

LILIA M. CORTINA

University of Michigan
Department of Psychology
Department of Women's & Gender Studies

Mailing Address:
204 S. State Street
Ann Arbor, Michigan 48109

Email: lilia.cortina@umich.edu
Research Lab: <https://sites.lsa.umich.edu/liliacortina-lab/>

EDUCATION

- 1999 Ph.D. University of Illinois at Urbana-Champaign, Psychology (Minor: Quantitative Methods)
1996 A.M. University of Illinois at Urbana-Champaign, Psychology (Minor: Quantitative Methods)
1993 B.A. Pomona College, Claremont, CA, Psychology (Minor: French)

ACADEMIC & ADMINISTRATIVE APPOINTMENTS

- 2023 – present Chair, Department of Women's & Gender Studies, University of Michigan
2021 – present University Diversity and Social Transformation Professor, University of Michigan
2015 – present Professor of Psychology and Women's & Gender Studies, University of Michigan
2015 – present Professor of Management & Organizations, University of Michigan (by courtesy)
2015 – 2024 Co-Director of ICOS Program, University of Michigan
2020 Guest Professor, Department of Management & Marketing, Univ of Melbourne
2015 – 2019 Associate Director of ADVANCE Program, University of Michigan
2014 – 2015 Director of Graduate Studies in Women's Studies, University of Michigan
2007 – 2015 Associate Professor of Psychology and Women's Studies, University of Michigan
2000 – 2007 Assistant Professor of Psychology and Women's Studies, University of Michigan

HONORS & AWARDS (since 2000)

- 2024 Strickland-Daniel Mentoring Award, American Psychological Association
2024 Appointed, NASEM Committee on Women in Science, Engineering, and Medicine
2023 Gwendolyn Puryear Keita Award for Social Justice and the Welfare of Working People
2023 Article recognized on the Responsible Research in Business and Management Honor Roll
2023 SIOP William A. Owens Scholarly Achievement Award Honorable Mention
2022 President's Award for Public Impact, University of Michigan
2021 University Diversity and Social Transformation Professorship
2020 Miegunyah Distinguished Visiting Fellowship, University of Melbourne (Australia)
2019 Distinguished Publication Award, Association for Women in Psychology
2019 Raymond A. Katzell Award, Society for Industrial and Organizational Psychology (SIOP)
2018 Scholarly Impact Award, Journal of Management
2016 Faculty Recognition Award, University of Michigan
2015 Sarah Goddard Power Award, University of Michigan
2014 Article on Women's Leadership Research Best of 2014 List, Coles College of Business
2014 Fellow, Society for Industrial and Organizational Psychology (APA Division 14)

- 2013 Fellow, Society for the Psychology of Women (APA Division 35)
 2013 Annual Prize for Research on Women and Gender Honorable Mention, APA Division 35
 2012 Distinguished Publication Award, Association for Women in Psychology
 2012 Diversity Research Award, Department of Psychology, University of Michigan
 2012 Nominated for the Strickland-Daniel Mentoring Award, APA Division 35
 2011 Annual Prize for Research on Women and Gender Honorable Mention, APA Division 35
 2000 First Place, Psychology Research Competition, Medical University of South Carolina

PUBLICATIONS & WORKS IN PROGRESS

Underline indicates current or former advisee.

Books

1. Benya, F. F., Widnall, S. E., & Johnson, P. A., editors, **Cortina, L.M.** (2018). *Sexual harassment of women: Climate, culture, and consequences in academic sciences, engineering, and medicine*. Washington, DC: National Academies Press. [**contributing author and consensus panel member**]
 - Media coverage (selected): New York Times, Washington Post, TIME Magazine, Science, Nature, Scientific American, Chronicle of Higher Education, AP News, Forbes, Slate, Huffington Post, National Public Radio, CNN, CBC News, NBC News, PBS News.
 - Report referenced in 5 proposed pieces of legislation and hearings.
 - Report cited in CHIPS and Science Act of 2022 (signed into law by President Joe Biden on August 9, 2022)
2. Roberts, T.A., Curtin, N., Duncan, L.E. & **Cortina, L.M.** (2016). *Feminist perspectives on building a better psychological science of gender*. Springer International Publishing.

Public Scholarship

3. **Cortina, L.M.** (under review). How DEI drives excellence at the University of Michigan.
4. **Cortina, L.M.** (2024). [Ann Arbor Public Schools is short \\$25 million. How did we get here?](#) *Detroit Free Press*.
5. Workman-Stark, A., Berdahl, J. & **Cortina, L.M.** (2023). [How organizations can address toxic workplace cultures to tackle sexual harassment.](#) *The Conversation*.
6. Hackney, K.J., Daniels, S.R., Paustian-Underdahl, S., Jones, J.P. Brady, J.M., Perrewé, P.L., Mandeville, A., Eaton, A., **Cortina, L.M.** & Li, Y. (2022). [5 ways managers can support pregnant employees.](#) *Harvard Business Review*.

7. Hershcovis, M.S., **Cortina, L.M.**, Berdahl, J.L. & Vranges, I. (2021). [Complicity and silence around sexual harassment are common – Cuomo and his protectors were a textbook example](#). *The Conversation*.
 - As of 2022: article reached > 30,000 readers
8. **Cortina, L.M.**, Sojo, V. & Köhler, T. (2020). [Busting the myths about sexual harassment](#). *Pursuit*.
9. Beeler, W., **Cortina, L.M.** & Jagsi, R. (2019). Diving beneath the surface: Addressing gender inequities among clinical investigators. *Journal of Clinical Investigation*, 129(9), 3468-3471.
10. **Cortina, L.M.** & Jagsi, R. (2018). What can medicine learn from scientific studies of sexual harassment? *Annals of Internal Medicine*, 169(10), 716-717.
11. Cook, S.L., **Cortina, L.M.** & Koss, M.P. (2018). [What's the difference between sexual abuse, sexual assault, sexual harassment and rape?](#) *The Conversation*.
 - As of 2022: article reached > 1,000,000 readers

Refereed Scholarship

12. Hershcovis, M.S., Workman-Stark, A., **Cortina, L.M.**, Lyubykh, Z., Vranges, I., Berdahl, J.L., & Chrusch, C. (under review). Hushed realities: How a climate of silence sustains sexual harassment.
13. Linderman, J.J., **Cortina, L.M.** & Hudgins, C. (under review). Raising respect: A novel peer education approach to fostering a respectful faculty climate.
14. Navarro Hernandez, S. & **Cortina, L.M.** (under review). Alone together: Essential workers' experiences of dignity and companionship during COVID-19.
15. **Cortina, L.M.** (in press). Call to action: Bolster DEI through bolder solutions to sexual harassment. In Q. Roberson, M. Hebl & E. King (Eds.), *Call to Action for Policymakers: Defending and Advancing Diversity, Equity, and Inclusion (DEI)*. Information Age Publishing, Inc.
16. **Cortina, L.M.**, Hershcovis, M.S. & Clancy, K.B.H. (2022). The embodiment of insult: A theory of biobehavioral response to workplace incivility. *Journal of Management*, 48, 738-763.
17. Jones, K.P., Brady, J.M., Lindsey, A.P., **Cortina, L.M.** & Major, C.K. (2022). The interactive effects of coworker and supervisor support on prenatal stress and postpartum health: A time-lagged investigation. *Journal of Business and Psychology*, 37, 469-490.
18. Vargas, E.A., **Cortina, L.M.**, Settles, I.H., Brassel, S.T., Perumalswami, C., Johnson, T.R.B. & Jagsi, R. (2022). Formal reporting of identity-based harassment at an academic medical center: Incidence, barriers, and institutional responses. *Academic Medicine*.

19. **Cortina, L.M. & Areguin, M.A.** (2021). Putting people down and pushing them out: Sexual harassment in the workplace. *Annual Review of Organizational Psychology and Organizational Behavior*, 8, 285-309.
 - Media coverage: USA Today
20. Hershcovis, M.S., Vranges, I., Berdahl, J.L. & **Cortina, L.M.** (2021). See no evil, hear no evil, speak no evil: Theorizing network silence around sexual harassment. *Journal of Applied Psychology*, 106, 1834-1847.
 - Article received 2023 SIOP William A. Owens Scholarly Achievement Award Honorable Mention
 - Article recognized on the Responsible Research in Business and Management Honor Roll
21. **Vargas, E.A., Brassel, S.T., Johnson, T.R.B., Jagsi, R., Perumalswami, C., Cortina, L.M. & Settles, I.H.** (2021). Incidence and group comparisons of harassment based on gender, LGBTQ+ identity, and race at an academic medical center. *Journal of Women's Health*, 30(6), 789-798.
22. Clancy, K.B.H., **Cortina, L.M.** & Kirkland, K. (2020). [Use science to stop sexual harassment in higher education](#). *Proceedings of the National Academy of Sciences*, 117(37), 22614-22618.
23. Hershcovis, M.S., **Cortina, L.M.** & Robinson, S. (2020). Social and situational dynamics surrounding workplace mistreatment: Context matters. *Journal of Organizational Behavior*, 41, 699-705.
24. **Holland, K., Cortina, L.M., Gustafson, A. & Cipriano, A.** (2020). Supporting survivors: The roles of rape myths and feminism in resident assistants' response to sexual assault disclosure scenarios. *Sex Roles*, 82, 206-218.
25. **Holland, K., Cortina, L.M., Magley, V.J., Benya, F., & Baker, A.** (2020). Don't let COVID-19 disrupt campus climate surveys of sexual harassment. *Proceedings of the National Academy of Sciences*, 117(40), 24606-24608.
26. **Kabat-Farr, D., Settles, I.H. & Cortina, L.M.** (2020). Selective incivility: An insidious form of discrimination in organizations. *Equality, Diversity and Inclusion: An International Journal*, 39(3), 253-260.
27. **Marchiondo, L.A., Fisher, G., Cortina, L.M., & Matthews, R.** (2020). Disrespect at work, distress at home: A longitudinal investigation of incivility spillover and crossover among older workers. *Work, Aging, and Retirement*, 6(3), 153-164.
28. **Vargas, E.A., Brassel, S.T., Cortina, L.M., Settles, I.H., Johnson, T.R.B. & Jagsi, R.** (2020). #MedToo: A large-scale examination of the incidence and impact of sexual harassment of physicians and other faculty at an academic medical center. *Journal of Women's Health*, 29, 13-20.

29. **Cortina, L.M.**, Cortina, M.G., & Cortina, J.M. (2019). Regulating rude: Tensions between free speech and civility in academic employment. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 357-375.
30. Holland, K.J., **Cortina, L.M.** & Freyd, J. (2019). Advocating alternatives to mandatory reporting of college sexual assault: Reply to Newins (2018). *American Psychologist*, 74:2, 250 –251.
31. Rabelo, V. C., Holland, K. J., & Cortina, L. M. (2019). From distrust to distress: Associations among military sexual assault, organizational trust, and occupational health. *Psychology of Violence*, 9(1), 78-87.
32. Robotham, K. & **Cortina, L.M.** (2019). Promoting respect as a solution to workplace harassment. *Equality, Diversity and Inclusion: An International Journal*, 40(4), 410-419.
33. **Cortina, L.M.** & Kirkland, A.K. (2018). Moving forward: What lies ahead in employment discrimination research? In A. Colella & E. King (Eds.), *Oxford handbook of discrimination at work*. Oxford University Press.
34. **Cortina, L. M.**, Rabelo, V. C., & Holland, K. J. (2018). Beyond blaming the victim: Toward a more progressive understanding of workplace mistreatment. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11(1), 81-100.
35. Fitzgerald, L.F. & **Cortina, L.M.** (2018). Sexual harassment in work organizations: A view from the twenty-first century. In J.W. White & C. Travis (Eds.), *APA Handbook on the Psychology of Women: Perspectives on Women's Private and Public Lives, Vol. 2* (pp. 215-234). Washington, DC: American Psychological Association.
36. Holland, K.J., **Cortina, L.M.** & Freyd, J. (2018). Compelled disclosure of college sexual assault. *American Psychologist*, 73, 256-268.
 - Article received 2019 Association for Women in Psychology Distinguished Publication Award
37. Kabat-Farr, D., **Cortina, L.M.**, & Marchiondo, L.M. (2018). The emotional aftermath of incivility: Anger, guilt, and the role of organizational commitment. *International Journal of Stress Management*, 25, 109-128.
38. Marchiondo, L.A., **Cortina, L.M.** & Kabat-Farr, D. (2018). Appraisals and attributions of workplace incivility: Finding light on the dark side? *Applied Psychology: An International Review*, 67(3), 369-40.
39. Marchiondo, L.A., Ran S. & **Cortina, L.M.** (2018). Modern discrimination. In A.J. Colella & E.B. King (Eds.), *Oxford handbook of workplace discrimination*. Oxford University Press.

40. **Cortina, L.M.** (2017). From victim precipitation to perpetrator predation: Toward a new paradigm for understanding workplace aggression. In N. Bowling & M.S. Hershcovis (Eds.), *Research and Theory on Workplace Aggression* (pp. 121-135). New York: Cambridge University Press.
41. **Cortina, L.M., Kabat-Farr, D., Nelson, K. & Magley, V.M.** (2017). Researching rudeness: The past, present, and future of the science of incivility. *Journal of Occupational Health Psychology, 22*, 299-313.
42. Hershcovis, M.S., Christie, A.M., Neville, L., **Cortina, L.M.**, Reich, T.C. & Sekundiak, M. (2017). Witnessing wrongdoing: The effects of observer power on incivility intervention in the workplace. *Organizational Behavior and Human Decision Processes*.
43. Holland, K. & **Cortina, L.M.** (2017). The evolving legal landscape of Title IX: Predicting mandatory reporters' responses to sexual assault disclosures. *Law and Human Behavior, 41*(5), 429.
44. Kabat-Farr, D. & **Cortina, L.M.** (2017). Receipt of interpersonal citizenship: Fostering agentic emotion, cognition, and action in organizations. *Journal of Applied Social Psychology, 47*(2), 74-89. doi:10.1111/jasp.12421
45. McCluney, C.L. & **Cortina, L.M.** (2017). Identity matters: Contextualizing workplace aggression within a social structural framework. In N. Bowling & M.S. Hershcovis (Eds.), *Cambridge Companion on Workplace Aggression*. Cambridge University Press.
46. Holland, K. & **Cortina, L.M.** (2017). "It happens to girls all the time": Examining sexual assault survivors' reasons for not using campus supports. *American Journal of Community Psychology, 59*, 50-69.
 - Among Top 20 most frequently downloaded articles in AJCP 2017-2018
47. Holland, K. J., Rabelo, V. C., & Cortina, L. M. (2017). (Missing) knowledge about sexual assault resources: Undermining military mental health. *Violence and Victims, 32*, 60-77.
48. Seabrook, R.C., Ward, L.M., Cortina, L.M., Giaccardi, S., & Lippman, J. R. (2017). Girl power, or powerless girl? Television, sexual scripts, and sexual agency in sexually active young women. *Psychology of Women Quarterly, 41*(2), 240-253.
49. Holland, K.A., Rabelo, V.C. & Cortina, L.M. (2016). Collateral damage: Military sexual trauma and help-seeking barriers. *Psychology of Violence, 6*, 253-261.
50. Holland, K.J., Rabelo, V.C. & Cortina, L.M. (2016). See something, do something: Predicting sexual assault bystander intentions in the U.S. military. *American Journal of Community Psychology, 58*, 3-15.

51. Curtin, N., **Cortina, L.M.**, Roberts, T.A. & Duncan, L.E. (2016). Journeys through feminist psychological science: Lessons learned and a look to what lies ahead. In T.A. Roberts, N. Curtin, L.M. Cortina, & L.E. Duncan (Eds.), *Feminist perspectives on building a better psychological science of gender*. Springer.
52. Duncan, L.E., Roberts, T.A., **Cortina, L.M.** & Curtin, N. (2016). Building a better psychological science of gender: Reflections on theory, research and action. In T.A. Roberts, N. Curtin, L.M. Cortina, & L.E. Duncan (Eds.), *Feminist perspectives on building a better psychological science of gender*. Springer.
53. Holland, K.J. & **Cortina, L.M.** (2016). Sexual harassment: Undermining the wellbeing of working women. In M. Connerly & J. Wu (Eds.), *Handbook on well-being of working women (pp. 83-102)*. The Netherlands: Springer.
54. Holland, K.A., Rabelo, V.C., Gustafson, A., Seabrook, R.C. & **Cortina, L.M.** (2016). Sexual harassment against men: Examining the roles of feminist activism, sexuality, and organizational context. *Psychology of Men & Masculinity*, 17, 17-29.
55. Miner, K.N. & **Cortina, L.M.** (2016). Observed workplace incivility toward women, perceptions of interpersonal injustice, and observer occupational well-being: Differential effects for gender of the observer. *Frontiers in Psychology*, 7, 482.
56. Rabelo, V.C. & **Cortina, L.M.** (2016). Perspectives on intersectionality: Infusing organizational scholarship with feminist thought. In T.A. Roberts, N. Curtin, L.M. Cortina, & L.E. Duncan (Eds.), *Feminist perspectives on building a better psychological science of gender*. Springer.
57. Leskinen, E.A., Rabelo, V.C. & **Cortina, L.M.** (2015). Gender stereotyping and harassment on the job: A catch-22 for working women. *Psychology, Public Policy, and Law*, 21(2), 192-204.
58. Marchiondo, L.A., **Cortina, L.M.**, Shannon, H.S., Haines, T., Geldart, S. & Griffith, L. (2015). Service with a smile meets customer with a snarl: Links between customer incivility and worker wellbeing. In M. Paludi (Ed.), *Bullies in the workplace*. Praeger.
59. Holland, K.J., Rabelo, V.C. & **Cortina, L.M.** (2014). Sexual assault training in the military: Evaluating efforts to end the “invisible war”. *American Journal of Community Psychology*, 54, 289-303.
 - Media coverage: sciencedaily.com, medicalxpress.com, military.com, veterans.dptv.org
60. Kabat-Farr, D. & Cortina, L.M. (2014). Sex-based harassment in employment: New insights into gender and context. *Law & Human Behavior*, 38(1), 58 –72.
61. Leskinen, E.A. & **Cortina, L.M.** (2014). Dimensions of disrespect: Mapping and measuring gender harassment in organizations. *Psychology of Women Quarterly*, 38, 107-123.

- Article recognized on Best of 2014 List, Women's Leadership Center, Coles College of Business
62. Marchiondo, L.A. & **Cortina, L.M.** (2014). Plus ça change...Women's top occupational concerns during the Great Recession. *Analyses of Social Issues and Public Policy*, 14, 239-260.
 63. Rabelo, V.C. & **Cortina, L.M.** (2014). Two sides of the same coin: Gender harassment and heterosexist harassment in LGBTQ work lives. *Law & Human Behavior*, 38, 378-391.
 - Article received 2012 Psychology Diversity Research Award, University of Michigan
 64. **Cortina, L.M.**, Kabat-Farr, D., Leskinen, E.A., Huerta, M. & Magley, V.J. (2013). Selective incivility as modern discrimination in organizations: Evidence and impact. *Journal of Management*, 39(6), 1579-1605.
 - Article received 2018 Scholarly Impact Award, Journal of Management
 65. **Cortina, L.M.** & Leskinen, E.A. (2013). Harassment based on sex and gender: A risk factor for women's mental health problems. In C. Garcia-Moreno & A. Riecher-Rössler (Eds.), *Violence against women and mental health* (pp. 139-147). Basel, Switzerland: Karger Publishers.
 66. Holland, K. & **Cortina, L.M.** (2013). When sexism and feminism collide: The sexual harassment of feminist working women. *Psychology of Women Quarterly*, 37(2), 192-208.
 - Article received 2013 SPW Prize for Psychological Research on Women and Gender, Honorable Mention
 67. Lorenzo-Blanco, E.I. & **Cortina, L.M.** (2013a). Latino/a depression and smoking: An analysis through the lenses of culture, gender, and ethnicity. *American Journal of Community Psychology*, 51, 332-346.
 68. Lorenzo-Blanco, E.I. & **Cortina, L.M.** (2013b). Towards an integrated understanding of Latino/a acculturation, depression, and smoking: A gendered analysis. *Journal of Latina/o Psychology*, 1:1, 3-20.
 69. Settles, I.H., **Cortina, L.M.**, Buchanan, N.T. & Miner, K.N. (2013). Derogation, discrimination, and (dis)satisfaction with jobs in science: A gendered analysis. *Psychology of Women Quarterly*, 37, 179-191.
 70. **Cortina, L.M.**, Curtin, N., & Stewart, A.J. (2012). Where is social structure in personality research? A feminist analysis of publication trends. *Psychology of Women Quarterly*, 36, 259-273.
 71. **Cortina, L.M.** & Marchiondo, L. (2012). Measurement of interpersonal mistreatment in organizations. In R. Sinclair, M. Wang, & L. Tetrick (Eds.), *Research Methods in Occupational Health Psychology: State of the Art in Measurement, Design, and Data Analysis* (pp. 91-106). New York, NY: Routledge.

72. Kabat-Farr, D. & **Cortina, L.M.** (2012). Selective incivility: Gender, race, and the discriminatory workplace. In S. Fox & T. Lituchy (Eds.), *Gender and the Dysfunctional Workplace* (pp. 107-119). Northampton, MA: Edward Elgar Publishing.
73. Leskinen, E.A., **Cortina, L.M.** & Kabat, D. (2011). Gender harassment: Broadening our understanding of sex-based harassment at work. *Law & Human Behavior*, 35, 25–39.
 - Article received 2012 Association for Women in Psychology Distinguished Publication Award
 - Article received 2011 SPW Prize for Psychological Research on Women & Gender, Honorable Mention
 - Article reviewed at <http://worklaw.jotwell.com/documenting-what-really-goes-on-in-the-workplace/>
74. **Cortina, L.M.** & Magley, V.J.. (2009). Patterns and profiles of response to incivility in organizations. *Journal of Occupational Health Psychology*, 14, 272-288.
75. **Cortina, L.M.** (2008). Unseen injustice: Incivility as modern discrimination in organizations. *Academy of Management Review*, 33, 55-75.
76. **Cortina, L.M.** & Berdahl, J.L. (2008). Sexual harassment in organizations: A decade of research in review. In C. Cooper & J. Barling (Eds.), *Handbook of Organizational Behavior: Micro Perspectives* (pp. 469-497). Thousand Oaks: Sage.
77. Konik, J. & **Cortina, L.M.** (2008). Policing gender at work: Intersections of harassment based on sex and sexuality. *Social Justice Research*, 21, 313-337.
78. Lim, S., **Cortina, L.M.**, & Magley, V.J. (2008). Personal and workgroup incivility: Impact on work and health outcomes. *Journal of Applied Psychology*, 93, 95-107.
79. Lonsway, K.A., **Cortina, L.M.** & Magley, V.J. (2008). Sexual harassment mythology: Definition, conceptualization, and measurement. *Sex Roles*, 58, 599-615.
80. Silverschanz, P., **Cortina, L.M.**, Konik, J., & Magley, V.J. (2008). Slurs, snubs, and queer jokes: Incidence and impact of heterosexist harassment in academia. *Sex Roles*, 58, 179-191.
81. Stewart, A.J., **Cortina, L.M.** & Curtin, N. (2008). Does gender matter in personality psychology? *Social and Personality Psychology Compass*, 2, 2034-2048.
82. Caza, B.B. & **Cortina, L.M.** (2007). From insult to injury: Explaining the impact of incivility. *Basic and Applied Social Psychology*, 29, 335-350.
83. Miner-Rubino, K. & **Cortina, L.M.** (2007). Beyond targets: Consequences of vicarious exposure to misogyny at work. *Journal of Applied Psychology*, 92, 1254-1269.
84. Settles, I., **Cortina, L.M.**, Malley, J. & Stewart, A.M. (2007). Voice matters: Buffering the impact of a negative climate for women in science. *Psychology of Women Quarterly*, 31, 270-281.

85. **Cortina, L.M.** & Pimlott-Kubiak, S. (2006). Gender and PTSD: Sexual violence as an explanation for women's increased risk. *Journal of Abnormal Psychology, 115*, 753-759.
86. Glomb, T.M. & **Cortina, L.M.** (2006). The experience of victims: Using theories of traumatic and chronic stress to understand individual outcomes of workplace abuse. In E.K. Kelloway, J. Barling & J. Hurrell (Eds.), *Handbook of Workplace Violence* (pp. 517-534). Thousand Oaks: Sage.
87. Huerta, M., **Cortina, L.M.**, Pang, J., Torges, C.M., & Magley, V.J. (2006). Sex and power in the academy: Modeling sexual harassment in the lives of college women. *Personality and Social Psychology Bulletin, 32*, 616-628.
88. Pimlott-Kubiak, S., Arfken, C., Boyd, C. & **Cortina, L.M.** (2006). More severe violence exposure associated with poly-pharmaceutical use. *American Journal on Addictions, 15*, 457-461.
89. Settles, I., **Cortina, L.M.**, Malley, J. & Stewart, A.M. (2006). The climate for women in academic science: The good, the bad, and the changeable. *Psychology of Women Quarterly, 30*, 47-58.
90. **Cortina, L.M.** (2005). Model selection. In B.S. Everitt & D.C. Howell (Eds.), *Encyclopedia of Statistics in Behavioral Science, Vol. 3* (pp. 1251-1253). New York: Wiley.
91. **Cortina, L.M.** (2005). Recursive models. In B. Everitt & D. Howell (Eds.), *Encyclopedia of Statistics in Behavioral Science, Vol. 4* (pp. 1722-1723). New York: Wiley.
92. **Cortina, L.M.** & Wasti, S.A. (2005). Profiles in coping: Responses to sexual harassment across persons, organizations, and cultures. *Journal of Applied Psychology, 90*, 182-192.
93. Langhout, R.D., Bergman, M., **Cortina, L.M.**, Williams, J.H., Drasgow, F., & Fitzgerald, L.F. (2005). Sexual harassment severity: Assessing situational and personal determinants and outcomes. *Journal of Applied Social Psychology, 35*, 975-1007.
94. Lim, S. & **Cortina, L.M.** (2005). Interpersonal mistreatment in the workplace: The interface and impact of general incivility and sexual harassment. *Journal of Applied Psychology, 90*, 483-496.
95. **Cortina, L.M.** (2004). Hispanic perspectives on sexual harassment and social support. *Personality and Social Psychology Bulletin, 30*, 570-584.
96. Miner-Rubino, K. & **Cortina, L.M.** (2004). Working in a context of hostility toward women: Implications for employees well-being. *Journal of Occupational Health Psychology, 9*, 107-122.
97. **Cortina, L.M.** & Magley, V.J.. (2003). Raising voice, risking retaliation: Events following mistreatment in the workplace. *Journal of Occupational Health Psychology, 8*, 247-265.

- Media coverage: USA Today, Washington Post, Chicago Tribune, LA Times, Chronicle of Higher Education, The Today Show, ABC World News, National Public Radio
- Presented in expert testimony to the 2015 DoD Judicial Proceedings Panel, commissioned by Congress to review military judicial procedures surrounding sexual assault

98. Pimlott-Kubiak, S. & **Cortina, L.M.** (2003). Gender, victimization, and outcomes: Reconceptualizing risk. *Journal of Consulting and Clinical Psychology, 71*, 528-539.
99. Bergman, M., Langhout, R.D., Palmieri, P., **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.
100. **Cortina, L.M.** (2002). The study of gender in the federal courts: Keeping bias at bay. *Law and Social Inquiry, 27*, 199-204.
101. **Cortina, L.M.**, Fitzgerald, L.F. & Drasgow, F. (2002). Contextualizing Latina experiences of sexual harassment: Preliminary tests of a structural model. *Basic and Applied Social Psychology, 24*, 295-311.
102. **Cortina, L.M.**, Lonsway, K.L., Magley, V.J., Freeman, L.V., Collinsworth, L.L., Hunter, M., & Fitzgerald, L.F. (2002). What's gender got to do with it? Incivility in the federal courts. *Law and Social Inquiry, 27*, 235-270.
103. Lonsway, K.A., Freeman, L.V., **Cortina, L.M.**, Magley, V.J., & Fitzgerald, L.F. (2002). Understanding the judicial role in addressing gender bias: A view from the Eighth Circuit federal court system. *Law and Social Inquiry, 27*, 205-233.
104. Shupe E., Cortina, L. M., Ramos, A., Salisbury, J., & Fitzgerald, L.F. (2002). The incidence and outcomes of sexual harassment among Hispanic and Non-Hispanic White Women: A comparison across levels of cultural affiliation. *Psychology of Women Quarterly, 26*, 298-308.
105. Wasti, S.A. & **Cortina, L.M.** (2002). Coping in context: Sociocultural determinants of responses to sexual harassment. *Journal of Personality and Social Psychology, 83*, 394-405.
- Both authors contributed equally; their names appear in random order
106. **Cortina, L.M.** (2001). Assessing sexual harassment among Latinas: Development of an instrument. *Cultural Diversity and Ethnic Minority Psychology, 7*, 164-181.
107. **Cortina, L.M.**, Magley, V.J., Williams, J.H., & Langhout, R.D. (2001). Incivility in the workplace: Incidence and impact. *Journal of Occupational Health Psychology, 6*, 64-80.
- Media coverage (selected): USA Today, Washington Post, Chicago Tribune, LA Times, Chronicle of Higher Education, The Today Show, ABC World News, National Public Radio

108. **Cortina, L.M.**, Swan, S., Fitzgerald, L.F., & Waldo, C. R. (1998). Sexual harassment and assault: Chilling the climate for women in academia. *Psychology of Women Quarterly*, 22, 419-441.

Works in Progress

- Casanova, A. & **Cortina, L.M.** #MenToo: Prevalence and predictors of the sexual harassment of men (target journal: *Psychology of Men and Masculinities*)
- Casanova, A. & **Cortina, L.M.** Masculine culture in a feminine field: The case of nursing (target journal: *Gender, Work, and Organizations*)
- del Carmen, M.A. & **Cortina, L.M.** Surveilled but unseen: An examination of invisibility and hypervisibility in the workplace (target journal: *American Journal of Community Psychology*)

GRANT ACTIVITY

- 2025 Rosenfeld, M. Tinkler, J., Cortina, L.M., et al. *A New National Longitudinal Study of Sexual Harassment in the Workplace and its Consequences*. Grant proposal to fund research on the incidence and impact of sexual harassment in organizations. National Institute on Aging. (under review)
- 2023 **Cortina, L.M.** *Affirming Multivocal Humanities Grant*. Andrew W. Mellon Foundation. Funding granted to support interdisciplinary scholarship on gender, sexuality, and race in the Department of Women's and Gender Studies at the University of Michigan. (\$100,000)
- 2021 **Cortina, L.M.** & Settles, I.H. *Study of Sexual Harassment of Essential Workers*. University of Michigan, College of LSA and Office of Research. Funding granted to support research on the sexual harassment of front-line, low-wage essential workers. (\$27,000)
- 2020 **Cortina, L.M.** & Kirkland, A.R. *Workplace Supervisors and Sexual Harassment: Measuring Myths, Mobilizations, and Their Impacts on Organizations*. NSF Law and Science. Grant proposal to fund research on supervisor beliefs and behaviors surrounding sexual harassment. (not funded)
- 2017-18 Armstrong, E.A., Bonar, E.E., **Cortina, L.M.**, et al. *Ending Gendered Violence in School, Work, and Life: Critical Conversations at the Intersection of Theory and Practice*. University of Michigan, Rackham Graduate School. Funding granted to host a Michigan Meeting. (\$50,000)

- 2013-18 Hershcovis, M.S., Reich, T.C., **Cortina, L.M.** & Christie, A.M. *Observing Workplace Aggression: The Influence of Power on Intervention and Support Behaviours*. Social Sciences and Humanities Research Council of Canada. Funding granted to support research on third-party intervention in instances of workplace incivility. (\$209,640 CAD)
- 2014-16 **Cortina, L.M.**, van Anders, S.M. & Hershcovis, M.S. *The Embodiment of Insult: Gender and Biobehavioral Response to Incivility in Organizations*. University of Michigan, Institute for Research on Women and Gender, Collaborative Planning Grant. Funding granted to develop new research on hormone responses to incivility within workplace relationships. (\$8,000)
- 2013 **Cortina, L.M.** *Gender, Culture, and Incivility at Work*. University of Michigan, Institute for Research on Women and Gender, Support for Scholarly Activities Grant. Funding granted to investigate workplace incivility across cultures. (\$8,915)
- 2013 Rabelo, V. & **Cortina, L.M.** *Witnessing Wrongdoing and Whistleblowing: When and Why Bystanders Intercede*. University of Michigan, Interdisciplinary Committee on Organizational Studies. Funding granted to support research on third-party intervention in gender- and sexuality-based harassment on the job. (\$2994).
- 2011 **Cortina, L.M.** *Incivility and its Inverse: Modeling (Mis)Treatment on the Job*. University of Michigan, Associate Professor Support Fund Grant. Funding granted to support survey research on positive and negative interpersonal experiences in work organizations. (\$29,060)
- 2011 **Cortina, L.M.** *Gender, (In)Justice, and International Occupational Health Psychology*. University of Michigan, Institute for Research on Women and Gender, Faculty Seed Grant. Funding granted to support research on gender and occupational mental health. (\$5,000)
- 2011 **Cortina, L.M.** *Relationships at Work: Modeling Women's Social and Emotional Lives in Organizations*. University of Michigan, Rackham Spring/Summer Research Grant. Funding granted to investigate women's social and emotional experiences on the job. (\$6,000)
- 2010 **Cortina, L.M.**, Settles, I.H. & Young, A. *Understanding How the Interpersonal Context of STEM Affects Women's Careers Over Time: The Interpersonal Climate and Experience (ICE) Project*. NSF ADVANCE; NSF Social Psychology. Grant proposal to fund research on the rejection-disidentification of women in science, technology, engineering, and math jobs. (not funded)
- 2009 **Cortina, L.M.** *Hostile Work Experiences: Impeding Women's Well-being in Organizations*. University of Michigan, Institute for Research on Women and Gender, Support for Scholarly Activities Grant. Funding granted to survey women about hostile work experiences. (\$7,350)

- 2009 **Cortina, L.M.** *Hostile Work Experiences: Undermining the Careers of Women in Leadership*. University of Michigan, Center for the Education of Women Faculty Research Grant. Funding granted to study women business-leaders' experiences of incivility and harassment. (\$7,500)
- 2009 **Cortina, L.M.**, Settles, I.H. & Young, A. *STEM Experiences Project (STEP): A Longitudinal Study of the Impact of Negative Interpersonal Experiences on Women's Career Outcomes*. NSF ADVANCE. Grant proposal to fund a longitudinal study of hostile work experiences of women in science, technology, engineering, and mathematics careers. (not funded)
- 2008 **Cortina, L.M.** *Gender Harassment at Work: Invisibility, Incidence, and Impact*. University of Michigan, Rackham Spring/Summer Research Grant. Funding granted to examine gender harassment in women's work experiences and in organizational policies. (\$4,000)
- 2004-05 Shannon, H.S., Haines, T., & **Cortina, L.M.** *Workplace Incivility and Other Work Factors: Effects on Psychological Distress and Health*. Workplace Safety and Insurance Board, Ontario, CA. Funding granted to survey postal workers on experiences of incivility. (\$110,950 CAD)
- 2001-03 Early Career Development Award. Funding through an NIH BIRCWH grant (K12 HD001438; PI: Timothy Johnson), to promote interdisciplinary research on women's health. (75% of salary)
- 2001-04 **Cortina, L.M.** & Magley, V.J. *Respectful Climate Survey*. Small northwest university. In-kind support for longitudinal research on staff and student experiences of incivility and harassment in higher education. (approximate value: \$28,000)
- 1998 **Cortina, L.M.** & Fitzgerald, L.F. *Measurement and Modeling of Sexual Harassment Severity among Latina Women*. University of Illinois Research Board Grant. Funding granted to survey Latina working women on their experiences of sexual harassment. (\$5,000)

INVITED ADDRESSES & KEYNOTES (external to University of Michigan)

- 2024 University of Calgary
- 2024 University of Minnesota
- 2023 University of Calgary
- 2023 Rosalind Franklin University
- 2022 University of Chicago
- 2022 University of Michigan Engineering (DEI Series)
- 2022 International Association on Workplace Bullying and Harassment (invited keynote)
- 2020 Gladstone Institutes
- 2020 Rutgers University
- 2020 University of Melbourne (Miegunyah Distinguished Lecture)

2020 Gender and Sexuality at Work Conference (invited keynote)
2020 Dartmouth University
2019 American Physical Society, Division of Plasma Physics (invited keynote)
2019 University of Illinois at Urbana-Champaign
2019 American Association for Access, Equity and Diversity
2019 U.S. Government Accountability Office
2019 Annual Meeting of the Association for Psychological Science (invited address)
2019 Grand Valley State University (invited keynote)
2019 Duke University
2019 Harvard University (spotlight speaker)
2019 Mayo Clinic
2019 Michigan Title IX Coordinator Conference
2018 National Academies of Sciences, Engineering, and Medicine
2018 National Aeronautics and Space Administration (NASA, invited keynote)
2018 University of New Mexico
2018 Wayne State University (with Gloria Steinem)
2017 University of Calgary
2017 University of Memphis
2016 University of Connecticut
2016 Florida International University
2015 Washington State University
2015 Wayne State University
2014 University of British Columbia
2014 University of Manitoba
2014 Annual Meeting of the Association for Psychological Science (invited address)
2014 Annual Meeting of the Association for Psychological Science (invited symposium)
2014 Bowling Green State University
2014 Michigan State University
2014 University of Guelph
2014 Wilfrid Laurier University
2013 Association for Women in Psychology (Distinguished Publication Award address)
2013 Rice University
2013 Texas A&M University
2011 University of California – Los Angeles
2010 Annual Meeting of the Society for the Psychological Study of Social Issues (invited keynote)
2009 Wayne State University
2008 Annual Meeting of the Association for Psychological Science (invited keynote)
2007 Bowling Green State University
2005 Michigan State University
2004 National Institutes of Health, Office of Research on Women's Health (invited address)
2003 George Mason University
2001 Michigan State University

CONFERENCE PRESENTATIONS (selected, since 2000)

Underline indicates current or former student advisee.

Workman-Stark, A., Vranges, I., Lyubykh, Z., Hershcovis, M.S., & **Cortina, L.M.**, Chrusch, C. & Berdahl, J.L. (2023, July). *Sexual Harassment and Silence: Getting in the Way of a Good Life in Organizations*. Paper presented at the annual meeting of the European Group for Organizational Studies, Cagliari, Italy.

Navarro Hernandez, S. & **Cortina, L.** (2023, June). *Alone Together: Essential Workers' Experiences of Dignity and Companionship*. Poster presented at the annual meeting of the Society for the Psychological Study of Social Issues, Denver, CO.

Cortina, L. (2023, May). *What is Sexual Harassment and Where Does it Thrive?* Paper presented at the Biennial Conference on Ending Sexual Harassment and Gender-Based Violence.

Casanova, A. & **Cortina, L.** (2022, June). *#MenToo: The Sexual Harassment of Men in Nursing*. Poster presented at the annual meeting of the Society for the Psychological Study of Social Issues, San Juan, PR.

Casanova, A. & **Cortina, L.** (2019, June). *Brotherhood runs deep: The Sexual Harassment of Men in the Military*. Paper presented at the annual meeting of the Society for the Psychological Study of Social Issues, San Diego, CA.

Papp, L. J., McClelland, S. I., Holland, K. J., & **Cortina, L. M.** (2019, June). *Reporting Campus Sexual Assault and Students' Trust in the System*. Paper presented at the annual meeting of the Society for the Psychological Study of Social Issues, San Diego, CA.

Cortina, L.M. (2019, February). *Sexual Harassment in Workplaces and Educational Environments*. Paper presented at the Annual Meeting of the American Association for the Advancement of Science, Washington, DC.

Cortina, L.M. (2018, May). *Sexual Harassment on the Job: What are We Missing?* Keynote address delivered at the NASA Anti-Harassment Forum, Johnson Space Center, Houston, TX.

Robotham, K.J. & **Cortina, L.M.** (2018, April) *Promoting Respect as a Solution to Gendered Violence in the Military*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Cortina, L., Rabelo, V.C. & Vargas, E. (Chairs), *Revenge, Drugs, and Heart Problems: Consequences of Workplace Mistreatment*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Rabelo, V. C., Vargas, E., & Cortina, L. M. (2017, April). *Incivility as a Masculinity Threat at Work*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Holland, K. J., Rabelo, V. R., & Cortina, L. M. (2017, March). *Predicting Sexual Assault Bystander Intentions in the U.S. Military*. Paper presented at the annual meeting of the Association for Women in Psychology, Milwaukee, WI.

Gustafson, A. M., Holland, K. J., & Cortina, L. M. (2016, June). *Feminism and Support: Residence Staff's Response to Sexual Assault Disclosures*. Poster presented at the biannual meeting for the Psychological Study of Social Issues, Minneapolis, MN.

Holland, K. J. & Cortina, L. M. (2016, June). *Barriers to Seeking Help for Sexual Assault on a College Campus*. Symposium presented at the biannual meeting for the Psychological Study of Social Issues, Minneapolis, MN.

Brady, J.M., Jones, K.P. & **Cortina, L.M.** (2016, April). *Workplace Support during Pregnancy as a Predictor of Postpartum Outcomes*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Cortina, L.M. (2016, April). *Studying Sexual Violence against Men at Work*. Research incubator session conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Cortina, L.M. & Vargas, E.A. (2016, April). *Workplace (In)Civility: New Insights Into Contexts, Consequences, and Boundary Conditions*. Symposium co-chaired at the Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Holland, K.A., Rabelo, V.C. & Cortina, L.M. (2015, August). *Collateral Damage: Military Sexual Trauma and Help-Seeking Barriers*. Paper presented the Annual Convention of the American Psychological Association, Toronto, ON.

Holland, K. J., & Cortina, L. M (2015, June). *Examining Resident Advisors' Role in University Responses to Sexual Assault*. Poster presented at the Biannual Meeting of the Society for Community Research and Action, Lowell, MA.

Rabelo, V. C., & Cortina, L. M. (2015, April). *Man Up! Avenging Assaults on Masculinity at Work*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Rabelo, V. C., Holland, K. J., & Cortina, L. M. (2015, April). *Distrust to Distressed: Responses to Rape in Military Employment*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Rabelo, V. C., Holland, K. J., & Cortina, L. M. (2015, January). *From Distrust to Distressed: Associations Among Sexual Assault, Organizational Trust, and Occupational Health in the U.S. Military*. Paper presented at the Gender, Sexuality, and Violence Conference, Ann Arbor, MI.

Marchiondo, L.A., Cortina, L.M., Fisher, G. & Matthews, R. (2014, August). *Bringing it Home: Implications of Incivility for the Work-Family Interface*. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.

Rabelo, V. C., & Cortina, L. M. (2014, August). *Men and Masculinity at Work: Implications for Theory, Research, and Practice*. Symposium co-chaired at the Annual Meeting of the Academy of Management, Philadelphia, PA.

Holland, K. J., Rabelo, V. C., & Cortina, L. M. (2014, June). *Military sexual assault training: Efforts to end the "Invisible War."* Paper presented at the Biennial Meeting of the Society for the Psychological Study of Social Issues, Portland, OR.

McCluney, C. L. & Cortina, L.M. (2014, May). *Selective Incivility from the Target's Perspective: Gender, Race, and Attributions*. Paper presented at the Annual Meeting of the Society of Industrial and Organizational Psychology, Honolulu, HI

Sekundiak, M., Hershcovis, M.S., Christie, A.M., Reich, T.C., **Cortina, L.M.**, Turner, N. & McAmmond, S. (2014, May). *Observing Workplace Aggression: Effects of Observer Power on Incivility Intervention*. Paper presented at the Annual Meeting of the Society of Industrial and Organizational Psychology, Honolulu, HI.

Rabelo, V. C., Holland, K. J., & Cortina, L. M. (2014, March). *Military Sexual Assault: Survivor Status Predicts Training Satisfaction and Knowledge*. Paper presented at the National Association for Women in Psychology Conference, Columbus, OH.

Rabelo, V. C., & Cortina, L. M. (2013, September). *Two Sides of the Same Coin: Gender Harassment and Heterosexist Harassment in LGBQ Work Lives*. Paper presented at the National Science Foundation/Michigan Alliance for Graduate Education and the Professoriate Fall Conference, East Lansing, MI.

Rabelo, V.C. & Cortina, L.M. (2013, August). *When Gender and Sexuality Collide: Workplace Harassment against Non-Heterosexual Employees*. Paper presented at the Annual Meeting of the Academy of Management, Lake Buena Vista, FL.

- Rabelo, V.C. & Cortina, L.M. (2013, August). *Sexuality, Gender, and Prejudice, Oh My! LGBTQ Experiences in Organizations*. Symposium co-chaired at the Annual Meeting of the Academy of Management, Lake Buena Vista, FL.
- Wasti, S.A., Erdaş K.D., **Cortina, L.M.** & Gümüştaş, C. (2013, June). *Incivility from a cross-cultural perspective*. Paper presented at the Annual Meeting of the European Academy of Management, Istanbul, Turkey.
- Cortina, L.M.** & Shields, S.A. (2013, May). *Eminent and Emerging Perspectives: Building a Better Psychological Science of Gender (Part I)*. Symposium co-chaired at the Annual Meeting of the Association for Psychological Science, Washington, DC.
- Holland, K.J., Henderson, M. & Cortina, L.M. (2013, May). *Sticks, Stones, and Stripper Jokes: Effects of Gender Harassment on Women*. Paper presented at the APA/NIOSH Work, Stress and Health Conference, Los Angeles, CA.
- Kabat-Farr, D. & Cortina, L.M. (2013, April). *Emotion and Commitment following Experiences of Workplace Incivility*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Holland, K.J., Henderson, M. & Cortina, L.M. (2012, June). *Who's on Top? Power and Sexual Harassment in the Workplace*. Poster presented at the Meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.
- Leskinen, E. & Cortina, L.M. (2012, June). *Workplace Harassment of "Deviant" Women*. Poster presented at the Annual Meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.
- Rabelo, V.C. & Cortina, L.M. (2012, June). *Sex-Based Harassment and Backlash Against Non-Heterosexual Employees*. Paper presented at the Annual Meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.
- Cortina, L.M.** (2012, April). *Selective Incivility: Gender, Race, and the Discriminatory Workplace*. Presentation as part of a panel discussion at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Kabat-Farr, D., Marchiondo, L.A. & Cortina, L.M. (2012, April). *From Insult to Injury: What Underlies the Harm of Incivility?* Paper presented at the Annual Meeting of the European Academy of Occupational Health Psychology. Zurich, Switzerland.
- Lim, S.G.P., Kabat-Farr, D., Cortina, L.M. & Magley, V.J. (2012, April). *Workplace Incivility: Does the Injury Extend across Person and Time?* Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Marchiondo, L.A., Cortina, L.M., & Fisher, G. (2012, April). *Disrespect at Work, Distress at Home: Work-to-Family Spillover Effects of Incivility*. Paper presented at the Annual Meeting of the European Academy of Occupational Health Psychology. Zurich, Switzerland.

Marchiondo, L.A. & Cortina, L.M. (2011, May). *The "In" group: Social identity comparison and appraisal of workplace incivility*. Paper presented at the APA/NIOSH Work, Stress and Health Conference, Orlando, FL.

Kabat, D.B. & Cortina, L.M. (2011, April). *Incivility got you feeling down? Emotion and commitment following incivility*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Marchiondo, L.A. & Cortina, L.M. (2011, April). *Still unequal? Men, women, and work in the 21st century*. Symposium co-chaired at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Holland, K. & Cortina, L.M. (2011, March). *Connecting feminism to sexual harassment experiences, labeling, and outcomes*. Paper presented at the Annual Meeting of the Association of Women in Psychology, Philadelphia, PA.

Wullaert, K., Leskinen, E.A.B. & Cortina, L.M. (2011, March). *Gender harassment and sexual minorities: Work-groups matter*. Paper presented at the Annual Meeting of the Association of Women in Psychology, Philadelphia, PA.

Leskinen, E.A.B. & Cortina, L.M. (2010, June). *Gender nonconformity and gender harassment: A pilot study*. Paper presented at the Annual Meeting of the Society for the Psychological Study of Social Issues, New Orleans, LA.

Kabat, D. B. & Cortina, L.M. (2010, April). *Workplace gender context and sex-based harassment: For whom and when does it matter?* Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Kabat, D. B., Marchiondo, L.A. & Cortina, L.M. (2010, April). *Workplace incivility and support: Broadening our perspective on targets*. Symposium co-chaired at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Marchiondo, L.A. & Cortina, L.M. (2010, April). *What were they thinking? Subjective appraisal and workplace incivility*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

- Miner-Rubino, K. & **Cortina, L. M.** (2010, April). *The power of sex: The gendered nature of workplace maltreatment*. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Cortina, L.M.** (2009, August). *New findings from the dark side: Fresh perspectives on incivility in the workplace*. Symposium chaired at the Annual Meeting of the Academy of Management, Chicago, IL.
- Kabat, D.B. & **Cortina, L.M.** (2009, August). *The social context of workplace incivility: Does the gender of the situation matter?* Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.
- Marchiondo, L.A. & **Cortina, L.M.** (2009, August). *Customers behaving badly: Negative effects of customer incivility on service employees*. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.
- Cortina, L.M.** & Miner-Rubino, K.N. (2009, April). *Threatened and threatening: Unique issues facing women at work*. Symposium co-chaired at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Lim, S., Lim, V., **Cortina, L.M.,** & Magley, V.J. (2009, April). *Reaction to interpersonal and cyber-incivility: The role of perceived injustice*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Leskinen, E. & **Cortina, L.M.** (2008, July). *Sexist harassment: An invisible problem?* Poster presented at the annual meeting of the International Society for Political Psychology, Paris, France.
- Rottenstein, A., & **Cortina, L.M.** (2008, May). *Mentorship: A protective mechanism against sexual harassment for women in male-dominated fields*. Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Kabat, D., **Cortina, L.M.,** Leskinen, E. & Huerta, M. (2008, April). *Selective incivility: New and improved discrimination in the workplace?* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Shannon, H.S., Langlois, L., Griffith, L., Geldart, S., **Cortina, L.M.** & Haines, T. (2008, March). *Effects of workplace incivility on psychological distress and health*. Paper presented at the APA/NIOSH Work, Stress and Health Conference, Washington, DC.
- Leskinen, E. & **Cortina, L.M.** (2007, May). *Sexual harassment in the military: Are we overlooking the obvious?* Poster presented at the annual meeting of the Association for Psychological Science, Washington, DC.

- Kabat, D., Leskinen, E., Huerta, M. & Cortina, L.M. (2007, May). *Incivility as modern discrimination at work: An empirical study in three organizations*. Poster presented at the annual meeting of the Association for Psychological Science, Washington, DC.
- Settles, I. H., Cortina, L. M., Stewart, A. J. & Malley, J. (2007, April). *The role of voice in buffering the impact of a negative climate for women scientists*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Magley, V.J., **Cortina, L.M.**, & Gallus, J.A. (2006, May). *Feared and experienced retaliation for sexual harassment whistle-blowing*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Konik, J. & Cortina, L.M. (2006, May). *Policing gender at work: Intersections of harassment based on sex and sexuality*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Miner-Rubino, K. & Cortina, L.M. (2006, March). *Observed incivility toward women at work: The role of organizational justice*. Paper presented at the APA/NIOSH Work, Stress and Health Conference, Miami, FL.
- Huerta, M. & Cortina, L.M. (2005, August). *Racial harassment in the workplace: An integrated model*. Poster presented at the Annual Meeting of the American Psychological Association, Washington, DC.
- Magley, V.J., **Cortina, L.M.**, & Kath, L.M. (2005, August). *Stress, withdrawal, and gender in the context of sexual harassment: A longitudinal analysis*. Paper presented at the Annual Meeting of the American Psychological Association, Washington, DC.
- Miner-Rubino, K. & Cortina, L.M. (2005, August). *Consequences of vicarious exposure to gender-based mistreatment at work*. Paper presented at the Annual Meeting of the American Psychological Association, Washington, DC.
- Cortina, L.M.**, Lonsway, K.A. & Magley, V.J. (2004, August). *Scaling (back) myths about sexual harassment in the workplace*. Paper presented at the Annual Meeting of the Academy of Management, New Orleans, LA.
- Lim, S.G.P. & Cortina, L.M. (2004, August). *A multi-level model of incivility in the workplace*. Paper presented at the Annual Meeting of the Academy of Management, New Orleans, LA.
- Cortina, L.M.**, Lonsway, K.A. & Magley, V.J. (2004, April). *Reconceptualizing workplace incivility through the lenses of gender and race*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.

- Barker, B.A., Cortina, L.M. & Lim, S.G.P. (2003, August). *Effects of incivility and perceived injustice: A campus experience*. Paper presented at the Annual Meeting of the American Psychological Association, Toronto.
- Cortina, L.M.** (2003, August). *Still chilly: The impact of hostile climates in academia*. Symposium chaired at the Annual Meeting of the American Psychological Association, Toronto.
- Huerta, M., Torges, C., Pang, J.S. & Cortina, L.M. (2003, August). *Sexual harassment in academia: An integrated model of student outcomes*. Paper presented at the Annual Meeting of the American Psychological Association, Toronto.
- Lim, S.G.P., Barker, B.A. & Cortina, L.M. (2003, August). *Experiencing and observing incivility: Effects on justice and well-being in the workplace*. Paper presented at the Annual Meeting of the Academy of Management, Seattle, WA.
- Lim, S.G.P. & Cortina, L.M. (2003, August). *Justice for all? The dark, the gray, and the bright sides of the social workplace*. Symposium co-chaired at the Annual Meeting of the Academy of Management, Seattle, WA.
- Designated as a "Showcase Symposium"
- Silverschanz, P., Konik, J. & Cortina, L.M. (2003, August). *Gay academe? Sexual minority harassment in higher education*. Paper presented at the Annual Meeting of the American Psychological Association, Toronto.
- Konik, J., Silverschanz, P. & Cortina, L.M. (2003, March). *Sexual minority harassment and hostility against university faculty and staff*. Paper presented at the Annual Meeting of the Association for Women in Psychology, Jersey City, NJ.
- Cortina, L.M., Magley, V.J. & Lim, S.** (2002, August). *Individual differences in responses to workplace incivility*. Paper presented at the Annual Meeting of the Academy of Management, Denver, CO.
- Cortina, L.M. & Wasti, S.A.** (2002, July). *Profiles in coping: Responses to sexual harassment across class and culture*. Paper presented at the International Congress on Applied Psychology, Singapore.
- Lim, S.G.P. & Cortina, L.M. (2002, July). *An integrated model of incivility in the workplace*. Paper presented at the International Congress on Applied Psychology, Singapore.
- Lim, S.G.P. & Cortina, L.M. (2002, April). *Interpersonal mistreatment in the workplace: Examining relationships between incivility and sexual harassment*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, Toronto.

- Magley, V.J., & **Cortina, L.M.** (2002, April). *Intersections of workplace mistreatment, gender, and occupational health*. Symposium co-chaired at the annual meeting of the Society for Industrial-Organizational Psychology, Toronto.
- Magley, V.J. & **Cortina, L.M.** (2002, April). *Retaliation against military personnel who blow the whistle on sexual harassment*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, Toronto.
- Miner-Rubino, K. & **Cortina, L.M.** (2002, April). *Influences of gender on outcomes of working in a hostile context*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, Toronto.
- Pimlott, S. & **Cortina, L.M.** (2002, August). *Gender, victimization, and outcomes*. Paper presented at the Annual Meeting of the American Psychological Association, Chicago, IL.
- Cortina, L.M.** (2001, March). *Expanding the scope of sexual harassment research*. Symposium chaired at the Annual Meeting of the Association of Women in Psychology, Los Angeles, CA.
- Cortina, L.M.** (2001, March). *Intersections of sexual harassment, social support, and culture*. Paper presented at the Annual Meeting of the Association of Women in Psychology, Los Angeles, CA.
- Cortina, L.M.** & Magley, V.J. (2001, June). *Retaliation in the context of interpersonal mistreatment: The dangers of speaking out*. Paper presented at the Annual Meeting of the American Psychological Society, Toronto.
- Bergman, M.E., Langhout, R.D., Palmieri, P.A., **Cortina, L.M.**, & Fitzgerald, L.F. (2000, April). *Will he tell? Men's reporting of their sexual harassment experiences*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.
- Cortina, L.M.** (2000, April). *Measuring sexual harassment among Latinas*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.
- Cortina, L.M.**, Fitzgerald, L.F., & Drasgow, F. (2000, April). *Contextualizing Latina experiences of sexual harassment: Preliminary tests of a structural model*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.

FORMAL TEACHING

University of Michigan, 2000 – present

Graduate Seminars:

Gender and Diversity in Organizations
Interdisciplinary Seminar in Organizational Studies
Introduction to Doctoral Studies
Navigating the Academic Job Market
Psychology of Women
Research Methods
Women and Work

Undergraduate Lecture & Seminar Courses:

Antisocial Behavior in Organizations
Discrimination in Organizations
Introduction to the Psychology of Personality
Introduction to the Psychology of Women and Gender
Issues and Controversies in the New Scholarship on Women
Sexual Harassment

Undergraduate Experiential Research Courses:

Faculty Directed Early Research for Psychology
Field Practicum for Research Techniques in Psychology
Senior Honors Research for Psychology I and II
WGS Senior Honors Seminar I and II

University of Illinois at Urbana-Champaign, 1995-1996

Undergraduate Paraprofessional Training Course:

Mental Health Workers Program I and II

INFORMAL TEACHING/MENTORING

Doctoral Theses Chaired or Co-Chaired

Silvia Navarro Hernandez (PhD Expected 2026; co-chair)

Jessica Kiebler (PhD 2024; co-chair)

Allura Casanova (PhD 2023)

- Received Dissertation Writing Institute Fellowship to support dissertation (\$4,000)

Mayra del Carmen (PhD 2023; co-chair)

- Received SPSSI Grants-in-Aid funding to support dissertation research (\$1,000)

Kathrina Robotham (PhD 2021; co-chair)

- Received Boyd/Williams Fellowship (\$2,000), Barbara Perry Roberson Fellowship (\$2,000), and Hough Fellowship (\$1,000) to support dissertation research

Sara Chadwick (PhD 2020; co-chair)

Kevin Goodman (PhD 2018)

- Received John W. Holmes Award to support dissertation research (\$10,000)
- Received Dissertation Writing Institute Fellowship to support dissertation (\$4,000)

Verónica Caridad Rabelo (PhD 2017)

- Received Rackham Predoctoral Fellowship to support dissertation research (\$32,000)
- Received Boyd/Williams Fellowship to support dissertation research (\$2,000)

Kathryn Holland (PhD 2017)

- Study 1 published as Holland, Cortina & Freyd (2018, *American Psychologist*); received 2019 Association for Women in Psychology Distinguished Publication Award
- Study 2 published as Holland & Cortina (2017, *American Journal of Community Psychology*)
- Study 3 published as Holland & Cortina (2017, *Law & Human Behavior*)
- Dissertation research supported with grants from SPSSI, the Center for the Education of Women, Institute for Research on Women & Gender, Rackham Graduate School, Department of Psychology, and Department of Women's Studies

Elma Lorenzo-Blanco (PhD 2013)

- Study 1 published as Lorenzo-Blanco & Cortina (2013, *American Journal of Community Psychology*)
- Study 2 published as Lorenzo-Blanco & Cortina (2013, *Journal of Latina/o Psychology*)
- Received Sweetland Center Summer Fellowship to support dissertation (\$3,000)
- Received Oliva Espín Award on Social Justice Concerns in Feminist Psychology

Dana Kabat-Farr (PhD 2012)

- Finalist for Best Dissertation Award, Department of Psychology, University of Michigan
- Received Boyd/Williams Fellowship to support dissertation research (\$2,000)
- Study 1 published as Kabat-Farr, Cortina & Marchiondo (2018, *International Journal of Stress Management*)
- Study 2 published as Kabat-Farr & Cortina (2017, *Journal of Applied Social Psychology*)

Emily Leskinen (PhD 2012)

- Thesis published as Leskinen & Cortina (2014, *Psychology of Women Quarterly*) and recognized on Women's Leadership Research Best of 2014 List, Coles College of Business
- Finalist for SPSSI Social Issues Dissertation Award (2013)

Lisa Marchiondo (PhD 2012)

- Thesis published as Marchiondo, Cortina & Kabat-Farr (2018, *Applied Psychology: An International Review*)
- Received Robert Kahn Award for the Scientific Study of Social Issues to support dissertation research (\$25,000)

Marisela Huerta (PhD 2007)

Perry Silverschanz (PhD 2006)

- Thesis published as Silverschanz, Cortina, Konik & Magley (2008, *Sex Roles*)

Julie Konik (PhD 2005)

- Thesis published as Konik & Cortina (2008, *Social Justice Research*)
- Received APA Div 35 Hyde Graduate Student Research Grant to support dissertation

Kathi Miner (PhD 2004)

- Thesis published as Miner-Rubino & Cortina (2007, *Journal of Applied Psychology*)
- Received Division 35 Geis Memorial Award to support dissertation research (\$15,000)

Dissertation Committees

Kelsey Thorne (PhD Expected 2024)

Hannah Ratliff (PhD Expected 2024; School of Nursing, University of Michigan)

Ashley Bennett (PhD 2023, University of Texas – Austin)

Leanna Papp (PhD 2023)

Nicole Bedera (PhD 2021; Sociology)

Sheila Brassel (PhD 2020)

Jennifer Frederick (PhD 2019)

Soraya Giaccardi (PhD 2018)

Morgan Jerald (PhD 2018)

Sarah Bell (PhD 2018)

Rita Seabrook (PhD 2017)

Jessica Matsick (PhD 2016)

K. Duygu Erdaş (PhD 2016, School of Management, Sabancı University, Turkey)

J. Lotus Seeley (PhD 2016; Sociology and Women's Studies)

Ninive Sánchez (PhD 2015; School of Social Work, University of Michigan)

Wylie Wan (PhD 2015)

Brandon Valentine (PhD 2015)

Kristina Workman (PhD 2014; Ross School of Business, University of Michigan)

Cathleen Clerkin (PhD 2013)

Melanie Henderson (PhD 2013)

Nadia Ali Muhammad Ali Charania (PhD 2012; School of Nursing, University of Michigan)

Nicola Curtin (PhD 2011)

Quyen Epstein-Ngo (PhD 2011)

Isok Kim (PhD 2011)

Kristine Molina (PhD 2011)

Nicky Newton (PhD 2011)

Tara Reich (PhD 2011, Asper School of Business, University of Manitoba, Canada)

Sundari Balan (PhD 2009)

David Walker (PhD 2009, Sauder School of Business, University of British Columbia, Canada)

Michelle Gross Lilly (PhD 2008)

M. Sandy Hershcovis (PhD 2006, Queen's School of Business, Queen's University, Canada)

Cynthia Torges (PhD 2006)
Jennifer Churchwell (PhD 2005)
Dawn Lawhon (PhD 2004)
Carol Plummer (PhD 2004)
Ana-Christina Ramón (PhD 2003)
Krista Scottham (PhD 2003)

Master's Theses Chaired

Silvia Navarro Hernandez (MA 2023)
Allura Casanova (MA 2019)
Kathrina Robotham (MA 2018, PhD 2021)

- Thesis published as Robotham & Cortina (2019, *Equality, Diversity and Inclusion*)

Yuqi Wang (MA 2016)
Emily Vargas (MA 2016, PhD 2019)

- Ford Foundation Predoctoral Fellowship, Honorable Mention
- NSF Graduate Research Fellowship, Honorable Mention

Courtney McCluney (MA 2014, PhD 2017)
Verónica Caridad Rabelo (MA 2013, PhD 2017)

- Thesis published as Rabelo & Cortina (2014, *Law & Human Behavior*)
- Received 2012 Psychology Diversity Research Award, University of Michigan

Kathryn Holland (MA 2012, PhD 2017)

- Thesis published as Holland & Cortina (2013, *Psychology of Women Quarterly*)
- Received AWP/SPW Annual Prize for Psychological Research on Women and Gender, Honorable Mention (2013)

Lisa Marchiondo (MS 2009, PhD 2012)

- Thesis published as Marchiondo, Cortina et al. (2015, *Bullies at Work*)

Emily Leskinen (MA 2008, PhD 2012)

- Thesis published as Leskinen, Cortina & Kabat (2011, *Law & Human Behavior*)
- Received AWP Distinguished Publication Award (2012)
- Received SPW Annual Prize for Psychological Research on Women and Gender (2011)

Dana Kabat-Farr (MA 2008, PhD 2012)

- Thesis findings published in Kabat-Farr & Cortina (2012, *Gender and the Dysfunctional Workplace*) and Cortina, Kabat-Farr et al, 2013 (*Journal of Management*)

Adena Rottenstein (MA 2008)
Brianna Barker Caza (MA 2003, PhD 2007)

- Thesis published as Caza & Cortina (2007, *Basic & Applied Social Psychology*)

Sandy Geok Peng Lim (MA 2002, PhD 2005)

- Thesis published as Lim & Cortina (2005, *Journal of Applied Psychology*)

Senior Honors Theses Chaired

Amanda Gustafson (BA 2016, with Highest Honors)

- Received 2016 Pillsbury Prize for Outstanding Honors Thesis in Psychology

Yuqi Wang (BA 2015)

Karen Wullaert (BA 2011)

Davidson Hook (BA 2006)

Bethany Ace (BA 2003)

UNIVERSITY SERVICE

College / Cross-Campus Service

Co-Director, ICOS Program (2016-2024)

Member, RISE Committee (2018-2021; 2022-2024; Founding Chair: 2018-2019)

Member, Working Group on Sexual Harassment Surveys at Michigan (2022-2024)

Member, Working Group on Professional Standards for Faculty (2023)

Member, Coordinated Community Response Team (2022-2023)

Member, STRIDE Committee (2016-2022)

Co-Chair, LSA Working Group on Sexual Harassment Prevention (2020-2021)

Convener, LAUNCH Committee (2017-Astronomy; 2017-EEB; 2020-Middle East Studies)

Associate Director, ADVANCE Program (2015-2019)

Educational Advisory Group for Sexual Misconduct (2018-2019)

Chair, LSA Advisory Committee to the ADVANCE Program (2016-2019)

President's Postdoctoral Fellowship Program Advisory Committee (2015-2019)

Planning Committee, Michigan Meeting on Gender-Based Violence (2017-2018)

Faculty Recognition Awards Selection Committee (2017-2018)

NextProf: Science Steering Committee (2016-2018)

Research Advisory Committee, ADVANCE Program (2012-2018)

Co-Chair, Faculty Advisory Committee on Student Sexual Misconduct Policy (2015-2016)

Grant Reviewer, Institute for Research on Women and Gender (2010-11, 2013-14, 2014-15)

President's Advisory Committee on Women's Issues (2007-2009)

Organizational Studies Search Committee (2004-2005)

Department of Psychology

Tenure & Third Year Review Panels (2010, 2013, 2025)

Chair, Joint Program in Psychology and Women's & Gender Studies (2007-2012, 2023)

Executive Committee (2006-2007, 2020-2022)

Psychology & Organizational Studies Search Committee (2021-2022)

Hiring Committee (2020-2021)

Co-Chair, PSC/GFP Job Search Workshop Series (2010, 2011, 2012, 2014, 2015, 2017, 2019)

Augmented Executive Committee (2002-2003, 2016-2017, 2020-2022)

Faculty Awards Committee (2014-2016)

Psychology & Organizational Studies Search Committee (2013-2014)
Chair, Psychology & Women's Studies Colloquium (2010, 2013)
Chair, Personality & Social Contexts Colloquium (2006, 2011)
Chair, Personality & Social Contexts Graduate Admissions (2007)
Personality & Social Contexts Graduate Admissions (2001, 2003, 2004, 2005)
Undergraduate Committee (2002-2004)
Chair, Personality Psychology Brown Bag Series (2001, 2002, 2003)
Graduate Committee (2000-2002)

Department of Women's and Gender Studies

Department Chair (2023-present)
Faculty Merit Review Committee (2021-present)
Doctoral Programs Committee (2007-2012; 2014-2015, 2018-2019, 2023)
Executive Committee (2002-2004; 2009-2011; 2012; 2021-2023)
Tenure, Promotion, Third Year, & Lecturer Review Panels (2009, 2010, 2012, 2013, 2016, 2017, 2019)
Psychology & Women's Studies Admissions Committee (2002, 2006, 2009, 2011, 2012, 2015, 2016, 2018)
Faculty Awards Committee (2016-2017)
Director of Graduate Studies (2014-2015)
Doctoral Program Expansion Task Force (2014-2015)
Graduate Certificate Committee (2006-2007; 2014-2015)
Department Representative, CIC Annual Meeting of Program Chairs (2015)
Department Representative, NWSA Annual Meeting of Program Chairs (2013, 2014)
IRWG Director Search Committee (2011)
Psychology & Sexuality Search Committee (2005-2006, 2007-2008)
McGuigan Award Committee (2005)

NATIONAL & INTERNATIONAL SERVICE

Work with Congress

Briefed members of Congress as a coauthor of the following report: National Academies of Sciences, Engineering, and Medicine (2018). *Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine*. Washington, DC: The National Academies Press.

Consulted on H.R.36, the *Combating Sexual Harassment in Science Act*, sponsored by Rep. Eddie Bernice Johnson (TX-30); signed into law as part of CHIPS & Science Act of 2022

Consulted on legislation to address campus sexual assault, tentatively titled the *Higher Education Act*, drafted by Rep. Elissa Slotkin (MI-8)

Consulted on legislation to address sexual harassment, tentatively titled the *Harassment Research and Prevention Act*, drafted by Rep. Brenda L. Lawrence (MI-14)

Expert Testimony

Provided expert testimony on sexual harassment to the U.S. Government Accountability Office (2019)

Provided expert testimony on sexual harassment to the National Academies of Sciences, Engineering, and Medicine (2016, 2017, 2018)

Provided expert testimony on sexual harassment to the U.S. E.E.O.C. Select Task Force on the Study of Harassment in the Workplace (2015, 2016)

Provided expert testimony to Department of Defense Judicial Proceedings Panel, commissioned by Congress to review military sexual assault judicial procedures (2015)

Provided expert testimony on sexual and racial harassment in *Cazorla, EEOC vs. Koch Foods of Mississippi* (2013)

Served as consulting expert in *Escamilla v. SMS Holdings Corporation* (2010)

Served as consulting expert in *Maldonado v. Ford Motor Co.* (2001)

External Reviewing of Promotion Cases

Saïd Business School, University of Oxford (2024)

School of Social Work, Boston University (2024)

College of Education, Temple University (2022)

D'Amore-McKim School of Business, Northeastern University (2022)

Department of Psychology, Texas A&M University (2021)

Department of Psychology, University of Houston (2021)

Center for Gender, Sexualities, and Women's Studies, University of Florida (2020)

Department of Psychology, Claremont Graduate University (2020)

Fuqua School of Business, Duke University (2019)

Department of Psychology, Portland State University (2019)

Department of Psychology, Rice University (2019)

College of Education, Temple University (2019)

Department of Management and Marketing, University of Melbourne (2018)

Department of Psychology, Florida International University (2018)

Center for Gender, Sexualities, and Women's Studies, University of Florida (2017)

Department of Psychology, Florida International University (2016)

Department of Psychology, Georgia State University (2016)

Department of Management, University of Texas – Pan American (2015)

Department of Management and Human Resources, Utah State University (2014)

Department of Psychology, University of Massachusetts Lowell (2011)

Department of Strategic Management and Organization, University of Alberta (2010)

External Reviewing of Programs

External Advisory Board Member, Georgia State University NSF Data Repository Grant (2022-2024)
External Advisory Board Member, Wayne State University NSF ADVANCE Grant (2021-2024)
External Advisory Board Member, U-Mass – Lowell NSF ADVANCE Grant (2016-21)
External Reviewer, Women's and Gender Studies Program, Texas A&M (2017)
External Advisory Board Member, Texas A&M NSF ADVANCE Grant (2011-2016)
External Reviewer, Department of Psychology, IUPUI (2012)

Service to Professional Societies

Member, National Academies of Sciences, Engineering and Medicine Committee on Women in Science, Engineering, and Medicine.
Member, Distinguished Early Career Contributions (Science) Award Committee, Society for I-O Psychology (2024)
Advisory Group Member, National Academies of Sciences, Engineering and Medicine Action Collaborative on Preventing Sexual Harassment in Higher Education (2019-2025)
Chair, Task Force on Sexual Harassment Policy, Society for I-O Psychology (2019-2020)
Member, NIH Advisory Committee on Sexual Harassment in the Workforce (2016-2019)
Member, National Academies of Sciences, Engineering & Medicine Committee on the Impact of Sexual Harassment in Academia (2016-2018)
Member, Fellows Selection Committee, Society for I-O Psychology (2015-2018)
Member, Academy of Management Saroj Parasuraman Award Committee (2016, 2017)
Member, Committee on Academic Feminist Psychology, APA Division 35 (2014-2016)
Co-Chair, Task Force on Educating through Feminist Research, APA Division 35 (2011-2014)
Workshop Planning Committee, APA/NIOSH Conference on Work, Stress, & Health (2013)
Extended Executive Committee, APA Division 35 (2011-2014)
Division 14 Representative, APA Committee on Women in Psychology Network (2011, 2013)
Sandra Tangri Memorial Award Committee, APA Division 35 (2012)
Geis Memorial Award Committee, APA Division 35 (2006)
Committee on Ethnic Minority Affairs, Society for I-O Psychology (2004-2005)
Strategic Program Planning Subcommittee, Society for I-O Psychology (2004)

Journal Editorial Service

Journal of Business and Psychology (Associate Editor, 2020-present)
Journal of Organizational Behavior (Guest Editor of Special Issue on Contextualizing Workplace Mistreatment, 2018-2020)
Equality, Diversity and Inclusion (Guest Editor of Special Issue on Selective Incivility toward Devalued Groups in Organizations, 2018-2020)
Journal of Applied Psychology (Editorial Board Member, 2005 – 2007; 2014 – 2015)
Journal of Consulting and Clinical Psychology (Editorial Board Member, 2008 – 2010)

Journal of Occupational Health Psychology (Editorial Board Member, 2005 – 2010)
Psychology of Women Quarterly (Editorial Board Member, 2002 – 2005)

Journal Reviewing

Academy of Management Journal; Academy of Management Review; Administrative Science Quarterly; Basic and Applied Social Psychology; Cultural Diversity and Ethnic Minority Psychology; European Journal of Work and Organizational Psychology; Journal of Applied Psychology; Journal of Applied Social Psychology; Journal of Business Ethics; Journal of Business and Psychology; Journal of Consulting and Clinical Psychology; Journal of Nervous and Mental Disease; Journal of Occupational Health Psychology; Journal of Occupational and Organizational Psychology; Journal of Traumatic Stress; Organization Science; Organizational Behavior and Human Decision Processes; Personality and Social Psychology Bulletin; Proceedings of the National Academies of Sciences; Psychological Science; Psychology of Women Quarterly; Sex Roles; Work and Occupations

Conference Organizing

Conference on Ending Sexual Harassment and Gender-Based Violence (2023)
Michigan Meeting on Gender-Based Violence (2018)

Conference Program Proposal Reviewing

Annual Meeting of the Academy of Management
Annual Meeting of the Society for I-O Psychology
Biennial APA/NIOSH Conference on Work, Stress, and Health

MEDIA COVERAGE OF RESEARCH (selected)

The Economist	The Today Show (Soledad O'Brien)
New York Times	Good Morning America (Diane Sawyer)
Washington Post	NPR (Cynthia Canty)
Chicago Tribune	NPR (Todd Mundt)
USA Today	ABC World News (Peter Jennings)
LA Times	ABCNews.com (Sam Donaldson)
Detroit Free Press	Quartz
Chronicle of Higher Education	CNN Money
Science Magazine	Forbes

PROFESSIONAL SOCIETY MEMBERSHIPS

Academy of Management (DEI and OB Divisions)
American Psychological Association (Fellow – Divisions 14 & 35; Member – Division 9)
Association for Psychological Science
Society for Industrial-Organizational Psychology (Fellow)
Society for Occupational Health Psychology
Society for the Psychological Study of Social Issues
Society for the Psychology of Women (Fellow)