LISA M. LESLIE
CURRICULUM VITAE

Carlson School of Management
University of Minnesota
321 – 19th Avenue S, Suite 3-300
Minneapolis, MN 55455

Phone: 612-624-4171
Fax: 612-624-8360
E-mail: lmleslie@umn.edu
Office: 3-291 CSOM

ACADEMIC EMPLOYMENT

New York University

(starting 7/13) Associate Professor, Department of Management and Organizations, Stern School of Business

University of Minnesota, Twin Cities

2007-2013 Assistant Professor, Department of Work and Organizations, Carlson School of Management
Courtesy Appointment, Department of Psychology, 2010-2013

University of Maryland, College Park

2002-2007 Research Assistant, Department of Psychology, 2004-2005, 2006-2007
Instructor, Department of Psychology, summer 2006
Teaching Assistant, Department of Psychology, 2003-2004
Graduate Fellow, Department of Psychology, 2002-2003, 2005-2006

Princeton University, Princeton, NJ

2001-2002 Research Assistant, Department of Psychology

EDUCATION

University of Maryland, College Park

2007 Ph.D., Organizational Psychology
Adviser: Michele J. Gelfand
2006 Certificate in Measurement, Statistics, and Evaluation
2004 M.A., Organizational Psychology

Princeton University, Princeton, NJ

2001 A.B., Social Psychology; *Magna cum laude*
Thesis adviser: Susan T. Fiske
Certificate in the Language and Culture of Ancient Greece
College Year in Athens, Greece, summer 2000
Ancient Greek Course, University of California, Berkeley, summer 1999

AWARDS AND HONORS

2013 Rising Star Award, Association for Psychological Science

Best Paper Proceedings, Academy of Management Annual Meeting

2012 Gordon Allport Prize for Best Intergroup Relations Paper, Society for the Psychological Study of Social Issues

Designated Society for Industrial and Organizational Psychology Scholar

Outstanding Reviewer Award, *Academy of Management Journal*

Outstanding Reviewer Award, Academy of Management Annual Meeting, Gender & Diversity in Organizations Division

2010 Best Paper Award—New Directions in the Study of Conflict, Academy of Management Annual Meeting, Conflict Management Division

Best Paper Proceedings, Academy of Management Annual Meeting

Outstanding Reviewer Award, Academy of Management Annual Meeting, Organizational Behavior Division

2008 Jack Bartlett Award for Excellence in Dissertation Research, University of Maryland, Department of Psychology

Best Paper Proceedings, Academy of Management Annual Meeting

2007 Lee Hakel Graduate Student Scholarship for Achievement in a Graduate Career, Society for Industrial and Organizational Psychology

Best Theoretical Paper Award, International Association for Conflict Management Annual Conference

2006 Outstanding Reviewer Award, Academy of Management Annual Meeting, Organizational Behavior Division

2005 High Honors, Comprehensive Examination, University of Maryland

2003 Honorable Mention, National Science Foundation Graduate Research Fellowship

Finalist for Best Paper Award, Industrial Organizational-Organizational Behavior Annual Conference

2002 Graduate Research Fellowship, University of Maryland

2001 Edward E. Jones Prize for a Senior Thesis in Social Psychology, Princeton University

Academic All-Ivey, Princeton University, 2000 & 2001

RESEARCH SUMMARY

My research focuses on the intersection of social cognition and diversity in organizations. More specifically, I am interested in understanding the often erroneous perceptions and attributions individuals form about others and the self, and preventing misattributions from creating dysfunctional conflicts among diverse employees, limiting the career success of members of underrepresented groups, and ultimately impeding the creation of diverse, high-performing organizations. I have applied a social cognition perspective to various topics in the diversity literature, including individuals' experiences with stereotyping and discrimination, the consequences of diversity for workgroup performance, and the impact of diversity policies (e.g., flexible work practices, affirmative action) on their intended beneficiaries. I also conduct research in the related areas of cross-cultural organizational behavior and conflict management.

PUBLICATIONS († current or former student)

Articles

Leslie, L. M., Mayer, D. M., & Kravitz, D. A. (conditionally accepted). The stigma of affirmative action: A stereotyping-based theory and meta-analytic test. *Academy of Management Journal.*

Manchester, C. F., Leslie, L. M., & †Kramer, A. (2013). Is the clock still ticking? An evaluation of the consequences of stopping the tenure clock. *Industrial and Labor Relations Review, 6,* 3-32.
**Lead article*

Leslie, L. M., Snyder, M., & Glomb, T. M. (2013). Who gives? Multilevel effects of gender and ethnicity on workplace charitable giving. *Journal of Applied Psychology, 98,* 49-62.

Leslie, L. M., Manchester, C. F., †Park, T.-Y., & †Mehng, S. A. (2012). Flexible work practices: A source of career premiums or penalties? *Academy of Management Journal, 55,* 1407-1428.

Gelfand, M. J., Leslie, L. M., Keller, K. M., & De Dreu, C. K. W. (2012). Conflict cultures in organizations: How leaders shape conflict cultures and their organizational-level consequences. *Journal of Applied Psychology, 97,* 1131-1147.
**Best conference paper award; Best paper proceedings (AoM-conflict management)*

Bergsieker, H. B., Leslie, L. M., Constantine, V. S., & Fiske, S. T. (2012). Stereotyping by omission: Eliminate the negative, accentuate the positive. *Journal of Personality and Social Psychology, 102,* 1214-1238.

Leslie, L. M., & Manchester, C. F. (2011). Work-family conflict is a social issue, not a women's issue. *Industrial and Organizational Psychology, 4,* 414-417.

Gelfand, M. J., Raver, J. L., Nishii, L. H., Leslie, L. M., Lun, J., et al. (2011). Differences between tight and loose cultures: A 33-nation study. *Science, 332*, 1100-1104. **Gordon Allport Prize for Best Paper on Intergroup Relations (SPSSI)*

Shteynberg, G., Leslie, L. M., Knight, A. P., & Mayer, D. M. (2011). But affirmative action hurts *us*! Race-related beliefs shape perceptions of White disadvantage and policy unfairness. *Organizational Behavior and Human Decision Processes, 115*, 1-12. **Lead article*

Manchester, C. F., Leslie, L. M., & †Kramer, A. (2010). Stop the clock policies and career success in academia. *American Economic Review, 100*, 219-223. Papers & proceedings.

Leslie, L. M., & Gelfand, M. J. (2008). The who and when of internal gender discrimination claims: An interactional model. *Organizational Behavior and Human Decision Processes, 107*, 123-140.

Leslie, L. M., King, E. B., Bradley, J. C., & Hebl, M. R. (2008). Triangulation across methodologies: All signs point to persistent stereotyping and discrimination in organizations. *Industrial and Organizational Psychology, 1*, 399-404.

Gelfand, M. J., Leslie, L. M., & Keller, K. M. (2008). On the etiology of organizational conflict cultures. *Research in Organizational Behavior, 28*, 137-166. **Best theoretical conference paper award (IACM)*

Gelfand, M. J., Leslie, L. M., & Fehr, R. (2008). To prosper, organizational psychology should adopt a global perspective. *Journal of Organizational Behavior, 29*, 493-517.

Harrison, D. A., Kravitz, D. A., Mayer, D. M., Leslie, L. M., & Lev-Arey, D. (2006). Understanding attitudes toward affirmative action programs in employment: Summary and meta-analysis of 35 years of research. *Journal of Applied Psychology, 91*, 1013-1036.

Invited Revisions

Leslie, L. M. Title removed to maintain blind review. Revision requested from the *Journal of Management.*

Mayer, D. M., Workman, K., Leslie, L. M., Keller, K. M., & Hanges, P. J. Title removed to maintain blind review. Revision requested from *Personnel Psychology.*

Torelli, C. J., Leslie, L. M., Stoner, J., & Puente, R. Title removed to maintain blind review. Revision requested from *Organizational Behavior and Human Decision Processes.*

Chapters and Other Publications

Gelfand, M. J., Harrington, J., & Leslie, L. M. (under review). Conflict cultures: A new frontier for conflict management research and practice. In N. M. Ashkanasy, O. B. Ayoko, & K. A. Jehn (Eds.), *Handbook of research in conflict management*. United Kingdom: Edward Edgar Publishing.

Leslie, L. M., Manchester, C. F., & †Dahm, P. C. (2013, forthcoming). Ironic effects of flexible work practices on parents' career success. *Academy of Management Proceedings.*

Leslie, L. M. & Gelfand, M. J. (2011). The cultural psychology of social influence: Implications for organizational politics. In. G. R. Ferris & D. C. Treadway (Eds.), *Politics in organizations: Theory and research considerations* (pp. 411-447). SIOP Frontier Series. New York: Taylor Francis Publishing.

Gelfand, M. J., Leslie, L. M., Keller, K. M., & De Dreu, C. K. W. (2010). Cultures of conflict: How leaders and members shape conflict cultures in organizations. *Academy of Management Proceedings.*

Ting, H. Gelfand, M. J., & Leslie, L. M. (2010). Culture and escalation of commitment. *Proceedings for the 3rd International Conference on Applied Factors and Ergonomics.* London: Taylor & Francis Publishing.

Mayer, D. M., Keller, K. M., Leslie, L. M., & Hanges, P. J. (2008). When does my relationship with my manager matter most? The moderating role of coworkers' LMX. *Academy of Management Proceedings.*

Gelfand, M. J., Leslie, L. M. & Shteynberg, G. (2007). Cross-cultural research methods and theory. In S. Rogelberg (Ed.), *The encyclopedia of industrial and organizational psychology*, Vol. 1 (pp. 136-142). Massachusetts: Sage References.

Working Papers (draft completed)

Leslie, L. M. A question of status or power? Social hierarchy and the workplace experiences of ethnic minorities.

Leslie, L. M., Manchester, C. F., & †Dahm, P. C. A parent trap? Flexible work practices the career success of parents.

Leslie, L. M., Manchester, C. F., & †Dahm, P. C. Revisiting the gender pay gap: Do high potential women receive a pay premium?

Leslie, L. M., Manchester, C. F., & †Mehng, S. A. Unpacking use of flexible work practices: The role of motives.

Manchester, C. F., Leslie, L. M., & †Park, T.-Y. Screening for commitment: The effect of maternity leave use on wages.

Ting, H., Gelfand, M. J., Leslie, L. M., Gunia, B., Fulmer, A. C., & Galinsky, A. Failing in full view: Culturally-dependent patterns of escalation of commitment in public and private.

CONFERENCE PRESENTATIONS

Scholarly Papers

Leslie, L. M., Manchester, C. F., & †Damn, P. C. (2013, August). *Ironic effects of flexible work practices on parents' career success.* Paper to be presented at the annual meeting of the Academy of Management, Lake Buena Vista, FL.
**Selected for inclusion in the Best Paper Proceedings.*

Leslie, L. M., Manchester, C. F., & †Mehng, S. A. (2013, April). *Unpacking use of flexible work practices: The role of motives.* Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Leslie, L. M., Harrington, J. R., & Gelfand, M. J. (2013, April). Diversity in context: The multilevel consequences of conflict cultures. In J. L. Waldman, & A. L. Thayer (Co-chairs), *The impact of culture on teams: Combining complementary research.* Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Leslie, L. M., Manchester, C. F., & †Dahm, P. C. (2012, August). Gender disparities in career success: The role of performance and potential. In L. M. Leslie (Chair), *Unpacking the glass ceiling: Mechanisms that produce gender inequality in organizations.* Symposium conducted at the annual meeting of the Academy of Management, Boston, MA.
**Selected as a showcase symposium.*

Fiske, S. T., Bergsieker, H., Holoien, D. S., Kervyn, N., & Leslie, L. M. (2012, July). *Power of positive speaking: Stereotyping by omission, innuendo, and on-demand.* Keynote address at the European Association of Social Psychology Small Group Meeting on Control Experience, Power, and Intergroup Relations, Kazimierz Dolny, Poland.

Manchester, C. F., Leslie, L. M., & †Kramer, A. *Is the clock still ticking? The effect of stopping the tenure clock on career outcomes.*

- Paper presented at the inaugural Work Family Researchers Network Conference, New York, NY (2012, June).
- Paper presented at the annual meeting of the Population Association of American, Washington, DC (2011, April)
- Paper presented at the annual meetings of the American Economic Association, Atlanta, GA, (2010, January).

Torelli, C. J. & Leslie, L. M. (2012, June-July). Cultural determinants of social hierarchies. In C. J. Torelli & D. Dubois (Co-Chairs), *Social hierarchies: Determinants and consequences for consumer behavior.* Symposium conducted at the first International Conference of the Society for Consumer Psychology, Florence, Italy.

Leslie, L. M., Snyder, M., & Glomb, T. M. (2011, August). Who gives? Employee demographics, workgroup diversity, and charitable giving. In M. Thomas-Hunt & B. Crane (Co-Chairs), *Managing status differentials in demographically diverse groups.* Symposium conducted at the annual meeting of the Academy of Management, San Antonio, TX.

Leslie, L. M., Mayer, D. M., & Kravitz, D. A. (2011, July). *Why are affirmative action targets stigmatized by others and the self? A theoretical extension and meta-analytic test.* Paper presented at the annual conference of the International Association for Conflict Management, Istanbul, Turkey.

Leslie, L. M., King, E. B., & Mayer, D. M. (2011, April). How group status and procedural justice shape attributions to discrimination. In E. B. King & V. Gilrane (Co-Chairs), *Discrimination in the 21st century: Contemporary perspectives on organizational discrimination.* Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Gelfand, M. J., Leslie, L. M., Keller, K. M., & De Dreu, C. K. W. (2010, August). *Cultures of conflict: How leaders and members shape conflict cultures in organizations.* Paper presented at the annual meeting of the Academy of Management, Montreal, Canada. ** Best conference paper award—New directions in the study of conflict.*

Leslie, L. M., Manchester, C. F., †Park, T.-Y., & †Mehng, S. A. (2010, August). The cost of balance: Career consequences of seeking balance through flexible work. In T. D. Allen (Chair), *Work-life balance: A construct in search of meaning.* Symposium conducted at the annual meeting of the Academy of Management, Montreal, Quebec, Canada. **Selected as a showcase symposium.*

Ting, H. Gelfand, M. J., & Leslie, L. M. (2010, July). *Culture and escalation of commitment.* Paper presented at the 3rd International Conference on Applied Factors and Ergonomics. Miami, FL.

Shteynberg, G., Leslie, L. M., Mayer, D. M., & Knight, A. P. (2010, April). *Race-related beliefs shape perceptions of White disadvantage and policy unfairness.* Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Leslie, L. M. & Manchester, C. F. (2010, April). Flexible for whom? Flexible work policies and career outcomes. In B. R. Ragins & L. M. Leslie, *Diversity in a changing workplace: Policies and climate.* Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Manchester, C. F., Leslie, L. M., & †Park, T.-Y. *Screening for commitment: The effect of maternity leave use on wages.* Paper presented at:

- The annual conference of the Association for Public Policy Analysis and Management, Washington, DC (2009, November)
- The annual meetings of the Southern Economic Association, San Antonio, TX (2009, November)
- The National Bureau of Economic Research Summer Institute Conference, Cambridge, MA (2009, July)

Leslie, L. M. (2009, August). A question of status or power? Social hierarchy and the experiences of ethnic minorities. In L. M. Leslie (Chair), *Status and power in organizations: New perspectives on conventional wisdom.* Symposium conducted at the annual meeting of the Academy of Management, Chicago, IL.

Fehr, R., Gelfand, M. J., Fulmer, A., Sanchez-Burks, J., Keller, K. M., & Leslie, L. M. (2009, April). Climate for relational practices: An organizational imperative. In. M. J. Gelfand, R. Fehr, & A. Fulmer (Co-chairs), *Relational perspectives on organizational phenomena.* Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Bergsieker, H. B., Leslie, L. M., & Fiske, S. T. (2009, February). *Stereotyping by omission: Changes in stereotypes expressed across 75 years.* Poster presented at the annual meeting of the Society for Personality and Social Psychology, Tampa, FL.

Leslie, L. M. (2008, August). Ethnic status and ingroup bias: Implications for the study of ethnicity in organizations. In J. C. Bradley, E. B. King, & L. M. Leslie (Co-chairs), *Intergroup bias in organizations: When do ingroup favoritism and outgroup derogation* not *apply?* Symposium conducted at the annual meeting of the Academy of Management, Anaheim, CA.

Leslie, L. M. (2008, August). Putting differences in context: The role of status and cooperation in team diversity research. In L. M. Leslie (Chair), *Advances in team diversity research: Beyond the input-process-output model of team dynamics.* Symposium conducted at the annual meeting of the Academy of Management, Anaheim, CA.

Mayer, D. M., Keller, K. M., Leslie, L. M., & Hanges, P. J. (2008, August). *When does my relationship with my manager matter most? The moderating role of coworkers' LMX.* Paper presented at the annual meeting of the Academy of Management, Anaheim, CA. **Selected for inclusion in the Best Paper Proceedings.*

Leslie, L. M., & Hanges, P. J. (2008, April). Modeling nonlinearity with neural networks and moderated regression. In J. Cortina (Chair), *Write, for these words are true: Uncovering complexity in I/O.* Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Gelfand, M. J., Leslie, L. M., & Keller, K. M. (2007, July). *Toward a theory of conflict cultures in organizations.* Paper presented at the annual conference of the International Association for Conflict Management, Budapest, Hungary.
**Best theoretical paper award*

Mayer, D. M., Leslie, L. M., Kravitz, D. A., Phillips, T. N., & Gresock, A. R. (2007, April). Affirmative action and the stigma of incompetence: A meta-analytic review. In D. M. Mayer & L. M. Leslie (Chairs), *What's new in affirmative action research: Advances and future directions*. Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Leslie, L. M. (2006, August). *The "who" and "when" of claiming discrimination: An interactionist perspective.* Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

Leslie, L. M. (2006, April). *Explaining escalation of commitment: The integrative threat-evaluation model.* Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Leslie, L. M., & Gelfand, M. J. (2005, August). Organizational climate and attributions to discrimination. In L. Roberson (Chair), *Diversity and organizational outcomes: The moderating effect of context.* Symposium conducted at the annual meeting of the Academy of Management, Honolulu, HI.

Mayer, D. M., Keller, K. M., Hanges, P. J., & Leslie, L. M. (2005, August). When must there be justice for all? A multilevel examination of justice in teams. In J. C. Wallace (Chair), *Organizational justice: A consideration of social comparisons, affect and teams*. Symposium conducted at the annual meeting of the Academy of Management, Honolulu, HI.

Bruce, T., Leslie, L. M., Gelfand, M. J., Ryan, A. M., Hui, H., & Radford, M. (2005, April). A cultural perspective on frame of reference effects: Evidence from the U.S., Japan and Hong Kong. In M. J. Gelfand & A. M. Ryan (Co-Chairs), *Is personality research culture-bound? Examining personality effects across cultures.* Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Gelfand, M. J., Raver, J. L., Nishii, L. H., Duan, L., Leslie, L. M., & Lim, B. C. (2005, April). A multilevel theory of cultural tightness-looseness. In A. P. Knight, L. M. Leslie, & M. J. Gelfand (Co-Chairs), *Levels of analysis in cross-cultural organizational research.* Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Leslie, L. M., & Hanges, P. J. (2005, April). *Factors affecting the utility of artificial neural networks.* Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Leslie, L. M., & Knight, A. P. (2005, April). Culture and organizational research: What's the construct? Where's the variance? In A. P. Knight, L. M. Leslie, & M. J. Gelfand (Co-Chairs), *Levels of analysis in cross-cultural organizational research.* Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Newman, D., & Leslie, L. M. (2005, April). *Social network and dispositional bases of job autonomy.* Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Shteynberg, G., Leslie, L. M., & Knight, A. P. (2005, April). *AA/EO Statements and Whites' Job attitudes: A social identity perspective.* Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Gettman, H., Gelfand, M. J., Leslie, L. M., Salvaggio, A. N., & Schneider, B. (2004, August). The effects of manager practices and service climate on sexual harassment: An integrated model. In J. A. Bunk & C. A. Swody (Co-Chairs), *Confronting sexual harassment with organizational action: Practical and theoretical implications.* Symposium conducted at the annual meeting of the Academy of Management, New Orleans, LA.

Leslie, L. M., & Gelfand, M. J. (2004, April). The effect of organizational climate on the attribution to discrimination process. In K. T. Schneider (Chair), *Emerging workplace diversity issues: Ethnicity bilingualism, and workplace exclusion.* Symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Leslie, L. M. (2003, February). *The universality of the big five: A cross-cultural review and analysis.* Paper presented at the Industrial-Organizational Organizational Behavior Conference, Akron, OH.
**Selected as a finalist for the best paper award*

Invited Discussant/Panelist

Harvey, J., & Sumanth, J., (Organizers). (2013, August). *The productivity process: Research tips and strategies from prolific junior faculty.* Invited presenter for professional development workshop in which productive junior faculty offer advice to other junior faculty, to be conducted at the annual meeting of the Academy of Management, Orlando, FL.

Leslie, L. M. (2012, November). Discussant. *Wharton Junior Faculty Organizational Behavior Conference*, Philadelphia, PA.

Harvey, J., & Sumanth, J., (Organizers). (2012, August). *The productivity process: Research tips and strategies from prolific junior faculty.* Invited panelist for professional development workshop in which productive junior faculty offer advice to other junior faculty, conducted at the annual meeting of the Academy of Management, Boston, MA.

Nishii, L. H. (Organizer). (2012, August). *Gender and diversity in organizations division: Doctoral student consortium.* Invited panelist for session in which productive junior faculty provide research advice to doctoral students, conducted at the annual meeting of the Academy of Management, Boston, MA.

Leslie, L. M. (2010, November). Discussant. *Wharton Junior Faculty Organizational Behavior Conference,* Philadelphia, PA.

Chaired Sessions

Jong, B. de, Leslie, L. M., & Young, M. (2013, August). How to find and build a microcommunity. Organizer for Professional Development Workshop to be conducted at the annual meeting of the Academy of Management, Lake Buena Vista, FL.

Leslie, L. M. (2012, August). *Unpacking the glass ceiling: Mechanisms that produce gender inequality in organizations.* Chair of symposium conducted at the annual meeting of the Academy of Management, Boston, MA.
**Selected as a showcase symposium*

Leslie, L. M., & King, E. B. (2012, April). *Taking stock: Scholarly reflections on the past, present, and future of discrimination at work.* Co-chair of theme track panel discussion conducted at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Leslie, L. M. (2010, August). *Turnover effects of organizational diversity climates.* Chair of paper session conducted at the annual meeting of the Academy of Management, Montreal, Quebec, Canada.

Ragins, B. R., & Leslie, L. M. (2010, April). *Diversity in a changing workplace: Policies and climate.* Co-chair of symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Leslie, L. M. (2009, August). *Status and power in organizations: New perspectives on conventional wisdom.* Chair of symposium conducted at the annual meeting of the Academy of Management, Chicago, IL.

Leslie, L. M. (2009, August). *The influence of culture and/or climate.* Facilitator for paper session conducted at the annual meeting of the Academy of Management, Chicago, IL.

Leslie, L. M. (2009, April). *Leading a diverse workforce.* Facilitator for panel discussion conducted at the Carlson School of Management's Women's Leadership Conference, Minneapolis, MN.

Leslie, L. M. (2009, April). *Racio-ethnicity in organizations: Do scientific methods reflect practical realities?* Chair of panel discussion conducted at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Ramsay, L. J. (Organizer), Jain, H. C., Mayer, D. M., & Leslie, L. M. (2008, August). *Paths to Organizational Diversity.* Sponsor for caucus conducted at the annual meeting of the Academy of Management, Anaheim, CA.

Bradley, J. C., King, E. B., & Leslie, L. M. (2008, August). *Intergroup bias in organizations: When do ingroup favoritism and outgroup derogation* not *apply?* Co-chair of symposium conducted at the annual meeting of the Academy of Management, Anaheim, CA.

Leslie, L. M. (2008, August). *Advances in team diversity research: Beyond the input-process-output model of team dynamics.* Chair of symposium conducted at the annual meeting of the Academy of Management, Anaheim, CA.

Mayer, D. M., & Leslie, L. M. (2007, April). *What's new in affirmative action research: Advances and future directions*. Co-chair of symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Knight, A. P., Leslie, L. M., & Gelfand, M. J. (2005, April). *Levels of analysis in cross-cultural organizational research.* Co-chair of symposium conducted at the annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

INVITED PRESENTATIONS

2012 New York University, Stern School of Business, Management & Organizations Department (December)

University of Minnesota, Department of Psychology, Industrial-Organizational Research Seminar (November)

Johns Hopkins University, Carey Business School (November)

Emory University, Goizueta Business School, Organization and Management Area (September)

University of Minnesota, Department of Psychology, Social Psychology Research Seminar (January)

2011 Rutgers University, School of Management and Labor Relations, Human Resource Management Department (November)

University of Pennsylvania, The Wharton School, Junior Faculty Organizational Behavior Conference (November)

University of Illinois, Urbana-Champaign, LER School (September)

University of Minnesota, Carlson School of Management, Human Resources Research Institute (May)

Drexel University, LeBow College of Business, Department of Management (April)

University of Minnesota, Department of Psychology, Center for the Study of the Individual and Society (February)

2010 Minnesota State University—Mankato, Department of Psychology (October)

University of Minnesota, Carlson School of Management, Department of Human Resources and Industrial Relations (April)

2008 University of Minnesota, Department of Psychology, Center for the Study of the Individual and Society (December)

University of Maryland, Department of Psychology (November)

University of Minnesota, Department of Psychology, Research Seminar in Social Psychology (November)

University of Washington, Foster School of Business, Diversity in Business Research Conference (June)

University of Minnesota, Carlson School of Management, Human Resources Research Institute (May)

2007 London Business School, Organisational Behaviour Area (January)

2006 University of Arizona, Eller College of Management (December)

University of Minnesota, Department of Psychology (December)

University of Minnesota, Carlson School of Management, Human Resources and Industrial Relations (December)

University of North Carolina—Chapel Hill, Kenan-Flagler Business School, Organizational Behavior and Strategy (November)

DePaul University, Department of Psychology (November)

GRANTS AND CONTRACTS

Glomb, T. M., Leslie, L. M., & Manchester, C. F. (2009). *Creating Minnesota's Future through a diverse, creative and productive climate.* University of Minnesota, Carlson School Deans' Small Research Grant Program, $10,000 (Co-Principal Investigator).

Leslie, L. M., & †Sisk, C. (2008). *Unfair or just unfavorable? Group status, procedural justice, and attributions to discrimination.* University of Minnesota, Carlson School Deans' Small Research Grant Program, $3,750 (Principal Investigator).

Leslie, L. M., & Manchester, C. F. (2008). *Women's use of flexible work policies: Career enabler or path to derailment?* University of Minnesota, Grant-in-Aid of Research, Artistry and Scholarship, $21,428 (Principal Investigator).

Leslie, L. M. (2006). *Putting differences in context: The role of status and cooperation in team ethnic diversity research.* Society for the Psychological Study of Social Issues, Grants-in-Aid, with matching funds from the University of Maryland Department of Psychology, $2,000 (Principal Investigator).

Mayer, D. M., Leslie, L. M., & Kravitz, D. A. (2005). *A meta-analysis of the effects of affirmative action programs (AAPs) on self- and other-stigmatization.* Society for the Psychological Study of Social Issues, Grants-in-Aid, $2,000 (Co-Principal Investigator).

Hanges, P. J., Leslie, L. M., & Keller, K. M. (2004). *The University of Maryland libraries' organizational climate and culture survey.* University of Maryland Libraries, $10,000 (Co-Investigator).

TEACHING EXPERIENCE

University of Minnesota

- International Human Resource Management, M.A. program, fall 2007-present
- Staffing and Selection, M.A. program, fall 2007-present
- Managing Diversity, M.A. and undergraduate programs, spring 2008-present

University of Maryland

- The Psychology of Organizational Processes, undergraduate program, summer 2006
- Teaching assistant, Field Research in Organizational Psychology, undergraduate program, spring 2006
- Teaching assistant, Industrial and Organizational Psychology, undergraduate program, fall 2005
- Teaching assistant, Quantitative Methods I and II, Ph.D. in program, fall 2003-spring 2004
- Teaching assistant, Social Psychology, undergraduate program, spring 2003)
- Teaching assistant, Introduction to Psychology, undergraduate program, fall 2002

PROFESSIONAL SERVICE AND ACTIVITIES

Editorial Board Membership

- *Academy of Management Journal*
- *Journal of Business and Psychology*
- *International Journal of Human Resource Management (starting fall 2013)*

Ad hoc Reviewing

- *Journal of Applied Psychology*
- *Organizational Behavior and Human Decision Processes*
- *Journal of Management*
- *British Journal of Social Psychology*
- *Journal of Business and Psychology*
- *Journal of Occupational and Organizational Psychology*
- *Industrial and Organizational Psychology*
- *Human Relations*
- *International Journal of Human Resource Management*
- *Psychological Reports*
- *Sex Roles*
- Society for Industrial and Organizational Psychology annual conference

- Academy of Management annual meeting—Organizational Behavior, Gender and Diversity in Organizations, and Conflict Management divisions
- International Association of Conflict Management annual meeting (since 2005)

Professional Service
- Dorothy Harlow Best Paper Award Committee, Academy of Management, Gender and Diversity in Organizations Division, 2013
- Making Connections Committee, Academy of Management Organizational Behavior Division, 2012-present
- Scientific Affairs Committee, Society for Industrial and Organizational Psychology, 2011-present
- Theme Track Committee, "Discrimination at Work," 2012 annual conference for the Society for Industrial and Organizational Psychology
- Program Co-Chair, 2010 biannual meeting of the Society for the Psychological Study of Social Issues, New Orleans, LA

University of Minnesota Service
- Faculty Search Committee, Work and Organizations Department, 2012
- Human Resources Research Institute Committee, 2008-present
- Ph.D. Committee, Department of Work and Organizations, 2008-present
- Staffing, Training, and Development Preliminary Exam Committee, Department of Work and Organizations, 2007-2011
- Undergraduate Curriculum Committee, Department of Work and Organizations, 2007-2008
- New Faculty Orientation Panel Member, 2008

University of Maryland Service
- Graduate Student Panel Member, Psychology Department Chair Search, 2007
- Student Representative, External Review of the Department of Psychology, 2006
- Webmaster for the Organizational Psychology Program, 2005-2006
- Student Representative, Faculty Search Committee, Organizational Psychology, 2004 & 2005

Student Committees (UMN)
- Yongjun Choi, Dissertation Committee Member, Work & Organizations Department
- Kara Simon, Dissertation Committee Member, Psychology Department
- Benjamin Seltzer, Dissertation Committee Member, Psychology Department
- Amit Kramer, Dissertation Committee Member, Work and Organizations Department
- Amanda Koch, Preliminary Exam Committee Member, Psychology Department
- Ben Seltzer, Preliminary Exam Committee Member, Psychology Department
- Ryan Gonzalez, M.A. Committee Member, Psychology Department
- Ashley Bluemel, Undergraduate Honors Thesis Adviser
- Grade Bredeson, Undergraduate Honors Thesis Reader

Doctoral Student Advising (UMN)
- Greg Beaver, Work and Organizations Department
- Yeonka Kim, Work and Organizations Department

- Patricia Dahm, Work and Organizations Department
- Si Ahn Mehng, Work and Organizations Department
- Cecilia Sisk, Work and Organizations Department

Professional Affiliations

- Academy of Management (AoM)
- American Psychological Association (APA)
- Association for Psychological Science (APS)
- International Association for Conflict Management (IACM)
- Interdisciplinary Network for Group Research (INGRoup)
- Society for Industrial and Organizational Psychology (SIOP)
- Society for Personality and Social Psychology (SPSP)
- Society for the Psychological Study of Social Issues (SPSSI)

MEDIA COVERAGE

- Featured as expert on flexible work practices on "Good Question" segment for WCCO (CBS) evening news on February 26, 2013
- *Conflict Cultures in Organizations,* covered by Forbes
- *Flexible Work Practices: A Source of Career Premiums or Penalties?,* covered by the Wall Street Journal, the Huffington Post, and Discovery at Carlson
- *Who Gives? Multilevel Effects of Gender and Ethnicity on Workplace Charitable Giving,* covered by Discovery at Carlson and GoodTherapy.org
- *Is the Clock Still Ticking?,* covered by the Star Tribune and the Chronicle of Higher Education
- *But Affirmative Action Hurts Us!,* covered by Discovery at Carlson
- *Differences between tight and loose cultures*, covered by ABC News, National Public Radio, The Boston Globe, The Washington Post, India Today, The New Zealand Herald, eScience news, New Scientist, Montreal Gazette, and Discovery at Carlson, among others

CONSULTING AND PROFESSIONAL EXPERIENCE

- The Strategic Advantage of Flexible Work, *Fortune* 500 organization (client is confidential), 2008-2010
- Mercer Human Resource Consulting, summer 2005
- Leadership and Culture Assessment, commercial bank (client is confidential), 2004
- Climate and Culture Assessment, University of Maryland Library System, 2004
- Center for the Acquisition of a Second Language, University of Maryland, 2004
- Personnel Board of Jefferson County, Alabama, 2004
- Equal Employment Opportunity Commission, 2002
- GEICO, 2002

REFERENCES

Available upon request.

Updated: April, 2013