – 2014.
- ❖ AU Faculty Advisory Board, Women’s and Gender Studies. 2006 - 2014.
- ❖ GWU Doctoral Program Curriculum Committee. 2004 – 2005.
- ❖ GWU Undergraduate Program Committee. 2004 – 2005.
- ❖ GWU Liaison, Council on Education in Management. 2003 - 2005.
- ❖ GWU Conflicts of Interest and Commitment Committee. 2003 – 2005.
- ❖ GWU Study Abroad Committee. 2003 – 2005.
- ❖ GWU University Women’s Committee. 2003 – 2005.
- ❖ GWU Program Director – HRM. 2003 – 2005.
- ❖ GWU Faculty Advisor – Student SHRM Chapter. 2000 – 2002.
- ❖ GWU University Women’s Committee (alternate). 2000 – 2003.

- ❖ GWU Faculty Senate Committee on Research. 1998-2005.
- ❖ GWU Full-time MBA Curriculum Committee. 1999 – 2000.
- ❖ GWU Cohort MBA Curriculum Redesign Committee. 1997-1999.
- ❖ GWU Department of Management Science Annual Retreat Planning Committee. 1998.
- ❖ GWU MBA Core Faculty Meetings. 1997-2000.
- ❖ GWU Faculty Advisor - School of Business and Public Management Leadership Retreat. 1997-1998.
- ❖ GWU BBA Core Faculty Meetings. 1996-2005.

### **One-Time or Periodic Activities**

- ❖ Chair, Search Committee – Public Administration Faculty. Sp, 2018.
- ❖ Search Committee – Marketing Faculty. Sp, 2018.
- ❖ Search Committee – Marketing Faculty. Sp, 2017.
- ❖ Search Committee – Public Administration/Organizational Behavior Faculty. Sp, 2017.
- ❖ Presenter – Research Brown Bag, “Pygmalion in the Pipeline,” Fa, 2016.
- ❖ Presenter – Greenberg Seminar Series, “An Overview of Sexual Harassment,” Fa, 2012.
- ❖ Moderator – KSB Alumni Event, “Redefining Having It All,” Summer, 2012.
- ❖ Session Organizer and Presenter – Diversity and Inclusion in the Classroom. Ann Ferren Teaching Conference, American University. Sp, 2009.
- ❖ Faculty Presenter – MBA Orientation. Fa, 2006.
- ❖ Faculty Presenter – GMU, GWU, UMD I/O-HR Brown Bag Series. Sp, 2004.
- ❖ Faculty Presenter – First Year Development Program. Sp, 2001, 2002, 2003.
- ❖ Presenter – Management Science Department-wide Doctoral Seminar. Fa, 2003.
- ❖ Faculty Facilitator/Assessor – Graduate Teaching Assistantship Practicum. Fa, 2003.
- ❖ Faculty Advocate – SBPM Distinguished Scholar Award (Jessica Toplin, nominee). 2003.
- ❖ Search Committee for Center for Excellence in Municipal Management Director. 2002.
- ❖ Faculty Judge – Undergraduate capstone assessment. Sp, 2002.
- ❖ PMBA – “Customize Your MBA” program – Representative for HR group. Fa, 1998, Fa, 2001, Sp, 2002.
- ❖ Designed and presented JOBS (Junior Options for Business Success) Workshop. Sp, 2001.
- ❖ Undergraduate Programs Field Day – Presented information about HR field. Sp, 2001, 2002.

- ❖ Search Committee for Graduate Career Center Assistant Director. Sum, 2000.
- ❖ MBA Specialization Discussion and Reception – Representative for HR group. Sp, 1999.
- ❖ KPMG National Case Competition – Faculty Host. Sp, 1999.
- ❖ Cohort Team Assessments - Coaching and counseling session. Fa, 1998.
- ❖ Speaker at Washington Human Resource Forum - Generation X Views on Business and Work Issues. Fa, 1998.
- ❖ Moderator/Facilitator, EDS Consulting Week - Performance Management. Sp, 1998.
- ❖ Faculty representative for Open House for newly-admitted MBA students. Sp, 1997.
- ❖ Faculty representative for Family weekend for prospective undergraduate students. Fa, 1996.

### **Media Coverage**

- ❖ *Something Offbeat*. Interviewed for a podcast on employee selection. Aired December 19, 2022.
- ❖ *The Well News*. Interviewed for an article “Discrimination lurks in university hiring platforms.” Published July 6, 2022.
- ❖ *CGTN America (Chinese National News Channel)* - Television interview for a piece on the impact of the pandemic on working women. Aired March 28, 2021.
- ❖ *ProPublica/Anchorage Daily News*. Interviewed for an article, “Alaska’s attorney general sent hundreds of ‘uncomfortable’ texts to a female colleague.” Published August 25, 2020.
- ❖ *Atlanta Journal-Constitution*. Interviewed for an article, “DeKalb principal’s arrest shines light on district’s hiring practices. Published February 25, 2020.
- ❖ *WBAL Radio*. Live radio interview regarding my research on political affiliation discrimination. Aired December 4, 2019.
- ❖ *The Hill*. “Is political affiliation the new discrimination? Our research suggests 'yes'.” Article summarizing my research on political affiliation discrimination. Published November 27, 2019.
- ❖ *New York Times*. Interviewed for an article, “How to disclose a disability to an employer (and whether you should).” Published July 10, 2019.
- ❖ *Vanity Fair*. Interviewed for an article, “‘You will lose everything’: Inside the media’s #metoo blacklist.” Published April 16, 2019.
- ❖ *CGTN America (Chinese National News Channel)* - Live television interview for a piece on the one-year anniversary of #metoo. Aired October 14, 2018.

- ❖ *Anniston Star Daily*. Interviewed for an article, “Experts: For Star, sexual harassment policy may not go far enough.” Published January 3, 2018.
- ❖ *The Parallax: Your Eye on Security News*. Interviewed for an article, “At Chaos, a chaotic response to assault allegations.” Published January 4, 2018.
- ❖ *CGTN America (Chinese National News Channel)* - Live television interview for a piece on sexual harassment. Aired December 7, 2017.
- ❖ *Anniston Star Daily*. Interviewed for an article, “Alabama lawmaker at forefront of effort to change sexual harassment rules in Congress.” Published December 2, 2017.
- ❖ *CGTN America (Chinese National News Channel)* – Television interview for a piece on sexual harassment. Aired November, 2017.
- ❖ *Elite Daily* – Interviewed for an article, “What can you do about sexual harassment in the workplace? An expert breaks down the myths and truths.” Published November, 2017.
- ❖ *CGTN America (Chinese National News Channel)* – Live television interview for a piece on sexual harassment. Aired October, 2017.
- ❖ *Bustle* – Interviewed for an article, “The statistics on reporting harassment will sadly validate your fears.” Published, October, 2017.
- ❖ *BBC* – Interviewed for an article, “How Metaphors Shape Women’s Lives.” Published July, 2017.
- ❖ *New York Daily News* – Interviewed for an article, “Georgia college student says group of men threatened to ‘grab her by the p---y’ at Waffle House.” Published November, 2016.
- ❖ *El Comercio (Perú)* – Interviewed for an article, “Empresas líderes usan neurociencia para mejorar productividad.” Published September, 2016.
- ❖ *Fast Company* – Interviewed for an article, “The Other Wage Gap: Why Men In Female-Dominated Industries Still Earn More.” Published April, 2015.
- ❖ *Voice of America* – Interviewed for a televised segment on sexual harassment. Aired on numerous worldwide affiliates, April, 2014.
- ❖ *Monster.com* – Interviewed for an article, “5 Items You Should Never Put in Your Cubicle.” Published, December 3, 2013.
- ❖ *Entrepreneur Magazine* – Interviewed for an article, “4 steps to creating a successful job-swapping program.” Published November 20, 2013.
- ❖ *Kiplinger* – Interviewed for an article, “Eight jobs that pay women more than men.” Published 4/11/13.



- ❖ *Yahoo! Finance* – Interviewed for an article, “Male nurses becoming more commonplace – and higher paid.” Published 2/26/13.
- ❖ *Forbes* – Interviewed for an article, “The 20 Best-Paying Jobs for Women in 2012.” Published 7/18/12.
- ❖ *US News & World Report* – Interviewed for an article, “Experts mixed on whether quotas boost women in business.” Published 6/26/12.
- ❖ *NPR, Kojo Show* – Hour-long, live call-in radio show on “The Nontraditional Workplace.” Aired 6/5/12.
- ❖ *Forbes* – Interviewed for an article, “A new obstacle for women: The glass escalator.” Published 5/21/12.
- ❖ *AOL* – Interviewed for an article, “Jobs where women make more than men.” Published 3/1/12.
- ❖ *Washington Post* – Interviewed for an article, “African American women see their own challenges mirrored in Michelle Obama’s.” Published 1/23/12.
- ❖ *Forbes* – Interviewed for an article, “Five Ways to Spot a Bad Boss in an Interview.” Published 12/11/11.
- ❖ *InsuranceQuotes.Com* – Interviewed for an article on sexual harassment. Published 11/12/11.
- ❖ *Wisconsin Public Radio* – Hour-long, live call-in radio show on sexual harassment. Aired 11/17/11.
- ❖ *WOR Radio* – Radio interview on Herman Cain’s sexual harassment controversy. Aired 11/11/11.
- ❖ *USA Today/Detroit Free Press* - Interviewed for an article on Herman Cain’s sexual harassment controversy. Published 11/9/11.
- ❖ *Fox 5 News* – Televised interview for a story on Herman Cain’s sexual harassment controversy. Aired 11/3/11.
- ❖ *CNN* – Interviewed for an article on Herman Cain’s sexual harassment controversy. Published 11/1/11.
- ❖ *The Daily* – Interviewed for an article on Herman Cain’s sexual harassment controversy. Published 11/1/11.
- ❖ *Voice of Russia* – Radio interview for, “The Walmart Case.” Aired 6/29/11.

- ❖ *Forbes* – Interviewed for an article entitled, “The 15 jobs where women earn more than men.” Published 3/14/11.
- ❖ *Forbes* – Interviewed for an article entitled, “20 surprising jobs women are taking over.” Published 3/7/11.
- ❖ *Detroit Free Press* – Interviewed for an article on sexual harassment entitled, “Waterford settles sexual harassment lawsuit for \$95,000.” Published 12/12/10.
- ❖ *Crain’s New York Business* – Interviewed for an article on discrimination entitled, “J.Crew Fashion Week event to get dressed down.” Published 9/10/10.
- ❖ *Times-Standard* – Interviewed for an article on sexual harassment entitled, “Muddied waters: Eureka officials' testimony conveys role of personal relationships in EPD investigation.” Published 9/3/10.
- ❖ *HRMagazine* – Interviewed for an article on building an HR consulting practice online. Published 6/09.
- ❖ *US News & World Report* – Interviewed for an article entitled, “Recruiting 2.0.” Published 2/09.
- ❖ *HRMagazine* – Interviewed for an article regarding my 2008 study on race and recruitment. Published 7/08
- ❖ *Firstline* – Interviewed for an article on sexual harassment in the workplace. Published 5/08.
- ❖ *California Executive* – Interviewed for an article on obesity in the workplace. Appeared 9/07.
- ❖ *American Banker* – Interviewed for an article on diversity of bank Boards of Directors.
- ❖ *The Washington Examiner* – Interviewed for an article on absenteeism. Appeared 8/4/06.
- ❖ *Entrepreneur Magazine* – Interviewed for an article on hiring former dot-com employees. Appeared 9/01.
- ❖ *The Wall Street Journal* – Interviewed for an article on underemployment. 10/00.
- ❖ *Dateline, NBC* – Interviewed for a network television news piece on age discrimination. Aired 7/99 and 9/99.
- ❖ *KONA-TV* - Interviewed for local affiliate television news piece on sexual harassment. 8/98.
- ❖ *The Federal Times* - Interviewed for an article on employee absenteeism. 10/97.

#### TRAINING AND INVITED SPEAKING ENGAGEMENTS

- ❖ Invited Talk – Bridging the Research-Practice Gap. Babes-Boyles University, Cluj-Napoc, Romania.
- ❖ Invited Talk – Bridging the Research-Practice Gap. NOVA Business School, Lisbon, Portugal.
- ❖ Presenter – Marie Skłodowska Curie Fellowship Overview. Will to Lead Conference. University of St. Gallen, Switzerland. April, 2022.
- ❖ Presenter – Closing the Gender Gap in Leadership: Using Research to Inform Practice. Universidad de Sevilla, Spain. March, 2022.
- ❖ Presenter – Ethical Issues in Pay Equity. California State University – East Bay. April, 2021.
- ❖ Co-presenter – Judgements Regarding Sex-Based Harassment of Uppity Women and Wimpy Men: The Influence of Social Identity and Moral Disengagement. Sexual Harassment Virtual Research Collaborative. November, 2020.
- ❖ Presenter – “Compensation Issues in the US Women’s Soccer Case.” Ohio State University, Department of Management. October, 2020.
- ❖ Presenter – “Expert Witnessing in I-O/HR.” SUNY Albany, Department of Psychology Brown Bag Series. September, 2020.
- ❖ Presenter – “Practical Ways to Foster Effective Group Dynamics.” Invited lecture, University of Malta Masters in Conflict Resolution Program. November 2019.
- ❖ Keynote Speaker – Interdisciplinary Conference on Sexual Harassment, University of Notre Dame. 2018
- ❖ Presenter – “Political affiliation and employment screening: The role of similarity and disidentification. Industrial/Organizational Psychology Brown Bag Series, George Mason University. 2017.
- ❖ Presenter – “How political affiliation affects employment screening: The role of similarity and disidentification.” College of Business Brown Bag Series, Bowie State University. 2017.
- ❖ Presenter – “Pygmalion in the Pipeline: How Managers’ Perceptions Influence Racial Differences in Turnover.” College of Business Brown Bag Series, Bowie State University. 2016.
- ❖ Keynote Presenter - “Attracting and Retaining a Diverse Pool of Talent.” 3<sup>rd</sup> International Conference on Global Management. Lima, Peru. 2016.

- ❖ Presenter – “Antecedents and Consequences of LMX Agreement.” Industrial/Organizational Psychology Brown Bag Series, George Mason University. 2015.
- ❖ Keynote Presenter – “Leading in Times of Crisis.” 1<sup>st</sup> International Conference on Global Management. Lima, Peru. 2014.
- ❖ Presenter – “It’s Not Just Who You Know, But Who You Are: Newcomer Race-Ethnicity on Leader-Member Exchange Development.” Industrial/Organizational Psychology Brown Bag Series, George Mason University. 2011.
- ❖ Presenter – “Black and White and Read All Over: Race Differences in Reactions to Recruitment Websites.” Industrial/Organizational Psychology Brown Bag Speaker Series, George Mason University. 2009.
- ❖ Session Organizer and Presenter – Diversity and Inclusiveness in the Classroom. Ann Ferren Teaching Conference, American University. Spring, 2009.
- ❖ Session Organizer and Presenter – Conference on Teaching and Training Workplace Diversity: Addressing the Research-Practice Gap. George Mason University. 2008.
- ❖ Center for Excellence in Public Leadership – Designed and delivered a senior executive development workshop for upper-level public managers in DC government. 2005.
- ❖ Council of Governments – Designed and delivered training workshop for mid- to upper-level government managers in VA, MD, and DC. 2005.
- ❖ Center for Excellence in Public Leadership – Designed and delivered training workshop for mid- to upper-level public managers in DC government. 2005.
- ❖ JOBS (Junior Options for Business Success). Designed and delivered workshop for job-seeking undergraduates. George Washington University. Spring, 2001.
- ❖ “The Use of Personality Tests in Employment” luncheon speaker. Society of Consumer Affairs Professionals. Spring, 2000.
- ❖ Group Dynamics and Teambuilding. Designed and delivered workshop for incoming MBA students. George Washington University. Fall, 1999, Spring, 2000, Fall, 2000, Spring, 2001, Fall, 2002.
- ❖ “Dancing in the Minefields: Managing Employee Performance and Compensation.” Designed and delivered training for MBA residency. George Washington University. Spring, 1999.
- ❖ Center for Excellence in Municipal Management. Designed and delivered HRM training module for mid- to upper-level DC government managers. Spring, 1998.

- ❖ Tri-Way Enterprise. Designed and delivered Human Resources and Employee Motivation Workshop to Chinese delegation of accounting and finance professionals. Fall, 1998.
- ❖ “Generation X Views on Business and Work Issues” panel discussion. Washington Human Resource Forum. Fall, 1998.