

Curriculum Vita: *Updated September 2025*

Christine L. Nitttrouer, Ph.D.

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Education

2019 - Ph.D. in (I/O) Psychology	Rice University Houston, TX
2015 - M.A. in (I/O) Psychology	Rice University Houston, TX
2012 - M.S. in Special Education	University of Illinois at Urbana-Champaign Champaign, IL
2009 - B.B.A. in Management <i>cum laude</i>	The University of Notre Dame Notre Dame, IN
2008 – Study Abroad	The University of Notre Dame Australia Fremantle, AU

Professional Experience

- **Assistant Professor of Management, Texas Tech University** (2021-present).
- Assistant Professor of Human Resource Management/Organizational Behavior, University of Houston-Downtown (2019-2021).

Peer-Reviewed Publications

**Signifies mentored graduate and undergraduate students*

Nitttrouer, C. L., Arena, D., Hebl, M., Silver, E., & Avery, D. (2025). Despite the Haters: The Immense Progress and Promise of DEI Initiatives. *Journal of Organizational Behavior: Counterpoint paper*. <https://doi.org/10.1002/job.2835>

Nitttrouer, C. L., Fa-Kaji, N., Hebl, M. R., Janakiraman, R., & Rutigliano, P. (2024). Reducing Discrimination against Individuals with Mental Impairments: The Influence of Section 503 on Social Norm Perceptions. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-024-09957-4>
-Featured in: [Texas Tech Now; ABC's of Disability Planning Spotify Podcast](#) (Oct. 2024); [Dr. David Dobson Podcast Interview](#) (Aug. 2024)

- King, E., Hebl, M., Corrington, A., Holmes IV, O., Lindsey, A.P., Madera, J., Maneethai, D., Martinez, L., Ng, E.S., **Nittrouer, C. L.**, Sabat, I., Sawyer, K., & Thoroughgood, C. (2024). Understanding and Addressing the Health Implications of Anti-LGBTQ+ Legislation. *Occupational Health Science*.
- Tomko, B., **Nittrouer, C. L.**, Sánchez-Vila, X, Sawyer, A. H. (2023). Disparities in disruptions to public drinking water access in Texas communities during Winter Storm Uri 2021. *PLOS Water*. <https://doi.org/10.1371/journal.pwat.0000137>
 -Recipient of **2025 American Water Works Association (AWWA) Management & Leadership Division Best Article Award**
 -Featured in: [Texas Tech Today](#), [American Water Works Association \(AWWA\) May 2024 cover story](#)
- Silver, E., **Nittrouer, C. L.**, & Hebl, M. R. (2023). Beyond the Business Case: Universally Designing the Workplace for Neurodiversity and Inclusion. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16(1), 45-49.
- Pu, W., Roth, P., Thatcher, J., **Nittrouer, C. L.**, & Hebl, M.R. (2022). Post-Traumatic Stress Disorder and Hiring: Am I Traumatized and Stigmatized? *Personnel Psychology*. 1-35. <https://doi.org/10.1111/peps.12520>
 -Featured in: the [London School of Economics](#); [Harvard Business Review \(Jan/Feb 2023\)](#); [KLBK 6pm and 10pm video news segment \(Nov. 17, 2022\)](#)
- Dee, S., Nabizadeh, E., **Nittrouer, C. L.**, Baldwin, J., Li, C., Gaviria, L., Guo, S, Lu, K., Saunders-Shultz, B., Gurwitz, E., Samarth, G., Weinberger, K. (2022). Increasing health risks during outdoor sports due to climate change in Texas: projections vs. attitudes. *GeoHealth*. <http://dx.doi.org/10.1029/2022GH000595>
 -Featured in: [Rice News](#)
- *Dahunsi, D., *Luu, V., *Knight, C., *Lok-lee, M., & **Nittrouer, C.** (2022). Social Media Information in Assessment and Implications for Minoritized Social Identities. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 15(3). <http://dx.doi:10.1017/iop.2022.59>
- Godard, R., Hebl, M., & **Nittrouer, C. L.** (2022). Identity Management in the Workplace: Strategies for Individuals with De-Legitimized Disabilities. *Journal of Vocational Rehabilitation*. 1-10. 10.3233/JVR-221208
- Wu, F., **Nittrouer, C. L.**, Nguyen, V., Hebl, M, Oswald, F., & Frieden, L. (2021). Now protected or still stigmatized? A 25-year outlook on the impact of the Americans with Disabilities Act. *Equality, Diversity and Inclusion: An International Journal*, 41(3), 383-403. <http://doi:10.1108/EDI-06-2020-0173>
- Ruggs, E., Walker, S., Corrington, A. & **Nittrouer, C. L.** (2019). “Say it Loud, I’m Black and Proud:” The Effectiveness of Racial Acknowledgments at Work. *Personnel Assessment and Decisions*. 5(2). 1-11. <https://doi.org/10.25035/pad.2019.02.002>

Nittrouer, C. L., Hebl, M. R., Ashburn-Nardo, L., Trump-Steele, R. C. E., Lane, D. M., & Valian, V. V. (2018). Gender disparities in colloquium speakers at top universities. *Proceedings of the National Academy of Sciences (PNAS)*, 115(1), 104-108.
www.pnas.org/cgi/doi/10.1073/pnas.1708414115

-Featured in: [The Atlantic](#), [The New York Times](#), [ABC News](#), [Yahoo! News](#), [Inside Higher Education](#), [Nature](#), [Nature Jobs](#), [The Houston Chronicle](#), [MarketWatch](#), [Science Newsline](#), NPR

Corrington, A., **Nittrouer, C. L.**, Trump-Steele, R. C. E., & Hebl, M. (2018). Letting him B: A study on the intersection of gender and sexual orientation in the workplace. *Journal of Vocational Behavior*, 113, 129-142. <https://doi.org/10.1016/j.jvb.2018.10.005>

Nittrouer, C. L., O'Brien, K. R., Hebl, M., Trump-Steele, R. C. E., Gardner, D., & Rodgers, J. (2018). The influence of ethnicity and gender on the placement of biomedical graduate students in research laboratories. *Equality, Diversity, and Inclusion: An International Journal*, 37(3), 254-264. <https://doi.org/10.1108/EDI-09-2017-0176/full/html>

Cheung, H. K.^a, Hebl, M.^a, King, E.^a, Markell, H.^a, Moreno, C.^a, & **Nittrouer, C. L.^a**. (2017). Back to the future: Methodologies that capture real people in the real world. *Social Psychological and Personality Science*, 8(5), 1-9. <https://doi.org/10.1177/19485506177091>

(^aEqual author contributions)

Jones, K. P. Arena, D., **Nittrouer, C. L.**, Alonso, N. M., & Lindsey, A. P. (2016). Subtle discrimination in the workplace: A vicious cycle. *Focal Article for Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 51-76.
<http://doi:10.1017/iop.2016.91>

Nittrouer, C. L., Shogren, K., & Pickens, J. (2016). The impact of using a collaborative process to develop goals and implement self-management interventions on work-related behavior in customized employment for young adults with disabilities. *Rehabilitation Research, Policy and Education*, 30, 110-128. <http://dx.doi.org/10.1891/2168-6653.30.2.110>

Nittrouer, C. L., Trump, R. C. E., O'Brien, K. R., & Hebl, M. (2014). Stand up and be counted: In the long run, disclosing helps all. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 235-241. <https://doi.org/10.1111/iops.12139>

Shogren, K. A., Forber-Pratt, A. J., **Nittrouer, C. L.**, & Aragon, S. R. (2013). The emergence of a human services cooperative to support families and young adults with disabilities: Implications for disability services and supports. *Research and Practice for Persons with Severe Disabilities*, 38, 259-273. <http://doi:10.1177/154079691303800405>

Manuscripts under Review

Thomas, S.*, Malloy, C.*, & **Nittrouer, C.L.** (second round R&R at *Applied Psychology*). Physical Disability in the Workplace: Mapping Research across the Career Lifecycle and Shaping the Future.

Corrington^a, A., **Nitttrouer^a, C.L.**, Hebl, M., Dawson, J., & King, E. (under review). “You are ‘A lot’ (or ‘Not Enough’) Girl”: How the Goldilocks Principle Applies to Women and Not Men in Teams. *Personnel Psychology*.

Nitttrouer, C. L. (forthcoming in King, E., Hebl, M., & Roberson, Q.) Call to Action for Policymakers: Defending and Advancing Diversity, Equity, and Inclusion (DEI) Initiatives. *Research on Social Issues in Management series*.

Manuscripts in Preparation

Nitttrouer, C. L., French, K., Martinez, L., Locklear, L., Smith, N., Thomas, S.*, & Aiken, J.* (data collection is finished, analysis is underway, manuscript draft is written: in preparation for submission to *Academy of Management Journal*). Better Together: Dual Career Academic Couples’ Experiences in the Academic Job Market.

Nitttrouer, C. L., Allen, J., Thomas, S.*, & Neubert, E. (data analyses are finished, full manuscript draft is written and being fine-tuned: in preparation for submission to *Academy of Management Journal*). Doing Well by Doing Good: New Ventures that Hire People with Disabilities.

Nitttrouer, C. L. & Hebl, M. R. (fine-tuning analyses, manuscript draft is written: in preparation for submission to *Journal of Applied Psychology*). Allies as Intermediaries: Strategies that Promote Hiring People with Intellectual Disabilities.

Pu, X., **Nitttrouer, C. L.**, Roth, P., Thatcher, J., & Hebl, R. (analyses are finished, manuscript is being drafted; in preparation for *Journal of Applied Psychology*). When ‘Presumed Guilty’ Meets Non-Prototypicality: Exploring the Intersectional Effects of PTSD, Veteran Status and Gender on Hiring Evaluations.

Corrington^a, A., Hebl^a, M., **Nitttrouer^a, C. L.**, & Trump-Steele^a, R. C. E. (one new data collection is in preparation, manuscript is drafted; in preparation for *Organizational Behavior and Human Decision Processes*). In-group Magnetism: Male Allies Engage Men to Support Gender Equity.

(^aEqual author contributions)

Chapters and Other Publications

*Signifies mentored graduate and undergraduate students

Thomas, S.*, Munson, K.*, Crawley, R.*, Knight, C.*, & **Nitttrouer, C.** (accepted July 2025, undergoing minor revisions). Organizational DEI Initiatives Across the Employment Cycle: A Review and Call to Action. In “Diversity, Equity, and Inclusion in the Workplace.” Ed. Nicholas Salter. Northampton, MA: Edward Elgar Publishing.

Thomas, S.*, Aiken, J.*, Robinson, N.*, Dahunsi, D.*, & **Nitttrouer, C.** (2025). “[DEI in Organizations](#).” In Oxford Bibliographies in Psychology. Ed. Dana S. Dunn. New York: Oxford University Press.

- Dahunsi, D.* , Robinson, N.* , Parks, C.* & **Nittrouer, C. L.** (2024). How a DEI Climate can Enable Allies and Support People who are Neurodivergent. In Santuzzi, A. & Patton, E. (Eds.). [*Neurodiversity and Work: Employment, Identity, and Support Networks for Neurominorities*](#). Palgrave MacMillan.
- Agha, Z., Banerjee, N., Hebl, M., Khan, M., **Nittrouer, C. L.**, Vincent, N., and Zhou, C. (2024). Motivations to Hire Neurodiverse Workers. In Santuzzi, A. & Patton, E. (Eds.). [*Neurodiversity and Work: Employment, Identity, and Support Networks for Neurominorities*](#). Palgrave MacMillan.
(Authors in alphabetical order)
- Nittrouer, C. L.**, Dean, E., & Shogren, K. (2022). Career Progression: Strategies used by self-advocates with ASD and their allies. In Hurley-Hanson, A. & Giannantonio, C. (Eds.). [*Generation A: Research on Autism in the Workplace*](#). Bingley, UK: Emerald Publishing Limited.
- Corrington, A., **Nittrouer, C. L.**, Ng, L. C., Trump-Steele, R., Watson, I., Moreno, C., & Hebl, M. (2020). Being Mindful of Diversity and Discrimination: Eight Lessons that Can Improve Your Teaching. In P. Brooks (Ed.). *How We Teach Now*. Produced by APA's Society for the Teaching of Psychology (STP).
- Cheng, S.^a, Hebl, M.^a, Mendoza, S.^a, Ng, L. C.^a, & **Nittrouer, C. L.^a** (2019). Disability in the workplace. In D. Dunn (Ed.). *Disability: Social psychological perspectives*. England, UK: Oxford University Press.
(^aEqual author contributions)
- Hebl, M. R., **Nittrouer, C. L.**, Corrington, A. R., & Madera, J. M. (2018). [*How we describe male and female job applicants differently*](#). *Harvard Business Review (HBR)*.
- Trump, R. C. E., **Nittrouer, C. L.**, Hebl, M. R., & Ashburn-Nardo, L. (2016). The inevitable stigma for childbearing-aged women in the workplace: Five perspectives on the pregnancy-work intersection. In C. Spitzmueller & R. Matthews. (Eds.). *Work and the transition to motherhood: Research perspectives* (pp. 79-103). New York, NY: Springer Press.
- Hebl, M., Ruggs, E. R., Martinez, L. R., Trump, R., & **Nittrouer, C. L.** (2015). Understanding and reducing interpersonal discrimination in the workplace. In T. Nelson (Ed.). *Handbook of prejudice, stereotyping, and discrimination 2nd edition* (pp. 387-407). New York, NY: Taylor & Francis/Psychology Press.
- Nittrouer, C. L.**, Pickens, J., & Shogren, K. (2014). Employment supports that promote job attainment, maintenance, and advancement for people with intellectual disability. In *Way leads on to way: Paths to employment for people with intellectual disability* (pp. 163-180). Washington D.C.: AAIDD Publications.
- Nittrouer, C. L.** (2013). Research-to-practice box: Christy Nittrouer's perspective on her brother Michael's person-centered support team. In Shogren, K.A. (2013). *Self-Determination and transition planning, a volume in the Brookes Transition to Adulthood series*. Maryland: Paul H. Brookes Publishing Co., Inc.

Funded Research Grants and Awards

Total dollars raised: \$1.034 million

Rawls Summer Research Grant. (Summer, 2024). *Doing Well by Doing Good: New Ventures that Hire People with Disabilities*. \$30,000.

Texas Health and Human Services Commission. (June 2022). *Evaluating the Texas Health and Human Services Commission using a Mixed Method Approach*. Co-PI with Fish, Coglisier, and Locklear. \$560,665.

Texas Tech University International Research and Development Seed Grant. (February 2021). *Cross-cultural study of workplace accommodations that promote job satisfaction and retention for adults with intellectual disabilities (ID)*. PI with Coglisier. \$2,000.

National Science Foundation: GOLD-EN: Award # 2037292. (September 2020). *EAGER Collaborative Research: Using allies to expand your network: Implementing a psychological methodology to attract and retain underrepresented (UR) students in the geosciences*. PI with Nittrouer, Dee, and Torres. Collaborative grant between Texas Tech University and Rice University. \$360,000.

Ralph Alexander Best Dissertation Award. (2020). Selected as the recipient of the award for the best dissertation in the field of Human Resource Management, presented by the Human Resources (HR) division of the *Academy of Management (AOM)*. \$1,000.

UHD Petroleum and Land Management (PLM) Energy Grant. (2020). Mitigating the rise in incivility in the energy sector due to post Covid-19 return-to-work. \$10,000.

UHD Organized Research and Creative Activities (ORCA) Grant. (2019). Selected for funding for small project grants to support scholarly and creative activities for the academic year. \$8,160.

SPSSI Social Issues Dissertation Prize—Second Place. (2019). Selected as second place and awarded a cash prize for the dissertation that best demonstrates scientific excellence and potential application to social problems by the *Society for the Psychological Study of Social Issues (SPSSI)*. \$500.

SIOP Graduate Student Scholarship. (2019). Selected to be recognized at the SIOP 2019 plenary and award ceremony. Award of \$3,000, recognizing achievement in a graduate career and intended to assist in carrying out dissertation work.

SIOP James L. Outtz Grant for Student Research on Diversity. (2019). Selected to be recognized at the SIOP 2019 plenary and award ceremony. \$3,000 to support dissertation and create more excellence in diversity research that is highly translatable to practice.

Lodieska Stockbridge Vaughn Fellowship. (2018-2019). Selected as one of five Rice University graduate students who demonstrate outstanding achievement and promise. Stipend of \$16,750 over the academic year.

Center for Engaged Research and Collaborative Learning (CERCL) Rice University Course Development Grant. (2018-2019). Grant for the development of a new course in line with the goals of the Center. \$1,999 to support the course.

Social Sciences Graduate Student Association (SSGSA) Travel Grant. (2019). \$200 awarded to assist with travel to the SIOP annual meeting and conference in May.

Graduate Student Conference Travel Grant (GSCT). (2018). Rice Social Sciences Research Institute (SSRI). \$200.

Innovation Grant (Fall 2016). Doerr Institute at Rice University. Co-PI. Diversity competencies that are essential for diversity training. \$29,995.

Social Sciences Graduate Student Association Travel Award (Fall 2015). Awarded to graduate students with the best talk at the Social Sciences Graduate Student Brown Bags. \$200.

Rice University's Social Sciences Research Institute Pre-Dissertation Grant (2015). School of Social Sciences at Rice University. \$1,932.

Margaret Bansau Fellowship. (Fall 2012). Merit scholarship funded through private gifts from alumni and friends of the College of Education at University of Illinois at Urbana-Champaign. \$1,500.

Robert C. Byrd Honors Scholarship. (2005-2009). Competitive, academic merit scholarship awarded by the Texas Higher Education Coordinating Board through the University of Texas. \$6,000.

Honors

Invited Panelist Reviewer. (September 19-20, 2024). Diversity, Equity, Inclusion, and Accessibility (DEIA) plans. National Aeronautics and Space Administration (NASA).

Texas Tech Alumni Association's New Faculty Award. (2023). Texas Tech University, Lubbock, TX. \$500.

Nominee. *Jerry S. Rawls Excellence in Undergraduate Teaching Award.* (2023). Texas Tech University, Lubbock, TX.

Invited Speaker. (February 6, 2023). National Public Radio (NPR) Houston Town Square with Ernie Manouse. 40-minute segment discussing nepotism and privilege.
<https://www.houstonpublicmedia.org/articles/shows/town-square/2023/02/06/443145/the-discourse-over-nepo-babies-and-nepotism-in-our-culture/>

Invited Panelist Reviewer. (February 13-17, 2023). Diversity, Equity, Inclusion, and Accessibility (DEIA) plans. National Aeronautics and Space Administration (NASA).

Rice University Graduate Teaching Award. (2020). A university-wide teaching award and prize honoring graduate students for outstanding work teaching their own undergraduate courses.

UHD Faculty Development Project Award. (2020). Funding for CARMA Multi-level Short Course. \$1,350.

Junior Faculty Consortium: Organizational Behavior; Research Methods; Gender and Diversity in Organizations. (2019); Human Resources (2020; 2021; 2022) Divisions. Academy of Management. Selected to attend.

FWIS Graduate Student Instructor. (Spring 2018). Selected by the Rice Center for Teaching Excellence to be one of the Fall 2018, university graduate student instructors for the Program in Writing and Communication. Graduate student instructors receive a tuition award (and waiver) for the entire semester in which they teach their course. Additional stipend of \$7,500.

Proctor & Gamble's I-O Graduate Student Seminar Attendee. (Fall 2017). Selected to attend P&G's annual week-long seminar at their worldwide headquarters in Cincinnati. Offered full-time internship.

2017 P&G "Collaboration" Award. (Fall 2017). Award presented by Proctor & Gamble's Talent Operations team for integrating ideas and leveraging the strengths of team members.

2017 Outstanding TA Award Nominee. (Fall 2016). Research Methods. Rice University

Lee Hakel SIOP Doctoral Consortium Attendee. (April 2016). Nominated by department. Rice University.

Finalist in 2014 NAHR Ram Charan HR Essay Contest (Fall 2014). National Academy of Human Resources.

Rice Graduate Student Fellowship (Fall 2013-Spring 2018). Rice University Psychology Department.

University of Illinois Urbana-Champaign (UIUC) Graduate Research Assistant. (Spring 2011-Fall 2012). UIUC Department of Education.

Salutatorian. (Spring 2005). Lago Vista High School graduating class. Lago Vista, TX.

Conference Presentations

64 Symposia, Alternative Sessions, Panels, and Professional Development Workshops (PDWs); 16 posters ([link to list of all presentations here](#))

32 Invited Talks

Nittrouer, C. L. (January 29, 2025). *Age and Disability Roundtable*. Hosted by the lead international economist at the U.S. International Trade Commission, reporting to the U.S. Congress and U.S. President. (virtual). Washington, D.C.

Nittrouer, C. L. (February, 2024). *DEI: Novel techniques and implementation*. Diversity (Psychological) Science Initiative. Baruch College (CUNY; City University of New York). New York, NY.

Nittrouer, C. L. (November 9, 2023). *Allies as Intermediaries: Strategies that Promote Hiring People who are Neurodivergent*. Seattle Pacific University, Seattle, WA.

Nittrouer, C. L. (February 17, 2023). *Reducing Discrimination against Mental Impairments*. Industrial/Organizational Psychology Department. University of Albany. Albany, NY.

Nittrouer, C. L. (November 18, 2022). *Reducing Discrimination against Mental Impairments*. Invited Colloquium Talk. Industrial/Organizational Psychology Department. University of Nebraska-Omaha. Omaha, NE.

Nittrouer, C. L. (November 3, 2022). Featured Presenter nominated by the American Psychological Association (APA): National Business Summit on Mental Health Equity at Work. Sponsored by: The Health Alliance, Ad Council, CDC, and APA. [Link here to panel video](#).

Nittrouer, C. L. (September 1, 2022). *DE&I in the workplace: With a focus on disabilities (visible and invisible)*. University of Colorado Anschutz Medical Campus, Colorado School of Public Health, Aurora, CO.

Nittrouer, C. L. (August, 2022). *Reducing Discrimination against Mental Impairments*. Invited Brown Bag Talk. Industrial/Organizational Psychology Area. Rice University.

Nittrouer, C. L. (July 26, 2022). *Disabilities (Visible and Invisible) in the Workplace*. C.H. Guenther & Son, (virtual), San Antonio, TX. *paid

Nittrouer, C. L. (May 5, 2022). *Reducing Discrimination against Mental Impairments: The Influence of Section 503 and Social Norms*. Invited colloquium talk. Department of Management. University of Texas San Antonio (UTSA).

Nittrouer, C. L. (March 25, 2022). *What is your Why? Allyship and Reducing Discrimination*. Invited talk; Diversity Symposium, Rawls College of Business. Texas Tech University.

- Nittrouer, C. L.** (March 7, 2022). *Allyship and Discrimination Reduction*. Invited talk: Industrial/Organizational Psychology Majors class. Department of Industrial/Organizational Psychology. Colorado State University.
- Nittrouer, C. L.** (February 25, 2022). *Reducing Discrimination against Mental Impairments: The Influence of Section 503 and Social Norms*. Invited colloquium talk. Department of Industrial/Organizational Psychology. Bowling Green State University.
- Nittrouer, C. L.** (November 1, 2021). *Gender and Negotiations: Offer(s), imperfect information, ambiguity*. Invited talk: Professional Issues class. Department of Industrial/Organizational Psychology. Rice University.
- Nittrouer, C. L.** (May 7, 2021). *Reducing Discrimination against Individuals with Mental Impairments*. Invited colloquium talk. Department of Management, Rawls College of Business. Texas Tech University.
- Nittrouer, C. L.** (March 11, 2021). *Reducing Discrimination against Mental Impairments: The Influence of Section 503 and Social Norms*. Invited virtual talk to Diversity and Discrimination Lab. University of Colorado-Boulder.
- Nittrouer, C. L.** (March 4, 2021). *Uprooting bias in the workplace: Stigma, discrimination reduction, and organizational responses*. Department of Psychology, Colorado State University.
- Nittrouer, C. L.** (December 11, 2020). *Uprooting bias in the workplace: Stigma, discrimination reduction, and organizational responses*. Department of Management, Rawls College of Business. Texas Tech University.
- Nittrouer, C. L.** (October 13, 2020). *Diversity Analytics* in Human Resources Analytics Class. Mays Business School. Texas A&M University, College Station, TX.
- Nittrouer, C. L.** (January 17, 2020). *Allies as Intermediaries: Strategies to Promote the Advancement of Underrepresented Groups*. Department of Psychological and Brain Sciences. Texas A&M University, College Station, TX.
- Nittrouer, C. L.** (November 20, 2019). *Top 6 Findings: Assessing and Addressing Implicit Bias*. American Academy of Physical Medicine and Rehabilitation, San Antonio, TX.
- Nittrouer, C. L.** (September 13, 2019). *Allies as Intermediaries: Strategies to Promote the Advancement of Underrepresented Groups*. Marilyn Davies College of Business, University of Houston-Downtown, Houston, TX.
- Nittrouer, C. L.** (September 26, 2018). *How to reduce bias: Individual, ally, and organizational responses*. Lam Family College of Business, San Francisco State University, San Francisco, CA.

- Nittrouer, C. L.** (September 17, 2018). *How to reduce bias: Individual, ally, and organizational responses*. Department of Psychological Sciences, Rice University, Houston, TX.
- Nittrouer, C. L.,** Marlow, S., & Trump-Steele, R. C. E. (March 21, 2018). *Tips and Tricks for Embarking on the Academic Job Market*. Department of Psychological Sciences, Rice University, Houston, TX.
- Nittrouer, C. L.** (March 19, 2018). *Subtle discrimination and its effect on the employment cycle*. Business School, University of Western Australia, Perth, Western Australia, Australia.
- Nittrouer, C. L.** (October 20, 2017). *Seeping through the cracks: Subtle discrimination and its effect on the employment cycle*. Graziadio Business School, Pepperdine University, Malibu, CA.
- Nittrouer, C. L.** (October 13, 2017). *Introduction to mediation, moderation, and moderated mediation*. Methods workshop given to psychology graduate students. Department of Psychological Sciences, Rice University, Houston, TX.
- Nittrouer, C. L.,** Corrington, A., & Reyes, D. (August 15, 2017). *Cross-cultural Stigma*. An invited bias training given to first-year graduate students in the Masters in Global Affairs Program. Rice University, Houston, TX.
- Nittrouer, C. L.** (May 25, 2017). *The Intersection of Disability and Medicine*. An invited talk given to 40 first year medical students to supplement their course curriculum regarding disability, medicine, stigma, and their upcoming clinical practicums. Baylor College of Medicine, Houston, TX.
- Nittrouer, C. L.** (April 1, 2016). *Recruiting for Diversity*. An invited talk given to members of Exxon's affinity group for recruiting diversity. Exxon Mobil, Spring, TX.
- Nittrouer, C. L.** (October 9, 2015). *Lacking a Voice: The Story of Bias against Women as Academic Speakers at Top Universities*. Rice University's Social Science Graduate Student Association (SSGSA) Brown Bag, Houston, TX.

Consulting Experience

- LyondellBassell, Global Legal Team, Houston, TX.* (Spring 2020)
Collaboratively developed and delivered a 90-minute diversity training, complete with assessment, for the global legal team with another colleague, Dr. Whitney Botsford-Morgan, at the University of Houston-Downtown.
- Kirkland & Ellis, LLP, Chicago, IL* (Spring 2018)
Served as graduate consultant for 8 weeks for expert witness report on ethnic discrimination in selection and hiring.
- Rice Student Activities Office, Houston, TX.* (Summer 2017)

Contracted to help analyze the space utilization data from the Rice student center to identify how employees can be hired more efficiently.

Randi Korn & Associates, Alexandria, VA (Spring 2017)
Observer at Museum of Fine Arts in Houston (MFAH) for educational study funded by the National Endowment of Arts (NEA). Results from this national, multi-year study [available here](#).

Thomas A. Radosevich Law Office, Houston, TX (Fall 2016; Spring 2014)
Expert witness: Consulting on and testifying in confidential case.
Jury voir dire consultant

Catherine Oleksiw, Ph.D., The Doerr Institute, Rice University (Spring 2016)
3rd Eye Metrics Team: Created evaluation tools and designed methods for evaluating the coaching and peer coaching program established by the Institute in Fall 2016.

Robins Kaplan, LLP, Minneapolis, MN (Summer 2016)
Collaborated to create expert witness report on subtle discrimination in the medical profession.

Aspiring Minds Assessment Pvt. Ltd., Redwood City, CA (Spring 2014)
O*Net competency mapping project

Genesys Works, Houston, TX (Fall 2013)
Conducted needs analysis with partner companies for their intern retention program.

Teaching and Mentoring Experience

Instructor of Record

Texas Tech University

- Organizational Behavior (MGT 3376: Spring 2025 – 1 section)
- Human Resource Management. (MGT 3374: Spring 2022-1 section)
- Diversity and Inclusion in Organizations. (MGT 4372: Spring 2025 – 2 sections; Spring 2024-2 sections; Fall 2023-1 section; Spring 2023-2 sections; Fall 2022-1 section; Spring 2022-1 section; Fall 2021-1 section)
 - *Nominated for Jerry S. Rawls Excellence in Undergraduate Teaching Award*

University of Houston-Downtown

- Problem Solving and Decision Making (MGT 4317: Spring 2021-1 section)
- Diversity and Inclusion in Organizations (MGT 3307: Fall 2019-2 sections; Spring 2020-1 section; Fall 2020-2 sections)
- Foundations of Human Resource Management (MGT 3302: Fall 2019-1 section; Spring 2020-2 sections; Summer 2020-1 section)
- Introduction to Management (MGT 3301-1 section (asynchronous): Summer 2020)

Rice University

- First-year Writing Intensive Seminar: Left-out: The intersection of disability and society. (Fall 2018)
-Featured on the [Rice News & Media Fall 2018 page](#).

-Two students from my course won: 1st place with a cash prize for the most outstanding essay, and 3rd place with a cash prize for the most outstanding oral presentation out of the entire 2018-2019 freshman class at Rice University.

Introduction to Social Psychology (Summer 2017)

Nittrouer Stigma Lab

(Spring 2020-current)

<https://sites.google.com/view/nittrouerdiversityresearch/home>

- Currently mentor two TTU PhD students, a TTU RURP (honor's thesis) undergraduate, two external previous TTU undergraduate students, and two external PhD students (Purdue University, Baruch College)
 - Fall 2024: Mentored psychology honor's thesis student started the *Texas A&M* masters program in I/O psychology
- 2021-2023: Mentored two TTU PhD students, a Rawls Undergraduate Research Program (RURP) student, a psychology honor's thesis student (2022-2023), and six external undergraduate and graduated students in research lab each semester (10 total students)
 - Fall 2022: One of my former Rice undergraduate students started *Columbia Medical School*; one of my external graduated students began the PhD industrial/organizational program at *University of Nebraska-Omaha*
- Spring 2020-Spring 2021: 70% of students work in paid research assistantship positions funded through internal and external grants.
 - In 2021: one student began the education evaluation master's program at *University of Minnesota*; one student began medical school at *Johns Hopkins University*, and one student began the PhD program in organizational behavior at *Purdue University*; in 2020, my lab manager was selected for a summer policy fellowship with the *City of Houston's Harris County Judge's Office (Lina Hidalgo)*

Honors Thesis Student Mentoring

(Fall 2023-Spring 2024)

Texas Tech University

- Advised Olivia Billington, TTU marketing undergraduate student, on Rawls Undergraduate Research Project (RURP; honor's thesis). Olivia was named one of Texas Tech University's [Tech 10](#) (spring 2024), which are 10 seniors chosen out of the entire TTU senior class to be recognized at graduation.

(Spring 2023-Fall 2023)

- Advised Kate Munson, TTU psychology undergraduate student on her honor's thesis in I/O psychology (graduated December 2023). Accepted to Texas A&M's I/O Psychology Master's program.

(Fall 2021-Spring 2023)

- Advised Téa Cornelius, honor's student, on diversity and inclusion in organizations honor's project she conducted through the TTU Rawls Undergraduate Research Seminar (RURS) (graduated May 2023). Tea is now conducting tax research for the State of Texas.

(Spring 2022-Fall 2023)

- Advised external mentee through SIOP's DIP program (Melissa Lok-lee). She placed into an I/O graduate program at Bowling Green State University.

Rice University

(Fall 2020-Fall 2022; Spring 2014-Spring 2017)

- Formerly, co-advised seven students on research projects, co-analyzed seven students' data, and edited and advised 17 honor's thesis students on their thesis drafts.

Assisted in the Mentoring of Kristina Dickman (PhD student, University of Pittsburgh), Colleen Phillips (PhD student, University of Houston), Courtney Wang (Zeff Fellow), James Carter (PhD student, Columbia University; faculty Cornell University), Danielle Gardner (PhD student, Michigan State University; faculty Colorado State University), Roshni Janakiraman (NIH), Vivian Xiao (PhD student, Stanford University), Kiara Sanchez (PhD student, Stanford University; faculty Dartmouth University), Cinoo Lee (PhD student, Stanford University), Derek Brown (PhD student, University of California-Berkeley; faculty Columbia University), Linda Nguyen (PhD student, UCLA; postdoctoral fellow, University of Washington), Lyangela Gutierrez (PhD student, UCLA) Naomi Fa-Kaji (PhD Student, Stanford University; postdoctoral fellow Rice University), Asia McCleary-Gaddy (PhD student, UVT), Courtney Simmons (PhD Student, UT-Austin), Anamely Salgado, Daniel Elledge, and Michael Petrus.

(Graduate School)

Lab Manager for Diversity and Discrimination Lab

(Spring 2014 – Spring 2016)

For 7 semesters, co-managed a lab of 40 undergraduates working on a variety of research projects, and taught or co-taught almost every class. Created an undergraduate manager position, as well as undergraduate project managers. Also, planned course syllabus and graded all assignments.

Teaching Assistant

- *Introduction to Social Psychology*

(Fall 2013, Fall 2014, & Fall 2016)

Taught 3 classes, managed and conducted all quiz, assignment, and exam grading with another graduate student, and held regular office hours.

- *Research Methods*

(Spring 2016, Spring 2017)

Taught 6 classes, co-led the development and survey creation of eight projects, conducted all data analysis, and read drafts of several papers. Nominated for T.A. of the year.

- *Psychology of Gender*

(Fall 2014; Spring 2018)

Managed and conducted all assignment and exam grading, and managed group project presentations. Taught 75-minute class and led two total classes. Created pre- and post-surveys for teams using CATME tool, and helped leverage 360 peer ratings for final assignment grades.

Disability Diversity Training

(Fall 2014-Spring 2016)

Conducted a 3-course and 4-course disability training for Rice undergraduate students who attended the alternative spring break (ASB) trips. Topics included: Stigma and Disability, Expectations about Interacting, and How to Make a Difference.

Social Skills, Self-Care, and Life Skills Classes

(Fall 2011-Spring 2012)

Community Choices, Inc., Urbana, IL

Created syllabi and taught ~10 adults with disabilities every Tuesday and Thursday nights about skills in a variety of social interactions, how to handle one's emotions in a variety of contexts, and certain life skills (e.g., hygiene, self-care, cooking) utilizing task-analysis and active learning.

Computer and Web-Based Skills

Software: SPSS, R, JMP, Qualtrics, Publisher, MovieMaker, iMovie, InDesign, Photoshop, Illustrator (limited), Wordpress.com, Jahia (CMS), FormAssembly, RegOnline, Quick Blogcast, Google Analytics, Aviary (audio editor), Mail Chimp, Survey Monkey, Survey Gizmo, Google Suite, Excel, PowerPoint, Access, WordPerfect

Professional Affiliations

Current:

Society for Industrial and Organizational Psychology (SIOP) (Fall 2013-current)
 Academy of Management (AOM) (Spring 2017-current)

Previous:

Society for the Psychological Study of Social Issues (SPSSI) (Summer 2019-Summer 2021)
 Association for Psychological Science (APS) (Summer 2019-Summer 2021)
 American Psychological Association (APA) (Fall 2014-Fall 2018)
 American Association on Intellectual and Developmental Disabilities (AAIDD) (Spring 2011-2013)

External Service

Editorial Board Member

Journal of Management (JOM) (Spring 2025-present)
Journal of Business and Psychology (JOBU) (Winter 2023-present)

Ad-hoc Journal Reviewer

(Fall 2019-present)

Journal of Applied Psychology (JAP); *Journal of Management (JOM)*; *Organizational Behavior and Human Decision Processes (OBHDP)*; *Journal of Business and Psychology (JOBU)*; *Human Resource Management (HRM)*; *Group and Organizational Management (GOM)*; *Frontiers in Psychology*; *Personnel Review*; *Stress and Health*; *Cornell Hospitality Quarterly*; *Equality, Diversity and Inclusion: An International Journal*; *Journal of Women's Health*; *International Studies Perspective*.

Ad-hoc Grant Reviewer

(Spring 2022)

- NASA, Clear Lake, USA

Conference Ad-hoc DIAC Committee Chair

Society of Industrial/Organizational Psychology (SIOP) (Summer 2022-Spring 2024)
 • Chair of the *Disability, Inclusion, and Accessibility Committee (DIAC)*

Conference Committees

Academy of Management (Spring 2024)
 • Served on Best AOM Paper Committee for the Human Resources (HR) Division (Spring 2020)
 • **Chair:** 2021 Ralph Alexander Best Dissertation Award Committee for the Human Resources (HR) division (Spring 2020-Spring 2021)
 • Served on Dorothy Harlow Best Conference Paper Award Committee for the Gender and Diversity in Organizations (GDO) division.

Society of Industrial/Organizational Psychology (SIOP) (Spring 2022-Spring 2023)

- **Chair:** Tenopyr, Hakel, and graduate student scholarship committee (Summer 2020-Summer 2021)
- Served on the Graduate Student Scholarship subcommittee (including Tenopyr, Hakel, and graduate student scholarships).

- Conference Program Reviewer** (Fall 2018-Spring 2022)
Society of Industrial/Organizational Psychology (SIOP) and the Academy of Management (AOM)
- Review SIOP and AOM conference DEI and HR Division submissions.

(Graduate School)

- Conference coordinator** (Spring 2015-Spring 2017)
Industrial-Organizational Organizational-Behavior (IOOB Conference), Rice University
- The graduate student coordinator for the Industrial-Organizational Organizational-Behavior (IOOB) conference we hosted at Rice spring 2017. ioob.rice.edu
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Internal Service

Department-level

- Texas Tech University* (Fall 2022-current)
- Invited committee member to serve on Faculty Promotion and Tenure Policy committee in the Management Department at *Texas Tech University*

- (Fall 2021-current)
- Invited committee member to serve on Faculty Research committee in the Management Department at *Texas Tech University*

- (Fall 2021)
- Invited committee member to serve on PhD student committee and Faculty Research committee in the Management Department at *Texas Tech University*

University of Houston-Downtown

- (Fall 2020-Spring 2021)
- Invited committee member by the Provost, *University of Houston-Downtown's* Strategic Planning Work Group for Research, Scholarship, and Creative Activities
 - Invited planning committee member, *University of Houston's* Gender and Leadership Symposium
 - Invited committee member, *University of Houston-Downtown's* Diversity Equity and Inclusion Committee
 - Nominated committee member, *University of Houston-Downtown's* Committee on Credentials and Elections
 - Invited TT faculty member to teach a course during orientation, *University of Houston-Downtown's* Associate Dean

College-level

- Texas Tech University* (Fall 2022-Fall 2023)
- Invited committee member to serve in an advisory capacity on the Rawls College of Business Diversity, Equity, and Inclusion Committee at *Texas Tech University*

- University of Houston-Downtown* (Fall 2019-Spring 2021)
- Chair, Undergraduate Research Task Force

(Graduate School)

- President and founding member** (Fall 2015-Spring 2017)
Rice I/O Psychology Association (RIOPA), Rice University

- Rice I/O Psychology Association (RIOPA). This association was formed for Rice graduate students in I/O psychology to organize, find sponsors for, and host networking events at our annual conferences for collaborative and future career purposes. This organization also serves to unite and organize the graduate students around service related to I/O psychology as well as supporting us with post-graduate career planning. iopsychology.rice.edu

Rice I/O Brown Bag 2016-2017 coordinator (Fall 2016-Spring 2017)

- With two co-organizers, organized the program, invited guest speakers to create a schedule of seminar speakers, and handled introductions and logistics.

Colloquia speaker co-organizer. (Fall 2016-Fall 2017)

- Assisted with inviting two of Rice's 2017 colloquia speakers and organizing their visits.

Mentor (Fall 2015-Spring 2016)

Rice Graduate Student Association (GSA) undergraduate mentoring program

- Mentored two psychology undergraduate majors in their senior year while they were applying for and deciding upon graduate programs.