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ACADEMIC AND ADMINISTRATIVE APPOINTMENTS

- 9/2015-present Professor
Department of Psychological and Brain Sciences, Texas A&M University
- 2007-present Faculty Fellow
Mary Kay O'Connor Process Safety Center, Texas A&M University
- 5/2016-present Affiliated Faculty
Women's and Gender Studies Program, Texas A&M University
- 9/2017-8/2020 Executive Director, Interdisciplinary Critical Studies,
College of Liberal Arts, Texas A&M University
- 09/2015-08/2017 Associate Head for Undergraduate Studies
Department of Psychology, Texas A&M University
- 2009-2015 Associate Professor
Department of Psychology, Texas A&M University
- 2001-2009 Assistant Professor
Department of Psychology, Texas A&M University
- 2007-2008 Faculty Fellow
Race and Ethnic Studies Institute, Texas A&M University

EDUCATION

- 2001 PhD in Organizational Psychology
University of Illinois at Urbana-Champaign
Dissertation title: *Contingency of work as a psychological construct*
Awarded Dissertation Research Grant by University of Illinois at Urbana-Champaign
- 1999 A.M. in Organizational Psychology
University of Illinois at Urbana-Champaign
Thesis title: *The relationship between race and sexual harassment in the U.S. military*

1996 B.S. in Psychology
University of Oklahoma
Summa cum laude, Phi Beta Kappa

SUMMARY OF PROGRAM OF RESEARCH

Occupational health psychology, emphasizing the role of organizational climate as a cause of stressful workplace experiences and their effect on organizational and individual well-being; mistreatment of workers who are marginalized, less powerful, and/or underrepresented in organizations; the underrepresentation of marginalized workers in the IO psychology literature; organizational commitment and its development; measurement of workplace-critical psychological constructs

Citation count = 3454 h-index = 28 i-10 index = 36
(retrieved from Google Scholar 09/15/20)

HONORS AND AWARDS

2018- Selected for and participated in SEC Academic Leadership Development
2019 Program
2018 Dr. T.W. Adams Distinguished Alumni Lecture, College of Arts and Sciences,
University of Oklahoma
2018 Fellow, American Psychological Association, Division 14
2017 Fellow, Society for Industrial and Organizational Psychology
2017 Best Student Paper Award (January & Bergman) at the 2017 Conference on
Commitment, The Ohio State University
2016 Texas A&M University, Women's Faculty Network Outstanding Mentor
Award
2016 Reviewer of the Year, *Journal of Business and Psychology*
2014 *Journal of Business and Psychology* Editor's commendation for outstanding
paper (Bergman, Payne, Taylor, & Beus, 2014)

Graduate students are underlined.
Undergraduate students are marked with #.

JOURNAL ARTICLES (PEER-REVIEWED UNLESS OTHERWISE NOTED)

Liu, S.-N.C., **Bergman, M.E.**, & hernandez, t.r. (2020). Recommendation: Add a competency on diversity and inclusion. *Industrial-Organizational Psychology: Perspectives on Science and Practice*, 13, 84-89.

hernandez, t.r., **Bergman, M.E.**, & Liu, S.-N.C. (2020). Why is training the only answer? *Industrial-Organizational Psychology: Perspectives on Science and Practice*, 13, 147-153.

Bergman, M.E. (2019). Ending harassment is more about changing power structures than about training. *Industrial-Organizational Psychology: Perspectives on Science and Practice*, 12, 42-47.

- Bergman, M.E.**, & Payne, S.C. (2018). Interdisciplinary collaborations facilitate safety climate research. *Journal of Loss Prevention in the Process Industries*, *56*, 204-208. <https://doi.org/10.1016/j.jlp.2018.08.007>
- Xu, X., Payne, S.C., & **Bergman, M.E.** (2018). The measurement equivalence of a safety climate measure across five faultlines. *Accident Analysis and Prevention*, *121*, 321-334.
- Miner, K.N., Walker, J.M., Jean, V.A., **Bergman, M.E.**, & Kaunas, C. (2018). From “her” problem to “our” problem: Using an individual lens vs. a social-structural lens to understand gender inequity in STEM. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *11*, 267-290. doi:10.1017/iop.2018.7
- Bergman, M.E.** (2018). Police shootings and race in the United States: Why the perpetrator predation perspective is essential to I-O psychology’s role in ending this crisis. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *11*, 151-157.
- Bergman, M.E.**, Walker, J.M. & Jean, V.A. (2016). A simple solution to policing problems: Women! *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *9*, 590-597.
- Bergman, M.E.**, & Jean, V.A. (2016). Where have all the workers gone? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *9*, 84-113. DOI: <http://dx.doi.org/10.1017/iop.2015.70>
- Kabins, A.H., Xu, X., **Bergman, M.E.**, Berry, C.M., & Willson, V. (2016). A profile of profiles: A meta-analytic examination of commitment profiles, their antecedents, and their consequences. *Journal of Applied Psychology*, *101*, 881-904. <http://dx.doi.org/10.1037/apl0000091>
- Bergman, M.E.**, Payne, S.C., Taylor, A.B., & Beus, J.M. (2014). The “shelf life” of an assessment of safety climate. *Journal of Business and Psychology*, *29*, 519-540.
- RECEIVED EDITOR’S COMMENDATION**
- Cunningham, G.B., Bergman, M.E., Miner, K.N. (2014). Interpersonal mistreatment of women in the workplace. *Sex Roles*, *71*, 1-6. (**Editor-reviewed**)
- Barratt, C., **Bergman, M.E.**, & Thompson, R.D. (2014). Masculinity and femininity as predictors of workplace discrimination and support for female federal police officers. *Sex Roles*, *71*, 21-32.
- Bergman, M.E.**, & Salter, P. (2013). Backlash! What it is and what we can do to avoid it. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *6*, 442-450.
- Triana, M., Porter, C.O.L.H., DeGrassi, S.W., & **Bergman, M.E.** (2013). We’re all in this together... except for you: The effects of racial distance on the provision of backing up behavior in teams. *Journal of Organizational Behavior*, *34*, 1124-1144. DOI: 10.1002/job.1842
- Bergman, M.E.**, Benzer, J.K., Kabins, A.H., Bhupatkar, A., & Panina, D. (2013). An event-based perspective on the development of commitment. *Human Resource Management Review*, *23*, 148-160. <http://dx.doi.org/10.1016/j.hrmmr.2012.07.005>
- Diaz, I., & **Bergman, M.E.** (2013). It’s not us, it’s you: Why isn’t research on minority workers appearing in our “top-tier” journals? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *6*, 70-75. DOI: 10.1111/iops.12010

- Thompson, R.J., Bergman, M.E., Culbertson, S.S., & Huffman, A.H. (2013). Yes, we're fishing – in rough waters for hard-to-find fish. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 61-65. DOI: 10.1111/iops.12008
- Bergman, M.E.,** Payne, S.C., & Boswell, W.R. (2012). Sometimes pursuits don't pan out: Anticipated destinations and other caveats: Comment on Hom, Mitchell, Lee, & Griffeth (2012). *Psychological Bulletin*, 138, 865-870. doi: [10.1037/a0028541](https://doi.org/10.1037/a0028541)
- Beus, J.M., Jarrett, S.M., Bergman, M.E., & Payne, S.C. (2012). Perceptual equivalence of psychological climates within groups: When agreement indices do not agree. *Journal of Occupational and Organizational Psychology*, 85, 454-471. DOI: 10.1111/j.2044-8325.2011.02049.x
- Baran, B., Rogelberg, S., Lopina, E.C., Allen, J., Spitzmuller, C., & **Bergman, M.E.** (2012). Shouldering a silent burden: The toll of dirty tasks. *Human Relations*, 65, 597-626. doi: 10.1177/0018726712438063
- Bergman, M.E.,** Palmieri, P.A., Drasgow, F., & Ormerod, A.J. (2012). Racial/ethnic harassment and discrimination, its antecedents, and its effect on job-related outcomes. *Journal of Occupational Health Psychology*, 17, 65-78. doi: 10.1037/a0026430
- Rodriguez, J.M., Payne, S.C., **Bergman, M.E.,** & Beus, J.M. (2011). The impact of the BP Baker report. *Journal of Safety Research*, 42(3), 215-222. doi:10.1016/j.jsr.2011.03.005
- Bergman, M.E.** (2011). Agreement, disagreement, and a person-centered psychology of working. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 4, 131-135.
- Payne, S.C., **Bergman, M.E.,** Rodriguez, J.M., & Beus, J.M. (2010). Leading and lagging: Process safety climate-incident relationships at one year. *Journal of Loss Prevention in the Process Industries*, 23, 806-812. doi:10.1016/j.jlp.2010.06.004
- Beus, J.M., Payne, S.C., **Bergman, M.E.,** & Arthur, W.E. Jr. (2010). Safety climate and injuries: An examination of theoretical and empirical relationships. *Journal of Applied Psychology*, 95, 713-727. doi:10.1037/a0019164
- Beus, J.M., Bergman, M.E., & Payne, S.C. (2009). The influence of organizational tenure on safety climate strength: A first look. *Accident Analysis and Prevention*, 42, 1431-1437. doi:10.1016/j.aap.2009.06.002
- Payne, S.C., **Bergman, M.E.,** Beus, J.M., Rodriguez, J.M., & Henning, J.B. (2009). Safety climate: Leading or lagging indicator of safety outcomes? *Journal of Loss Prevention in the Process Industries*, 22, 735-739. doi:10.1016/j.jlp.2009.07.017
- Buchanan, N.T., **Bergman, M.E.,** Bruce, T. A., Woods, K.C., & Lichty, L. F. (2009). Unique and joint effects of sexual and racial harassment on college students' well-being. *Basic and Applied Social Psychology*, 31, 267-285.
- Henning, J.B., Stufft, C.J., Payne, S.C., **Bergman, M.E.,** Mannan, M.S., & Keren, N. (2009). The influence of individual differences on organizational safety attitudes. *Safety Science*, 47, 337-345.
- Bergman, M.E.** & Henning, J.B. (2008). Sex and ethnicity as moderators in the relationship between sexual harassment climate and sexual harassment. *Journal of Occupational Health Psychology*, 13, 152-167.

- Bergman, M.E.**, Donovan, M.A., Drasgow, F., Overton, R.C., & Henning, J.B. (2008). Test of Motowidlo et al.'s (1997) theory of individual differences in task and contextual performance. *Human Performance*, *21*, 227-253.
- Bergman, M.E.**, Watrous, K.M., & Chalkley, K.M. (2008). Identity and language: Contributions to and consequences of speaking Spanish in the workplace. *Hispanic Journal of Behavioral Sciences*, *30*, 40-68.
- Bergman, M.E.**, & Chalkley, K.M. (2007). "Ex" marks a spot: The stickiness of dirty work and other removed stigmas. *Journal of Occupational Health Psychology*, *12*, 251-265.
- Bergman, M.E.**, Palmieri, P.A., Drasgow, F., & Ormerod, A.J. (2007). Racial and ethnic harassment and discrimination: In the eye of the beholder? *Journal of Occupational Health Psychology*, *12*, 144-160.
- Bergman, M.E.**, Drasgow, F., Donovan, M.A., Henning, J.B., & Juraska, S.E. (2006). Scoring situational judgment tests: Once you get the data, your troubles begin. *International Journal of Selection and Assessment*, *14*, 223-235.
- Bergman, M.E.** (2006). The relationship between affective and normative commitment: Review and research agenda. *Journal of Organizational Behavior (Special Issue on Workplace Commitment and Identification)*, *27*, 645-663.
- Langhout, R.D., **Bergman, M.E.**, Cortina, L.M., Fitzgerald, L.F., Drasgow, F., & Williams, J.H. (2005). Sexual harassment severity: Assessing situational and personal determinants and outcomes. *Journal of Applied Social Psychology*, *35*, 975-1007.
- Bergman, M.E.**, & Drasgow, F. (2003). Race as a moderator in a model of sexual harassment: An empirical test. *Journal of Occupational Health Psychology*, *8*, 131-145.
- Bergman, M.E.**, Langhout, R.D., Palmieri, P.A., Cortina, L.M., & Fitzgerald, L.F. (2002). The (un)reasonableness of reporting: Antecedents and consequences of reporting sexual harassment. *Journal of Applied Psychology*, *87*, 230-242.
- Mazzeo, S.E., **Bergman, M.E.**, Buchanan, N.T., Drasgow, F., & Fitzgerald, L.F. (2001). Situation specific assessment of sexual harassment. *Journal of Vocational Behavior*, *59*, 120-131.
- Wasti, S.A., **Bergman, M.E.**, Glomb, T.M., & Drasgow, F. (2000). Generalizability of an integrated sexual harassment model: A cross-cultural comparison. *Journal of Applied Psychology*, *85*, 766-778.
- Glomb, T.M., Munson, L.J., Hulin, C.L., **Bergman, M.E.**, & Drasgow, F. (1999). Structural equation models of sexual harassment: Longitudinal explorations and cross-sectional generalizations. *Journal of Applied Psychology*, *84*, 14-28.

PEER-REVIEWED CHAPTERS/CHAPTERS IN PEER-REVIEWED BOOKS

- Bergman, M.E.** (forthcoming). I didn't even know I was harassed. In E.B. King, Q. Roberson, & M.R. Hebl (Eds.), *Research on Social Issues in Management on Pushing Understanding of Diversity in Organizations (Volume 2)*. Information Age Publishing.
- Bergman, M.E.**, Siuta, R., Liu, S-N.C., & Capuchino, B.G. (forthcoming). Reproductive issues in production spaces: Managing menstruation, perimenopause, and infertility treatments in the workplace. In E.B. King, Q. Roberson, & M.R. Hebl

- (Eds.), *Research on Social Issues in Management on Pushing Understanding of Diversity in Organizations (Volume 1)*. Information Age Publishing.
- Siuta, R., & **Bergman, M.E.** (2019, June [online]). Sexual harassment in the workplace. In *Oxford Research Encyclopedia of Business and Management*.
<https://oxfordre.com/business/view/10.1093/acrefore/9780190224851.001.0001/acrefore-9780190224851-e-191>
- Payne, S.C., **Bergman, M.E.**, Keiser, N.L., & Xu, X. (2018). Safety climate of small and medium enterprises. In G. Boustras & F. Guldenmund (Eds.), *Safety management in small to medium sized enterprises* (pp. 93-120). CRC Press.
- Bergman, M.E.**, & Jean, V.A. (2016). Individual differences as causes of the development of commitment (pp.263-274). In J.P. Meyer (Ed.), *Handbook of Employee Commitment*. Cheltenham , United Kingdom: Edward Elgar Publishers, Ltd.
- Bergman, M.E.**, Benzer, J.K., & Henning, J.B. (2009). The role of individual differences as contributors to the development of commitment. In H. Klein, T.E. Becker, & J.P. Meyer (Eds.), *Commitment in organizations: Accumulated wisdom and new directions* (SIOP Frontiers). San Francisco: Jossey-Bass.

PEER-REVIEWED CONFERENCE PROCEEDINGS

- #Leos, A., #Harlan, K.N., #Merrill, B.A., Liu, S.-N.C., Lang, C.K., Martin, R.C., Sandoval, C.L., & **Bergman, M.E.** (2019). DIY classroom observations: A toolkit for novice classroom observers. *2019 ASEE Annual Conference & Exposition*, Article No. 26652.
- Martin, R.C., Lang, C.K., Liu, S.-N.C., Sandoval, C.L., **Bergman, M.E.**, & Froyd, J.E. (2019). Resources for faculty development: Implicit bias, deficit thinking, and active learning. *2019 ASEE Annual Conference & Exposition*, Article No. 26616.
- Liu, S.-N.C., Lang, C.K., #Merrill, B.A., #Leos, A., #Harlan, K.N., Sandoval, C.L., **Bergman, M.E.**, & Froyd, J.E. (2018). Developing emergent codes for the Classroom Observation Protocol for Undergraduate STEM (COPUS). *2018 IEEE Frontiers in Education Conference (FIE)*, 1-4, doi:10.1109/FIE.2018.8659116.
- Liu, S.-N.C., Lang, C.K., Sandoval, C.L., **Bergman, M.E.**, & Froyd, J.E. (2018). Improving Student Experiences to Increase Student Engagement (ISE-2). *2018 ASEE Annual Conference & Exposition*, Article No. 23203.

GRANTS (AWARDED AND PENDING)

- Ham, Y., Park, H., KIM, J., Peres, S.C., & **Bergman, M.E.** (2021-2024). FW-HTF-RM: The Future of Teleoperation in Construction Workplaces [\$1,380,000, 3 years] **co-PI.**
- Polycarpou, A., **Bergman, M.E.**, Watson, K., Hipwell, M.C., & Srinivasa, A. (2020-2023). IUSe/PFE:RED A&I: Soft Wired Teaming for Creating Opportunities to Revolutionize the Preparation of Students (TCORPS) through Building, Testing and Sharing Pedagogical Improvements [\$1,000,000, 3 years] **co-PI.**
- Taylor, V.E., **Bergman, M.E.**, Froyd, J.E., & Sandoval, C. (2016-2019). *Increasing Student Engagement by Improving Social-cognitive bias Education*. National Science Foundation. [\$791,702, 3 years] **Co-PI.**

- Yennello, S., Autenrieth, R., Payne, S.C., Watson, K., & Cepeda-Benito, A. (2010-2015). *ADVANCE-IT: Promoting success of women faculty through a psychologically healthy workplace*. National Science Foundation. [\$3,500,000, 5 years] **Co-Investigator: M.E. Bergman.**
- Payne, S.C., **Bergman, M.E.**, & Mannan, M.S. (2010). *Improving process safety climate: Part II*. Abnormal Situation Management Consortium. [\$10,000] **Co-PI.**
- Payne, S.C., **Bergman, M.E.**, & Mannan, M.S. (2009). *Using process safety climate to predict abnormal situations*. Abnormal Situation Management Consortium. [\$10,000] **Co-PI.**
- Bergman, M.E.**, & Perez, M. (2007-2008). Biological correlates of sexual harassment. Research Collaboration Seed Grant, Department of Psychology, Texas A&M University. [\$2,000] **Co-PI.**
- Bergman, M.E.** (2007). Bilingualism in the workplace: Proof of concept. Race and Ethnic Studies Institute, Texas A&M University. [\$7,000] **PI.**
- Gaulke, K.M., Burch, W.E., & **Bergman, M.E.** (2003). Female performers in the live entertainment industry. Southwest Center of Occupational and Environmental Health, NIOSH and University of Texas Health Science Center-Houston. [\$9,500] **Co-PI.**
- Bergman, M.E.** (2002). Bilingualism in the workplace and its relationship to ethnic harassment. Race and Ethnic Studies Institute, Texas A&M University. [\$2,500] **PI.**
- Bergman, M.E.** (2000). Contingency of work as a psychological construct. Dissertation Research Grant awarded by the Graduate College of the University of Illinois at Urbana-Champaign. [\$676] **PI.**

MANUSCRIPTS IN PREPARATION

- Bergman, M.E.** *The(se) people make the (inclusive) place: Allies and their identity disclosures.*
- Bergman, M.E.** *Reporting racial/ethnic harassment and discrimination in the US military.*
- Bergman, M.E.**, Henning, J.B., & Beus, J.M. *Surety: Safety and security of persons, processes, and products.*
- Bergman, M.E.**, Krauss, A., Beus, J.M., & Xu, X. *Personality predictors of safety behavior.*
- Diaz, I., **Bergman, M.E.**, & Miner, K.N. *You take the good, you take the bad, you take them both and then you have: The influence of supervisor mistreatment and respect on individual outcomes.*
- Henning, J.B., **Bergman, M.E.**, & Carter-Sowell, A. *Contributions of onset and offset controllability to stigma perceptions.*
- Jean, V.A. & **Bergman, M.E.** *The tick-tock of the tenure clock.*
- Jean, V.A., Walker, J., & **Bergman, M.E.** *Case study of women entering academic leadership.*
- Martinez, L.R., Sabat, I.E., Ruggs, E.R., **Bergman, M.E.**, & Dray, K.K. *Organization-ALLY competent: How employees become allies in the workplace.*

- Miner, K.N., **Bergman, M.E.**, Sabat, I.E., Walker, J.M., & Brown, S.V. *Diversity of life events: How identity destabilization via traumatic events affects employees in organizations.*
- Walker, J., **Bergman, M.E.**, & Jean, V.A. *Efficacy of a faculty-to-faculty diversity training program.*
- Xu, X., **Bergman, M.E.**, & Benzer, J.K. *Is enthusiasm contagious? Evidence from site-level multi-wave surveys in a high service industry.*

CONFERENCE PRESENTATIONS (SINCE 2001)

- Siuta, R.L., Dray, K.K., Martin, R.C., Liu, S.-N.C., & **Bergman, M. E.** (2019, November). Sexual harassment, power, and social media contact as predictors of #MeToo reporting. Paper to be presented at the biennial Work, Stress, and Health conference, Philadelphia, PA.
- Martin, R.C., Siuta, R.L., Dray, K.K., Liu, S.-N.C., & **Bergman, M. E.** (2019, November). What happens after #MeToo? A quantitative case study of #MeToo disclosure outcomes. Paper to be presented at the biennial Work, Stress, and Health conference, Philadelphia, PA.
- Liu, S.-N.C., Lang, C.K., Merrill, B.A., Leos, A., Harlan, K.N., Sandoval, C.L., **Bergman, M.E.**, & Froyd, J.E. (2018, October). Developing emergent codes for the Classroom Observation Protocol for Undergraduate STEM (COPUS). Poster presented at the annual Frontiers in Education Conference, San Jose, CA.
- Liu, S.-N.C., Lang, C.K., Sandoval, C.L., **Bergman, M.E.**, & Froyd, J.E. (2018, June). Improving student experiences to increase student engagement (ISE-2). Poster presented at the American Society for Engineering Education Annual Conference & Exposition, Salt Lake City, UT.
- Xu, X., **Bergman, M.E.**, & Benzer, J.K. (2018, April). Is enthusiasm contagious? Evidence from site-level multi-wave surveys in a high service industry. Poster to be presented at the 33rd annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL. Selected for **TOP POSTER SESSION**
- Bergman, M.E.** (2017, April). *Gender neutral policies and practices aren't.* In M.E. Bergman (Chair), Creating a more inclusive IO psychology. Symposium presented at the 32nd annual conference for the Society for Industrial and Organizational Psychology, Orlando, FL.
- Bergman, M.E.** (Panelist and Chair). (2017, April). *Administration CAN be good!* Panel discussion presented at the 32nd annual conference for the Society for Industrial and Organizational Psychology, Orlando, FL.
- Jean, V.A., & **Bergman, M.E.** (2017, April). Eldercare and childcare: Different caregiving experiences. In T.L. Griggs and C.E. Lance (Chairs), *Caring for elders while working: Initial findings and future directions.* Symposium presented at the 32nd annual conference for the Society for Industrial and Organizational Psychology, Orlando, FL.
- Bergman, M.E.** (2017, April). Panelist. In K. Sawyer (Chair), *Executive Board Block Session: Research as Advocacy: SIOP's Engagement in Rigorous, Ethical, Progressive Research.* Symposium presented at the 32nd annual conference for the Society for Industrial and Organizational Psychology, Orlando, FL.
- Sabat, I., Martinez, L., Ruggs, E., & **Bergman, M.E.** (2017, April). Applying an identity management framework to the understanding of allies. In B. Lyons (Chair), *Don't Ask, I'll Tell: New Considerations in Stigma Disclosure Research.* Symposium

presented at the 32nd annual conference for the Society for Industrial and Organizational Psychology, Orlando, FL.

- Bergman, M.E., Walker, J.M., Jean, V.A., & #Nguyen, K.** (2017, April). Can implicit biases be checked at the search committee door? In I. Sabat and A. Lindsey (Chairs), *Novel workplace diversity interventions: Field experiments with promising results*. Symposium presented at the 32nd annual conference for the Society for Industrial and Organizational Psychology, Orlando, FL.
- Bergman, M.E.** (2016, April). Panelist. In C. Corbet (Chair), Helping organizations win the war for talent. Community of interest roundtable conducted at the 31st annual conference for the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Bergman, M.E. (Chair and Panelist). (2016, April). *Allies: Finding, supporting, developing, and encouraging allies in organizations*. Roundtable conducted at the 31st annual conference for the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Xu, X., Payne, S.C., & **Bergman, M.E.** (2016, April). *Measurement equivalence of a safety climate measure within multilevel data*. Poster presented at the 31st annual conference for the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Walker, J.M., Miner, K.N., & **Bergman, M.E.** (2016, April). Classism outside of class: Social class and faculty-staff relations. In I. Cho & K.N. Miner (Chairs), *Diversity and difference in the university: Findings from the trenches*. Symposium presented at the 31st annual conference for the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Jean, V.A., Walker, J.M., & **Bergman, M.E.** (2016, April). Do male and female administrators in academia need different skills? In J. Madera & Y. Wang (Chairs), *Women and career development: Stereotypes, challenges, and obstacles*. Symposium presented at the 31st annual conference for the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Bergman, M.E.** (2016, April). Discussant. In J. Fan (Chair), *Applying attachment theory to the workplace*. Symposium presented at the 31st annual conference for the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Jean, V.A., Walker, J.M., & **Bergman, M.E.** (2015, April). The work-work-life balance of STEM women in academic leadership. In V.A. Jean & D.A. Major (Chairs), *Gendered Experiences in STEM: Understanding Drivers of Staying and Leaving*. Symposium presented at the 30th annual conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bergman, M.E.** (2015, April). Up, out, and beyond: An IGNITE session on infertility. In A.D. Krauss & K. Charles (Chairs), *Research this! Casting aside the publication chains to IGNITE organizations*. Symposium presented at the 30th annual conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Bergman, M.E.** (Chair and Panelist). (2015, April). *Economic insecurity: A discussion*. Panel discussion conducted at the 30th annual conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Kabins, A.H., McCook, K.D., Xu, X., & **Bergman, M.E.** (2015, April). Bound to bond: The Big Five and organizational commitment profiles. In A.H. Kabins (Chair), *Profiling*

commitment: Person-centered approaches to organizational commitment.

Symposium presented at the 30th annual conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA. Symposium presented at the 30th annual conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA.

- Bergman, M.E.** (2015, May). Discussant. In L.R. Martinez & E.N. Ruggs (Chairs), *Bystanders, allies, and advocates: Recognizing "others" in workplace crisis situations*. Symposium presented at the 30th annual conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA. Symposium presented at the 30th annual conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Payne, S.C., Keiser, N., Xu, X., & **Bergman, M.E.** (2014, June). *The importance of justification for safety procedures*. Paper presented at the Southwest Regional Human Factors and Ergonomics Society Symposium, College Station, TX.
- Kabins, A.H., Xu, X., **Bergman, M.E.**, Berry, C.M., & Willson, V. (2014, May). *A profile of profiles: A meta-analysis of commitment profiles*. Poster presented at the 29th annual conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Jean, V.A., & **Bergman, M.E.** (2014, May). The tick tock of the tenure clock. In K.R. O'Brien & J. Shapiro (Chairs), *Advancing women in the STEM workplace: Barriers and strategies*. Symposium presented at the 29th annual conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Diaz, I., Miner, K.N., & **Bergman, M.E.** (2014, May). The joint effects of supervisor mistreatment and respect. In M.S. Herscovitch (Chair), *Contextualizing workplace incivility*. Symposium presented at the 29th annual conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Krauss, A.D. (Chair). (2014, May). Exploring the unique safety experiences of contractor employees. Panel members: A.D. Krauss, E. Tristan, **M.E. Bergman**, & M. Ciezadlo. Roundtable presented at the 29th annual conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Bergman, M.E.** (Chair). (2014, May). *The STEM pipeline: A conversation*. Panel members: N. Kuncel, M. Hebl, L. Munson, B. Lerman, D. McEwen, J. Lualhati, & M.E. Bergman. Roundtable presented at the 29th annual conference for the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Bergman, M.E.**, Payne., S.C., Taylor, A.B., & Beus, J.M. (2013, May). *The "shelf life" of leading and lagging safety climate-safety incidents relationships*. Poster presented at the Work, Stress, and Health Conference, Los Angeles, CA.
- McLendon, C., **Bergman, M.E.**, & Thompson, R. (2013, April). *Sexual harassment, incivility, and academia*. Poster presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Lomeli, L., Mendoza, J., & **Bergman, M.E.** (2013, April). *Exhausted and disengaged: Can perceived organizational support help?* Poster presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Bergman, M.E.**, Jean, V.A., & Rogelberg, S.G. (2013, April). Coping with dirty tasks. In L. Eby & B.L. Brown (Co-Chairs), *Invisible stigmas and dirty work: New frontiers in*

- stigma research*. Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Bergman, M.E., Kabins, A.H., & Benzer, J.K.** (2013, April). *Likelihood to commit: Attachment cognitions as predictors of commitment profiles*. In A.H. Kabins & **M.E. Bergman** (Co-Chairs), *Profiles in Commitment: Person-Centered Approaches to Organizational Commitment*. Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Kabins, A.H., Xu, X., Berry, C.M., & Bergman, M.E. (2013, April). *A profile of profiles: A meta-analysis of commitment profiles*. In A.H. Kabins & **M.E. Bergman** (Co-Chairs), *Profiles in Commitment: Person-Centered Approaches to Organizational Commitment*. Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Kabins, A.H. & **Bergman, M.E.** (Co-Chairs). (2013, April). *Profiles in Commitment: Person-Centered Approaches to Organizational Commitment*. Symposium presented at the 28th annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Lomeli, L.C., Miner, K.N., Bergman, M.E., & Diaz, I. (2012, August). Working in a climate of (in)civility and blood pressure. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
- Diaz, I., Miner, K.N., Bergman, M.E., Thompson, R.J., & Pesonen, A.D. (2012, August). Supervisor incivility and subordinate outcomes: The roles of negative and positive affect. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
- Thompson, R.J., & Bergman, M.E., & Barrett, C.L. (2012, April). *Mentoring and Stressors in Women Federal Law Enforcement Officers*. In C. Barrett & M. Bergman (Co-chairs), *Well-Being in High-Risk Occupations*. Symposium presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, California.
- Barrett, C.L., Bergman, M.E., & Thompson, R.J. (2012, April). *Women in Law Enforcement: The Role of Gendered Personality Orientation*. In C. Barrett & M. Bergman (Co-chairs), *Well-Being in High-Risk Occupations*. Symposium presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, California.
- Diaz, I., Miner, K., Bergman, M.E., & Pesonen, A.D. (2012, April). *Individual coping strategies and consequences of advisor mistreatment over time*. Poster presented at the 27th Annual Conference of the Society for Industrial & Organizational Psychology, San Diego, California.
- Diaz, I., Miner-Rubino, K., Bergman, M.E., & Pesonen, A.D. (2011, May). *Individual coping differences and consequences of advisor mistreatment*. Paper presented at the 2011 Work, Stress, and Health conference, Orlando, Florida.
- Kabins, A., Payne, S. C., Bergman, M. E., & Umphress, E. (2011, April). *Ratee reactions: Negative feedback as a motivating force*. Paper presented at the 26th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Rasmussen, J.L., & Bergman, M.E. (2011, April). Implicit measurement of extraversion and agreeableness using conditional reasoning tests. In J.L. Rasmussen & **M.E. Bergman, M.E.** (Chairs), *Conditional reasoning tests: Where we are and where*

- we're going*. Symposium conducted at the annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Rasmussen, J.L., & **Bergman, M.E.** (Chairs). (2011, April). Conditional reasoning tests: Where we are and where we're going. Symposium conducted at the annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Bergman, M.E.**, Krauss, A., Beus, J.M., & Xu, X. (2011, April). Safety performance, safety skills, and safety-related personality traits. In A.E. Johnson, S.B. Nichols, & J. Foster (Chairs), *The latest and greatest in workplace safety research*. Symposium presented at the annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Triana, M., Porter, C.O.L.H., DeGrassi, S., & Bergman, M.E. (2010, August). Whom do we help when they are down? Racial diversity, workload and feedback influence backing up. Paper presented at the annual conference for the Academy of Management, Montreal, Canada.
- Diaz, I., Miner-Rubino, K., & **Bergman, M.E.** (2010, August). Predictors of doctoral students' experiences of advisors' mistreatment and respect. Presented in S. Hershcovis & K. Miner-Rubino (Chairs), *The power of power: Examining power in workplace mistreatment experiences*. Symposium presented at the annual Academy of Management meeting, Montreal, Canada.
- Diaz, I., Miner-Rubino, K., & **Bergman, M.E.** (2010). Predictors of doctoral students' perceptions of advisor mistreatment and respect. Paper presented at the Annual Meeting of the Academy of Management, Montreal, Canada.
- Beus, J.M., Jarrett, S., Bergman, M.E., & Payne, S.C. (2010, April). Safety Climate Perceptions across the Organizational Hierarchy. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Carpenter, N.C., Diaz, I., **Bergman, M.E.**, & #Chinn, J. (2010, April). Workplace Experiences of Bilingual Employees: A Replication and Extension. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Bergman, M. E.**, & Miner-Rubino, K. (November, 2009). Workplace mistreatment and social identity: An exploration across different types of diversity. Symposium presented at the Work, Stress, and Health conference, San Juan, Puerto Rico.
- Miner-Rubino, K., & **Bergman, M. E.** (November, 2009). Addressing gaps in workplace mistreatment research: Unique samples, moderators, and outcomes. Symposium presented at the Work, Stress, and Health conference, San Juan, Puerto Rico.
- Diaz, I., Miner-Rubino, K., & **Bergman, M. E.** (November, 2009). Doctoral students' experiences of mistreatment and respect from primary advisors in graduate school. Paper presented at the Work, Stress, and Health conference, San Juan, Puerto Rico.
- Bergman, M.E.**, Carpenter, N.C., & #Chinn, J. (2009, November). The experiences of Spanish-English bilinguals in the workplace. Paper accepted for presentation at the Work, Stress, and Health conference, San Juan, Puerto Rico.
- Bergman, M.E.**, Henning, J.B., & Beus, J.M. (2009, April). Safety and security of person, processes, and products. In J.B. Henning & T. Woodrick (Chairs), *Personal vs. process safety: What's the difference?* Presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Beus, J.M., **Bergman, M.E.**, Payne, S.C. & Rodriguez, J.M. (2009, April). *Safety climate strength and the influence of organizational tenure*. Presented at the 24th annual

- meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Beus, J.M., Payne, S.C., & **Bergman, M.E.** (2009, April). *Safety climate-accident relationship across levels of analysis: A meta-analytic examination*. Presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Jarrett, S.M., **Bergman, M.E.**, & Benzer, J.K. (2009, April). *Organizational identification as a contributor to customer service performance*. Presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Rodriguez, J.M., **Bergman, M.E.**, Payne, S.C., & Beus, J.M. (2009, April). The impact of the BP Baker report. In J.B. Henning & T. Woodrick (Chairs), *Personal vs. process safety: What's the difference?* Presented at the 24th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Benzer, J.K., Glaze, R., Henning, J. B., Hopwood, C.H., & **Bergman, M.E.** (2008, August). *An interpersonal examination of self-determination theory in a classroom context*. Paper presented at the 68th annual meeting of the Academy of Management, Anaheim, CA.
- Bergman, M.E.**, Payne, S.C., Rodriguez, J.M., Beus, J.M., & Henning, J.B. (2008, April). Leading and lagging: The safety climate-unsafe events relationship. In S. C. Payne & J. M. Rodriguez (Co-Chairs), *Safety in organizations: Moderators and mediators of safety climate*. Symposium presented at the 23rd annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Bergman, M.E.**, & Stufft, C.J. (2008, April). Reporting of racial harassment. In A.M. Ryan (Chair), *New directions in harassment research*. Symposium presented at the 23rd annual Society for Industrial and Organizational Psychology Conference, San Francisco, CA.
- Payne, S. C., **Bergman, M. E.**, Henning, J. B., & Rodriguez, J. M. (2007, October). *Safety Climate: Leading or Lagging Indicator of Safety Outcomes?* Paper presented at the 10th annual Mary Kay O'Connor Process Safety Center International Symposium, College Station, TX.
- Rasmussen, J.L., & **Bergman, M. E.** (2007, August). *Motivation to perpetrate sexual harassment*. Paper presented at the conference for the International Coalition Against Sexual Harassment, New York, NY.
- Benzer, J.K., & **Bergman, M. E.** (2007, April). *You must be creative! Performance feedback, intrinsic motivation, and creativity*. Poster presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Henning, J.B. & **Bergman, M. E.** (2007, April). *Onset- and offset-controllability and the stigmatization of dirty work*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Rasmussen, J.L., & **Bergman, M.E.** (Chairs). (2007, April). *Situational judgment tests: Future directions*. Symposium presented at the 22nd annual Society for Industrial and Organizational Psychology Conference, New York, NY.
- Rasmussen, J.L., **Bergman, M.E.**, & Weekley, J.A. (2007, April). Test taker responding to situational judgment tests. In J.L. Rasmussen & M.E. Bergman (Chairs), *Situational*

- judgment tests: Future directions.* Symposium presented at the 22nd annual Society for Industrial and Organizational Psychology Conference, New York, NY.
- Stufft, C. J., Henning, J.B., Payne, S. C., **Bergman, M. E.**, Keren, N., & Mannan, M. S. (2007, April). *The influence of individual differences on organizational safety attitudes.* Poster presented at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Payne, S.C., **Bergman, M.E.**, Henning, J.B., & Stufft, C.J. (2007, April). Safety climate from the safety experts: In their own words. In M.S. Mannan & L.J.H. Schulze (Co-chairs), *Safety culture: Key to process safety performance* symposium. Paper in American Institute of Chemical Engineers, Process Plant Safety Symposium Proceedings, Houston, TX.
- Bergman, M.E.**, & Henning, J.B. (2007, January). *Contributions of onset and offset controllability to stigma perceptions.* Poster presented at the annual conference of the Society of Personality and Social Psychology, Memphis, TN.
- Bhupatkar, A., & **Bergman, M.E.** (2006, May). *Comparing organizational justice issues across US and India.* Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Payne, S. C., **Bergman, M. E.**, Henning, J. B., & Stufft, C. J. (2006, April). Safety climate and decision making. In M. S. Mannan & S. C. Payne (Co-chairs), *Improving Safety Culture* symposium. Paper in the American Institute of Chemical Engineers, Process Plant Safety Symposium Proceedings, Orlando, FL.
- Bergman, M.E.**, & Watrous, K.M. (2005, October). *Attachment orientation, organizational commitment, and organizational identification.* Paper presented at the Conference on Commitment, Columbus, OH.
- Bergman, M.E.** (2005, August). *Ethnicity and sex as moderators of the sexual harassment phenomenon.* Paper presented at the biennial meeting of the International Coalition Against Sexual Harassment, Philadelphia, PA.
- Payne, S. C., **Bergman, M. E.**, & Henning, J.B. (2005, April). Safety climate: It's not just an engineering problem. In M. S. Mannan & W. J. Rogers (Co-chairs), *Improving Safety Culture.* Symposium presented at the American Institute of Chemical Engineers, Process Plant Safety Symposium, Atlanta, GA.
- Bergman, M.E.**, & Gaulke, K.M. (2004, August). "Ex" marks a spot: The stickiness of removed stigmas. In E.E. Umphress (Chair), *The causes and consequences of prejudice and discrimination: Innovative theoretical development and empirical investigations.* Paper presented at the Academy of Management Conference, New Orleans, LA.
- Bergman, M.E.**, Watrous, K.M., & Gaulke, K.M. (2004, April). Bilingualism in the workplace. In K.T. Schneider (Chair), *Emerging workplace diversity issues: Ethnicity, bilingualism, and workplace exclusion.* Paper presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Watrous, K.M., & **Bergman, M.E.** (2004, April). The interrelationships among organizational commitment, organizational identification, and conscientiousness. In M.E. Bergman (Chair), *Organizational commitment: Construct refinements and expansions.* Symposium presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Bergman, M.E.**, Drasgow, F., Donovan, M.A., & Juraska, S.E. (2003, April). Scoring of situational judgment tests. In F. Drasgow (Chair), *Resampling and other advances in empirical keying*. Paper presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Hudspeth, N.A., & **Bergman, M.E.** (2003, April). Toward an understanding of harassment and discrimination: A cognitive approach. In M.E. Bergman (Chair), *Multiple identities and discrimination: Examining intersections of characteristics*. Paper presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Bergman, M.E.** (2002, August). Contingency of work as a psychological construct. In A.M. O’Leary-Kelly (Chair), *Contingent work in the new economy*. Paper presented at the annual conference of the Academy of Management, Denver, CO.
- Bergman, M.E.**, Donovan, M.A., & Drasgow, F. (2001, April). Situational judgment, personality, and cognitive ability: Are we really assessing different constructs? In L.R. Taylor (Chair), *Situational judgment tests: Assessing the assessments*. Paper presented at the annual conference for the Society for Industrial and Organizational Psychology, San Diego, CA.
- Bergman, M.E.**, Palmieri, P.A., & Drasgow, F. (2001, April). Assessing racial and ethnic harassment in diverse populations. In F. Drasgow (Chair), *Racial/ethnic discrimination and harassment: Methodology, measurement, and results*. Paper presented at the annual conference for the Society for Industrial and Organizational Psychology, San Diego, CA.

INVITED TALKS

- Bergman, M.E.** (2019, June). *Retaliation*. Invited speaker at What works at work: Evidence-based practices for preventing and responding to sex harassment in low-wage workplaces. Working Group for the Time’s Up Legal Defense Fund, National Women’s Law Center, and Urban Institute, Washington DC.
- Bergman, M.E.** (2019, February). *Implicit bias: How to interrupt bias in hiring, management, and promotion*. Bryan/College Station Charter Chapter League of the American Business Women’s Association, College Station, TX.
- Bergman, M.E.** (2018, November). *Gender, race, and other minoritized workers (Or how I became a radical IO psychologist)*. Dr. T.W. Adams Distinguished Lecture, University of Oklahoma, Norman, OK.
- Bergman, M.E.** (2018, November). *Navigating implicit bias in the workplace*. Texas A&M Department of Student Affairs, College Station, TX.
- Bergman, M.E.** (2018, June). *Implicit bias: What it is, why you have it, what it does, and what you can do about it*. Texas A&M College of Education and Human Development, College Station, TX.
- Bergman, M.E.** (2018, January). *Gender and race in military and paramilitary organizations*. Interdisciplinary Committee on Organizational Studies Seminar Series, University of Michigan, Ann Arbor, MI.
- Bergman, M.E.** (2017, May). *Interrupting bias in hiring and promotion*. Texas A&M IT Forum, College Station, TX.

- Bergman, M.E.** (2016, February). *Safety climate from the perspective of industrial-organizational psychology*. Meeting of the Greater Houston Industrial Hygiene Council, Houston, TX
- Bergman, M.E.**, Xu, X., & Benzer, J.K. (2014, June). *Is enthusiasm contagious?* Wharton Customer Analytics Initiative, Wharton School of Business, University of Pennsylvania, Philadelphia, PA.
- Bergman, M.E.** (2013, February). *Where have all the workers gone?* Invited IO area colloquium speaker, Rice University, Houston, TX.
- Bergman, M.E.** (2010, February). *Racial and ethnic harassment and discrimination in the US military*. Invited IO area colloquium speaker, Rice University, Houston, TX.
- Payne, S.C., & **Bergman, M.E.** (2008, September). *Leading and lagging: The safety climate-injury relationship*. Electric Power Research Institute's Twelfth Annual Power Switching Safety & Reliability Conference, San Antonio, TX.
- Payne, S. C., **Bergman, M. E.**, Henning, J. B., Rodriguez, J. M., & Beus, J. M. (2008, May). *Safety climate research in organizations: Unanswered research questions*. Invited address to the Abnormal Situation Management Quarterly Meeting, College Station, TX.
- Payne, S.C., & **Bergman, M.E.** (2006, December). *The psychology of safety climate*. The Process Safety Management group of the South Texas Section of the American Institute of Chemical Engineers, Houston, TX.
- Bergman, M.E.** (2002, November). *Theoretical and practical issues in situational judgment testing*. Houston Area I-O Psychologists, Houston, TX.

INVITED TESTIMONY

2015: Equal Employment Opportunity Commission's Select Task Force.
http://www.eeoc.gov/eeoc/task_force/harassment/testimony_bergman.cfm

MEDIA

2019: quoted in CNN Business article on miscarriage and the workplace
<https://www.cnn.com/2019/01/09/success/miscarriage-work-women/index.html>

2017: quoted in Washington Post article on sexual harassment
https://www.washingtonpost.com/news/post-nation/wp/2017/11/29/sexual-assault-endured-by-domestic-workers-overlooked-in-national-conversation/?utm_term=.49b88add6362

2016: appeared on KPCC/NPR Los Angeles call in show
<http://www.scpr.org/programs/airtalk/2016/08/09/51130/workplace-exclusion-in-21st-c-america-not-just-boy/>

2016: Interviewed for and quoted in SIOP article on Inclusive Holidays
http://www.siop.org/article_view.aspx?article=1608

COURSES TAUGHT (SINCE 2001, ALL AT TEXAS A&M UNIVERSITY)

UNDERGRADUATE:

PSYC 210: Human Sexuality

Fall 2020 ($N = 90$; 3 sections: flipped, with one day per week face-to-face discussion [and online zoom option] and online asynchronous content)

Spring 2019 ($N = 113$)

Spring 2017 ($N = 114$) including embedded Honors section ($N = 5$)

Spring 2015 ($N=115$)

Fall 2014 ($N = 116$)

PSYC 107: Introductory Psychology

Spring 2014 ($N = 200$)

Fall 2013 ($N = 430$; 2 sections)

Fall 2012 ($N = 430$; 2 sections)

Spring 2008 ($N = 104$)

Fall 2007 ($N = 222$)

Spring 2007 ($N=207$; 2 sections)

Spring 2006 ($N=119$)

Fall 2004 ($N = 72$; majors only)

Fall 2001 ($N = 215$)

PSYC 352: Organizational Psychology

Fall 2008 ($N = 100$)

Fall 2005 ($N = 113$)

Spring 2005 ($N = 120$)

Fall 2003 ($N = 80$)

Fall 2002 ($N = 75$)

Spring 2002 ($N = 26$, taught as PSYC 489: Special Topic)

GRADUATE:

PSYC 610: Organizational Psychology

Fall 2015 ($N = 9$)

Spring 2013 ($N = 8$)

Spring 2011 ($N = 10$)

Spring 2009 ($N = 9$)

Spring 2008 ($N = 5$)

Spring 2005 ($N = 8$)

Spring 2004 ($N = 10$)

Spring 2003 ($N = 10 +1$ auditing)

PSYC 680: Seminar in Organizational Psychology: Commitment

Spring 2018 ($N = 14$)

Fall 2014 ($N = 5$)

Fall 2011 ($N = 6$)

Spring 2010 ($N = 8 +1$ auditing)

PSYC 680: Seminar in Organizational Psychology: Micro-Organizational Behavior

Fall 2006 ($N = 10$)

Fall 2003 ($N = 6$)
Fall 2002 ($N = 5 + 1$ auditing)

PSYC 680: Seminar in Organizational Psychology: Work Stress
Spring 2020 ($N = 6$)

STUDENT COMMITTEES

DISSERTATIONS CHAIRED

Samantha Chalupa January (in progress)
Stephanie Brown (in progress)
R. Linden Wooderson (in progress)
Sin-Ning Cindy Liu (in progress)
Elizabeth Jenkins (in progress)
Rose Siuta (in progress)
Vanessa Jean Gaskins (Fall 2018)
Jennifer Rasmussen (Summer 2015)
Clare Barratt (Summer 2015; co-chair with Chris Berry)
Ismael Diaz (Fall 2013)
Adam Kabins (Fall 2013)
Kristen Watrous-Rodriguez (Spring 2010)
Jaime Henning (Fall 2008)
Justin Benzer (Summer 2008)

DISSERTATION COMMITTEE MEMBER, DEPARTMENT OF PSYCHOLOGY (IO PSYCHOLOGY UNLESS OTHERWISE NOTED)

Anjelica Mendoza (in progress)
Zach Traylor (in progress)
Jennifer McDonald (in progress)
Kelly Dray (in progress)
Yimin He (Fall 2019)
Olabisi Atoba (Summer 2017)
Nate Keiser (Summer 2017)
Xiaohong "Violet" Xu (Fall 2015)
Laura Lomeli (Fall 2015)
Margaret Tutt Horner (Fall 2015)
Joseph Hendricks (Fall 2015)
Christina Balderrama-Durbin (Spring 2015, clinical)
Allison Cook Alexander (Spring 2014)
Rebecca Thompson (Fall 2013)
Molly Gasbarrini (Summer 2013, clinical)
Steven Jarrett (Summer 2012)
Jeremy Beus (Spring 2012)
Ira Schurig (Spring 2012)
Kathy Archuleta Lane (Spring 2008)
Anton Villado (Summer 2008)
Tobin Kyte (Summer 2008)

Alok Bhupatkar (Fall 2007)
Joel Philo (Fall 2004)
Jose David (Summer 2003)

DISSERTATION COMMITTEE MEMBER, OUTSIDE DEPARTMENT MEMBER

Yuling Chang, Department of Educational Psychology, College of Education and Human Development (in progress)
Nayoung Ahn, Department of Health and Kinesiology, College of Education and Human Development (Fall 2020)
James Smith, Department of Construction Science, College of Architecture (Summer 2013)
Heather Kissack, Department of Educational Human Resource Development, College of Education and Human Development (Spring 2012)
Tomika Wilson Greer, Department of Educational Human Resource Development, College of Education and Human Development (Spring 2011)
Sandra DeGrassi, Department of Management, Mays Business School (Summer 2009)
Lily Run Ren, Department of Management, Mays Business School (Summer 2007)
Celile Gogus, Department of Management, Mays Business School (Summer 2005)

EXTERNAL READER OF DISSERTATION

Hyun Sung Oh, Queensland University of Technology, Brisbane, Australia (Summer 2016)

MASTERS CHAIRED

Robert Martin (in progress)
Elizabeth Jenkins (Spring 2019)
Ellen Hagen (in progress)
Samantha Chalupa January (Spring 2018)
Vanessa Jean (Fall 2014)
Jennifer Rasmussen (Fall 2008)
Justin Benzer (Summer 2006)

MASTERS COMMITTEE MEMBER (IO PSYCHOLOGY UNLESS OTHERWISE NOTED)

Sin-Ning "Cindy" Liu (Fall 2019)
Dylan Murray (Spring 2019, SAAHE)
Cody Richter (in progress SOCI)
Stephanie Brown (Fall 2019)
Kelly Dray (Spring 2019)
Bradley Matthews (Spring 2019, SAAHE)
Jessica Walker (Spring 2018)
Yimin He (Summer 2017)
Nate Keiser (Summer 2015)
Amber Smittick (Summer 2012)

Ismael Diaz (Fall 2011)
 Amanda Pesonen (Summer 2011)
 Lauren Zubrugg (Summer 2011)
 Ira Schurig (Spring 2011)
 Adam Kabins (Fall 2010)
 Jeremy Beus (Fall 2008)
 Katherine Chalkley (Spring 2005)
 Kristen Watrous (Spring 2004)
 Natasha Hudspeth (Spring 2003)

UNDERGRADUATE HONORS THESIS ADVISOR

Robbie Hudson (Spring 2003)

NATIONAL SERVICE

2020-2021	Member, SIOP Distinguished Contributions in Service Award committee
2019-2020	Member, SIOP Diversity and Inclusion Task Force
2017-2019	Chair, SIOP Women's Inclusion Network (founding chair)
2016-2018	Chair, SIOP Graduate Student Scholarship Award Committee [subcommittee of Awards Committee]
2015	Member, SIOP Graduate Student Scholarship Award Committee
2010-2014	Member, SIOP Distinguished Teaching Contributions Award Committee
2010	Member, SIOP Dissertation Award committee
2009-present	Reviewer, Program committee, Work, Stress, and Health conference
2008-2011	Member, Continuing Education and Workshop Committee, Society for Industrial and Organizational Psychology
2005-2008	Co-Chair, Placement Center, Society for Industrial and Organizational Psychology
2005-2008	Member, Conference Planning Committee, Society for Industrial and Organizational Psychology
2003-2004	Member, Internship committee, Society for Industrial and Organizational Psychology
2002-2003	Member, Awards committee, Society for Industrial and Organizational Psychology
2002-present	Reviewer, Program committee, Society for Industrial and Organizational Psychology
2001-2005	Reviewer, Program committee, Organizational Behavior division, Academy of Management

ASSOCIATE EDITOR

Occupational Health Science (first issue: 2017; published by Springer)

EDITORIAL BOARD MEMBERSHIP

2018-
present *Industrial and Organizational Psychology: Perspectives on
Science and Practice*
2017-
present *Human Performance*
2016-
present *Human Resource Management Review*
2009-
present *Journal of Business and Psychology*
2013-2016 *Journal of Applied Psychology*

GUEST EDITOR: SPECIAL ISSUES

Frontiers in Psychology, [Diversity and inclusion in workplaces and other social institutions: Science and practice](#): (with G.B. Cunningham and N. Melton; 2016)
Sex Roles: Mistreatment in the Workplace (with G. Cunningham and K. Miner; 2014: volume 71, issue 1-2)

PRINCIPAL REVIEWER

2011-2012 *Journal of Applied Psychology*

AD-HOC REVIEWER

National Science Foundation, *Frontiers in Psychology*, *Journal of Occupational Health Psychology*, *Journal of Applied Psychology*, *Academy of Management Journal*, *Journal of Occupational and Organizational Psychology*, *Assessment*, *Gender and Society*, *Organizational Behavior and Human Decision Processes*, *Personality and Social Psychology Bulletin*, *Personnel Psychology*, *Sex Roles*, *Basic and Applied Social Psychology*, *Journal of Alcohol and Drug Studies*, *Violence and Victims*, *Asian Journal of Social Psychology*, *European Journal of Work and Organizational Psychology*, *Sex Roles*, *Human Performance*, *The Lancet*, *Equality Diversity and Inclusion*

UNIVERSITY SERVICE

2020-
present Faculty Advisor, Transcend (student organization)
2019-
present Member, Advisory Committee, Aggie Honor System Office
2019-
present Treasurer, Phi Beta Kappa, Kappa of Texas chapter
2019-
present Member, Student Success Initiative, Climate and Inclusion
subcommittee
2017-
present Member, Separation Appeals Panel, Aggie Honor System Office

2015-present	Faculty Advisor, LGBTQ Association (student organization)
2018-2019	President's Task Force on Faculty/Staff Title IX Sanctioning
2012-2018	ADVANCE Eminent Scholar and Academic Director in the STRIDE (Strategies and Tactics for Recruiting to Improve Diversity and Excellence) program
2015-2017	Member, University Honor Council, Aggie Honor System Office (elected)
2014-2016	Advisor, Texas Aggies Swing Cats
2014-2016	Member, Undergraduate Academic Appeals Panel, Office of the Associate Provost for Undergraduate Studies
2014-2015	Member, Steering Committee, Diversity Survey of Graduate Students, Office of Graduate and Professional Studies
2011-2013	Member, Steering Committee, Diversity Survey of Graduate Students, Office of Graduate Studies
2011	Developed Diversity Climate Survey Menu on behalf of the Diversity Operations Council (with K. Miner and S. Payne)
2007-2010	Member, Women's Faculty Network Steering Committee
2005	Member, Ad Hoc committee on Northgate/Hate Crime Responsiveness
2002	Judge, Student Research Week

COLLEGE SERVICE

2015-2020	Member, Undergraduate Instruction Committee
2018-2019	Member, Joint Appointment Task Force
2016-2018	Member, Undergraduate Scholarship Committee
2015-2016	Member, Task Force on Interdisciplinary Programs in the College of Liberal Arts
2011-2013	Member, Diversity Committee
2003-2004	Member, Diversity Committee

DEPARTMENT SERVICE (DEPARTMENT OF PSYCHOLOGICAL AND BRAIN SCIENCES)

2020-present	Member, Diversity, Equity, and Inclusion Committee
2017-2018	Member, Undergraduate Curriculum Review Committee
2015-2017	Associate Head for Undergraduate Studies
2015-2017	Chair (ex-officio), Undergraduate Curriculum Committee
2015-2016	Member, Diversity Sciences II Search Committee
2014-2015	Chair, Diversity Sciences I Search Committee
2014-2015	Member, Evaluation Committee
2011-2017	Member, Advisory Committee
2011-2015	Area Head, IO Psychology Graduate Training Area
2013-2015	Member, Diversity Committee
2010-2014	Member, Undergraduate Curriculum Committee
2013-2014	Member, Senior Personality Search Committee

2011-2013	Chair, Diversity Committee
2008	Member, IO Psychology Faculty Search Committee
2007	Member, Associate Head Search Committee
2004	Member, IO Psychology Faculty Search Committee

ADMINISTRATIVE ROLES

EXECUTIVE DIRECTOR, INTERDISCIPLINARY CRITICAL STUDIES, COLLEGE OF LIBERAL ARTS, TEXAS A&M UNIVERSITY (SEPTEMBER 2017-AUGUST 2020; INAUGURAL EXECUTIVE DIRECTOR)

Interdisciplinary Critical Studies is a new unit in the College of Liberal Arts that brings together five interdisciplinary programs: Africana Studies, Women's and Gender Studies, Religious Studies, Film Studies, and Latin and Mexican American Studies. These programs include approximately 10 FTE faculty and an additional 80 faculty who are affiliated with the programs (without appointment). Across the five programs, there is one major, five minors, and four graduate certificates.

Oversee daily operations of unit

Notable activities and accomplishments include:

- Manage budget for unit
- Secure appointments for faculty and teaching assistants
- Work with other units to secure resources, resolve problems
- Represent unit and programs to College
- Supervise staff
- Ensure university processes are followed

Foster interdisciplinary research and teaching

Notable activities and accomplishments include:

- Encourage within- and across-program activities, programs, and speakers
- 2018: Launched mini-grant program, to support cross-program events

Develop key personnel processes and bylaws

Notable activities and accomplishments include:

- Create first year steering committee that contributes content for personnel processes and bylaws
- Write bylaws, with anticipated vote in Summer 2018

Ensure curricular practices and standards

Notable activities and accomplishments include:

- Write new assessment standards for graduate certificates in three programs (AFST, WGST, FILM)
- Create multi-year course plans for programs to ensure that students complete curriculum in timely fashion

- Collaborate with faculty to increase representation of program curricula in the university's core curriculum

Serve as Interim Director of the Journalism Studies program

Notable activities and accomplishments include:

- Create multi-year course plan to ensure students complete curriculum in timely fashion
- Serve as resource on curricular and teaching matters for faculty
- Update courses in university systems

ASSOCIATE HEAD FOR UNDERGRADUATE STUDIES, DEPARTMENT OF PSYCHOLOGY, TEXAS A&M UNIVERSITY (SEPTEMBER 2015-AUGUST 2017)

The Associate Head for Undergraduate Studies is one of four associate heads in the Department of Psychology. The Department serves over 1400 majors in two degree programs (Bachelor of Arts, Bachelor of Science) and 800 minors.

Supervise undergraduate advising office (4 full-time advisors; 2 part-time student workers)

Notable activities and accomplishments include:

- Supervise personnel processes for advisors (hiring, promotion, performance appraisal)
- Collaborate with advisors to create recruitment materials for prospective majors and high-quality programming for undergraduate majors
- 2016: Submitted award nomination for Advising team, which won the 2016 Innovative Advising Award from TAMU University Advisors and Counselors (UAC)

Create new curriculum and manage curricular changes

Notable activities and accomplishments include:

- Create syllabi for new courses and submit them for curricular approval
- Monitor curricular changes in other departments' course offerings to ensure consistency in our majors
- Update curricular programs as needed
- 2017: Launch curriculum review and redevelopment process in collaboration with Center for Teaching Excellence at Texas A&M
- 2016: Development of four embedded certificate programs that provide structure and depth to our undergraduate majors
- 2016: Revised psychology minor to allow students to include our high-impact research and internship experiences in the minor

Represent department and curriculum to College and University

Notable activities and accomplishments include:

- Respond to data requests in cycle (e.g., annual assessment) and as needed (e.g., APA data requests; enrollment projections for the College)
- Submit high impact practice reports each semester
- Attend monthly Undergraduate Instructional Committee meeting in College of Liberal Arts
- Collaborate with Associate Head on undergraduate program assessment and reporting
- 2017: Wrote undergraduate program sub-report for Department's Academic Program Review
- 2016: Successfully recertified introductory psychology (PSYC 107) into the core curriculum
- 2015: Successfully recertified three courses into the International and Cultural Diversity (ICD) core curriculum

Serve as Milner Hall building proctor

Notable activities include:

- Liaise with other university offices to ensure that building maintenance and repairs are completed
- Coordinate with other units in Milner for maintenance and safety procedures such as outages or safety drills
- Ensure safety of Milner and its occupants during emergency situations
- Meet with building proctor group each semester