

Elisabeth R. Silver, Ph.D.
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EDUCATION

Ph.D., Industrial-Organizational Psychology Rice University	May 2025
M.A., Industrial-Organizational Psychology Rice University	May 2022
B.S. with Honors and Highest Distinction University of Michigan	April 2018

PROFESSIONAL APPOINTMENTS

Assistant Professor Psychology Department Michigan State University	August 2025 - Present
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AWARDS & GRANTS

Rice University Psychology Award for Excellence in Graduate Research	2025
SIOP Small Grant	2024
National Science Foundation Graduate Research Fellowship	2022
Rice University Center for Sexuality, Women's, and Gender Studies Best Graduate Essay	2022
Rice University Kenneth R. Laughery Award for Best Master's Thesis in Psychology	2022
University of Michigan Critical Difference Grant	2017
University of Michigan Honors Summer Fellowship Grant	2017

PEER-REVIEWED PUBLICATIONS

* Denotes equal contribution

Publications in Psychology

1. **Silver, E. R.**, Hebl, M., & Treacy, P. (2025). Effects of racial demographics, ideology, and economic threat on majority group discrimination claims. *Journal of Business and Psychology*, 40(4), 959-876. <https://doi.org/10.1007/s10869-024-09999-8>
Recipient of Editor Commendation, 2024.
2. **Silver, E. R.**, Oswald, F. L., & Hebl, M. (2025). Conscientiousness assessments for people with attention-deficit/hyperactivity disorder: Measurement properties and potential issues. *Journal of Applied Psychology*, 110(3), 444-458. <https://doi.org/10.1037/apl0001235>
Editor's Choice for March 2025 issue.
3. Nitttrouer, C., Arena, D., **Silver, E. R.**, Avery, D. R., Hebl, M. (2025). Despite the haters: The immense promise and progress of DEI initiatives. *Journal of Organizational Behavior*, 46(1), 188-201. <https://doi.org/10.1002/job.2835>
4. Stewart, D., Myeong, H., **Silver, E. R.**, King, E. B., Matos, J. M., Thomas, H., Hebl, M. (2024). Discrimination on the basis of race, ethnicity, and color. *Current Opinion in Psychology*, 60, 101909. <https://doi.org/10.1016/j.copsyc.2024.101909>

5. **Silver, E. R.**, Bilotta, I., Stewart, D., Argueta-Rivera, J., Spitzmueller, C., Brown, H., King, E., & Hebl, M. (2024). Allyship in the university setting: Supporting women's success. *Equality, Diversity and Inclusion*, 43(6), 728-739. <https://doi.org/10.1108/EDI-08-2023-0267>
6. King, E. B., Hebl, M., Shapiro, J. R., **Silver, E. R.**, Bilotta, I., Lennon, N., Jones, K., Lindsey, A., & Corrington, A. (2024). (Absent) allyship in STEM: Can psychological standing increase prejudice confrontation? *Journal of Business and Psychology*, 39, 1-21. <https://doi.org/10.1007/s10869-023-09929-0>
7. **Silver, E. R.**, Ng, L. C., Corrington, A., Hebl, M., & Braam, A. (2024). Seeing is believing: The presence and impact of ambient sexism toward collegiate women in STEM. *Social Psychology*, 54(6), 372-384. <https://doi.org/10.1027/1864-9335/a000535>.
8. Fa-Kaji, N. M.*, **Silver, E. R.***, Hebl, M. R., King, D. D., King, E. B., Corrington, A., & Bilotta, I. (2023). Worrying about finances during COVID-19: Resiliency enhances both proactive behavior and stress. *Occupational Health Science*, 7(1), 111-142. <https://doi.org/10.1007/s41542-022-00130-y>
9. **Silver, E. R.**, Nittrover, C., & Hebl, M. (2023). Beyond the business case: Universally designing the workplace for neurodiversity and inclusion. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16(1), 45-49. <https://doi.org/10.1017/iop.2022.99>
10. **Silver, E. R.**, King, D. D., & Hebl, M. (2023). Social inequalities in leadership: Shifting the focus from deficient followers to destructive leaders. *Management Decision*, 61(4), 959-974. <https://doi.org/10.1108/MD-06-2021-0809>
11. **Silver, E. R.**, Chadwick, S. B., & van Anders, S. M. (2019). Feminist identity in men: Masculinity, gender roles, and sexual approaches in feminist, non-feminist, and unsure men. *Sex Roles*, 80(5-6), 277 – 290. <https://doi.org/10.1007/s11199-018-0932-6>
12. van Anders, S. M., Schudson, Z. C., Abed, E. C., Beischel, W. J., Dibble, E. R., Gunther, O.D., Kutchko, V. J., & **Silver, E. R.** (2017). Biological sex, gender, and public policy. *Policy Insights from the Behavioral and Brain Sciences*, 4(2), 194-201. <https://doi.org/10.1177/2372732217720700>

Publications in Health and Medicine

13. Lee, K. E., Lim, F., **Silver, E. R.**, Faye, A. S., & Hur, C. (2021). Impact of COVID-19 on residency choice: A survey of New York City medical students. *PLOS ONE*, 16(10), e0258088. <https://doi.org/10.1371/journal.pone.0258088>
14. Kastrinos, F., Ingram, M. A., **Silver, E. R.**, Oh, A., Laszkowska, M., Rustgi, A. K., & Hur, C. (2021). Gene-specific variation in colorectal cancer surveillance strategies for Lynch Syndrome. *Gastroenterology*, 161(2), 453-462.e15. <https://doi.org/10.1053/j.gastro.2021.04.010>
15. Laszkowska, M., Faye, A. S., Kim, J., Truong, H., **Silver, E. R.**, Ingram, M., May, B., Ascherman, B., Bartram, L., Zucker, J., Sobieszczyk, M. E., Abrams, J. A., Lebwohl, B., Freedberg, D. E., & Hur, C. (2021). Disease course and outcomes of COVID-19 among hospitalized patients with gastrointestinal manifestations. *Clinical Gastroenterology and Hepatology*, 19(7), 1402-1409.e1. <https://doi.org/10.1016/j.cgh.2020.09.037>
16. Wright, J. D.*, **Silver, E. R.***, Tan, S. X., Hur, C., & Kastrinos, F. (2021). Cost-effectiveness analysis of genotype-specific surveillance and preventive strategies for gynecologic cancers among women with Lynch Syndrome. *JAMA Network Open*, 4(9), e2123616. <https://doi.org/10.1001/jamanetworkopen.2021.23616>
17. Lauren, B. N.*, **Silver, E. R.***, Faye, A. S., Rogers, A. M., Woo Baidal, J. A., Ozanne, E. M., & Hur, C. (2021). Predictors of households at risk for food insecurity in the United States during the

COVID-19 pandemic. *Public Health Nutrition*, 1–19.
<https://doi.org/10.1017/S1368980021000355>

18. Laszkowska, M., Kim, J., Faye, A. S., Joelson, A. M., Ingram, M., Truong, H., **Silver, E. R.**, May, B., Greendyke, W. G., Zucker, J., Lebwohl, B., Hur, C., & Freedberg, D. E. (2021). Prevalence of clostridioides difficile and other gastrointestinal pathogens in patients with COVID-19. *Digestive Diseases and Sciences*. <https://doi.org/10.1007/s10620-020-06760-y>
19. Spurlin, E. E., Han, E. S., **Silver, E. R.**, May, B. L., Tatonetti, N. P., Hur, C., Advincula, A. P., & Hur, H. C. (2020). The impact of the COVID-19 pandemic on obstetric and gynecologic procedures and consults at a metropolitan hospital in the epicenter. *Journal of Minimally Invasive Gynecology*, 27(7, Supplement), S108–S109. <https://doi.org/10.1016/j.jmig.2020.08.164>
20. Spurlin, E. E., Han, E. S., **Silver, E. R.**, May, B. L., Tatonetti, N. P., Ingram, M. A., Jin, Z., Hur, C., Advincula, A. P., & Hur, H. C. (2020). Where have all the emergencies gone? The impact of the COVID-19 pandemic on obstetric and gynecologic procedures and consults at a New York City hospital. *Journal of Minimally Invasive Gynecology*, 0(0).
<https://doi.org/10.1016/j.jmig.2020.11.012>
21. Lauren, B., Ostvar, S., **Silver, E. R.**, Ingram, M., Oh, A., Kumble, L., Laszkowska, M., Chu, J. N., Hershman, D. L., Manji, G., Neugut, A. I., & Hur, C. (2020). Cost-effectiveness analysis of biomarker-guided treatment for metastatic gastric cancer in the second-line setting. *Journal of Oncology*, 2020, 2198960. <https://doi.org/10.1155/2020/2198960>
22. **Silver, E. R.***, Truong, H. Q.*, Ostvar, S., Hur, C., & Tatonetti, N. P. (2020). Association of neighborhood deprivation index with success in cancer care crowdfunding. *JAMA Network Open*, 3(12), e2026946. <https://doi.org/10.1001/jamanetworkopen.2020.26946>
23. **Silver, E. R.**, & Hur, C. (2020). Gender differences in prescription opioid use and misuse: Implications for men's health and the opioid epidemic. *Preventive Medicine*, 131, 105946. <https://doi.org/10.1016/j.ypmed.2019.105946>
24. Laszkowska, M.*, **Silver, E. R.***, Schrope, B., Kastrinos, F., Wang, T. C., & Hur, C. (2020). Optimal timing of total gastrectomy to prevent diffuse gastric cancer in individuals with pathogenic variants in CDH1. *Clinical Gastroenterology and Hepatology*, 18(4), 822-829.e4. <https://doi.org/10.1016/j.cgh.2019.06.009>

SUBMISSIONS UNDER REVIEW AND REVISE/RESUBMIT STATUS

1. Thomas, N., King, E. B., Dawson, J. F., **Silver, E. R.**, Argueta-Rivera, J., Myeong, H., Stewart, D., Hebl, M. (2nd revise and resubmit). Reproductive decisions in early-career: Implications for women's earnings. *Target: Journal of Applied Psychology Special Issue on Social Impact Research*.

BOOK CHAPTERS

1. Hebl, M., Hebl, W., Holmes IV, O., Salter, N., & **Silver, E. R.** (2025). Mentoring female and LGBTQ graduate students. In O. Holmes IV (Ed.), *Championing Diversity, Equity, and Inclusion, Volume 2: Effective Strategies for Management Education* (pp. 155–185). Springer Nature Switzerland.
2. **Silver, E. R.**, Phetmisy, C. N., Fa-Kaji, N., Corrington, A., Ng, L. C., & Hebl, M. (2023). Calling for more organizational research on socioeconomic status. In D. L. Stone, B. Murray, K. M. Lukaszewski, & J. H. Dulebohn (Eds.), *Forgotten minorities in organizations* (pp. 299–328). Information Age Publishing.

3. Fattoracci, E. S. M., McSpedon, M. R., Hebl, M., Oxendahl, T. A., & **Silver, E. R.** (2023). The future of disability research in the workplace. In J. Beatty, S. Hennekam, & M. Kulkarni (Eds.), *De Gruyter Handbook of Disability and Management* (pp. 35–48). De Gruyter.
4. **Silver, E. R.**, Fattoracci, E. S. M., Oxendahl, T., McSpedon, M., & Hebl, M. (2022). Negotiating stigma: Disability in the workplace. In M. L. Wehmeyer & D. S. Dunn (Eds.), *The positive psychology of personal factors: Implications for understanding disability* (pp. 193–215). Rowman & Littlefield.

WORKS IN PROGRESS

2. **Silver, E. R.**, Bilotta, I., King, E. B., Hebl, M., Cavanaugh, K., Middleton, E., Holladay, C., & Perkins, L. (In preparation). Seeing eye to eye? Effects of group-level inclusive leadership agreement on employee performance. *Target: Journal of Organizational Behavior*.
3. **Silver, E. R.**, Stewart, D.S., & Hebl, M. (In preparation). Effects of temporal distancing from past inequalities on resistance to anti-racist workplace policy. *Target: Organizational Behavior and Human Decision Processes*.
4. **Silver, E. R.**, Stewart, D. S., & Hebl, M. (In preparation). We're like a family here: Effects of signaling a family work atmosphere on employees. *Target: Academy of Management Journal*.
5. Stewart, D., Hebl, M., **Silver, E. R.**, Courey, K. A., & Oswald, F. L. (In preparation). Inequalities in student evaluations of teaching: An intersectional approach. *Target: Journal of Diversity in Higher Education*.
6. **Silver, E. R.**, Hebl, M., King, E. B., Thomas, N., Argueta-Rivera, J., Dawson, J. F., Farley, S., Meyong, H. (In preparation). Man enough? Effects of spousal relative income on men's and women's occupational outcomes. *Target: Journal of Applied Psychology*.
7. **Silver, E. R.** & Hebl, M. (In preparation). Organizational injustice: An underrecognized employment issue for workers with ADHD. *Target: Personnel Psychology*.

POSTERS & PRESENTATIONS

1. Smith, K. M. (Co-Chair), Syed, J. (Co-Chair), Bernard, L., Checketts, M. B., Giannantonio, C. M., Hurley-Hanson, A. E., Korsak, M., Silver, E. R. (2025, April). Neurodivergent accommodations: Addressing stigma, fear, and practical considerations [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.
2. Nguyễn, M. N., Cox, C. B. (Chair), Hebl, R. M., Bruyère, M. B., Silver E. R., Willis, C., & Gutierrez, S. (2025). Bridging theory and practice: Academics and practitioners on promoting neurodiversity [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.
3. **Silver, E. R.** (May, 2024). Beyond the business case: Universally designing the workplace for neurodiversity & inclusion. Invited oral presentation for the Campus Research Computing Consortium, Virtual.
4. **Silver, E. R.**, Courey, K. A., Stewart, D., Hebl, M., & Oswald, F. L. (April, 2024). What does *she* know?! Gendered effects of challenging and supportive instructor behavior on instructor competence. Oral presentation at the Society for Industrial and Organizational Psychology, Chicago, IL.
5. **Silver, E. R.** (April, 2024). Navigating neurodiversity: Neurodiverse experiences across employment stages [Symposium Chair]. Symposium, Society for Industrial and Organizational Psychology, Chicago, IL.

6. **Silver, E. R.**, Hebl, M., & Oswald, F. L. (April, 2024). Implications of pre-employment personality assessments for job applicants with ADHD under high stakes. Oral presentation at the Society for Industrial and Organizational Psychology, Chicago, IL.
7. **Silver, E. R.**, Hebl, M., & Oswald, F. L. (April, 2023). Implications of pre-employment personality assessments for job applicants with ADHD. Poster presentation at the Society for Industrial and Organizational Psychology, Boston, MA.
8. **Silver, E. R.**, Stewart, D., & Hebl, M. (October, 2022). Impact of signaling family work norms on employee outcomes. Oral presentation at Department of Psychological Sciences Brown Bag, Rice University, Houston, TX.
9. **Silver, E. R.**, Treacy, P., & Hebl, M. (April 2022). Effects of racial diversity, ideology, and economic threat on “anti-white” discrimination claims. Oral presentation at the Society for Industrial and Organizational Psychology, Seattle, WA.
10. **Silver, E. R.** (April 2022). Effects of racial diversity, ideology, and economic threat on “anti-white” discrimination claims. Master’s thesis defense, Rice University, Houston, TX.
11. **Silver, E. R.** (February, 2022). Implications of pre-employment personality assessments for applicants with ADHD. Oral presentation at Department of Psychological Sciences Brown Bag, Rice University, Houston, TX.
12. **Silver, E. R.**, Truong, H. Q., Tatonetti, N. P., Hur, C., & Ostvar, S. (October, 2019). Socioeconomic correlates of crowdfunding for cancer care. Oral presentation at the Division of General Medicine Research Forum, Columbia University Medical Center, New York, NY.
13. **Silver, E. R.**, Laszkowska, M., Schroppe, B., Kastrinos, F., Wang, T. C., & Hur, C. (December, 2018). Optimal timing of total gastrectomy to prevent diffuse gastric cancer in individuals with pathogenic variants in *CDH1*. Oral presentation at the Division of General Medicine Research Forum, Columbia University Medical Center, New York, NY.
14. **Silver, E. R.**, Chadwick, S. B., & van Anders, S. M. (April, 2018). Perpetrating sexism: An investigation into the effects on men’s psychophysiology. Poster presented at the Psychology Research Forum at the University of Michigan, Ann Arbor, MI.
15. **Silver, E. R.**, Chadwick, S. B., & van Anders, S. M. (November, 2017). (Maybe) feminist men: Sexuality and ideas/identities relevant to gender equity. Oral presentation at the meeting of the Society for the Scientific Study of Sexuality, Atlanta, GA.

TEACHING & MENTORSHIP EXPERIENCE

Instructor of Record, Rice University August 2024 – December 2024

Psychology 102: Quantitative Analysis for Social Sciences: Psychology Lab

- Delivered weekly lectures with interactive tutorials on statistical analysis using *jamovi* software to 31 undergraduate psychology students.

Instructor of Record, Rice University

January 2024 – April 2024

Psychology 231: Introduction to Industrial/Organizational Psychology

- Developed all course elements for this full-term undergraduate course of 31 students.

Section Instructor of Record, Jones School of Business, Rice University

January 2024 – February 2024

Management 821: Diversity, Equity, and Inclusion in Business

- Led weekly discussions on course content for this online MBA course with 16 students.

Lab Manager and Instructor, Rice University

May 2022 – May 2023

Hebl/King Lab Instruction (Drs. Mikki Hebl & Eden King)

- Developed and led weekly lab meetings to instruct 20-30 undergraduate research assistants on many aspects of the research process.
- Selected undergraduate research assistants to meet faculty and graduate student needs.

Graduate Advisor, Rice University

May 2022 – August 2022

Office of Undergraduate Research Involvement (Dr. Liz Eich)

- Mentored 16 first-time undergraduate research assistants from underrepresented groups in weekly small group meetings to provide instrumental support.
- Co-facilitated workshops on professional conduct in research to prepare 150+ undergraduates for success.

Graduate Student Thesis Mentor, Rice University

August 2020 – Present

Undergraduate Thesis Instruction (Dr. Mikki Hebl)

- Co-advised 13 undergraduate honors thesis students, 10 of whom have been admitted to graduate programs, by providing instruction on data analysis, survey design, and writing.

Teaching Assistant, Rice University

August 2021 – December 2021

Social Psychology (Dr. Sandra Parsons)

- Assisted with class communications, grading, and exam writing for over 60 undergraduate students.

SERVICE

Graduate Research Fellowship Coach, *Rice University*

August 2023 – Present

- Coached three doctoral student applicants to the National Science Foundation Graduate Research Fellowship Program, including one current applicant and one winning applicant (2023).
- Provided feedback on three National Science Foundation Graduate Research Fellowship applications in psychological sciences, including two Honorable Mention awardees and one Fellowship winner (2023).

Assistant Editor, *Journal of Business and Psychology*

August 2022 – October 2023

- Evaluated journal submissions for compliance with journal guidelines.
- Provided input to support editorial decisions for journal submissions.

Vice President, *Rice University Psychological Sciences Graduate Student Association*

May 2022 – May 2023

- Communicated with graduate students about campus-wide initiatives and events.
- Served as a representative for Psychological Sciences graduate students for the Rice Graduate Student Association.

Committee Member, *Rice University Psychological Sciences Diversity, Equity, and Inclusion Committee*

May 2021 – May 2022

- Analyzed institutional survey data from undergraduates to identify and act on areas of improvement for inclusion.
- Summarized results of data analysis in an executive report for faculty, to inform departmental DEI efforts.