

Curriculum Vita

Christine L. Nittrouer, Ph.D.

Jerry S. Rawls College of Business
Texas Tech University
703 Flint Ave.
Lubbock, TX 79409
cnittrou@ttu.edu
512.217.9245

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

- 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*.
- 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.
- 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.

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

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.

Cheung, H. K.*, Hebl, M.*, King, E.*, Markell, H.*, Moreno, C.*, & **Nittrouer, C. L.***. (2017). Back to the future: Methodologies that capture real people in the real world. *Social Psychological and Personality Science*, 1-9.

(*Equal 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.

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.

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.

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.

Manuscripts under Review

Nittrouer, C. L., Hebl, M. R., Fa-Kaji, N., Janakiraman, R., & Rutigliano, P. (under second round revise and resubmit at *Journal of Applied Psychology*). Reducing Discrimination against Individuals with Mental Impairments: The Influence of Section 503 on Social Norm Perceptions

Pu, W., Roth, P., Thatcher, J., **Nittrouer, C. L.**, & Hebl, M.R. (under third round revise and resubmit at *Personnel Psychology*). Post-Traumatic Stress Disorder and Hiring: Am I Traumatized and Stigmatized?

Godard, R., Hebl, M., & **Nittrouer, C. L.** (under revise and resubmit at *Journal of Vocational Rehabilitation*). Identity Management in the Workplace: Strategies for Individuals with De-Legitimized Disabilities.

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. (under review at *GeoHealth*).
Increasing health risks during outdoor sports due to climate change in Texas: projections vs. attitudes.

Manuscripts in Preparation

Nittrouer, C. L., Hebl, M. R., & King, E. (in preparation for the *Journal of Applied Psychology*).
Allies as Intermediaries: Strategies that Promote Hiring People with Intellectual Disabilities

Nittrouer, C. L., Waples, E., Botsford-Morgan, W., Neale, N., & Latheef, Z. (in preparation for *Journal of Occupational Health Psychology*). New Journey, Same Challenges: Modeling First-Generation College Workers' Performance

Corrington, A., Mendoza, S., Hebl, M. R., **Nittrouer, C. L.**, & Moreno, C. (in preparation for the *Journal of Applied Psychology*). Social movement endorsement: Not so Black and White?

Trump-Steele, R. C. E., Corrington, A., Hebl, M., & **Nittrouer, C. L.** (in preparation for the *Journal of Business and Psychology*). Engaging FeMANists: Getting Men to Support Gender Equity.

Chapters and Other Publications

Nittrouer, C. L., Dean, E., & Shogren, K. (in press for *Generation A: Research on Autism in the Workplace* by Hurley-Hanson, A. & Giannantonio, C.). Career Progression: Strategies used by self-advocates with ASD and their allies.

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.*, Hebl, M.*, Mendoza, S.*, Ng, L. C.*, & **Nittrouer, C. L.*** (2019). Disability in the workplace. In D. Dunn (Ed.). *Disability: Social psychological perspectives*. England, UK: Oxford University Press.

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)*.

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.

Trump, R. C. E., **Nittrouer, C. L.**, Hebl, M. R., & Ashburn-Nardo, L. (2014). 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.

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

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 University of Houston-Downtown and Rice University. \$300,000.

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*. \$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

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 Divisions. (2019). 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 \$7500.

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

38 Symposia, Alternative Sessions, Panels, and Professional Development Workshops (PDWs)

Nittrouer, C. L., Fa-Kaji, N., & Hebl, M. in in Kulkarni, M. & Baldrige, D. (co-Chairs), *Rethinking workplace inclusion of persons with disabilities through multiple levels and lenses.* (2022). Symposium submitted for the annual meeting of the Academy of Management (AOM). Seattle, WA.

Nittrouer, C.L. in Santuzzi, A. and **Nittrouer, C.L.** (co-Chairs), *From compliance to inclusion: Going beyond accommodations to create inclusion of disability/ability divergences in organizations.* (2022). Panel symposium submitted for the annual meeting of the Academy of Management (AOM). Seattle, WA.

Nittrouer, C.L. in Lyons, B., Daniels, S., Kulkani, M. (co-Chairs), GDO Doctoral Student consortium. (2022). Proposal submitted for the annual meeting of the Academy of Management (AOM). Seattle, WA.

Nittrouer, C. L., Dean, E., & Shogren, K. A. in Gardner, D. (chair) *Advancing Understanding of Authentic Identity Expression for Marginalized Employees.* (2022). Accepted for presentation at the Society for Industrial Organizational Psychology (SIOP), Seattle, WA.

- Nittrouer, C. L.,** Fa-Kaji, N., Hebl, M. in Bonaccio, S. (chair) *Facilitators of Positive Work Experience for Employees with Disabilities*. (2022). Accepted for presentation at the Society for Industrial Organizational Psychology (SIOP), Seattle, WA.
- Nittrouer, C. L.,** Nittrouer, J. A., Dee, S., & Torres, M. *Using allies to expand your network: The state of recruitment and retention of minoritized students in the geosciences and the role of allies*. (2021). Symposium presented at the annual meeting of the American Geophysical Union (AGU). New Orleans, LA.
- Nittrouer, C. L.,** Hebl, M., & King, E. in Kulkarni, M. & Baldrige, D. (co-Chairs), *Allies and detractors: Insights on disability inclusion in organizations*. (2021). Symposium presented at the annual meeting of the Academy of Management (AOM), virtual.
- Nittrouer, C. L.,** Dean, E., & Shogren, K. in Kulkarni, M. & Beatty, J. (co-Chairs), *Advancing Research on Workplace Disclosure of Disabling Conditions*. (2021). Symposium presented at the annual meeting of the Academy of Management (AOM), virtual.
- Nittrouer, C. L.** (discussant) in Storey, R. & French, K. A. (co-Chairs), *Leveraging Clinical Psychology to Advance IO Psychology*. (2021). Symposium presented at the Society for Industrial Organizational Psychology (SIOP), New Orleans, LA.
- Nittrouer, C. L.** & Lamanuzzi, M. in Burch, K. & Cheung, H. K. (co-Chairs), *Exploring the New Normal at Work and Home during Covid-19*. (2021). Research Incubator presented at the Society for Industrial Organizational Psychology (SIOP), New Orleans, LA.
- Nittrouer, C. L.** in Sanderson Allen, K. & Bruk-Lee, V. (co-Chairs), *Thinking outside the box: The role of I-Os in improving employment for neurodiverse individuals*. (2021). Alternative session presented at the Society for Industrial Organizational Psychology (SIOP), New Orleans, LA.
- Samaniego, C. & **Nittrouer, C. L.** (co-Chairs), *A Taxonomy of Negative Interpersonal Behaviors and Implications for Academics*. (2021). Symposium presented at the Society for Industrial Organizational Psychology (SIOP), New Orleans, LA.
- Arena, D. & **Nittrouer, C. L.** (co-Chairs), *Identity Management Strategy Effectiveness and Theory Generation for a Virtual World*. (2021). Symposium presented at the Society for Industrial Organizational Psychology (SIOP), New Orleans, LA.
- Botsford-Morgan, W., **Nittrouer, C. L.,** & Waples, E. in Bilotta, I. & King, E.'s (co-Chairs), *Beyond representation: Understudied aspects of diversity in STEM*. (2021). Symposium presented at the Society for Industrial Organizational Psychology (SIOP), New Orleans, LA.
- Nittrouer, C. L.,** Hebl, M. R., Janakiraman, R., & Rutigliano, P. in **Nittrouer, C. L.**'s (Chair), *Thinking Beyond the Barriers: Disability at Work*. (2020). Presenter symposium presented at the annual meeting of the Academy of Management (AOM), Vancouver, CA.

- Nittrouer, C. L.** in Arena, D. & Landay, K.'s (co-Chairs), *We Got by with a Little Help: Recent Perspectives on the Academic Job Market.* (2020). Professional Development Workshop (PDW) presented at the annual meeting of the Academy of Management (AOM), Vancouver, CA.
- King, E., Kossek, E., Shockley, K. M., Rossetti, G., Grandey, A., & Matthews, R. in **Nittrouer, C. L.** (Chair) & Ng, L's (Co-Chair), *(Get Fired Up for Research!) Fireside Chat: New Directions in Gender and Work-Life.* (2020, April). Alternative session accepted for the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Austin, TX.
- Nittrouer, C. L.**, Gutierrez, S., Heron, L. M., Hanson, R., & Rosiek, G. in Allen, K. & Lee, V. (Co-Chairs), *Thinking outside the box: I-Os improving employment for neurodiverse individuals.* (2020, April). Alternative session accepted for the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Austin, TX.
- Charbonneau, L., Bean, A., Reilly, J., & **Nittrouer, C. L.** in Verduzco-Gutierrez, M.'s (Session Director), *Unconscious Bias.* (2020, November). Invited talk at the American Academy of Physical Medicine and Rehabilitation (AAPMR). San Antonio, TX.
- Nittrouer, C. L.** in A. Hurley-Hanson's (Chair), *How universities can and are preparing students with disabilities to enter the workforce.* (2019, August). Professional Development Workshop (PDW) presented at the annual meeting of the Academy of Management (AOM), Boston, MA.
- Nittrouer, C. L.**, Hebl, M., Ashburn-Nardo, L., Lane, D., Trump-Steele, R., & Valian, V. V. in A. Ma's, A. Rosette's (Chairs), & A. Joshi's (Discussant), *Understanding Biases and Overcoming Barriers for Promoting Gender Inclusive Organizations.* (2019, August). Symposium presented at the annual meeting of the Academy of Management (AOM), Boston, MA.
- Nittrouer, C. L.** in A. Georgiadou's and M. Olivas-Lujan's (Chairs), *Isms in academia: Exploring how to foster an inclusive culture inside and outside the classroom.* (2019, August). Professional Development Workshop (PDW) presented at the annual meeting of the Academy of Management (AOM), Boston, MA.
- Nittrouer, C. L.**, Hebl, M., & King, E. in B. Lyons' and A. Santuzzi's (Chairs), *Strategies to Support the Integration and Success of Workers with Disabilities.* (2019, April). Symposium presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Washington, D.C.
- Ng, L., Cheng, S., **Nittrouer, C. L.**, Markell, H., Sitzmann, T., Hebl, M., & King, E. In H. K. Cheung's (Chair), *From Pregnancy to Motherhood: Experiences of New and Expectant Mothers in the Field.* (2019, April). Symposium presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Washington, D.C.
- Nittrouer, C. L.**, Hebl, M., Ashburn-Nardo, L., Trump-Steele, R. C. E., Lane, D. M., & Valian, V. V. (2018, October). In L. Ashburn-Nardo's (Chair), *The influence of gatekeepers: Gender disparities in colloquium speakers at top universities.* Symposium presented at the Annual

Meeting of the Society of Experimental Social Psychology (SESP), University of Washington, Seattle, WA.

Nittrouer, C. L., Corrington, A., & Reyes, D. (2018, July). *An empirically evaluated multicultural training and its diversity competency framework*. Paper presented at APA's Division 45 Conference on the Psychological Study of Culture, Ethnicity, and Race, University of Texas, Austin, TX.

Corrington, A., **Nittrouer, C. L.**, Moreno, C. A., Carter, J. T., Hebl, M., & Mendoza, S. In L. Ashburn-Nardo's (Chair), *Perceptions of organizations that endorse BLM: Not so Black and White?* (2018, April). Symposium presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Chicago, IL.

Nittrouer, C. L., Corrington, A., Trump-Steele, R. C. E., & Hebl, M. (2017, April). In N. Day & S. Marquez-Gallardo (Chairs), *Isolating the B in LGBT: A study on the workplace experiences of bisexual employees*. Paper presented in symposium at the annual meeting of the Academy of Management (AOM), Atlanta, GA.

Nittrouer, C. L. & Hebl, M. In B. Lyons & S. Volpone (Chairs), *Dissecting disability: Does type of disability influence employee applicant ratings?* (2017, April). Symposium presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Orlando, FA.

Corrington, A. R., Hebl, M., **Nittrouer, C. L.**, Rodgers, J. D., & Trump-Steele, R. C. E. (2017, April). *Gender disparities in the STEM workforce: Addressing the pipeline leaks*. Symposium talk presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Orlando, FA.

Janakiraman, R., Hebl, M., **Nittrouer, C. L.**, & Trump-Steele, R. (2016, August). *Refusing to see me: The contours, causes, and consequences of invisibility at work*. Paper presented in symposium talk at the Academy of Management (AOM). Anaheim, CA.

Nittrouer, C. L., Hebl, M., & Oswald, F. (2016, April). In A. Lindsay & D. Avery (Chairs), *What actually works? A meta-analysis of diversity training outcomes*. Symposium talk presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Anaheim, CA.

Trump-Steele, R. C. E., **Nittrouer, C. L.**, Hebl, M. R., & Ashburn Nardo, L. (2016, April). In K. Jones' (Chair), *The inevitable stigma for childbearing-aged women in the workplace*. Symposium talk presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Anaheim, CA.

Nittrouer, C. L., Hebl, M. R., & Ashburn-Nardo, L. (2016, April). In K. Jones' (Chair), *Lacking a voice: Bias against women as academic speakers*. Symposium talk presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Anaheim, CA.

Nittrouer, C. L., O'Brien, K. R., Hebl, M. R., Trump, R. C., & Rodgers, J. R. (2015, May). In F. Krings' (Chair), *Access to "good" labs: The role of ethnicity and gender in placing*

biomedical graduate students into research laboratories. Symposium talk presented at the annual meeting of the European Association of Work and Organizational Psychology (EAWOP), Oslo, Norway.

Nittrouer, C. L., O'Brien, K. R., Hebl, M. R., Trump, R. C., & Rodgers, J. R. (2015, April). In B. Wexler's (Chair), *Access to "good" labs: The role of ethnicity and gender in placing biomedical graduate students into research laboratories*. Symposium talk presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Pittsburgh, PA.

Hulett, A. L., Hunter, S. T., **Nittrouer, C. L.**, Baldrige, D. C., & Rutigliano, P. J. (2015, April). *Uncharted waters: Navigating selection, disclosure, & employees with disabilities*. Panel presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Pittsburgh, PA.

Nittrouer, C.L. & Hebl, M. (2014, May). In A. Hulett & A. Colella (Chairs), *What goes unseen: Mental disabilities in the workplace*. Symposium talk presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Honolulu, HI.

14 Posters

Waples, E., Botsford-Morgan, W., Latheef, Z., Neele, N., & **Nittrouer, C. L.** *New Journey, Same Challenge: Modeling First-Generation College Employees' Performance*. Poster accepted for the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Seattle, WA.

Tomko, B., Sawyer, A., & **Nittrouer, C. L.** *Access to Public Drinking Water in Texas Communities during the Winter Storm of 2021*. (2021). Poster presented at the annual meeting of the American Geophysical Union (AGU). New Orleans, LA.

Pu, W., Roth, P., Thatcher, J., **Nittrouer, C. L.**, & Hebl, M.R. *Post-Traumatic Stress Disorder and Hiring: Am I Traumatized and Stigmatized?* (2021). Poster presented at the annual Academy of Management (AOM) meeting. Virtual.

Goddard, R., **Nittrouer, C. L.**, Corrington, A., & Ng, L. *Identity Management Strategies and De-Legitimized Disabilities*. (May, 2019). Poster presented at the annual meeting of the Association for Psychological Science (APS), Washington, D.C.

Singletary-Walker, S., Ruggs, E., Corrington, A., & **Nittrouer, C. L.** "Say it Loud, I'm Black and Proud:" The Effectiveness of Racial Acknowledgments at Work. (April, 2019). Poster presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Washington, D.C.

Reyes, D., Corrington, A., **Nittrouer, C. L.**, Hebl, M., & Salas, E. *DARE: A review and theoretical framework for developing diversity competencies*. (April, 2018). Poster presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Chicago, IL.

Nittrouer, C. L., Janakiraman, R., Rutigliano, P., Trump-Steele, R. C. E., & Hebl, M. (March, 2018). *Reducing disability stigma in the workforce*. Poster presented at the Personnel and

Human Resources Research Group (PHRRG) graduate student poster session, Rice University, Houston, TX.

Gardner, D. M., **Nittrouer, C. L.**, Hebl, M., Trump-Steele, R. (April, 2017). *Do gender stereotypes limit veteran job applicants?* Poster presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Orlando, FA.

Brown, D. N., Hebl, M., Corrington, A. R., **Nittrouer, C. L.**, Trump-Steele, R., & Martinez, L. R. (April, 2017) *When doctors err: Stigmatization of minority physicians who commit errors.* Poster presented at the annual meeting of the Society for Industrial Organizational Psychology (SIOP), Orlando, FA.

Carter, J., Gardner, D., **Nittrouer, C. L.**, Trump, R. C. E., Hebl, M. (May, 2015). *What's in a bi-gendered name? Are you too communal/agentive for me to hire?* Poster presented at the 2015 APS Annual Convention in New York City, NY.

Nittrouer, C. L. (2013, July; 2013, October). *Impact of a self-management intervention on work-related behaviors.* Presented poster at AAIDD's Texas chapter annual convention, and Rice Graduate Student Mixer at Rice University, Houston, TX.

Nittrouer, C. L., Shogren, K., & Pickens, J. (2012, June). *A review of interventions used with individuals with disabilities in employment settings to improve job performance.* Poster Presented at the 136th Annual Meeting and Conference of the American Association on Intellectual and Developmental Disabilities (AAIDD), Charlotte, NC.

Nittrouer, C. L., Shogren, K., & Community Choices, Inc. (2012, June). *Description of a functional life skills curriculum implemented with adults with disabilities to improve social and self-care skills.* Poster Presented at the 136th Annual Meeting and Conference of the American Association on Intellectual and Developmental Disabilities (AAIDD), Charlotte, NC.

Nittrouer, C. L., Shogren, K., & Pickens, J. (2012, March). *A review of interventions used with individuals with disabilities in employment settings to improve job performance.* Poster Presented at the 3rd Annual College of Education Graduate Student Conference, Champaign, IL.

Invited Talks

Nittrouer, C. L. (February 25, 2022). *TBD.* 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 class talk. Professional Issues. 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.** (March 2, 2021). *Work-Family Balance*. Invited speaker to virtual 2021 Doctoral Consortium. Southwestern Academy of Management.
- 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.

Nittrouer, C. L. (February 21, 2014). *90 Second Thesis Competition*. Rice University, 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

- Human Resource Management. (Spring 2022)
- Diversity, Equity, and Inclusion in Organizations. (MGT 4372: Fall 2021; Spring 2022)
- Problem Solving and Decision Making (MGT 4317: Spring 2021; transitioned to new position, waiting on ratings)
- Diversity and Inclusion in Organizations (MGT 3307: Fall 2019-2 sections; Spring 2020-1 section; Fall 2020-2 sections, pending)
 - **Evaluations (1-No apparent progress; 5-Exceptional progress, averaged across 2 sections taught with ratings): “Overall, I rate this instructor as an excellent teacher”, M = 4.5; “Overall, I rate this course as excellent”, M = 4.4.**
 - *Sample Testimonials: “Even though you're a first year professor, it feels as if you've been doing this for awhile! Professor N, you're an amazing person that is truly here for us students!”; “I loved having Prof. Nittrouer as a professor, I would definitely take her again she is so knowledgeable, engaging and nice!”; “Great teacher. Infectious enthusiasm. Would take her class again if I could.”*
- Foundations of Human Resource Management (MGT 3302: Fall 2019-1 section; Spring 2020-2 sections; Summer 2020-1 section)
 - **Evaluations (1-No apparent progress; 5-Exceptional progress, averaged across 2 sections taught with ratings): “Overall, I rate this instructor as an excellent teacher”, M = 4.4; “Overall, I rate this course as excellent”, M = 4.1.**
 - *Sample Testimonials: “Dr. N is a great Professor. I love her wit and the information she had us reading was very relevant to our time. There was a lot of work but it all served it's purpose. Love taking her.”; “Prof Nittrouer is indeed one of the best profs I have had at UHD.”; “She is awesome!! I wish she taught all my business courses.”*
- Introduction to Management (MGT 3301-1 section: Summer 2020)

- **Evaluations (1-No apparent progress; 5-Exceptional progress, across 1 section):** “Overall, I rate this instructor as an excellent teacher”, M = 4.6; “Overall, I rate this course as excellent”, M = 4.7.
- Sample Testimonials: “Dr. N is a great professor especially for anyone who is pursuing Business and may have an interest in Management. She did a great job of being inclusive, informative and attentive and most importantly very knowledgable.”; “Professor Nittrouer has been amazing. She loves what she's teaching and makes it relevant to current events and individuals. She's understanding and encouraging.”; “It's apparent that Professor Nittrouer is passionate for this subject and that she put a lot of effort into curating content for this course in addition to the text book; much of which I'm keeping for future reference.”
- 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.
 - Evaluations (1-Outstanding; 5-Poor): Organization/Preparation, M = 1.41, Presentation, M = 1.18, Classroom atmosphere, M = 1.06, Effectiveness, M = 1.18, Knowledge, M = 1.12, Course Quality, M = 1.29**
 - (1-Strongly Agree; 5-Strongly Disagree) Challenge, M = 1.41; Responsiveness, M = 1.06**
 - Sample Testimonials: “Professor Nittrouer cared deeply about the material and her students. Her passion for the subject engaged the entire class and her support and belief in the class allowed students to face unprecedented challenges like writing a research proposal, applying for a research grant, and presenting a research idea to peers.”
 - “Professor Nittrouer was so kind and energetic. She had passion for the material she was teaching and fostered such a positive environment for discussion. She responds quickly to emails, always gives constructive feedback for assignments, and was such a great professor.”
- Introduction to Social Psychology (Summer 2017)
 - Evaluations (1-Outstanding; 5-Poor): Organization/Preparation, M = 1.2, Presentation, M = 1.2, Classroom atmosphere, M = 1.0, Effectiveness, M = 1.2, Knowledge, M = 1.3, Course Quality, M = 1.0**
 - (1-Strongly Agree; 5-Strongly Disagree) Challenge, M = 2.0; Responsibility, M = 1.2**
 - Testimonials: “Literally the best class I have taken at Rice. Thank you, Shannon and Christy.”
 - “This class was fascinating. You guys definitely helped me foster a good understanding of basic social psychology.”

Nittrouer Diversity and Inclusion Lab

(Spring 2020-current)

Currently mentor a post-doctoral researcher, PhD students, undergraduate and graduated students in my research lab; 70% of students work in paid research assistantship positions funded through internal and external grants. My lab manager from 2020, was selected for a summer policy fellowship with the City of Houston’s Harris County Judge’s Office (Lina Hidalgo).

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

Honors Thesis Student Mentoring

(Fall 2020; Spring 2014-Spring 2017)

- Advising current honor's student on diversity and inclusion in organizations honor's project she is conducting outside of my course.
- 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), Danielle Gardner (PhD student, Michigan State University), Roshni Janakiraman (NIH), Vivian Xiao (PhD student, Stanford University), Kiara Sanchez (PhD student, Stanford University), Cino Lee (PhD student, Stanford University), Derek Brown (PhD student, University of California-Berkeley), Linda Nguyen (PhD student, UCLA), Lyangela Gutierrez (PhD student, UCLA) Naomi Fa-Kaji (PhD Student, Stanford University), Asia McCleary-Gaddy (PhD student, UVT), Courtney Simmons (PhD Student, UT-Austin), Anamely Salgado, Daniel Elledge, and Michael Petrus.

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 how to act appropriately 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, Twitter, 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)
Society for the Psychological Study of Social Issues (SPSSI)	(Summer 2019-current)
Association for Psychological Science (APS)	(Summer 2019-current)

Previous:

American Psychological Association (APA)	(Fall 2014-Fall 2018)
American Association on Intellectual and Developmental Disabilities (AAIDD)	(Spring 2011-2013)

External Service

Ad-hoc Reviewer (Fall 2019-present)
Journal of Management (JOM); Personnel Review; Stress and Health, Cornell Hospitality Quarterly; Equality, Diversity and Inclusion: An International Journal; Journal of Women's Health; International Studies Perspective.

Conference Program Reviewer (Fall 2018-present)
Society of Industrial/Organizational Psychology (SIOP) and the Academy of Management (AOM)

- Review SIOP conference and AOM conference GDO, HR, and OB submissions.

Conference Committees

Academy of Management (Spring 2020)

- Chaired 2021 Ralph Alexander Best Dissertation Award Committee for the Human Resources (HR) division
- Invited to serve on 2020 and 2021 Dorothy Harlow Best Conference Paper Award Committee for the Gender and Diversity in Organizations (GDO) division.

Society of Industrial/Organizational Psychology (SIOP) (Summer 2020-present)

- Invited to serve on the Graduate Student Scholarship subcommittee (including Tenopyr, Hakel, and graduate student scholarships).

Conference coordinator (Spring 2015-Spring 2017)
Industrial-Organizational Organizational-Behavior (IOOB Conference), Rice University

- One of the graduate student coordinators for the Industrial-Organizational Organizational-Behavior (IOOB) conference we hosted at Rice spring 2017. ioob.rice.edu

Internal Service

University-level

(Fall 2021-current)

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

(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

(Fall 2019-Spring 2021)

- Chair, Undergraduate Research Task Force

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.