QUINETTA M. ROBERSON
Curriculum Vita

Broad College of Business
Michigan State University
632 Bogue Street, Room N475
East Lansing, MI 48824
quinetta@broad.msu.edu

ACADEMIC POSITIONS:

2020 – present	John A. Hannah Distinguished Professor in Management and Psychology Eli Broad College of Business and College of Social Science Michigan State University
2015 – 2020 2008 – 2020	Fred J. Springer Endowed Chair in Business Leadership Professor, Department of Management & Operations Villanova School of Business Villanova University
June 2012	Visiting Professor Fundação Getulio Vargas - Escola de Administração de Empresas de São Paulo São Paulo, Brazil
November 2010	Visiting Research Fellow Melbourne Business School Melbourne, Australia
January – June 2008	Visiting Associate Professor, Department of Management & Organization Robert H. Smith School of Business University of Maryland at College Park
March – June 2006	Visiting Professor, Institute of Organizations and Information Systems Bocconi University Milan, Italy
2005 – 2008 1999 – 2005	Associate Professor Assistant Professor Human Resource Studies School of Industrial and Labor Relations Cornell University

EDUCATION:

Ph.D.	1999	University of Maryland at College Park Major: Organizational Behavior; Minor: Human Resource Management
M.B.A.	1993	University of Pittsburgh Major(s): Finance, Strategic Planning
B.S.	1992	University of Delaware Major: Finance; Minor: Accounting

AWARDS/HONORS:

Fellow, Association of Psychological Science, 2021
Fellow, Academy of Management, 2020
#ThinklistAmplify, Centre for Business, Organisations and Society (CBOS), University of Bath, 2020
#Thinklist30, Centre for Business, Organisations and Society (CBOS), University of Bath, 2020
Sage Award for Scholarly Contributions, Gender and Diversity in Organizations Division, Academy of
        Management, 2020
Scientist-Practitioner Presidential Recognition, Society for Industrial and Organizational Psychology, 2019
Bright Idea Award, Stillman School of Business, Seton Hall University, 2018
Fellow, Society for Industrial and Organizational Psychology, 2016
Daniel J. O'Mara Business Faculty Award, 2015
Distinguished Doctoral Graduate, Robert H. Smith School of Business, University of Maryland, 2011
Best Paper Award, *Group and Organization Management*, 2007
Emerging Scholar, Diverse Issues in Higher Education, 2007
Faculty Research Award (with Tony Simons), School of Hotel Administration, Cornell University, 2004
General Mills Award for Innovation in Teaching, Cornell University, 2001-2002
James A. Perkins Prize for Interracial Understanding & Harmony Honorable Mention, Cornell University, 2002
Fraternity and Sorority Community Outstanding Faculty Award, Cornell University, 2001
Frank T. Paine Award for Academic Achievement, University of Maryland, 1999
Allen J. Krowe Teaching Award, University of Maryland, 1999
Student Academic Achievement Grant, University of Maryland, 1995-1999
Robert Morris Associates, Philadelphia Chapter, Best Paper Award, 1995
Beta Gamma Sigma, National Business Honor Society, 1993
Academic Scholarship, University of Pittsburgh, 1992-1993; University of Delaware, 1988-1992

FUNDING:

"Diversity as an Organizational Capability: A Multilevel Examination of Board Composition and Firm
        Effectiveness", National Science Foundation, $350,000, 2021-2024

RESEARCH
Refereed Publications:

Roberson, Q. M., & Scott, W. (Conditionally accepted). Contributive justice: An invisible barrier to workplace
        inclusion. *Journal of Management*.

Avery, D. R., McKay, P. F., Roberson, Q. M., & Thomas, K. M. (In press). R.E.A.L. (Racialized experiences in
        academic life) talk: A curated conversation with four black fellows. *Journal of Business and Psychology*.

        * Awarded a 2022 Editor Commendation, as one of the best papers published by the journal.

Roberson, Q. M., & Perry, J. L. (In press). Inclusive Leadership in Thought and Action: A Qualitative Study of
        Leader Perception and Behavior. *Group and Organization Management*.

Roberson, Q. M. (2022). 2021 Presidential address: Meeting our moment. *Academy of Management Review*,
        47, 206-209.

Roberson, Q. M., Quigley, N., Vickers, K., & Bruck, I. (2021). Reconceptualizing leadership from a neurodiverse
        perspective. *Group and Organization Management,* 46(2), 399—423.

Roberson, Q. M. (2020). Access to justice as a human right, organizational entitlement, and precursor to
        diversity and inclusion. *Equality, Diversity, and Inclusion: An International Journal,* 20, 787-791.

Roberson, Q. M., King, E. B., & Hebl, M. (2020). Designing more effective practices to address workplace inequality. *Behavioral Science and Policy*, 6(1), 39-49.

Roberson, Q. M. (2019). Diversity in the workplace: A review, synthesis, and future research agenda. *Annual Review of Organizational Psychology and Organizational Behavior*, 6, 69-88.

Periac, F., David, A., & Roberson, Q. M. (2018). Clarifying the interplay between social innovation and sustainable development: A conceptual framework rooted in paradox management. *European Management Review*, 1(15), 19-35

Roberson, Q. M., Ryan, A. M., & Ragins, B. R. (2017). The evolution and future of diversity at work. *Journal of Applied Psychology*, 102(3), 483-499.

Roberson, Q. M., Holmes, O. H. & Perry, J. L. (2017). Transforming Research on Diversity and Firm Performance: A Dynamic Capabilities Perspective. *Academy of Management Annals*, 11(1), 189-216.

Roberson, Q. M., & Williamson, I. O. (2012). Justice in self-managing teams: The role of social networks in the emergence of procedural justice climates. *Academy of Management Journal*, 55, 685-701.

Hausknecht, J. P., Sturman, M. C., & Roberson, Q. M. (2011). Justice as a dynamic construct: Effects of individual trajectories on distal work outcomes. *Journal of Applied Psychology*, 96, 872-880.

Parks, G. P., & Roberson, Q. M. (2011). "Eighteen Million Cracks": Gender's Role in the 2008 Presidential Election. *William & Mary Journal of Women and the Law,* 17, 321-345.

Parks, G. P., & Roberson, Q. M. (2009, Winter). Michelle Obama: A contemporary analysis of race and gender discrimination through the lens of Title VII. *Hastings Women's Law Journal, 20*, 3-44.

Roberson, Q. M., Sturman, M. C., & Simons, T. L. (2007). Does the measure of dispersion matter in multilevel research? A comparison of the relative performance of dispersion indices. *Organizational Research Methods, 10*, 564-588.

Roberson, Q. M., & Park, H. J. (2007). Examining the link between diversity and firm performance: The effects of diversity reputation and leader racial diversity. *Group & Organization Management*, *32*, 548-568.

Roberson, Q. M. (2006). Are Justice Perceptions in Teams Contagious? The activation and role of sensemaking in the emergence of justice climates. *Organizational Behavior and Human Decision Processes*, 100, 177-192.

Roberson, Q. M. (2006). A social comparison approach to justice in teams: The effects of interdependence and fairness on referent choice and justice climate strength. *Social Justice Research,* 19, 323-344.

Roberson, Q. M. (2006). Disentangling the meanings of diversity and inclusion in organizations. *Group & Organization Management, 31*, 212-236.

Roberson, Q. M., & Stevens, C. K. (2006). Making sense of diversity in the workplace: Organizational justice and language abstraction in employees' accounts of diversity-related incidents. *Journal of Applied Psychology,* 91, 379-391.

Roberson, Q. M., & Stewart, M. M. (2006). Understanding the motivational effects of procedural and informational justice in feedback processes. *British Journal of Psychology*, 97, 281-298.

Bagdadli, S., Roberson, Q. M., & Paoletti, F. (2006). The importance of organizational justice in promotion decisions. *Journal of Business and Psychology,* 21, 83-102.

Roberson, Q. M., Collins, C. J., & Oreg, S. (2005). The effects of recruitment message specificity on applicant attraction to organizations. *Journal of Business and Psychology, 19*, 319-339.

Roberson, Q., & Colquitt, J. A. (2005). Shared and configural justice: A social network model of justice in teams. *Academy of Management Review, 30*, 595-607.

Simons, T. L., & Roberson, Q. M. (2003). Why managers should care about fairness: The effects of aggregate justice perceptions on organizational outcomes. *Journal of Applied Psychology, 88*, 432-443.

Roberson, Q. M., Moye, N. A., & Locke, E. A. (1999). Identifying a missing link between participation and satisfaction: The mediating role of procedural justice perceptions. *Journal of Applied Psychology, 84*, 585-593.

Barber, A. E., Wesson, M. J., Roberson, Q. M., & Taylor, M. S. (1999). A tale of two job markets: organizational size and its effects on hiring practices and job search behavior. *Personnel Psychology, 52*, 841-867.

Other Publications:

Massey, M., & Roberson, Q. M. (Forthcoming) Diversity in AI programming and the end-user experience. *Research in Social Issues in Management: The Future of Scholarship on Race in Organizations*.

Chrobot-Mason, D., & Roberson, Q. M. (2021). Inclusive leadership (Chapter 12). In P. G. Northouse (Ed.), Leadership: Theory and Practice (9th edition, pp. 322-351). Thousand Oaks, CA: Sage.

Roberson, Q. M. (2018). Client diversity (Chapter 14). In C. R. Chaffin (Ed.), *Client Psychology*. Hoboken, NJ: John Wiley & Sons, Inc.

Roberson, Q. M. (2017). Diversity in the workplace. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology* (2nd edition). Thousand Oaks, CA: Sage.

Avery, D. A., McKay, P. F., & Roberson, Q. M. (2012). Managing diversity means managing differently: A look at the role of racioethnicity in perceptions of organizational support. In L. M. Shore, J. A-M. Coyle-Shapiro & L. E. Tetrick (Eds.), *Understanding the Employee-Organization Relationship: Advances in Theory and Practice*. London: Psychology Press/Taylor & Francis Group.

Roberson, Q. M. (2012). Managing diversity (Chapter 31). In S. W. J. Kozlowski (Ed)., *Oxford Handbook of Industrial and Organizational Psychology*. Oxford: Oxford University Press.

Roberson, Q. M., & Williamson, I. O. (2010). The Fairness of Difference: How Team Composition Affects the Emergence of Justice Climates. In M. A. Neale, E. A. Mannix, & E. Mullen (Eds.), *Research on Managing Groups and Teams: Fairness and Groups* (pp. 274-298). London: Emerald Publishing Group.

Roberson, Q. M., Bell, B., & Porter, S. C. (2008). The language of bias: A linguistic approach to understanding intergroup relations. In M. A. Neale, E. A. Mannix, & K. W. Phillips (Eds.), *Research on Managing Groups and Teams: Diversity in Groups* (Volume 11, pp. 267-294). London: Emerald Publishing Group.

Roberson, Q. M. (2006). Diversity in the workplace. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.

Colquitt, J. A., Zapata-Phelan, C. & Roberson, Q. (2005). Justice in Teams: A Literature Review and Agenda for Future Research. In J. J. Martocchio (Ed.), *Research in Personnel and Human Resource Management* (Vol. 24, pp. 53-94). Oxford, UK: Elsevier.

Locke, E., Tirnauer, D., Roberson, Q., Goldman, B., Latham, M., & Weldon, E. (2000). The importance of the individual in an age of groupism. In M. Turner (Ed.), *Groups at Work: Advances in Theory and Research* (pp. 501-528). Hillsdale, NJ: Lawrence Erlbaum.

Books:
King, E. B., Roberson, Q., & Hebl, M. R. (Eds.) (2022). *Research on Social Issues in Management: The Future of Scholarship on Race in Organizations* (Volume 3). Charlotte, NC: Information Age Publishing.

King, E. B., Roberson, Q., & Hebl, M. R. (Eds.) (2020). *Research on Social Issues in Management: Perspectives on Gender at Work* (Volume 2). Charlotte, NC: Information Age Publishing.

King, E. B., Roberson, Q., & Hebl, M. R. (Eds.) (2019). *Research on Social Issues in Management: Pushing our Understanding of Diversity in Organizations* (Volume 1). Charlotte, NC: Information Age Publishing.

Roberson, Q. M. (2013). *The Oxford Handbook of Diversity and Work*. Oxford: Oxford University Press.

Invited Presentations:
Roberson, Q. M. Are there actually 'best practices'? Diversity management bundles and organizational performance. Invited speaker in the Interdisciplinary Committee on Organizational Studies (ICOS) Speaker Series at the University of Michigan. (2021)

Roberson, Q. M. Leading inclusive organizations and societies. Invited keynote lecture at 2021 annual conference of the Brazilian Academy of Management (Associação Nacional de Pós-Graduação e Pesquisa em Administração)

Roberson, Q. M. Activating your diversity and inclusion capabilities in the retail industry. Invited keynote speaker for the Symposium on Diversity and Inclusion in Retail hosted by the David Sobey Centre for Innovation in Retailing and Services at Saint Mary's University. (2021)

Roberson, Q. M. What is your capacity for impact? Exploring the significance of women in leadership. Invited keynote speaker at the 2018 Erasmus Centre for Women and Organisations (ECWO) Conference in the Rotterdam School of Management at Erasmus University in Rotterdam, Netherlands. (2018)

Roberson, Q. M. Beyond diversity: Are inclusive organisations truly attainable? Invited public lecture at the London School of Economics in London, England. (2018)

Roberson, Q. M. The confusion of inclusion. Invited keynote speaker at the 2018 Leadership Excellence and Gender in Organizations Research to Practice Conference at Purdue University in West Lafayette, IN.

Roberson, Q. M. Diversity in the workplace: A review, synthesis and future research agenda. Research presentation at Brunel University in London, England. (2018)

Roberson, Q. M. The evolution and future of diversity at work: Employing a capabilities perspective. Research presentation in 2017 University of Cincinnati Business and Law Partnership Program in Cincinnati, OH.

Roberson, Q. M. Diversifying diversity: Creating an integrative agenda for the evolution of diversity as a science and practice. Research presentation at the Chaire Management et Diversité International Symposium at the Université Paris – Dauphine in Paris, FR. (2015)

Roberson, Q. M. Understanding the value of diversity in organizations: A capability-based framework of heterogeneity and firm performance. Research presentation at the 2015 Michigan State University Symposium on Multicultural Psychology in East Lansing, MI.

Roberson, Q. M. Dealing with our diverse identities: An agenda for future equality, diversity and inclusion research. Keynote presentation at the 2015 Equality, Diversity and Inclusion conference in Tel Aviv, Israel.

Roberson, Q. M. The evolution of diversity theory and research: How far we've come and where we go from here. Research colloquium in the School of Social Work at the University of Southern California in Los Angeles, CA. (2015)

Roberson, Q. M. The evolution and future of diversity at work. Research presentation at the University of Utah in Salt Lake City, UT. (2014)

Roberson, Q. M. The evolution and future of diversity at work. Research presentation at Drexel University in Philadelphia, PA. (2014)

Roberson, Q. M. Exploring compositional forms of justice climate emergence in self-managing teams. Research presentation at Rutgers University in Newark, NJ. (2013)

Roberson, Q. M. Exploring compositional forms of justice climate emergence in self-managing teams. Research presentation at Georgia Institute of Technology in Atlanta, GA. (2013)

Roberson, Q. M. Motivating homo sapien commodities to deliver value … or "human resource management. Keynote presentation at the 2013 Dutch HRM Network International Conference in Leuven, BE.

Roberson, Q. M. Multiculturalism as a capability: Understanding the organizational value of diversity. Invited presentation at the 2013 International Colloquium at the Chateau de la Bretesche in Missillac, FR.

Roberson, Q. M. Diversifying diversity: Creating an integrative agenda for the evolution of diversity as a science and practice. Invited presentation at the University of Dauphine in Paris, FR. (2013)

Roberson, Q. M. Diversifying diversity: Creating an integrative agenda for the evolution of diversity as a science and practice. Invited presentation at the University of Sussex in Brighton, UK. (2013)

Roberson, Q. M. Adopting a configural approach to the study of fairness. Invited presentation to the Work and Organizational Research Centre (WORC) at Brunel University in Uxbridge, UK. (2013)

Roberson, Q. M. Capacity building through diversity: Moving from the business case to the value proposition. Research presentation at the University of Delaware in Newark, DE. (2012)

Roberson, Q. M. Addressing the crisis within our midst: An agenda for strengthening diversity research and practice. Keynote presentation at the 2009 Equality, Diversity and Inclusion conference in Istanbul, TU.

Roberson, Q. M. Is justice contagious? Understanding the emergence of team justice climates. Research presentation at Virginia Commonwealth University in Richmond, VA. (2009)

Conference Presentations:
Perry, J. L., & Roberson, Q. M. Separating the effects of power and status in groups. Paper presentation at the 2015 Equality, Diversity and Inclusion conference in Tel Aviv, Israel.

Roberson, Q. M. The science of inclusion. IGNITE presentation at the 2014 Society for Industrial and Organizational Psychology conference in Honolulu, HI.

Roberson, Q. M. The ties that bind: Exploring the roles of social networks in the emergence of inclusive climates. Paper presentation at the 2013 Equality, Diversity and Inclusion conference in Athens, Greece.

Roberson, Q. M., Tekleab, A. G., Williamson, I. O. & Gill, C. Directing fairness in self-managing teams: How team leadership moderates justice climates. Symposium presentation at the 2012 Academy of Management meeting in Boston, MA.

Roberson, Q. M., Avery, D. R. & McKay, P. F. Managing diversity means managing differently: A look at the role of diversity in perceptions of organizational support. Symposium presentation at the 2012 Society for Industrial and Organizational Psychology conference in San Diego, CA.

Moore, O., Bell, B. S. & Roberson, Q. M. Evaluating the effectiveness of diversity training: A longitudinal investigation of individual and situational influences. Symposium presentation at the 2012 Society for Industrial and Organizational Psychology conference in San Diego, CA.

Roberson, Q. M. Risky business: An exploratory study of diversity practice litigation. Paper presented at the 2009 Academy of Management meeting in Chicago, IL. Presentation in symposium,

Roberson, Q. M., Kehoe, R. A., & Collins, C. J. Winning isn't everything: The relationship between diversity reputation, practices, and firm performance. Paper presented at the 2008 Academy of Management meeting in Anaheim, CA.

Duguid, M. M., Roberson, Q. M., & Richard, O. C. A social networks approach to board composition and firm performance. Paper presented at the 2007 Academy of Management meeting in Philadelphia, PA.

Rheinhardt, R. A., Collins, C. J., & Roberson, Q. M. An investigation of the relationship between organizational diversity and firm performance. Paper presented at the 2007 Academy of Management meeting in Philadelphia, PA. (Honorable mention for Emerald Best Student Paper Award presented by Gender and Diversity in Organizations Division)

Bell, B. S., & Roberson, Q. M. Diversity training research: Current perspectives and future directions. Symposium organized and chaired at the 2006 Academy of Management meeting in Atlanta, GA.

Duguid, M., Roberson, Q. M., & Richard, O. C. A social network approach to board diversity and firm performance: The role of professional, social and voluntary memberships. Paper presented at the 2006 Academy of Management meeting in Atlanta, GA.

Batt, R., Kim, S., & Roberson, Q. M. A Multi-Level Study of Demographic Diversity, Group Heterogeneity and Performance. Paper presented at the 2005 Academy of Management meeting in Honolulu, HI.

Williamson, I. O, & Roberson, Q. M. Intra-Team Network Ties and Team Justice Climates. Paper presented at the 2005 Academy of Management meeting in Honolulu, HI.

Roberson, Q. M. The Effects of Interdependence and Fairness on Justice Climate Emergence. Paper presented at the 2005 Society for Industrial and Organizational Psychology Conference in Los Angeles, CA.

Roberson, Q. M., Collins, C. J., & Yeung, S. K. Diversity Information in Recruitment Advertisements and Organizational Attraction. Paper presented at the 2005 Society for Industrial and Organizational Psychology Conference in Los Angeles, CA.

Roberson, Q. M. Is Justice Contagious? The Role of Sensemaking in Justice Climate Emergence. Paper presented at the 2004 Academy of Management meeting in New Orleans, LA.

Roberson, Q. M., & Park, H. J. Diversity Reputation and Leadership Diversity as Sources of Competitive Advantage in Organizations. Paper presented at the 2004 Academy of Management meeting in New Orleans, LA.

Simons, T. L., & Roberson, Q. M. Examining the Relationships between Unit Size, Unit Demography and Justice Climate Strength. Paper presented at the 2004 Academy of Management meeting in New Orleans, LA.

Roberson, Q. M., & Smith, D. B. Disentangling Diversity and Inclusion. Paper presented at the 2002 Society for Industrial and Organizational Psychology Conference in Toronto, Canada.

Simons, T., & Roberson, Q. M. A True Look at "Organizational Justice": The effects of aggregate justice perceptions and organizational outcomes. Paper presented at the 2001 Academy of Management meeting in Washington, DC.

Roberson, Q. M. Moving beyond Individual Justice Perceptions: Exploring fairness in multilevel contexts. Symposium chaired at the 2001 Society for Industrial and Organizational Psychology Conference in San Diego, CA.

Roberson, Q. M. The leveraging effects of team contexts on fairness perceptions and reactions. Paper presented at the 2001 Society for Industrial and Organizational Psychology Conference in San Diego, CA.

Roberson, Q. M. An Interactional Model of Diversity Climate: A Lens for Interpreting Diversity-Related Incidents in Organizations. Paper presented at the 2000 Society for Industrial and Organizational Psychology Conference in New Orleans, LA.

Stewart, M. M., & Roberson, Q. M. Decoupling Elements of Negative Feedback: Credibility, Accuracy and Interactional Justice. Paper presented at the 2000 Society for Industrial and Organizational Psychology Conference in New Orleans, LA.

Roberson, Q. M., Stevens, C. K., & McDonald-Mann, D. An Exploratory Analysis of Employees Perceptions of Diversity-Related Incidents. Paper presented at the 1998 Academy of Management meeting in San Diego, CA.

Moye, N. A., Roberson, Q. M., & Locke, E. A. Insight into Participation Effects: The role of learning goals and justice perceptions. Paper presented at the 1998 Academy of Management meeting in San Diego, CA.

Barber, A. E., Wesson, M. J., Roberson, Q. M., & Taylor, M. S. A Tale of Two Job Markets: Comparing the hiring practices of large and small organizations. Paper presented at the 1998 Academy of Management meeting in San Diego, CA.

Roberson, Q. M., Moye, N. A., & Locke, E. A. Understanding the Complexity of Goal Orientation: Performance implications beyond the two-factor model. Paper presented at the 1998 Society for Industrial and Organizational Psychology meetings in Dallas, TX.

Stevens, C. K., McDonald-Mann, D., & Roberson, Q. M. Recalibrating the Scales of Justice: Integrating Procedural Justice and Diversity Theory, Research and Practice.   Research Forum presented at the 1996 Academy of Management meeting in Cincinnati, OH.

Manuscripts Under Review:
Roberson, Q. M., Avery, D. R., & Leigh, A. Lights, Camera, Action: Moving beyond performative diversity management to driving sustainable change. Under review at *Academy of Management Perspectives*.

Roberson, Q. M., Moore, O. A., & Bell, B. S. An Active Learning Approach to Diversity Training. 3rd round revise-and-resubmit at *Academy of Management Review*.

Roberson, Q. M., Ruggs, E., Pichler, S., & Holmes IV, O. H. Creating LGBTQ-supportive climates: A review and research agenda from a system strength perspective. Under review at *Journal of Management*.

Work in Progress:
Roberson, Q.M., Boora, L., & Hill, A. A comparative study of gender differences in CEO announcement narratives and the effects on stock prices.

Roberson, Q. M. & Collier-Sproul, L. What is allyship? Motivations, behavior and outcomes of allyship behavior.

Roberson, Q. M., Collier-Sproul, L., & McCluney, C. Who really benefits from allyship? A comparative analysis of allyship outcomes for allies and beneficiaries.

Roberson, Q. M., Hill, A., & Wang, M. Understanding the effects of board member busyness on firm performance outcomes.

Roberson, Q. M., & Scott, W. Contributive justice: Examining the interplay between voice, opportunity and meaningfulness

Roberson, Q. M., Young, H., & Zhou, C. Comparing approaches to, and perceptions of, inclusive leadership.

Li, Y., Ross, D. G., Roberson, Q., Shao, Y., & Wang, M. An examination of ethnicity and pay in top management teams.

Awasty, N., & Roberson, Q. M. Exploring faith as a form of coping.

Gloor, J. L., Gazdag, B. A., & Roberson, Q. M. Inclusion as a social network phenomenon: Identifying and tracking inclusive acts over time in scientific publishing.

Mitchell, R., & Roberson, Q. M. Diversity training engagement: Exploring the relationship between pre-training factors and motivation to learn.

Perry, J. L., Wong, H. & Roberson, Q. M. Understanding the enactment of inclusive leadership: Ideology, instrumentation and internalization.

Preston, M., & Roberson, Q. M. Examining the effects of diversity, equity, and inclusion practices on credit union performance.

WORK EXPERIENCE
- Research Fellow, Center for Excellence in Diversity, Equity and Inclusion, Filene Research Institute, 2020 – present.
- Program Officer, Science of Organizations, National Science Foundation, 2012-2013.
- Financial Analyst, Corestates Bank, Philadelphia, PA, 1993-1995.
- Consultant, Small Business Development Center, Pittsburgh, PA, 1992-1993.

SERVICE
Editorial:
- *Academy of Management Journal* (Deputy Editor, 2022-2025)
- Guest Editor, Special Issue on "Understanding Racism in the Workplace, *Journal of Applied Psychology* (2021-2022)
- *Academy of Management Journal* (Editorial Board, 2020-2022)
- *Journal of Applied Psychology* (Editorial Board, 2017-2020)
- *Journal of Management* (2014-2018)
- *Journal of Applied Psychology* (Associate Editor, 2008 – 2014)
- *Personnel Psychology* (Editorial Board, 2007–2008)
- *Academy of Management Review* (Editorial Board, 2005–2008)
- *Journal of Organizational Behavior* (Editorial Board, 2003–2006)

Professional:
- Past President, Academy of Management, 2021-present.
- President, Academy of Management, 2020-2021.
- President-Elect, Academy of Management, 2019-2020.
- Vice President & Program Chair, Academy of Management, 2018-2019.
- Vice President-Elect & Professional Development Workshop Chair, Academy of Management, 2017-2018.
- Member, Awards Subcommittee, Society for Industrial and Organizational Psychology, 2016-2019.
- Panelist, Decision and Risk Management Program, National Science Foundation, 2016-2020.
- Representative-at-Large, Academy of Management Board of Governors, 2013-2016.
- Invited Faculty Participant, Doctoral Consortium, Academy of Management: Conflict Management (2012), Human Resources (2004-2006), Organizational Behavior (2012) Divisions.
- Invited Faculty Participant, Junior Faculty Consortium, Academy of Management: Conflict Management (2009), Gender and Diversity in Organizations (2012) Divisions.
- Panelist, "Reject, revise, resubmit: Editors' tips for responding to journal reviews" panel discussion at the 2011 Society for Industrial and Organizational Psychology conference in Chicago, IL.
- Chair, Diversity and Inclusion Theme Committee, Academy of Management, 2010-2011.
- Past Division Chair, GDO Division, Academy of Management, 2010-2011.
- Division Chair, GDO Division, Academy of Management, 2009-2010.

- Program Chair, GDO Division, Academy of Management, 2007-2008.
- Professional Development Workshop Chair, GDO Division, Academy of Management, 2006-2007.
- Chair, Best Student Paper Committee, HR Division, Academy of Management, 2004 & 2005.
- Treasurer, Gender & Diversity in Organizations Division, Academy of Management, 2003–2006.
- Executive Committee Member, Gender & Diversity Division, Academy of Management, 2002–2003.
- Membership Committee, Society for Industrial and Organizational Psychology, 2001–2004.

University:
- Member, Strategic Plan Research Implementation Group, Michigan State University, 2022.
- Member, Provost's Committee on New Faculty Advancing Inclusive Excellence, Michigan State University, 2021.
- Member, Reappointment, Promotion and Tenure Committee, Broad College of Business, Michigan State University, 2021-present
- Working Group Chair, Middle States Commission on Higher Education Self-Study, Villanova University, 2019-2020.
- Member, Faculty Research Awards Committee, Villanova University, 2018.
- Member, Research Grants Task Force, Villanova School of Business, Villanova University, 2016-2020.
- Member, University Institutional Review Board (IRB), Villanova University, 2016-2018.
- Member, Faculty Rights and Responsibilities Committee, Villanova University, 2016-2018.
- Member, Faculty Congress, Villanova University, 2016-2018.
- Member, Management and Organizations Department Standing Curricular Committee, Villanova University, 2016-2017.
- Member, Executive Education Task Force, Villanova School of Business, Villanova University, 2016-present.
- Member, University Rank & Tenure Committee, Villanova University, 2013-2016.
- Member, Villanova School of Business Dean Search Committee, Villanova University, 2011-2012.
- Member, Executive MBA and Executive Education Committee, Villanova School of Business, Villanova University, 2011-present.
- Member, MBA Admissions Committee, Villanova School of Business, Villanova University, 2011-2013.
- Member, University Advancement and Communications Committee, Villanova University, 2009-2013.
- Advisor, Multicultural Business Association, Villanova School of Business, Villanova University, 2011.
- Member, Villanova School of Business Strategy Team, Villanova University, 2009.
- Chair & Member, Research Standards Committee, Villanova School of Business, Villanova University, 2008-present.
- Grant Proposal Evaluator, Institute for Social Sciences, Cornell University, 2006-2007.
- Affirmative Action and Minority Education Committee, Cornell University, 2006.
- Advisory Council, School of Industrial and Labor Relations, Cornell University, 2005 – 2008.
- Computing Committee, School of Industrial and Labor Relations, Cornell University, 2000 – 2008.
- Teaching Committee, School of Industrial and Labor Relations, Cornell University, 2001 – 2002.

Advising:
- Christy Dodge, Education, Cornell University (Committee Member)
- Michelle Duguid, Organizational Behavior, Cornell University (Committee Member)
- Nadav Goldschmidt, Human Resource Studies, Cornell University (Committee Member)
- Jamie Perry, Rutgers University (Committee Member)
- Shanette Porter, Social Psychology, Cornell University (Committee Member)
- Oliver Sheldon, Management, Cornell University (Committee Member)
- Sabrina Volpone, Temple University (Committee Member)

- Lauren Collier-Spruill, Organizational Psychology, Michigan State University (Committee Member)
- Connor Eichenauer, Organizational Psychology, Michigan State University (Thesis Committee Member)
- Jooyung Kim, Management, Michigan State University (Committee Member)
- Becca Mitchell, Management. Michigan State University (Committee Member)
- Courtney Bryant, Organizational Psychology, Michigan State University (Committee Member)
- Jo Alanis, Organizational Psychology, Michigan State University (Thesis Committee Member)
- Caitlin Briggs, Organizational Psychology, Michigan State University (Thesis Committee Member)
- William Scott, Organizational Psychology, Michigan State University (Thesis Committee Chair)
- Rachael Pyram, Organizational Psychology, Michigan State University (Thesis Committee Chair)
- Kenneth Russell, Higher, Adult and Lifelong Education (HALE), Michigan State University (Thesis Committee)

Board Memberships:
- Cinnaire, Inc. (2021-present)
- Reseda Group, Michigan State University Federal Credit Union (2021-present)
- Better Up, Inc. – Science Advisory Board (2019 - present)
- YMCA of Greater Philadelphia (2018 – present)
- Ketchum, Inc. – Diversity, Equity & Inclusion Advisory Board (2018-2020)
- The American College State Farm Center for Women and Financial Services (2016-2018)
- Markets Matter, Inc. (2012-2020)

Memberships/Associations:
- Academy of Management
- Society for Industrial/Organizational Psychology
- Association for Psychological Science
- American Psychological Association
- Society for Organizational Behavior
- Personnel and Human Resources Research Group

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