

Curriculum Vitae J. Khattab

Jasmien Khattab, PhD.

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Affiliations and Educational Background

June 2017 – Current	Post-doctoral researcher Joint appointment with University of Virginia and Gartner Inc.
August 2016 – May 2017	Assistant professor IÉSEG School of Management
Fall 2015	Visiting Scholar at Duke University with Ashleigh Shelby Rosette
Sep 2012 – May 2017	Organizational Behavior, PhD. Erasmus University Rotterdam <i>Daan van Knippenberg & Anne Nederveen Pieterse (Promotors)</i> <i>Ashleigh Shelby Rosette, Steffen Giessner, Daan Stam (Committee)</i>
2008 – 2010	Social Psychology, MSc. (cum laude) University of Amsterdam
2003 – 2009	Social Psychology, BSc. University of Amsterdam

Research Interests

My research focuses on underrepresented social groups in leadership positions. In particular, I am interested in how stereotypes and bias cause workplace inequality in general, and in leadership careers specifically. I use both experimental research methods (e.g., team studies) and field research methods (cross-sectional surveys, social networks analysis) to investigate these issues. Other research interests include social networks, diversity in teams, and diversity practices in organizations.

Publications

- Nishii, L. H., Khattab, J., Shemla, M., & Paluch, R. M. *Forthcoming Jan 2018*. A multi-level process model for understanding diversity practice effectiveness. *Academy of management Annals*.
- Khattab, J. & Rosette, A. S. 2017. Workplace barriers faced by women leaders in emerging markets. In Durrant, K., Chengadu, S., and Scheepers, C. (Eds.) *Women Leadership Models in Emerging Markets*. Routledge, New York & London.
- van Knippenberg, D., & Khattab, J. 2016. Group Cohesiveness. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*.

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Research under review

Khattab, J., van Knippenberg, D., Nederveen Pieterse, A., & Hernandez, M. Topic: Network utilization and leadership advancement. (3rd revision to be submitted to Academy of Management Review.)

Khattab, J., & Leroy, H. Topic: Leader authenticity and gender. (Submitted to Journal of Applied Psychology.)

Research in progress

Khattab, J., Nederveen Pieterse, A., & van Knippenberg, D. Topic: Cultural metacognition of leaders in teams.

Khattab, J., & Rosette, A. S. Topic: Bias in referral processes.

Khattab, J., Hernandez, M., Shemla, M., & van Knippenberg, D. Topic: Job crafting, gender, and leadership.

Khattab, J., Raines, J., Yost, A., Van Buren, M., & Hernandez, M. Topic: Leader derailment. Sponsor: Gartner Inc.

Khattab J., & Hernandez, M. Topic: Leadership and cultural metacognition.

Shemla, M., Hoever, I. J., Khattab, J., & Nederveen Pieterse, A. Topic: Cross-level effects of diversity.

Presentations

Khattab, J. (August 2017). *Underrepresented social groups in management*. (Presentation at Gartner Inc.)

Paluch, R. M., Nishii, L. H., Khattab, J., & Shemla, M. (August 2017). *A multi-level process model for understanding diversity practice effectiveness*. (Presentation at Academy of Management Annual Meeting, Atlanta, GA.) ***Winner Best Student Paper Award (GDO Division)***

Khattab, J. (March 2017). *A network utilization perspective on the career advancement of minorities in management*. (Presentation at Catholic University Lille—France.)

Khattab, J., & Leroy, H. (October 2016). *An authenticity approach to role congruity theory*. (Presentation at Darden School of Business, University of Virginia.)

Khattab, J., & Rosette, A. S. (August 2016). *Bias in indirect referrals: A critical barrier to the career advancement of racial minorities and women*. (Presentation at Academy of Management Annual Meeting, Anaheim, CA.)

Khattab, J., & Leroy, H. (August 2016). *An authenticity approach to role congruity theory*. (Presentation at Academy of Management Annual Meeting, Anaheim, CA.)

Khattab, J., & Nederveen Pieterse, A. (August 2016). *A network utilization perspective on the career advancement of minorities in management*. (Presentation at Academy of Management Annual Meeting, Anaheim, CA.)

Khattab, J., & Leroy, H. (March 2016). *An authenticity approach to role congruity theory*. (Presentation at the Gender and Leadership Conference, organized by Purdue University.)

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Khattab, J. (January 2016). *Underrepresented social groups in management*. (Presentation at IÉSEG School of Management—Lille, France.)

Khattab, J. (December 2015). *The role of networks in the career advancement of underrepresented minorities*. (Presentation at Aalto University—Helsinki, Finland.)

Khattab, J., van Knippenberg, D., & Nederveen Pieterse, A. (June 2015). *A network utilization perspective on the career advancement of minorities in management*. (Presentation at the *New Directions in Leadership Research* conference, Fuqua School of Business—Duke University, NC).

Khattab, J., van Knippenberg, D., & Nederveen Pieterse, A. (June 2015). *A network utilization perspective on the career advancement of minorities in management*. (Presentation at the *Future of leadership* conference, Amsterdam Business School—University of Amsterdam).

Khattab, J., van Knippenberg, D., & Nederveen Pieterse, A. (April 2015). *Cultural metacognition of minority and majority leaders: Contingencies of effective leadership in teams*. (Presentation at Amsterdam Business School—University of Amsterdam)

Khattab, J., & Nederveen Pieterse, A. (August 2014). *The bright side of minority leadership: How team composition and cultural metacognition can improve performance of teams led by minority leaders*. (Presentation at *Academy of Management Annual Meeting, Philadelphia, PA.*)

Teaching Experience

Organizational Behavior. Second-year Bachelor course at IÉSEG. Fall 2016 & Winter 2017.

Research Methods. Master course for HRM and Entrepreneurship at IÉSEG. Fall 2016.

Research Seminar. Master course for HRM and Entrepreneurship at IÉSEG. Winter 2017.

Management of Diversity and Inclusion. Master elective in HRM Master at RSM. Spring 2015 & Spring 2016.

Bachelor Thesis Course. Supervision of 28 bachelor thesis students at RSM. Winter/Spring 2014.

Minor Program: Leadership. Undergraduate elective Business Administration at RSM. Fall 2013 & Fall 2014.