

LISA M. LESLIE
CURRICULUM VITAE

Stern School of Business
New York University
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ACADEMIC EMPLOYMENT

New York University, Stern School of Business

2021-present	Professor of Management and Organizations <i>Edward J. Giblin Faculty Fellow, 2019-2022</i>
2016-2021	Associate Professor of Management & Organizations, with tenure
2013-2016	Associate Professor of Management & Organizations, without tenure

University of Minnesota, Carlson School of Management

2007-2013	Assistant Professor of Work & Organizations <i>Courtesy Appointment, Department of Psychology, 2010-2013</i>
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University of Maryland, Department of Psychology

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

2001-2002	Research Assistant
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EDUCATION

University of Maryland

2007	PhD, Organizational Psychology
2006	Certificate in Measurement, Statistics, & Evaluation
2004	MA, Organizational Psychology

Princeton University

2001	AB, Social Psychology; <i>Magna cum laude</i> 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
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AWARDS AND HONORS

- 2024 Outstanding Reviewer Award, *Academy of Management Review*, 2021, 2022, 2023, & 2024
- 2023 Editor's Choice Award, *Journal of Applied Psychology*
Elected Member, Society for Organizational Behavior
Best Paper Proceedings, AOM Annual Meeting, 2008, 2010, 2013, 2016, & 2023
Selected as one of the *50 Faces for 50 Years*, AOM-EDI Division
- 2022 Selected to Deliver Keynote Address, Stern Faculty Research Celebration
Outstanding Reviewer Award, *Academy of Management Journal*, 2012, 2014, 2016, & 2022
- 2021 Sage Award for Enduring Scholarly Contributions to the Field, AOM-GDO Division
Outstanding Publication Award Finalist, AOM-OB Division
Invitee, NYU Reception for Faculty who Received Major Awards, 2014, 2017 & 2021
- 2020 Scholarly Achievement Award for Best Published Paper, AOM-HR Division
Best Paper Award Finalist, *Academy of Management Review*
Invited address, Association for Psychological Science Convention
- 2019 Edward J. Giblin Faculty Fellow, NYU Stern School of Business
Fellow, Society for Industrial and Organizational Psychology
Nominee, Cummings Scholarly Achievement Award, AOM-OB Division
- 2018 Scholarly Achievement Award for Best Published Paper, AOM-HR Division
Admired Scholar, SPSP Diversity Travel Award Program
- 2017 Top 40 Most Outstanding MBA Professors under 40, *Poets & Quants*
Most Influential Paper Award, AOM-CM Division
- 2016 Reviewer of the Year Award, *Journal of Business and Psychology*
- 2015 Dale E. Zand Best Paper Award in Management, Stern School of Business
Selected to deliver keynote address, 6th International Conference of Work and Family
Nominee, Parasuraman Outstanding Gender & Diversity Publication, 2014 & 2015
- 2014 William A. Owens Scholarly Achievement Award for Best Published Paper, SIOP
Runner-up, Dale E. Zand Best Paper Award in Management, Stern School of Business
Outstanding Reviewer Award, AOM Annual Meeting, 2006, 2010, 2012 & 2014
- 2013 Selected to deliver Inaugural Rosabeth Moss Kanter Lecture
Finalist, Rosabeth Moss Kanter Award for Excellence in Work-Family Research
Rising Star Award, Association for Psychological Science

- 2013 Finalist, Dorothy Harlow Best Paper Award, AOM Annual Meeting-GDO Division
Nominee, Early Career Contribution Awards, AOM-HR Division and SIOP
- 2012 Gordon Allport Prize for Best Intergroup Relations Paper, SPSSI (APA Division 9)
Designated Society for Industrial and Organizational Psychology Scholar
Nominee, Early Career Contribution Award, SPSSI (APA Division 9)
- 2010 Best New Directions Paper Award, AOM Annual Meeting-CM Division
- 2008 Jack Bartlett Award for Excellence in Dissertation Research, University of Maryland
- 2007 Lee Hakel Graduate Student Scholarship for Achievement in a Graduate Career,
SIOP
Best Theoretical Paper Award, IACM Annual Conference
- 2005 High Honors, Comprehensive Examination, University of Maryland
- 2003 Honorable Mention, National Science Foundation Graduate Research Fellowship
Finalist, Best Paper Award, IO-OB Graduate Student Conference
- 2002 Graduate Research Fellowship, University of Maryland
- 2001 Edward E. Jones Prize for a Senior Thesis in Social Psychology, Princeton
University
Academic All-Ivy, Princeton University, 2000 & 2001

PUBLICATIONS (†doctoral student mentee)

Journal Articles

- Homan, A. C., & Leslie, L. M. (2025, forthcoming). Introduction to diversity in organizations issue. *Current Opinion in Psychology*.
- Leslie, L. M., †Kim, Y. L., & †Ye, E. R. (2025, in press) Diversity initiatives: Intended and unintended effects. *Current Opinion in Psychology*.
- Leslie, L. M., †Flynn, E., †Foster-Gimbel, O. A., & Manchester, C. F. (2024). Happy talk: Is common diversity rhetoric effective diversity rhetoric? *Academy of Management Journal*, 67, 595-624. *Lead article.
- Leslie, L. M., & †Flynn, E. (2024). Diversity ideologies, beliefs, and climates: A review, integration, and set of recommendations. *Journal of Management*, 50, 849-876. *Lead article.

- Andersson, P. A., Vartanova, I., Vastfjall, D., Tinghog, G., Strimling, P., ... †Foster-Gimbel, O. A., ... Leslie, L. M., and colleagues (2024). Anger and disgust shape judgments of social sanctions across cultures, especially in high individual autonomy societies. *Nature Scientific Reports*, 14: 5591.
- Andrighetto, G., Szekely, A., Guido, A. Gelfand, M., Abernathy, J., Arikan, G. ... †Foster-Gimbel, O. A., ... Leslie, L. M., & colleagues (2024). Changes in social norms during the early stages of the COVID-19 pandemic across 43 countries. *Nature Communications*, 15: 1436.
- †Flynn, E., & Leslie, L. M. (2023). Progressive or pressuring? The signaling effects of egg freezing coverage and other work-life policies. *Journal of Applied Psychology*, 108, 1-26. *Editor's Choice Award; Lead article
- Eriksson, E., ... †Foster-Gimbel, O. A., ... Leslie, L. M., ... & colleagues. (2021). Perceptions of the appropriate response to norm violations in 57 societies. *Nature Communications*, 12, 1-11.
- Leslie, L. M., Bono, J. E., †Kim, Y., & †Beaver, G. (2020). On melting pots and salad bowls: A meta-analysis of the effects of identity-blind and identity-conscious diversity ideologies. *Journal of Applied Psychology*, 105, 453-471. *Best Paper Proceedings, AOM-GDO Division, 2016; Outstanding Publication in OB Award Finalist, 2021
- Torelli, C. T., & Leslie, L. M., †To, C., & Kim, S. (2020). Power and status across cultures. *Current Opinion in Psychology*, 33, 12-17.
- †To, C., Leslie, L. M., Torelli, C. T., & Stoner, J. (2020). Culture and social hierarchy: Collectivism as a driver of the relationship between power and status. *Organizational Behavior and Human Decision Processes*, 157, 159-176.
- Leslie, L. M. (2019). Diversity initiative effectiveness: A typological theory of unintended consequences. *Academy of Management Review*, 44, 538-563.
- †Mehng, S. A., Sung, S. H., & Leslie, L. M. (2019). Does diversity management matter in a traditionally homogeneous culture? *Equality, Diversity, and Inclusion: An International Journal*, 38, 743-762.
- †Dossinger, K., Wanberg, C. R., †Choi, Y., & Leslie, L. M. (2019). The beauty premium: The role of organizational sponsorship in the relationship between physical attractiveness and early career success. *Journal of Vocational Behavior*, 112, 109-121.
- Leslie, L. M., King, E. B., & Clair, J. A. (2019). Work-life ideologies: The contextual basis and consequences of beliefs about work and life. *Academy of Management Review*, 44, 72-98. * Scholarly Achievement Award, AOM-Human Resources Division, 2020; AMR Best Paper Award Finalist, 2020; Lead article; The first two authors contributed equally.

- Manchester, C. F., Leslie, L. M., & [†]Dahm, P. C. (2019). Bringing home the bacon: The relationship between breadwinner role, performance, and pay. *Industrial Relations*, 58, 46-85. [*IR* is a top-tier journal in the field of industrial relations.]
- Leslie, L. M., Manchester, C. F., & [†]Dahm, P. C. (2017). Why and when does the gender gap reverse? Diversity goals and the pay premium for high potential women. *Academy of Management Journal*, 60, 402-422.
*Scholarly Achievement Award, AOM-Human Resources Division, 2018; Dale Zand Best Paper Award in Management, NYU Stern, 2015; Lead article
- Leslie, L. M. (2017). A status-based, multilevel model of ethnic diversity and work unit performance. *Journal of Management*, 43, 426-454.
*Runner-up, Dale Zand Best Paper Award in Management, NYU Stern, 2014
- Fiske, S. T., Bergsieker, H. B., Constantine, V., Dupree, C., Holoien, D. S., Kervyn, N., Leslie, L. M., & Swencionis, J. (2015). Talking up and talking down: The power of positive speaking. Lewin Award Address, *Journal of Social Issues*, 71, 834-846.
- Leslie, L. M., Mayer, D. M., & Kravitz, D. A. (2014). The stigma of affirmative action: A stereotyping-based theory and meta-analytic test of the consequences for performance. *Academy of Management Journal*, 57, 964-989.
*Nominee, Parasuraman Award for Outstanding Gender & Diversity Publication
- McAbee, S. T., Oswald, F. L., King, E. B., Allen, T. D., Stark, S., Converse, P. D., Eby, L. T., Leslie, L. M., Meyer, R. D., Rogelberg, S. G., & Yan, L.-Q. (2014). Including science advocacy in IO curriculum. *Industrial and Organizational Psychology*, 7, 61-65.
- Torelli, C. J., Leslie, L. M., Stoner, J., & Puente, R. (2014). Cultural determinants of status: Implications for workplace evaluations and behaviors. *Organizational Behavior and Human Decision Processes*, 123, 34-48.
- 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*, 66, 3-31. [*ILRR* is a top-tier journal in the field of industrial relations.]
*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.
*Nominee, Parasuraman Award for Outstanding Gender & Diversity Publication
- 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.
*Selected for Inaugural Rosabeth Moss Kanter Lecture, 2013; Finalist, Rosabeth Moss Kanter Excellence in Work-Family Research Award, 2013

- 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.
*William A. Owens Scholarly Achievement Award, SIOP, 2014; Best Conference Paper Award & Best Paper Proceedings, AOM-CM Division, 2010
- 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.
- Gelfand, M. J., Raver, J. L., Nishii, L. H., Leslie, L. M., Lun, J., & colleagues (2011). Differences between tight and loose cultures: A 33-nation study. *Science*, 332, 1100-1104.
*Most Influential Paper Award, AOM-CM Division, 2017; Gordon Allport Intergroup Relations Prize, SPSSI, 2012
- 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.
- 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: Papers & Proceedings*, 100, 219-23.
- 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, 2007
- 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.

Editorial

DeCelles, K. D., Leslie, L. M., & Shaw, J. D. (2019). From the editors—Disciplinary code switching at *AMJ*: A tale of Goldilocks and the three journals. *Academy of Management Journal*, 62, 635-640.

Chapters and Proceedings

Speights, S., Leslie, L. M., King, E. B., [†]Flynn, E., & Clair, J. A. (2023). Work-life ideologies: Measure development and theoretical refinement. *Academy of Management Best Paper Proceedings*.

Leslie, L. M. (2020). Reflections on the study of gender and diversity: An appeal for objectivity over ideology. In E. B. King, Q. Roberson, & M. Hebl (Eds.), *Research on social issues in management: Perspectives on gender and work* (pp. 181-188). Charlotte, NC: Information Age Publishing.

Gelfand, M. J., Caluori, N., Gordon, S., Raver, J. R., Nishii, L. H., Leslie, L.M., & Lun J. (2020). Culture's constraints: The role of situational constraint in cultural systems. *Handbook of psychological situations* (pp. 62-78). Oxford, UK: Oxford University Press.

Manchester, C. F., Leslie, L. M., & [†]Dahm, P. C. (2018). Family responsibilities and career success: Disentangling multiple discriminatory and non-discriminatory explanations. In A. Colella & E. B. King, *Oxford handbook of workplace discrimination* (pp. 197-215). Oxford, UK: Oxford University Press.

Leslie, L. M., Manchester, C. F., & [†]Kim, Y. (2016). Gender and the work-family domain: A social role-based perspective. In T. D. Allen & L. T. Eby, *Oxford handbook of work and family* (pp. 53-67). Oxford, UK: Oxford University Press.

Leslie, L. M., Bono, J. E., [†]Kim, Y., & [†]Beaver, G. (2016). On melting pots and salad bowls: Tradeoffs in the consequences of different diversity ideologies. *Academy of Management Best Paper Proceedings*.

Gelfand, M. J., Harrington, J., & Leslie, L. M. (2014). 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* (pp. 109-135). UK: Edward Edgar.

Leslie, L. M., Manchester, C. F., & [†]Dahm, P. C. (2013). Ironie effects of flexible work practices on parents' career success. *Academy of Management Best Paper Proceedings*.
**Finalist, Dorothy Harlow Best Paper Award, GDO Division*

Leslie, L. M., & Gelfand, M. J. (2012). 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). New York: Taylor Francis.

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 Best Paper Proceedings*.
*Best Paper Award, *New Directions in the Study of Conflict*, CM Division

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 Best Paper 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.

Under Review & Invited Revisions

Speights, S. L., Leslie, L. M., King, E. B., [†]Flynn, E., & Clair, J. A. Work-life ideologies: Measure development and validation. Invited revision at *Organizational Behavior & Human Decision Processes* (R&R received on July 30, 2024).

Eriksson, K., Strimling, P., Vartanova, I., Simpson, B. Persson, M., Abdi, K. A., ... Leslie, L. M., ...and collaborators. Why everyday norms vary across behaviors, situations, and societies: A study in 90 societies. Under first review at *Nature Communications* (submitted October 22, 2024).

[†]Ye, E. R., Leslie, L. M., [†]Chadha, A., & Manchester, C. F. The cost of communal stereotypes: Pressure to ingratiate and its psychological toll on women. Under first review at *Organization Science* (submitted November 12, 2024).

Work in Progress

[†]Kim, Y. L., & Leslie, L. M. Diversity climate dimensions. Status: Data collection in progress.

Uhlmann, E. and collaborators, including Leslie, L. M. & [†]Ye, E. Triggers of discrimination. Status: Data collection in progress.

Leslie, L. M., & Magee, J. C., [†]Flynn, E. B., & [†]Coff, J. Unintended consequences: A framework for understanding types and causes. Status: Literature review in progress.

Leslie, L. M., Heilman, M., †Chadha, A., Boateng, F., & †Shakeri, A. A meta-analysis of the effects of diversity practices. Status: Data collection in progress.

Levy, A., Phillips, K.A., Leslie, L. M., Cimpian, A., & Galinsky, A. D. Diversity and risk: Why making the business case for diversity can be a losing proposition. Status: Working paper.

Leslie, L. M. The psychology of diversity, equity, and inclusion. Status: Literature review in progress.

Leslie, L. M. What does it mean to be inclusive? The case of intractable diversity conflicts. In development.

CONFERENCE PRESENTATIONS

Scholarly Papers

Speights, S., Leslie, L. M., King, E. B., †Flynn, E., & Clair, J. C. (2023, August). Work-life ideologies: Measure development and theoretical refinement. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

†Chadha, A., & Leslie, L. M. (2022, August). Gender and impression management: Does ingratiation help or hurt women? In A. Chadha (Chair), *Gender diversity in organizations: Understanding barriers and designing effective interventions*. Symposium conducted at the annual meeting of the Academy of Management, Seattle, WA.

Leslie, L. M., †Flynn, E., †Foster-Gimbel, O. A., & Manchester, C. F. Happy talk: Is common diversity rhetoric effective diversity rhetoric?

- Paper presented at the Attitudes and Social Influence Preconference, Society for Personality and Social Psychology, San Francisco, CA, 2022, February.
- Paper presented at the virtual annual meeting of the Academy of Management, 2021, August.

†Flynn, E., & Leslie, L. M. (2019, August). Corporate-sponsored egg freezing: A new frontier in work-life policy. In A. Ma & A. Rosette (Chairs), *Understanding bias and overcoming barriers for promoting gender inclusive organizations*. Symposium conducted at the annual meeting of the Academy of Management, Boston, MA.

†Dosinger, K., Wanberg, C., †Choi, Y., & Leslie, L. M. (2018, August). Unpacking the Beauty Premium: Organizational Sponsorship, Physical Attractiveness and Career Success. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

†To, C., Leslie, L. M., Torelli, C. J., & Stoner, J. (2017). Culture and social hierarchy: Cultural differences in the power-status distinction.

- Paper presented at the annual meeting of the Academy of Management, Atlanta, GA, August.

- Paper presented at INGroup annual conference, St. Louis, MO, July
- Poster presented at the Advances in Cultural Psychology pre-conference for the Society for Personality and Social Psychology, San Antonio, TX, January.

Leslie, L. M., Manchester, C. F., & †Dahm, P. C. (2017, January). Why and when does the gender gap reverse? Diversity goals and the pay premium for high potential women. In R. Schaumberg (Chair), *Converging evidence that agency can benefit women's career outcomes*. Symposium conducted at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

Leslie, L. M. (2016, August). Toward a theory of the unintended consequences of diversity initiatives. In T. D. Johnson & B. J. Lyons (Co-Chairs), *Bridging the gap: Shedding light on new frontiers of diversity and inclusion research*. Symposium conducted at the annual meeting of the Academy of Management, Anaheim, CA.

Leslie, L. M., Bono, J. E., †Kim, Y., & †Beaver, G. (2016, August). On melting pots and salad bowls: Tradeoffs in the consequences of different diversity ideologies. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
*Best Paper Proceedings

Torelli, C. J., Leslie, L. M., †To, C., & Stoner, J. (2016, August). Cultural determinants of social hierarchies. In M. S. Gobel & E. Choi, *Who is taking the lead? Studying social hierarchies from a cross-cultural perspective*. Paper presented at the 23rd International Congress of the International Association for Cross-Cultural Psychology, Nagoya, Japan.

Kong, D. T., & Leslie, L. M. (2015, August). Team stereotypes: Outsiders' expectations as a driver of outcomes in diverse teams. In R. M. Vogel (Chair), *Diversity, discrimination, and decisions about resource distributions*. Symposium conducted at the annual meeting of the Academy of Management, Vancouver, British Columbia, Canada.
*Selected as a Showcase Symposium

Manchester, C. F., Leslie, L. M., & †Dahm, P. C. Bringing home the bacon: Unpacking the relationship between breadwinner status and salary.

- Paper presented at the Labor and Employment Relations Association Annual Meeting, Boston, MA (2015, January).
- In K. Genadek, *Working couples: Strategies and spillover*. Symposium conducted at the Work and Family Researchers Network Conference, New York, NY (2014, June).

Leslie, L. M., Manchester, C. F., & †Dahm, P. C. (2014, August). *Promoting discrimination by valuing diversity? A reversal of the gender gap among high potentials*. Paper presented at the annual conference of the Academy of Management, Philadelphia, PA.

Leslie, L. M. (2014, June). Flexible work practices: A source of career premiums or penalties? In J. S. Fraone, & S. M. Wadsworth, *Women's work preferences and the path to engagement and advancement: Findings from Kanter Award-nominated research*.

Symposium conducted at the Work and Family Researchers Network Conference, New York, NY.

Leslie, L. M., Manchester, C. F., & [†]Dahm, P. C. (2013, August). *Ironic effects of flexible work practices on parents' career success*. Paper presented at the annual meeting of the Academy of Management, Lake Buena Vista, FL.

**Finalist, Best Paper Award & Best Paper Proceedings, GDO Division*

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

Torelli, C. J. & Leslie, L. M. (2012, June). 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.

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:

- Work and Family Researchers Network Conference, New York, NY (2012, June).
- Meeting of the Population Association of American, Washington, DC (2012, April).
- Meetings of the American Economic Association, Atlanta, GA (2010, January).

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 Paper Award & Best Paper Proceedings, CM Division
- 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.
*Best Paper Proceedings, OB Division
- 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.

**Finalist, Best Paper Award*

Invited Roles

Leslie, L. M. (2023, August). Invited discussant. In E. Costa (Chair), *Advancing diversity and reducing inequality in organizations*. Symposium conducted at the annual meeting of the Academy of Management, Boston, MA.

Leslie, L. M. (2023, August). Invited discussant. In S. Schwartz (Chair), *Gender equality: Why aren't we there yet and what are the costs?* Symposium conducted at the annual meeting of the Academy of Management, Boston, MA.

Leslie, L. M. (2023, April). Invited discussant. In K. M. Shockley & B. E. Buchanan, *Beyond Conflict: Gender Differences in Invisible Labor and Boundary Management*. Symposium to be conducted at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

Leslie, L. M. (2022, August). Invited discussant. In A. Chadha (Chair), *Gender diversity in organizations: Understanding barriers and designing effective interventions*. Symposium conducted at the annual meeting of the Academy of Management, Seattle, WA.

Leslie, L. M. (2021, August). Invited discussant. In M. R. Osborne, F. Gino, & L. Tost (Organizers), *The path to gender representation: Finding the way and avoiding the pitfalls*. Symposium conducted at the annual meeting of the Academy of Management.

**Selected as a Showcase Symposium.*

- Leslie, L. M. (2020, August). Invited discussant. In N. Wellman & G. H. Gerpott (Organizers), *Broadening our sight of gender and leader emergence: New considerations for research and practice*. Symposium conducted at the annual meeting of the Academy of Management, Vancouver, BC. [conducted virtually]
- Leslie, L. M. (2020, August). Invited panelist. In J. Booth (Organizer), *GDO Doctoral Consortium*. Annual meeting of the Academy of Management, Vancouver, BC. [conducted virtually]
- Leslie, L. M. (2020, January). Invited panelist and mentor (3 sessions). *Diverse Pathways in Academia*. Doctoral student consortium, NYU Stern School of Business, New York, NY.
- Leslie, L. M. (2019, November). Invited moderator. *Diversity, demography, and intergroup relations breakout session*. Wharton OB Reunion Conference. Philadelphia, PA.
- Leslie, L. M. (2019, August). Invited mentor. In D. Baldrige, & E. Ng (Organizers), *GDO Junior Faculty Consortium*. Annual meeting of the Academy of Management, Boston, MA.
- Leslie, L. M. (2019, August). Invited facilitator. Pathways for inclusion. In C. Gibson, K. Jansen, & O. A. O'Neill (Organizers), *OB Division Plenary Spotlight Session*. Annual meeting of the Academy of Management, Boston, MA.
- Leslie, L. M. (2019, June). Invited panelist. Academy of Management-GDO Mid-Year Paper Development Session.
- Leslie, L. M. (2019, May). Invited panelist. Navigating the Publication Process. In B. Wiesenfeld & J. Magee (Organizers), *Distances in organizations conference, PhD consortium*. NYU Stern School of Business.
- Leslie, L. M. (2019, April). Invited panelist. Inclusive leadership: Challenging unconscious bias. In U. Blackstock. *NYU women's leadership forum*. New York, NY.
- Leslie, L. M. (2019, January). Invited panelist. Salary negotiation. In M. Murray (Organizer), *Fair Enough? The Lilly Ledbetter Fair Pay Act at 10 Years*. Birnbaum Women's Leadership Network's symposium, NYU School of Law, New York, NY.
- Leslie, L. M. (2019, January). Invited presenter. Publishing multidisciplinary research in *AMJ*. In J. D. Shaw (Chair), *Publishing HR research in AMJ*. 3rd Human Resources Division International Conference, Dublin, Ireland.
- Leslie, L. M. (2018, August). Invited discussant. In E. E. Kossek (Chair), *Managing work scheduling in organizations: Creating positive dynamics*. Symposium conducted at the annual meeting of the Academy of Management, Chicago, IL.

- Leslie, L. M. (2018, August). Invited panelist. In C. Steele (Organizer), *Gender, promotion, and leadership: Challenges and future research directions*. Symposium conducted at the annual meeting of the Academy of Management, Chicago, IL.
- Leslie, L. M. (2018, August). Invited panelist. In D. Baldrige & E. Ng (Organizers), *GDO doctoral consortium: Crafting publishable papers – Editors' panel*. Professional development workshop conducted at the annual meeting of the Academy of Management, Chicago, IL.
- Leslie, L. M. (2018, April). Invited panelist. In Mitchell, T. (Organizer), *SIOP junior faculty consortium: Editors' panel*. Professional development workshop conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Leslie, L. M. (2018, April). Invited presenter. How can we make diversity initiatives more effective? In A. D. Grant & E. Burris (Chairs), *Developing best practices of working human*. Workhuman conference, Austin, TX.
- Leslie, L. M. (2018, February). Facilitator. *AMJ paper & idea development workshop*. Professional development workshop conducted at the Indian Institute of Management Bangalore, Bangalore, India.
- Leslie, L. M. (2017, August). Invited facilitator. In B. de Jong, J. Harvey, & T. Kong (Organizers), *OB research incubator*. Professional development workshop conducted at the annual meeting of the Academy of Management, Atlanta, GA.
- Leslie, L. M. (2017, August). Invited talk: Publishing multidisciplinary research. In J. Shaw, T. Bansal, & M. Gruber (Organizers), *Publishing in AMJ: Tips from the editors*. Professional development workshop conducted at the annual meeting of the Academy of Management, Atlanta, GA.
- Leslie, L. M. (2017, August). Invited panelist. In J. D. Nahrgang & K. Jansen (Organizers), *OB doctoral consortium: Editor's panel*. Professional development workshop conducted at the annual meeting of the Academy of Management, Atlanta, GA.
- Leslie, L. M. (2016, August). Invited panelist. In J. Shaw, T. Bansal, & M. Gruber (Organizers), *Publishing in AMJ: Tips from the editors*. Professional development workshop conducted at the annual meeting of the Academy of Management, Anaheim, CA.
- Leslie, L. M. (2016, August). Invited panelist. In L. L. Gilson & J. D. Nahrgang (Organizers), *OB doctoral student PDW: Building your academic career: Here, there, and everywhere*. Professional development workshop conducted at the annual meeting of the Academy of Management, Anaheim, CA.
- Leslie, L. M. (2016, August). Invited mentor. In J. E. Beatty & O. Holmes (Organizers), *2016 GDO Doctoral Consortium*. Professional development workshop conducted at the annual meeting of the Academy of Management, Anaheim, CA.

- Leslie, L. M. (2016, August). Invited panelist. In A. Joshi & C. Emrich (Organizers), *Five decades of gender research in the Academy, four calls to action, two hours to get moving*. Professional development workshop conducted at the annual meeting of the Academy of Management, Anaheim, CA.
- Leslie, L. M. (2016, April). Invited panelist. In K. M. Shockley (Moderator), *Work-family debate: Better to "lean in" or lean on organizations/government?* Debate conducted at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Leslie, L. M. (2015, August). Invited panelist and faculty mentor. In P. Kim (Organizer), *Conflict management division: Doctoral student consortium*. Professional development workshop conducted at the annual meeting of the Academy of Management, Vancouver, British Columbia, Canada.
- Leslie, L. M. (2014, August). Invited discussant. In A. R. Wheeler (Chair), *Attitudes toward and outcomes of organizational work-family balance policies*. Symposium conducted at the annual meeting of the Academy of Management, Philadelphia, PA.
- Leslie, L. M. (2014, June). Invited discussant and mentor. In K. Shockley (Organizer), *Idea incubator workshop*. Workshop conducted at the Work and Family Researchers Network Conference, New York, NY.
- Leslie, L. M. (2014, June). Invited panelist. In J. C. Williams (Organizer), *The flexibility stigma*. Panel conducted at the Work and Family Researchers Network Conference, New York, NY.
- Leslie, L. M. (2013, August). Invited presenter and panelist. In J. Harvey & J. Sumanth (Organizers), *The productivity process: Research tips and strategies from prolific junior faculty*. Professional development workshop conducted at the annual meeting of the Academy of Management, Lake Buena Vista, FL.
- Leslie, L. M. (2012, November). Invited discussant for Wharton Junior Faculty Organizational Behavior Conference, Philadelphia, PA.
- Leslie, L. M. (2012, August). Invited panelist. In J. Harvey & J. Sumanth (Organizers), *The productivity process: Research tips and strategies from prolific junior faculty*. Professional development workshop conducted at the annual meeting of the Academy of Management, Boston, MA.
- Leslie, L. M. (2012, August). Invited panelist. In L. H. Nishii. & dt ogilvie (Organizers), *Gender and diversity in organizations division: Doctoral student consortium*. Professional development workshop conducted at the annual meeting of the Academy of Management, Boston, MA.

Leslie, L. M. (2010, November). Invited discussant for Wharton Junior Faculty Organizational Behavior Conference, Philadelphia, PA.

Chaired Sessions

Mayer, D. M., Leslie, L. M., & Knight, A. P. (2015, August). *Fatherhood in the Academy: Research insights and practical strategies for managing work and life*. Co-organizer of professional development workshop conducted at the annual meeting of the Academy of Management, Vancouver, British Columbia, Canada.

Leslie, L. M. (2014, August). *How to negotiate your (first) job offer*. Organizer of professional development workshop conducted at the annual meeting of the Academy of Management, Philadelphia, PA.

De Jong, B., Leslie, L. M., & Young, M. (2013, August). *How to build and find a microcommunity*. Organizer of professional development workshop 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.

TALKS

- 2025 University of Maryland, Smith School of Business (upcoming, May)
- 2024 U.S. Department of State, Diversity, Equity, and Inclusion Keynote Address (June)
Boston University, Questrom School of Business (April)
Cambridge University, Judge Business School (March)
Washington University in Saint Louis, Olin Business School (March)
- 2023 Society of Organizational Behavior (October)
University of Virginia, Darden School of Business (September)
Rice University, Department of Psychology (September)
University of Southern California, Marshall School of Business (February)
- 2022 Invited Keynote, Faculty Research Celebration, Stern School of Business (November)
University of California, Los Angeles, Anderson School of Management (September)
Princeton University, School of Public and International Affairs (April)
National Academy of Sciences, Committee on Anti-Racism, Diversity, Equity and Inclusion in STEM (April 2022)
NYU Stern, Micro Organizational Behavior Work in Progress Group (March & October)
Nanyang Technical University, Nanyang Business School (March)

- 2021 Northeastern University, D'Amore-McKim Business School (October)
New York University, Stern-wide Faculty Seminar Series (September)
- 2020 University of Virginia, Darden School of Business (canceled due to Covid)
Association for Psychological Science, Invited Address (canceled due to Covid)
Pennsylvania State University, Smeal College of Business (December)
INSEAD, Organisational Behaviour Area (December)
University of Wisconsin-Madison, Wisconsin School of Business (October)
MIT, Sloan School of Management (April)
University of Pennsylvania, The Wharton School (March)
- 2019 Princeton University, Psychology Department (November)
University of Michigan, Positive Links Speaker Series (November)
Michigan State University, Broad College of Business (November)
NYU Stern, Micro Organizational Behavior Work in Progress Group (November)
Harvard Kennedy School, Women & Public Policy Program (April)
University of Maryland, Psychology Department (April)
- 2018 Temple University, Fox School of Business and Management (November)
Singapore Management University, Lee Kong Chian School of Business (January)
National University of Singapore Business School (January)
- 2017 University of Memphis, Fogelman College of Business & Economics (November)
Stanford University, Graduate School of Business (October)
University of California, Berkeley, Haas School of Business (October)
Johns Hopkins, Carey Business School, Women & Work Conference (October)
Boston College, Carroll School of Management (April)
- 2016 Washington University in Saint Louis, Olin Business School (November)
University of Toronto, Gender & the Economy Workshop (November)
NYU Stern, Micro Organizational Behavior Work in Progress Group (April, November)
New York University, Social Psychology Program (February)
- 2015 Columbia University, Teachers College, Social-Organizational Psychology (September)
Keynote address, 6th International Conference of Work and Family (July)
Families and Work Institute Corporate Leadership Circle (May)
University of Washington, Foster School of Business (January)
- 2014 Columbia University, Graduate School of Business (September)
NYU Stern, Micro Organizational Behavior Work in Progress Group (April)
Purdue University, Inaugural Rosabeth Moss Kanter Lecture (March)
University of Michigan, Ross School of Business (March)
- 2013 Harvard Business School, Organizational Behavior Unit (October)
NYU Stern, Micro Organizational Behavior Work in Progress Group (October)

- US Institute, Human Resources Forum (October)
- 2012 New York University, Stern School of Business (December)
 University of Minnesota, I/O Psychology Research Seminar (November)
 Johns Hopkins University, Carey Business School (November)
 Emory University, Goizueta Business School (September)
 University of Minnesota, Social Psychology Research Seminar (January)
- 2011 Rutgers University, School of Management and Labor Relations (November)
 University of Pennsylvania, The Wharton School, Junior Faculty Conference (November)
 University of Illinois, Urbana-Champaign, Labor and Employment Relations (September)
 University of Minnesota, Human Resources Research Institute (May)
 Drexel University, LeBow College of Business (April)
 University of Minnesota, 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 (April)
- 2008 University of Minnesota, Center for the Study of the Individual and Society (December)
 University of Maryland, Department of Psychology (November)
 University of Minnesota, Social Psychology Research Seminar (November)
 University of Washington, Diversity in Business Research Conference (June)
 University of Minnesota, 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 (December)
 University of North Carolina—Chapel Hill, Kenan-Flagler Business School (November)
 DePaul University, Department of Psychology (November)

GRANTS AND CONTRACTS

- Leslie, L. M., †Flynn, E., & †Foster-Gimbel, O. A. (2020). *Happy talk: Is common diversity rhetoric effective diversity rhetoric?* Society for the Psychological Study of Social Issues, Grant-in-Aid, \$2,000 (Principal Investigator).
- Kong, D. & Leslie, L. M. (2014). *Perceived ethnic diversity, expected team processes and performance, and entrepreneurial investment decisions.* Society for the Psychological Study of Social Issues, Grant-in-Aid, \$2,000 (Co-Principal Investigator).
- 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 Dean's 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 Dean's 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, Grant-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

New York University

- Leadership in Organizations, core MBA course, 2014-2022
- Research Design and Development, PhD course, 2019-present
- Organizational Behavior, PhD course, 2020-2022
- Profession Seminar, PhD course, 2019-2020
- Diversity in Organizations, PhD course, 2017

University of Minnesota

- Diversity in Organizations, PhD course, 2013
- Managing Diversity, mixed MA and undergraduate course, 2008-2012
- International Human Resource Management, MA course, 2007-2013
- Staffing and Selection, MA course, 2007-2010

University of Maryland

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

Executive Education

- Academic Director, Leadership for the 21st Century Certificate, 2020-2022
- L2 Digital Leadership Academy, Leading Change, June 2017

PROFESSIONAL SERVICE AND ACTIVITIES

Editorships

- Associate Editor, *Academy of Management Journal*, 2016-2019
- Guest Editor, *Current Opinion in Psychology*, Diversity in Organizations issue, 2023-2025

Editorial Board Membership

- *Academy of Management Review*, 2022-present
- *Academy of Management Journal*, 2011-present
- *Journal of Applied Psychology*, 2014-2016; 2020-present
- *Journal of Business and Psychology*, 2012-2020
- *Journal of Business and Psychology* special issue, “Fighting the 400-year Pandemic: Racism Against Black People in Organizations,” edited by Enrica N. Ruggs, Mikki Hebl, & Kristen Shockley, 2020-2021
- *Academy of Management Review* special issue, “Advancing and Expanding Work-Life Theory from Multiple Perspectives,” edited by Gary N. Powell, Jeffrey H. Greenhaus, Tammy D. Allen, & Russell E. Johnson, 2016-2017
- *Journal of Business and Psychology* special issue, “The 50th Anniversary of the Civil Rights Act: The Evolution of Research, Practice, and Legal Perspectives on Employment Discrimination,” edited by Eden King, Derek Avery, & Paul Sackett, 2011-2012

Ad hoc Reviewing

- *Academy of Management Discoveries*
- *Academy of Management Journal*
- *Academy of Management Review*
- *Administrative Science Quarterly*

- *Behavioral Science & Policy*
- *British Journal of Social Psychology*
- *Group and Organization Management*
- *Human Relations*
- *Industrial and Labor Relations Review*
- *Industrial and Organizational Psychology*
- *International Journal of Human Resource Management*
- *Journal of Applied Psychology*
- *Journal of Business and Psychology*
- *Journal of Experimental Social Psychology*
- *Journal of International Business Studies*
- *Journal of Management*
- *Journal of Occupational and Organizational Psychology*
- *Journal of Psychological Reports*
- *Leadership Quarterly*
- *Management & Organization Review*
- *Management Science*
- *National Science Foundation*
- *Organizational Behavior and Human Decision Processes*
- *Organization Science*
- *Personality and Social Psychology Bulletin*
- *Personnel Psychology*
- *Proceedings of the National Academy of Sciences*
- *Psychological Science*
- *Psychological Science in the Public Interest*
- *Sex Roles*
- *South Africa's National Research Foundation*
- *Strategic Management Journal*
- 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

Professional Service

- Seed Generator (Discussant), Center for Positive Organizational Scholarship Research Incubator, 2023
- Mentor, The Tenure Project, 2023
- Guest speaker, diversity doctoral seminar, Boston College, February 2023
- Chair, Academy of Management HR Division Scholarly Achievement Award Committee, 2022
- SIOP-NAHR collaboration on closing the diversity management scientist-practitioner gap, Interviewee, 2020
- Academy of Management Best Organizational Behavior Publication Committee, 2016
- Chair, Janet Chusmir Service Award Committee, Academy of Management, Gender and Diversity in Organizations Division, 2016
- Program Committee Member, 2016 Work and Family Researchers Network Conference

- Chair, Dorothy Harlow Best Conference Paper Award Committee, Academy of Management, Gender and Diversity in Organizations Division, 2015
- Co-Chair, Dorothy Harlow Best Conference Paper Award Committee, Academy of Management, Gender and Diversity in Organizations Division, 2014
- Elected to Executive Committee as Representative-At-Large, Academy of Management Conflict Management Division, 2013-2015
- Elected to Executive Committee, Academy of Management Gender and Diversity in Organizations Division, 2013-2016
- Making Connections Committee, Academy of Management Organizational Behavior Division, 2012-2013
- Scientific Affairs Committee, Society for Industrial and Organizational Psychology, 2011-2012
- Theme Track Committee, “Science and Practice Perspectives on Contemporary Workplace Discrimination,” 2012 Society for Industrial and Organizational Psychology conference
- Program Co-Chair, 2010 biannual meeting of the Society for the Psychological Study of Social Issues

New York University Service

- Senator, NYU Tenured Faculty Senator Council (alternate), 2023-2026
- Full Professor Promotion Subcommittee, 2024
- Research Consultant, NYU Faculty Research Network Scholar in Residence Program, Spring 2024
- OB Hiring Committee, Management Department, 2023-2024
- Insights to Innovation Speaker, MBA Launch, 2023
- Third Year Review Subcommittee Chair, 2023
- Faculty Chair, Diverse Pathways in Academia Conference, 2023 & 2024
- Sixth Year Review Subcommittee Chair, 2022
- Stern Faculty Council
 - Chair, 2021-2022
 - Member, 2019-2020 & 2020-2021
- Doctoral Coordinator, Management Department, 2022-present
- Doctoral Student Admissions Committee Chair, 2023-present
- Doctoral Student Standing Committee Member, 2016-2022
- Doctoral Student Admissions Committee Member, 2017 & 2019-2022
- Doctoral Student OB Major Comprehensive Exam Chair, 2019-2022
- Doctoral Student OB Minor Comprehensive Exam Chair, 2020-2022
- Inter-departmental Mentor, 2021-present
- Senior faculty mentor, Management Department, 2018-present (two mentees since 2019)
- Faculty Guest on Stern Chats, MBA student-run podcast, spring 2021
- Co-Host, Stern Faculty Insight Series, spring 2021
- Stern meeting with NYU Board of Trustees, 2020
- Working group on teaching LIO online, 2020
- Research Committee, Management Department
 - Chair, 2019-2020
 - Member, 2014-2015 & 2018-2019
- Mentor for MS in Risk Management Capstone Project, 2019-2020

- Guest presenter, PhD student practicum, 2015, 2016, 2017 (fall & spring), 2019, & 2020
- ECDC Doctoral Student Conference (formerly NYU-Columbia Doctoral Student conference)
 - Faculty Discussant, 2014, 2015, 2017, 2022, 2023, 2024
 - Best Paper Committee, 2020
 - Opening remarks, 2023
- NYU President's Office Identity, Diversity, Belonging, and Equity Committee, 2018-2019; Co-Chair, Faculty Life Cycle Sub-Committee
- NYU Stern Women's Leadership Initiative Committee Member, 2019
- Third Year Review Subcommittee Chair, 2019
- Grader, Doctoral Student OB Minor Exam, 2014, 2016, 2018, & 2019
- Departmental Tenure Subcommittee, 2017-2018 & 2018-2019
- Stern senior faculty leadership retreat, 2018, 2019 (discussion leader in 2019)
- Micro PhD coordinator responsibilities, fall 2018
- MBA LAUNCH facilitator, 2018
- Participant, NYU Work and Life Initiative, 2017
- Moderator, panel discussion conducted as part of the NYU Stern Ally Week, 2017
- Annual Merit Review Committee, Management Department, 2017
- Faculty Co-Sponsor, Association for Hispanic and Black Business Students, 2016-2017
- Stern Diversity and Inclusion Task Force Member, 2016-2017
- Chair, Post-Doctoral Fellow Search Committee, Management Department, 2014 & 2016
- Behavioral Laboratory Steering Committee, Stern School of Business, 2013-2016
- Faculty Lunch Session with Deputy President Diane Yu, spring 2015
- Faculty Discussant, Columbia-Stern PhD Student Conference, 2014 & 2015
- Task Force Member, Leadership in Organizations Langone MBA Core Course, 2014

University of Minnesota Service

- Faculty Search Committee, Department of Work and Organizations, 2012-2013
- Human Resources Research Institute Committee, 2008-2013
- PhD Committee, Department of Work and Organizations, 2008-2013
- University-Wide New Faculty Orientation Panel Member, 2008
- Staffing, Training, and Development Preliminary Exam Committee, Department of Work and Organizations, 2007-2011
- Undergraduate Curriculum Committee, Department of Work and Organizations, 2007-2008

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

PhD Student Advising & Committees

- Lillian Kim, Management Department, NYU
 - Practicum Advisor, 2023-2024; 2024-2025
 - Second Year Paper Chair, 2024-2025
- Kendall Yamamoto, Management Department, University of Texas at Austin

- Dissertation Committee Member, spring 2023-present
- Derrick Choe, Management Department, NYU
 - Dissertation Committee Member, fall 2022-present
- Emily Ye, Management Department, NYU
 - Practicum Adviser, 2022-2023; 2023-2024; 2024-2025
- Angela Shakeri, Management Department, NYU
 - Comprehensive Exam Chair, 2022
- Julia Coff, Management Department, NYU
 - Second Year Paper Committee, 2021
 - Comprehensive Exam Chair, 2021
 - Practicum Adviser, 2021-2022
 - Dissertation Committee Member, fall 2022-present
- Sonya Pyo, Management Department, NYU
 - Second Year Paper Committee, 2020
- Aastha Chadha, Management Department, NYU
 - Practicum Adviser, NYU, 2019-2020; 2020-2021; 2021-2022
 - Second Year Paper Chair, 2020-2021
 - Comprehensive Exam Chair, 2021
 - Dissertation Committee Member, fall 2022-present
- Olivia Foster-Gimbel, Management Department, NYU
 - Practicum Adviser, 2018-2019; 2019-2020; 2020-2021
 - Comprehensive Exam Chair, 2020
 - *Currently an Assistant Professor at Rutgers University*
- Anastasia Usova, Practicum Adviser, Management Department, NYU, 2018
- Elinor Flynn, Management Department, NYU
 - Practicum Adviser, 2017-2018; 2018-2019; 2019-2020
 - Second Year Paper Chair, 2018-2019
 - Comprehensive Exam Chair, 2019
 - Dissertation Chair, defended spring 2022
 - *Initial placement: Post-Doctoral Researcher at Wharton*
 - *Current placement: Assistant Professor at London Business School*
- Teodora Tomova Shakur, Management Department, NYU
 - Practicum Adviser, 2016-2017; 2017-2018
 - Second Year Paper Committee, 2018
 - Dissertation Committee Member, defended spring 2022
 - *Currently an Assistant Professor at Texas Christian University*
- Stephane Francioli, Management Department, NYU
 - Dissertation Committee Member, defended spring 2022
 - *Initial placement: Post-Doctoral Researcher at Wharton*
 - *Currently an Assistant Professor at Bocconi University (starting fall 2024)*
- Christopher To, Management Department, NYU
 - Practicum Adviser, 2014-2015; 2015-2016
 - Second Year Paper Chair, 2015-2016
 - Dissertation Committee Member, defended spring 2019
 - *Initial placement: Post-Doctoral Researcher at Northwestern-Kellogg*
 - *Current placement: Assistant Professor at Rutgers University*

- Greg Beaver, Work & Organizations Department, UMN
PhD Adviser, 2012-2013
**Currently an Assistant Professor at Suffolk University*
- Yeonka Kim, Work & Organizations Department,
PhD Adviser, UMN, 2011-2013
Dissertation Committee Member, 2016
**Currently an Assistant Professor at University of Wisconsin-La Crosse*
- Si Ahn Mehng, Work & Organizations Department, UMN
PhD Adviser, 2011-2013
Dissertation Co-Chair, 2015
**Currently an Assistant Professor, University of North Carolina-Pembroke*
**Winner of Graduate School Dissertation Fellowship, University of Minnesota*
- Patricia Dahm, Work & Organizations Department, UMN,
PhD Adviser, 2009-2011
Dissertation Committee Member, 2015
**Currently an Associate Professor at the University of Kansas*
- Yongjun Choi, Work & Organizations Department, UMN
Dissertation Committee Member, 2014
**Currently an Assistant Professor at Hallym University, South Korea*
- Kara Simon, Dissertation Committee Member, Psychology Department, UMN, 2013
- Benjamin Seltzer, Psychology Department, UMN
Preliminary Exam Committee Member, 2010
Dissertation Committee Member, 2012
**Currently an Assistant Professor at Washington and Jefferson College*
- Cecilia Sisk, PhD Adviser, Work & Organizations Department, UMN, 2007-2008
- Amit Kramer, Work & Organizations Department, UMN
Dissertation Committee Member, 2009
**Currently an Associate Professor at the University of Illinois*
- Amanda Koch, Preliminary Exam Committee Member, Psychology Department, UMN, 2011

Undergraduate and Master's Advising

- Advisor to 4 Stern Program for Undergraduate Research Students, NYU, spring 2015-present
- Grace Bredeson, Undergraduate Honor Thesis Reader, Carlson School of Mgmt, 2013
- Ashley Bluemel, Undergraduate Honors Thesis Adviser, Carlson School of Mgmt, 2011
- Ryan Gonzalez, MA Committee Member, Psychology Department, UMN, 2010
- Mentor to 5 undergraduate/MA research assistants, UMN, 2008-2010
- Mentor to 13 undergraduate research assistants, Psychology Department, UMD, 2003-2007

Professional Affiliations

- Academy of Management (AOM)
- American Psychological Association (APA)
- Association for Psychological Science (APS)
- Center for the Study of the Individual and Society (CSIS)
- Interdisciplinary Network for Group Research (INGRoup)
- International Association for Conflict Management (IACM)
- International Society for Justice Research (ISJR)

- Personnel and Human Resources Research Group (PHRRG)
- Society for Industrial and Organizational Psychology (SIOP)
- Society for Personality and Social Psychology (SPSP)
- Society for the Psychological Study of Social Issues (SPSSI)
- Society of Organizational Behavior (SOB)
- Work and Family Researchers Network (WFRN)

Invited Conferences and Consortia

- Wharton OB Reunion Conference, 2019
- Harvard Business School Gender & Work Symposium, 2019-present
- Cultural Psychology and Globalization, Columbia Business School, 2014
- Diversity and Inclusion for All, Columbia Business School, 2014
- Interdisciplinary Conference on Social Hierarchy, Columbia Business School, 2014
- New York University Social Psychology Day, 2013
- Multi-level Perspectives on Negotiation & Conflict in Organizations Conference, 2013
- Wharton Junior Faculty OB Conference, 2009-2014
- AOM OB Junior Faculty Consortium, 2008
- SIOP Junior Faculty Consortium, 2008
- SIOP Doctoral Student Consortium, 2007
- AOM OB Doctoral Student Consortium, 2006
- AOM GDO Doctoral Student Consortium, 2004

CONSULTING AND PROFESSIONAL EXPERIENCE

- Organizational diversity, large biotech company (client is confidential)
- Gender and Sponsorship, *Fortune* 500 organization (client is confidential)
- Flexible Work, *Fortune* 500 organization (client is confidential)
- Mercer Human Resource Consulting
- Leadership and Culture Assessment, commercial bank (client is confidential)
- Climate and Culture Assessment, University of Maryland Library System
- Center for the Acquisition of a Second Language, University of Maryland
- Personnel Board of Jefferson County, Alabama
- Equal Employment Opportunity Commission
- GEICO

SELECTED MEDIA COVERAGE

- Research on diversity rhetoric covered by TIME/Charter Media Company, Stern Research Highlights, and Academy of Management Insights; also featured on *AMJ* Radio Live
- Research on diversity initiatives featured by Greater Good magazine and Fast Company
- Interviewed about *Diversity Initiative Effectiveness* paper for the Demystifying Organizations podcast
- *Diversity Initiative Effectiveness* covered by AOM Insights
- Research featured on “Tales from the Script” AOM-GDO initiative
- Interviewed for BBC World story on women in entrepreneurship, June
- *Why and When Does the Gender Gap Reverse?* covered by Harvard Business Review, the Huffington Post, the Washington Post, Fortune, Fast Company, and AOM Insights

- Interviewed for Gould Standard article on race relations
- Featured as a workplace diversity expert in Fast Company article on gender equality certifications
- *The Stigma of Affirmative Action* covered by the Wall Street Journal, Forbes, Bloomberg, Society for Human Resource Management, and the Stern Alumni Magazine, among others
- Featured as an expert on gender and career success in Al Jazeera-English story on appointment of Mary Barra as CEO of GM
- Featured as a flexible work practices expert on Indiana Public Radio Program *Sound Medicine*
- Featured as a flexible work practices expert on “Good Question” news segment for WCCO (CBS) evening news
- *Conflict Cultures in Organizations* covered by Forbes and Stern Alumni Magazine
- *Flexible Work Practices: A Source of Career Premiums or Penalties?*, covered by the Wall Street Journal, the Huffington Post, Quartz, and Discovery at Carlson
- *Who Gives? Multilevel Effects of Gender and Ethnicity on Workplace Charitable Giving*, covered by Discovery at Carlson, GoodTherapy.org, and the Stanford Social Innovation Review
- *Is the Clock Still Ticking?* covered by the Star Tribune, the Chronicle of Higher Education, The Atlantic, Inside Higher Ed, and Science Daily
- *But Affirmative Action Hurts Us!*, covered by Discovery at Carlson
- *Differences between Tight and Loose Cultures*, covered by ABC News, National Public Radio, Boston Globe, The Washington Post, India Today, New Zealand Herald, eScience news, New Scientist, Montreal Gazette, and Discovery at Carlson, among others