

LILIA M. CORTINA

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EDUCATION

- 1999 Ph.D. University of Illinois at Urbana-Champaign, Psychology (Minor: Quantitative Methods)
1996 A.M. University of Illinois at Urbana-Champaign, Psychology (Minor: Quantitative Methods)
1993 B.A. Pomona College, Claremont, CA, Psychology (Minor: French)

ACADEMIC & ADMINISTRATIVE APPOINTMENTS

- 2015 – present Associate Director of ADVANCE for the College of LS&A, University of Michigan
2015 – present Professor of Psychology, University of Michigan
2015 – present Professor of Women's Studies, University of Michigan
2015 – present Professor of Management & Organizations, University of Michigan (by courtesy)
2014 – 2015 Director of Graduate Studies in Women's Studies, University of Michigan
2007 – 2015 Associate Professor of Psychology, University of Michigan
2007 – 2015 Associate Professor of Women's Studies, University of Michigan
2007 – 2012 Chair, Joint Program in Psychology and Women's Studies, University of Michigan
2000 – 2007 Assistant Professor of Psychology, University of Michigan
2000 – 2007 Assistant Professor of Women's Studies, University of Michigan
1999 – 2000 Psychology Intern, Department of Psychiatry, Medical University of South Carolina

HONORS & AWARDS

- 2016 Faculty Recognition Award, University of Michigan
2015 Sarah Goddard Power Award, Academic Women's Caucus, University of Michigan
2014 Article recognized on Women's Leadership Research Best of 2014 List, Coles College of Business
2014 Fellow, Society for Industrial and Organizational Psychology (SIOP)
2013 Fellow, American Psychological Association (APA)
2013 Annual Prize for Research on Women and Gender, Honorable Mention, APA Division 35
2012 Distinguished Publication Award, Association for Women in Psychology
2012 Diversity Research Award, Department of Psychology, University of Michigan
2012 Nominated for the Strickland-Daniel Mentoring Award, APA Division 35
2011 Annual Prize for Research on Women and Gender, Honorable Mention, APA Division 35
2000 First Place, Psychology Research Competition, Medical University of South Carolina
1998 Geis Memorial Award, Society for the Psychology of Women/APA Division 35
1997 Feminist Scholarship Award, University of Illinois
1996 Feminist Scholarship Award, University of Illinois

GRANT ACTIVITY

- 2017-18 Armstrong, E.A., Bonar, E.E., **Cortina, L.M.**, et al. *Ending Gendered Violence in School, Work, and Life: Critical Conversations at the Intersection of Theory and Practice*. University of Michigan, Rackham Graduate School. Funding granted to host a Michigan Meeting. (\$50,000)
- 2014-16 **Cortina, L.M.**, van Anders, S.M. & Hershcovis, M.S. *The Embodiment of Insult: Gender and Biobehavioral Response to Incivility in Organizations*. University of Michigan, Institute for Research on Women and Gender, Collaborative Planning Grant. Funding granted to develop new research on hormone responses to incivility within workplace relationships. (\$8,000)
- 2013-18 Hershcovis, M.S., Reich, T.C., **Cortina, L.M.** & Christie, A.M. *Observing Workplace Aggression: The Influence of Power on Intervention and Support Behaviours*. Social Sciences and Humanities Research Council of Canada. Funding granted to support research on third-party intervention in instances of workplace incivility. (\$209,640 CAD)
- 2013 **Cortina, L.M.** *Gender, Culture, and Incivility at Work*. University of Michigan, Institute for Research on Women and Gender, Support for Scholarly Activities Grant. Funding granted to investigate workplace incivility across cultures. (\$8,915)
- 2013 Rabelo, V. & **Cortina, L.M.** *Witnessing Wrongdoing and Whistleblowing: When and Why Bystanders Intercede*. University of Michigan, Interdisciplinary Committee on Organizational Studies. Funding granted to support research on third-party intervention in gender- and sexuality-based harassment on the job. (\$2994).
- 2011 **Cortina, L.M.** *Incivility and its Inverse: Modeling (Mis)Treatment on the Job*. University of Michigan, Associate Professor Support Fund Grant. Funding granted to support survey research on positive and negative interpersonal experiences in work organizations. (\$29,060)
- 2011 **Cortina, L.M.** *Gender, (In)Justice, and International Occupational Health Psychology*. University of Michigan, Institute for Research on Women and Gender, Faculty Seed Grant. Funding granted to support research on gender and occupational mental health. (\$5,000)
- 2011 **Cortina, L.M.** *Relationships at Work: Modeling Women's Social and Emotional Lives in Organizations*. University of Michigan, Rackham Spring/Summer Research Grant. Funding granted to investigate women's social and emotional experiences on the job. (\$6,000)
- 2010 **Cortina, L.M.**, Settles, I.H. & Young, A. *Understanding How the Interpersonal Context of STEM Affects Women's Careers Over Time: The Interpersonal Climate and Experience (ICE) Project*. NSF ADVANCE; NSF Social Psychology. Grant proposal to fund research on the rejection-identification of women in science, technology, engineering, and math jobs. (not funded)

- 2009 **Cortina, L.M.** *Hostile Work Experiences: Impeding Women's Well-being in Organizations*. University of Michigan, Institute for Research on Women and Gender, Support for Scholarly Activities Grant. Funding granted to survey women about hostile work experiences. (\$7,350)
- 2009 **Cortina, L.M.** *Hostile Work Experiences: Undermining the Careers of Women in Leadership*. University of Michigan, Center for the Education of Women Faculty Research Grant. Funding granted to study women business-leaders' experiences of incivility and harassment. (\$7,500)
- 2009 **Cortina, L.M.**, Settles, I.H. & Young, A. *STEM Experiences Project (STEP): A Longitudinal Study of the Impact of Negative Interpersonal Experiences on Women's Career Outcomes*. NSF ADVANCE. Grant proposal to fund a longitudinal study of hostile work experiences of women in science, technology, engineering, and mathematics careers. (not funded)
- 2008 **Cortina, L.M.** *Gender Harassment at Work: Invisibility, Incidence, and Impact*. University of Michigan, Rackham Spring/Summer Research Grant. Funding granted to examine gender harassment in women's work experiences and in organizational policies. (\$4,000)
- 2004-05 Shannon, H.S., Haines, T., & **Cortina, L.M.** *Workplace Incivility and Other Work Factors: Effects on Psychological Distress and Health*. Workplace Safety and Insurance Board, Ontario, CA. Funding granted to survey postal workers on experiences of incivility. (\$110,950 CAD)
- 2001-03 Early Career Development Award. Funding through an NIH BIRCWH grant (K12 HD001438; PI: Timothy Johnson), to promote interdisciplinary research on women's health. (75% of salary)
- 2001-04 **Cortina, L.M.** & Magley, V.J. *Respectful Climate Survey*. Small northwest university. In-kind support for longitudinal research on staff and student experiences of incivility and harassment in higher education. (approximate value: \$28,000)
- 1998 **Cortina, L.M.** & Fitzgerald, L.F. *Measurement and Modeling of Sexual Harassment Severity among Latina Women*. University of Illinois Research Board Grant. Funding granted to survey Latina working women on their experiences of sexual harassment. (\$5,000)

PUBLICATIONS & WORKS IN PROGRESS

Underline indicates current or former student advisee.

Books

Roberts, T.A., Curtin, N., Duncan, L.E. & **Cortina, L.M.** (2016). *Feminist perspectives on building a better psychological science of gender*. Springer.

Refereed Articles/Chapters

Cortina, L.M., Kabat-Farr, D., Nelson, K. & Magley, V.M. (in press). Researching rudeness: The past, present, and future of the science of incivility. *Journal of Occupational Health Psychology*.

Cortina, L.M., Rabelo, V.C. & Holland, K.J. (in press). Beyond blaming the victim: Toward a more progressive understanding of workplace mistreatment. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Cortina, L.M. & Kirkland, A.K. (in press). Moving forward: What lies ahead in employment discrimination research? Chapter to appear in A. Colella & E. King (Eds.), *Oxford handbook of discrimination at work*. Oxford University Press.

Fitzgerald, L.F. & **Cortina, L.M.** (in press). Sexual harassment in work organizations: A view from the twenty-first century. In J.W. White & C. Travis (Eds.), *Handbook on the Psychology of Women*. Washington, DC: American Psychological Association.

Hershcovis, M.S., Christie, A.M., Neville, L., **Cortina, L.M.**, Reich, T.C. & Sekundiak, M. (in press). Witnessing wrongdoing: The effects of observer power on incivility intervention in the workplace. *Organizational Behavior and Human Decision Processes*.

Holland, K. & **Cortina, L.M.** (in press). "It happens to girls all the time": Examining sexual assault survivors' reasons for not using campus supports. *American Journal of Community Psychology*.

Holland, K. & **Cortina, L.M.** (in press). The evolving legal landscape of Title IX: Predicting mandatory reporters' responses to sexual assault disclosures. *Law and Human Behavior*.

Holland, K.J., **Cortina, L.M.** & Freyd, J. (in press). Compelled disclosure of college sexual assault. *American Psychologist*.

Holland, K.A., Rabelo, V.C. & **Cortina, L.M.** (in press). Collateral damage: Military sexual trauma and help-seeking barriers. *Psychology of Violence*.

Holland, K. J., Rabelo, V. C., & **Cortina, L. M.** (in press). (Missing) knowledge about sexual assault resources: Undermining military mental health. *Violence and Victims*.

Holland, K.J., Rabelo, V.C. & **Cortina, L.M.** (in press). See something, do something: Predicting sexual assault bystander intentions in the U.S. military. *American Journal of Community Psychology*

Kabat-Farr, D., **Cortina, L.M.**, & Marchiondo, L.M. (in press). The emotional aftermath of incivility: Anger, guilt, and the role of organizational commitment. *International Journal of Stress Management*.

- Marchiondo, L.A., Ran S. & **Cortina, L.M.** (in press). Modern discrimination. In A.J. Colella & E.B. King (Eds.), *Oxford handbook of workplace discrimination*. Oxford University Press.
- McCluney, C.L. & **Cortina, L.M.** (in press). Identity matters: Contextualizing workplace aggression within a social structural framework. Chapter to appear in M.S. Herscovis & N. Bowling (Eds.), *Cambridge Companion on Workplace Aggression*. Cambridge University Press.
- Miner, K.N. & **Cortina, L.M.** (in press). Observed workplace incivility toward women, perceptions of interpersonal injustice, and observer occupational well-being: Differential effects for gender of the observer. *Frontiers in Psychology*.
- Seabrook, R.C., Ward, L.M. & **Cortina, L.M.** (in press). Girl power, or powerless girl? Television, sexual scripts, and sexual agency in sexually active young women. *Psychology of Women Quarterly*.
- Cortina, L.M.** (2017). From victim precipitation to perpetrator predation: Toward a new paradigm for understanding workplace aggression. In N. Bowling & M.S. Herscovis (Eds.), *Research and Theory on Workplace Aggression* (pp. 121-135). New York: Cambridge University Press.
- Kabat-Farr, D. & **Cortina, L.M.** (2017). Receipt of interpersonal citizenship: Fostering agentic emotion, cognition, and action in organizations. *Journal of Applied Social Psychology, 47*(2), 74-89. doi:10.1111/jasp.12421
- Curtin, N., **Cortina, L.M.**, Roberts, T.A. & Duncan, L.E. (2016). Journeys through feminist psychological science: Lessons learned and a look to what lies ahead. In T.A. Roberts, N. Curtin, L.M. Cortina, & L.E. Duncan (Eds.), *Feminist perspectives on building a better psychological science of gender*. Springer.
- Duncan, L.E., Roberts, T.A., **Cortina, L.M.** & Curtin, N. (2016). Building a better psychological science of gender: Reflections on theory, research and action. In T.A. Roberts, N. Curtin, L.M. Cortina, & L.E. Duncan (Eds.), *Feminist perspectives on building a better psychological science of gender*. Springer.
- Rabelo, V.C. & **Cortina, L.M.** (2016). Perspectives on intersectionality: Infusing organizational scholarship with feminist thought. In T.A. Roberts, N. Curtin, L.M. Cortina, & L.E. Duncan (Eds.), *Feminist perspectives on building a better psychological science of gender*. Springer.
- Holland, K.J. & **Cortina, L.M.** (2016). Sexual harassment: Undermining the wellbeing of working women. In M. Connerly & J. Wu (Eds.), *Handbook on well-being of working women* (pp. 83-102). The Netherlands: Springer.
- Holland, K.A., Rabelo, V.C., Gustafson, A., Seabrook, R.C. & **Cortina, L.M.** (2016). Sexual harassment against men: Examining the roles of feminist activism, sexuality, and organizational context. *Psychology of Men & Masculinity, 17*, 17-29.

- Leskinen, E.A., Rabelo, V.C. & Cortina, L.M. (2015). Gender stereotyping and harassment on the job: A catch-22 for working women. *Psychology, Public Policy, and Law*, 21(2), 192-204.
- Marchiondo, L.A., Cortina, L.M., Shannon, H.S., Haines, T., Geldart, S. & Griffith, L. (2015). Service with a smile meets customer with a snarl: Links between customer incivility and worker wellbeing. In M. Paludi (Ed.), *Bullies in the workplace*. Praeger.
- Holland, K.J., Rabelo, V.C. & Cortina, L.M. (2014). Sexual assault training in the military: Evaluating efforts to end the “invisible war”. *American Journal of Community Psychology*, 54, 289-303.
- Media coverage: sciencedaily.com, medicalxpress.com, military.com, veterans.dptv.org
- Kabat-Farr, D. & Cortina, L.M. (2014). Sex-based harassment in employment: New insights into gender and context. *Law & Human Behavior*, 38(1), 58 –72.
- Leskinen, E.A. & Cortina, L.M. (2014). Dimensions of disrespect: Mapping and measuring gender harassment in organizations. *Psychology of Women Quarterly*, 38, 107-123.
- Article recognized on Best of 2014 List published by the Women’s Leadership Center, Coles College of Business
- Marchiondo, L.A. & Cortina, L.M. (2014). Plus ça change...Women’s top occupational concerns during the Great Recession. *Analyses of Social Issues and Public Policy*, 14, 239-260.
- Rabelo, V.C. & Cortina, L.M. (2014). Two sides of the same coin: Gender harassment and heterosexist harassment in LGBTQ work lives. *Law & Human Behavior*, 38, 378-391.
- Article received 2012 Psychology Diversity Research Award, University of Michigan
- Cortina, L.M. & Leskinen, E.A. (2013). Harassment based on sex and gender: A risk factor for women’s mental health problems. In C. Garcia-Moreno & A. Riecher-Rössler (Eds.), *Violence against women and mental health* (pp. 139–147). Basel, Switzerland: Karger Publishers.
- Holland, K. & Cortina, L.M. (2013). When sexism and feminism collide: The sexual harassment of feminist working women. *Psychology of Women Quarterly*, 37(2), 192-208.
- Article received 2013 SPW Prize for Psychological Research on Women and Gender, Honorable Mention
- Lorenzo-Blanco, E.I. & Cortina, L.M. (2013a). Latino/a depression and smoking: An analysis through the lenses of culture, gender, and ethnicity. *American Journal of Community Psychology*, 51, 332-346.
- Lorenzo-Blanco, E.I. & Cortina, L.M. (2013b). Towards an integrated understanding of Latino/a acculturation, depression, and smoking: A gendered analysis. *Journal of Latina/o Psychology*, 1:1, 3-20.

- Settles, I.H., **Cortina, L.M.**, Buchanan, N.T. & Miner, K.N. (2013). Derogation, discrimination, and (dis)satisfaction with jobs in science: A gendered analysis. *Psychology of Women Quarterly*, *37*, 179-191.
- Cortina, L.M.**, Curtin, N., & Stewart, A.J. (2012). Where is social structure in personality research? A feminist analysis of publication trends. *Psychology of Women Quarterly*, *36*, 259-273.
- Cortina, L.M.** & Marchiondo, L. (2012). Measurement of interpersonal mistreatment in organizations. In R. Sinclair, M. Wang, & L. Tetrick (Eds.), *Research Methods in Occupational Health Psychology: State of the Art in Measurement, Design, and Data Analysis* (pp. 91-106). New York, NY: Routledge.
- Kabat-Farr, D. & **Cortina, L.M.** (2012). Selective incivility: Gender, race, and the discriminatory workplace. In S. Fox & T. Lituchy (Eds.), *Gender and the Dysfunctional Workplace* (pp. 107-119). Northampton, MA: Edward Elgar Publishing.
- Cortina, L.M.**, Kabat-Farr, D., Leskinen, E.A., Huerta, M. & Magley, V.J. (2011). Selective incivility as modern discrimination in organizations: Evidence and impact. *Journal of Management*, *39*(6), 1579-1605.
- Leskinen, E.A., **Cortina, L.M.** & Kabat, D. (2011). Gender harassment: Broadening our understanding of sex-based harassment at work. *Law & Human Behavior*, *35*, 25–39.
- Article received 2012 Association for Women in Psychology Distinguished Publication Award
 - Article received 2011 SPW Prize for Psychological Research on Women & Gender, Honorable Mention
 - Article reviewed at <http://worklaw.jotwell.com/documenting-what-really-goes-on-in-the-workplace/>
- Cortina, L.M.** & Magley, V.J.. (2009). Patterns and profiles of response to incivility in organizations. *Journal of Occupational Health Psychology*, *14*, 272-288.
- Cortina, L.M.** (2008). Unseen injustice: Incivility as modern discrimination in organizations. *Academy of Management Review*, *33*, 55-75.
- Cortina, L.M.** & Berdahl, J.L. (2008). Sexual harassment in organizations: A decade of research in review. In C. Cooper & J. Barling (Eds.), *Handbook of Organizational Behavior: Micro Perspectives* (pp. 469-497). Thousand Oaks: Sage.
- Konik, J. & **Cortina, L.M.** (2008). Policing gender at work: Intersections of harassment based on sex and sexuality. *Social Justice Research*, *21*, 313-337.
- Lim, S., **Cortina, L.M.**, & Magley, V.J. (2008). Personal and workgroup incivility: Impact on work and health outcomes. *Journal of Applied Psychology*, *93*, 95-107.
- Lonsway, K.A., **Cortina, L.M.** & Magley, V.J. (2008). Sexual harassment mythology: Definition, conceptualization, and measurement. *Sex Roles*, *58*, 599-615.

- Silverschanz, P., Cortina, L.M., Konik, J., & Magley, V.J. (2008). Slurs, snubs, and queer jokes: Incidence and impact of heterosexist harassment in academia. *Sex Roles, 58*, 179-191.
- Stewart, A.J., **Cortina, L.M.** & Curtin, N. (2008). Does gender matter in personality psychology? *Social and Personality Psychology Compass, 2*, 2034-2048.
- Caza, B.B. & Cortina, L.M. (2007). From insult to injury: Explaining the impact of incivility. *Basic and Applied Social Psychology, 29*, 335-350.
- Miner-Rubino, K. & Cortina, L.M. (2007). Beyond targets: Consequences of vicarious exposure to misogyny at work. *Journal of Applied Psychology, 92*, 1254-1269.
- Settles, I., **Cortina, L.M.**, Malley, J. & Stewart, A.M. (2007). Voice matters: Buffering the impact of a negative climate for women in science. *Psychology of Women Quarterly, 31*, 270-281.
- Cortina, L.M.** & Pimlott-Kubiak, S. (2006). Gender and PTSD: Sexual violence as an explanation for women's increased risk. *Journal of Abnormal Psychology, 115*, 753-759.
- Glomb, T.M. & **Cortina, L.M.** (2006). The experience of victims: Using theories of traumatic and chronic stress to understand individual outcomes of workplace abuse. In E.K. Kelloway, J. Barling & J. Hurrell (Eds.), *Handbook of Workplace Violence* (pp. 517-534). Thousand Oaks: Sage.
- Huerta, M., Cortina, L.M., Pang, J., Torges, C.M., & Magley, V.J. (2006). Sex and power in the academy: Modeling sexual harassment in the lives of college women. *Personality and Social Psychology Bulletin, 32*, 616-628.
- Pimlott-Kubiak, S., Arfken, C., Boyd, C. & Cortina, L.M. (2006). More severe violence exposure associated with poly-pharmaceutical use. *American Journal on Addictions, 15*, 457-461.
- Settles, I., **Cortina, L.M.**, Malley, J. & Stewart, A.M. (2006). The climate for women in academic science: The good, the bad, and the changeable. *Psychology of Women Quarterly, 30*, 47-58.
- Cortina, L.M.** (2005). Model selection. In B.S. Everitt & D.C. Howell (Eds.), *Encyclopedia of Statistics in Behavioral Science, Vol. 3* (pp. 1251-1253). New York: Wiley.
- Cortina, L.M.** (2005). Recursive models. In B. Everitt & D. Howell (Eds.), *Encyclopedia of Statistics in Behavioral Science, Vol. 4* (pp. 1722-1723). New York: Wiley.
- Cortina, L.M.** & Wasti, S.A. (2005). Profiles in coping: Responses to sexual harassment across persons, organizations, and cultures. *Journal of Applied Psychology, 90*, 182-192.

- Langhout, R.D., Bergman, M., **Cortina, L.M.**, Williams, J.H., Drasgow, F., & Fitzgerald, L.F. (2005). Sexual harassment severity: Assessing situational and personal determinants and outcomes. *Journal of Applied Social Psychology, 35*, 975-1007.
- Lim, S. & **Cortina, L.M.** (2005). Interpersonal mistreatment in the workplace: The interface and impact of general incivility and sexual harassment. *Journal of Applied Psychology, 90*, 483-496.
- Cortina, L.M.** (2004). Hispanic perspectives on sexual harassment and social support. *Personality and Social Psychology Bulletin, 30*, 570-584.
- Miner-Rubino, K. & **Cortina, L.M.** (2004). Working in a context of hostility toward women: Implications for employees well-being. *Journal of Occupational Health Psychology, 9*, 107-122.
- Cortina, L.M** & Magley, V.J.. (2003). Raising voice, risking retaliation: Events following mistreatment in the workplace. *Journal of Occupational Health Psychology, 8*, 247-265.
- Media coverage: USA Today, Washington Post, Chicago Tribune, LA Times, Chronicle of Higher Education, The Today Show, ABC World News, National Public Radio
 - Presented in expert testimony to the DoD Judicial Proceedings Panel (2015), commissioned by Congress to review military judicial procedures surrounding sexual assault
- Pimlott-Kubiak, S. & **Cortina, L.M.** (2003). Gender, victimization, and outcomes: Reconceptualizing risk. *Journal of Consulting and Clinical Psychology, 71*, 528-539.
- Bergman, M., Langhout, R.D., Palmieri, P., **Cortina, L.M.**, & Fitzgerald, L.F. (2002). The (un)reasonableness of reporting: Antecedents and consequences of reporting sexual harassment. *Journal of Applied Psychology, 87*, 230-242.
- Cortina, L.M.** (2002). The study of gender in the federal courts: Keeping bias at bay. *Law and Social Inquiry, 27*, 199-204.
- Cortina, L.M.**, Fitzgerald, L.F. & Drasgow, F. (2002). Contextualizing Latina experiences of sexual harassment: Preliminary tests of a structural model. *Basic and Applied Social Psychology, 24*, 295-311.
- Cortina, L.M.**, Lonsway, K.L., Magley, V.J., Freeman, L.V., Collinsworth, L.L., Hunter, M., & Fitzgerald, L.F. (2002). What's gender got to do with it? Incivility in the federal courts. *Law and Social Inquiry, 27*, 235-270.
- Lonsway, K.A., Freeman, L.V., **Cortina, L.M.**, Magley, V.J., & Fitzgerald, L.F. (2002). Understanding the judicial role in addressing gender bias: A view from the Eighth Circuit federal court system. *Law and Social Inquiry, 27*, 205-233.

Shupe E., Cortina, L. M., Ramos, A., Salisbury, J., & Fitzgerald, L.F. (2002). The incidence and outcomes of sexual harassment among Hispanic and Non-Hispanic White Women: A comparison across levels of cultural affiliation. *Psychology of Women Quarterly*, 26, 298-308.

Wasti, S.A. & **Cortina, L.M.** (2002). Coping in context: Sociocultural determinants of responses to sexual harassment. *Journal of Personality and Social Psychology*, 83, 394-405.

- Both authors contributed equally; their names appear in random order

Cortina, L.M. (2001). Assessing sexual harassment among Latinas: Development of an instrument. *Cultural Diversity and Ethnic Minority Psychology*, 7, 164-181.

Cortina, L.M., Magley, V.J., Williams, J.H., & Langhout, R.D. (2001). Incivility in the workplace: Incidence and impact. *Journal of Occupational Health Psychology*, 6, 64-80.

- Media coverage: e.g., USA Today, Washington Post, Chicago Tribune, LA Times, Chronicle of Higher Education, The Today Show, ABC World News, National Public Radio

Cortina, L.M., Swan, S., Fitzgerald, L.F., & Waldo, C. R. (1998). Sexual harassment and assault: Chilling the climate for women in academia. *Psychology of Women Quarterly*, 22, 419-441.

Manuscripts Under Review

Holland, K., **Cortina, L.M.** & Gustafson, A. (under review). Supporting survivors: The roles of rape myths and feminism in resident assistants' response to sexual assault disclosures

Kabat-Farr, D., Lim, S., Magley, V.J. & **Cortina, L.M.** (invited resubmission). Widening circles of harm: Victims, witnesses, and long-term effects of workplace incivility.

Marchiondo, L.A., **Cortina, L.M.** & Kabat-Farr, D. (invited resubmission). Appraisals and attributions of workplace incivility: Finding light on the dark side?

Marchiondo, L.A., **Cortina, L.M.**, Fisher, G. & Matthews, R. (invited resubmission). Disrespect at work, distress at home: Incivility spillover and crossover into family life.

Rabelo, V.C., Holland, K.A. & **Cortina, L.M.** (under review). From distrust to distressed: Associations among sexual assault, organizational trust, and occupational health in the military.

Manuscripts in Preparation

Cortina, L.M., Hershcovis, M.S. & Clancy, K.B.H. Beyond "tit for tat": Biobehavioral response to workplace aggression.

Lim, S., Lim, V., **Cortina, L.M.**, & Magley, V.J. Workplace incivility and perceived injustice: In person, online, and around the globe.

Magley, V.J., **Cortina, L.M.**, & Kath, L.M. Gender differences in experiences of sexual harassment.

Rabelo, V.C. & **Cortina, L.M.** Man up! Avenging assaults on masculinity at work.

INVITED ADDRESSES & KEYNOTES (selected)

- 2017 Fogelman College of Business & Economics, University of Memphis
- 2016 Department of Psychology, University of Connecticut
- 2016 Department of Psychology, Florida International University
- 2015 Department of Psychology, Washington State University
- 2015 Department of Psychology, Wayne State University
- 2014 Sauder School of Business, University of British Columbia
- 2014 Asper School of Business, University of Manitoba
- 2014 Annual Meeting of the Association for Psychological Science (invited address)
- 2014 Annual Meeting of the Association for Psychological Science (invited symposium)
- 2014 Department of Psychology, Bowling Green State University
- 2014 Department of Psychology, Michigan State University
- 2014 Department of Psychology, University of Guelph
- 2014 School of Business and Economics, Wilfrid Laurier University
- 2013 Annual Meeting of the Association for Women in Psychology (Distinguished Publication Award address)
- 2013 Department of Psychology, Rice University
- 2013 Department of Psychology, Texas A&M University
- 2011 Ross School of Business, University of Michigan
- 2011 Anderson School of Management, University of California – Los Angeles
- 2010 Annual Meeting of the Society for the Psychological Study of Social Issues (invited keynote)
- 2009 Department of Psychology, Wayne State University
- 2008 Annual Meeting of the Association for Psychological Science (invited keynote)
- 2008 Institute for Research on Women and Gender, University of Michigan
- 2007 Department of Psychology, Bowling Green State University
- 2005 Department of Psychology, Michigan State University
- 2004 Office of Research on Women's Health, National Institutes of Health (invited address)
- 2003 Department of Psychology, George Mason University
- 2001 Department of Psychology, Michigan State University

CONFERENCE PRESENTATIONS (since 2000)

Underline indicates current or former student advisee.

Rabelo, V. C., Vargas, E., & Cortina, L. M. (2017, April). *Incivility as a Masculinity Threat at Work*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Holland, K. J., Rabelo, V. R., & Cortina, L. M. (2017, March). *Predicting Sexual Assault Bystander Intentions in the U.S. Military*. Paper presented at the annual meeting of the Association for Women in Psychology, Milwaukee, WI.

Brady, J.M., Jones, K.P. & **Cortina, L.M.** (2016, April). *Workplace Support during Pregnancy as a Predictor of Postpartum Outcomes*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Cortina, L.M. (2016, April). *Studying Sexual Violence against Men at Work*. Research incubator session conducted at the Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Cortina, L.M. & Vargas, E.A. (2016, April). *Workplace (In)Civility: New Insights Into Contexts, Consequences, and Boundary Conditions*. Symposium co-chaired at the Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Holland, K.A., Rabelo, V.C. & Cortina, L.M. (2015, August). *Collateral Damage: Military Sexual Trauma and Help-Seeking Barriers*. Paper presented the Annual Convention of the American Psychological Association, Washington, DC.

Holland, K. J., & Cortina, L. M (2015, June). *Examining Resident Advisors' Role in University Responses to Sexual Assault*. Poster presented at the Biannual Meeting of the Society for Community Research and Action, Lowell, MA.

Rabelo, V. C., & Cortina, L. M. (2015, April). *Man Up! Avenging Assaults on Masculinity at Work*. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Rabelo, V. C., Holland, K. J., & Cortina, L. M. (2015, April). *Distrust to Distressed: Responses to Rape in Military Employment*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Rabelo, V. C., Holland, K. J., & Cortina, L. M. (2015, January). *From Distrust to Distressed: Associations Among Sexual Assault, Organizational Trust, and Occupational Health in the U.S. Military*. Paper presented at the Gender, Sexuality, and Violence Conference, Ann Arbor, MI.

Marchiondo, L.A., Cortina, L.M., Fisher, G. & Matthews, R. (2014, August). *Bringing it Home: Implications of Incivility for the Work-Family Interface*. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.

- Rabelo, V. C., & Cortina, L. M. (2014, August). *Men and Masculinity at Work: Implications for Theory, Research, and Practice*. Symposium co-chaired at the Annual Meeting of the Academy of Management, Philadelphia, PA.
- Holland, K. J., Rabelo, V. C., & Cortina, L. M. (2014, June). *Military sexual assault training: Efforts to end the "Invisible War."* Paper presented at the Biennial Meeting of the Society for the Psychological Study of Social Issues, Portland, OR.
- McCluney, C. L. & Cortina, L.M. (2014, May). *Selective Incivility from the Target's Perspective: Gender, Race, and Attributions*. Paper presented at the Annual Meeting of the Society of Industrial and Organizational Psychology, Honolulu, HI
- Sekundiak, M., Hershcovis, M.S., Christie, A.M., Reich, T.C., **Cortina, L.M.**, Turner, N. & McAmmond, S. (2014, May). *Observing Workplace Aggression: Effects of Observer Power on Incivility Intervention*. Paper presented at the Annual Meeting of the Society of Industrial and Organizational Psychology, Honolulu, HI.
- Rabelo, V. C., Holland, K. J., & Cortina, L. M. (2014, March). *Military Sexual Assault: Survivor Status Predicts Training Satisfaction and Knowledge*. Paper presented at the National Association for Women in Psychology Conference, Columbus, OH.
- Rabelo, V. C., & Cortina, L. M. (2013, September). *Two Sides of the Same Coin: Gender Harassment and Heterosexist Harassment in LGBTQ Work Lives*. Paper presented at the National Science Foundation/Michigan Alliance for Graduate Education and the Professoriate Fall Conference, East Lansing, MI.
- Rabelo, V.C. & Cortina, L.M. (2013, August). *When Gender and Sexuality Collide: Workplace Harassment against Non-Heterosexual Employees*. Paper presented at the Annual Meeting of the Academy of Management, Lake Buena Vista, FL.
- Rabelo, V.C. & Cortina, L.M. (2013, August). *Sexuality, Gender, and Prejudice, Oh My! LGBTQ Experiences in Organizations*. Symposium co-chaired at the Annual Meeting of the Academy of Management, Lake Buena Vista, FL.
- Wasti, S.A., Erdaş K.D., **Cortina, L.M.** & Gümüştas, C. (2013, June). *Incivility from a cross-cultural perspective*. Paper presented at the Annual Meeting of the European Academy of Management, Istanbul, Turkey.
- Cortina, L.M.** & Shields, S.A. (2013, May). *Eminent and Emerging Perspectives: Building a Better Psychological Science of Gender (Part I)*. Symposium co-chaired at the Annual Meeting of the Association for Psychological Science, Washington, DC.

Holland, K.J., Henderson, M. & Cortina, L.M. (2013, May). *Sticks, Stones, and Stripper Jokes: Effects of Gender Harassment on Women*. Paper presented at the APA/NIOSH Work, Stress and Health Conference, Los Angeles, CA.

Kabat-Farr, D. & Cortina, L.M. (2013, April). *Emotion and Commitment following Experiences of Workplace Incivility*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

Holland, K.J., Henderson, M. & Cortina, L.M. (2012, June). *Who's on Top? Power and Sexual Harassment in the Workplace*. Poster presented at the Meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.

Leskinen, E. & Cortina, L.M. (2012, June). *Workplace Harassment of "Deviant" Women*. Poster presented at the Annual Meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.

Rabelo, V.C. & Cortina, L.M. (2012, June). *Sex-Based Harassment and Backlash Against Non-Heterosexual Employees*. Paper presented at the Annual Meeting of the Society for the Psychological Study of Social Issues, Charlotte, NC.

Cortina, L.M. (2012, April). *Selective Incivility: Gender, Race, and the Discriminatory Workplace*. Presentation as part of a panel discussion at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Kabat-Farr, D., Marchiondo, L.A. & Cortina, L.M. (2012, April). *From Insult to Injury: What Underlies the Harm of Incivility?* Paper presented at the Annual Meeting of the European Academy of Occupational Health Psychology. Zurich, Switzerland.

Lim, S.G.P., Kabat-Farr, D., Cortina, L.M. & Magley, V.J. (2012, April). *Workplace Incivility: Does the Injury Extend across Person and Time?* Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.

Marchiondo, L.A., Cortina, L.M., & Fisher, G. (2012, April). *Disrespect at Work, Distress at Home: Work-to-Family Spillover Effects of Incivility*. Paper presented at the Annual Meeting of the European Academy of Occupational Health Psychology. Zurich, Switzerland.

Marchiondo, L.A. & Cortina, L.M. (2011, May). *The "In" group: Social identity comparison and appraisal of workplace incivility*. Paper presented at the APA/NIOSH Work, Stress and Health Conference, Orlando, FL.

Kabat, D.B. & Cortina, L.M. (2011, April). *Incivility got you feeling down? Emotion and commitment following incivility*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Marchiondo, L.A. & Cortina, L.M. (2011, April). *Still unequal? Men, women, and work in the 21st century*. Symposium co-chaired at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Holland, K. & Cortina, L.M. (2011, March). *Connecting feminism to sexual harassment experiences, labeling, and outcomes*. Paper presented at the Annual Meeting of the Association of Women in Psychology, Philadelphia, PA.

Wullaert, K., Leskinen, E.A.B. & Cortina, L.M. (2011, March). *Gender harassment and sexual minorities: Work-groups matter*. Paper presented at the Annual Meeting of the Association of Women in Psychology, Philadelphia, PA.

Leskinen, E.A.B. & Cortina, L.M. (2010, June). *Gender nonconformity and gender harassment: A pilot study*. Paper presented at the Annual Meeting of the Society for the Psychological Study of Social Issues, New Orleans, LA.

Kabat, D. B. & Cortina, L.M. (2010, April). *Workplace gender context and sex-based harassment: For whom and when does it matter?* Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Kabat, D. B., Marchiondo, L.A. & Cortina, L.M. (2010, April). *Workplace incivility and support: Broadening our perspective on targets*. Symposium co-chaired at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Marchiondo, L.A. & Cortina, L.M. (2010, April). *What were they thinking? Subjective appraisal and workplace incivility*. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Miner-Rubino, K. & Cortina, L. M. (2010, April). *The power of sex: The gendered nature of workplace maltreatment*. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Cortina, L.M. (2009, August). *New findings from the dark side: Fresh perspectives on incivility in the workplace*. Symposium chaired at the Annual Meeting of the Academy of Management, Chicago, IL.

Kabat, D.B. & Cortina, L.M. (2009, August). *The social context of workplace incivility: Does the gender of the situation matter?* Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

- Marchiondo, L.A. & **Cortina, L.M.** (2009, August). *Customers behaving badly: Negative effects of customer incivility on service employees*. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.
- Cortina, L.M.** & Miner-Rubino, K.N. (2009, April). *Threatened and threatening: Unique issues facing women at work*. Symposium co-chaired at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Lim, S., Lim, V., **Cortina, L.M.**, & Magley, V.J. (2009, April). *Reaction to interpersonal and cyber-incivility: The role of perceived injustice*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Leskinen, E. & **Cortina, L.M.** (2008, July). *Sexist harassment: An invisible problem?* Poster presented at the annual meeting of the International Society for Political Psychology, Paris, France.
- Rottenstein, A., & **Cortina, L.M.** (2008, May). *Mentorship: A protective mechanism against sexual harassment for women in male-dominated fields*. Poster presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
- Kabat, D., **Cortina, L.M.**, Leskinen, E. & Huerta, M. (2008, April). *Selective incivility: New and improved discrimination in the workplace?* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Shannon, H.S., Langlois, L., Griffith, L., Geldart, S., **Cortina, L.M.** & Haines, T. (2008, March). *Effects of workplace incivility on psychological distress and health*. Paper presented at the APA/NIOSH Work, Stress and Health Conference, Washington, DC.
- Leskinen, E. & **Cortina, L.M.** (2007, May). *Sexual harassment in the military: Are we overlooking the obvious?* Poster presented at the annual meeting of the Association for Psychological Science, Washington, DC.
- Kabat, D., Leskinen, E., Huerta, M. & **Cortina, L.M.** (2007, May). *Incivility as modern discrimination at work: An empirical study in three organizations*. Poster presented at the annual meeting of the Association for Psychological Science, Washington, DC.
- Settles, I. H., Cortina, L. M., Stewart, A. J. & Malley, J. (2007, April). *The role of voice in buffering the impact of a negative climate for women scientists*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Magley, V.J., **Cortina, L.M.**, & Gallus, J.A. (2006, May). *Feared and experienced retaliation for sexual harassment whistle-blowing*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

- Konik, J. & Cortina, L.M. (2006, May). *Policing gender at work: Intersections of harassment based on sex and sexuality*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Miner-Rubino, K. & Cortina, L.M. (2006, March). *Observed incivility toward women at work: The role of organizational justice*. Paper presented at the APA/NIOSH Work, Stress and Health Conference, Miami, FL.
- Huerta, M. & Cortina, L.M. (2005, August). *Racial harassment in the workplace: An integrated model*. Poster presented at the Annual Meeting of the American Psychological Association, Washington, DC.
- Magley, V.J., **Cortina, L.M.**, & Kath, L.M. (2005, August). *Stress, withdrawal, and gender in the context of sexual harassment: A longitudinal analysis*. Paper presented at the Annual Meeting of the American Psychological Association, Washington, DC.
- Miner-Rubino, K. & Cortina, L.M. (2005, August). *Consequences of vicarious exposure to gender-based mistreatment at work*. Paper presented at the Annual Meeting of the American Psychological Association, Washington, DC.
- Cortina, L.M.**, Lonsway, K.A. & Magley, V.J. (2004, August). *Scaling (back) myths about sexual harassment in the workplace*. Paper presented at the Annual Meeting of the Academy of Management, New Orleans, LA.
- Lim, S.G.P. & Cortina, L.M. (2004, August). *A multi-level model of incivility in the workplace*. Paper presented at the Annual Meeting of the Academy of Management, New Orleans, LA.
- Cortina, L.M.**, Lonsway, K.A. & Magley, V.J. (2004, April). *Reconceptualizing workplace incivility through the lenses of gender and race*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Barker, B.A., Cortina, L.M. & Lim, S.G.P. (2003, August). *Effects of incivility and perceived injustice: A campus experience*. Paper presented at the Annual Meeting of the American Psychological Association, Toronto.
- Cortina, L.M.** (2003, August). *Still chilly: The impact of hostile climates in academia*. Symposium chaired at the Annual Meeting of the American Psychological Association, Toronto.
- Huerta, M., Torges, C., Pang, J.S. & Cortina, L.M. (2003, August). *Sexual harassment in academia: An integrated model of student outcomes*. Paper presented at the Annual Meeting of the American Psychological Association, Toronto.

Lim, S.G.P., Barker, B.A. & Cortina, L.M. (2003, August). *Experiencing and observing incivility: Effects on justice and well-being in the workplace*. Paper presented at the Annual Meeting of the Academy of Management, Seattle, WA.

Lim, S.G.P. & Cortina, L.M. (2003, August). *Justice for all? The dark, the gray, and the bright sides of the social workplace*. Symposium co-chaired at the Annual Meeting of the Academy of Management, Seattle, WA.

- Designated as a "Showcase Symposium"

Silverschanz, P., Konik, J. & Cortina, L.M. (2003, August). *Gay academe? Sexual minority harassment in higher education*. Paper presented at the Annual Meeting of the American Psychological Association, Toronto.

Konik, J., Silverschanz, P. & Cortina, L.M. (2003, March). *Sexual minority harassment and hostility against university faculty and staff*. Paper presented at the Annual Meeting of the Association for Women in Psychology, Jersey City, NJ.

Cortina, L.M., Magley, V.J. & Lim, S. (2002, August). *Individual differences in responses to workplace incivility*. Paper presented at the Annual Meeting of the Academy of Management, Denver, CO.

Cortina, L.M. & Wasti, S.A. (2002, July). *Profiles in coping: Responses to sexual harassment across class and culture*. Paper presented at the International Congress on Applied Psychology, Singapore.

Lim, S.G.P. & Cortina, L.M. (2002, July). *An integrated model of incivility in the workplace*. Paper presented at the International Congress on Applied Psychology, Singapore.

Lim, S.G.P. & Cortina, L.M. (2002, April). *Interpersonal mistreatment in the workplace: Examining relationships between incivility and sexual harassment*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, Toronto.

Magley, V.J., & Cortina, L.M. (2002, April). *Intersections of workplace mistreatment, gender, and occupational health*. Symposium co-chaired at the annual meeting of the Society for Industrial-Organizational Psychology, Toronto.

Magley, V.J. & Cortina, L.M. (2002, April). *Retaliation against military personnel who blow the whistle on sexual harassment*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, Toronto.

Miner-Rubino, K. & Cortina, L.M. (2002, April). *Influences of gender on outcomes of working in a hostile context*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, Toronto.

Pimlott, S. & Cortina, L.M. (2002, August). *Gender, victimization, and outcomes*. Paper presented at

the Annual Meeting of the American Psychological Association, Chicago, IL.

Cortina, L.M. (2001, March). *Expanding the scope of sexual harassment research*. Symposium chaired at the Annual Meeting of the Association of Women in Psychology, Los Angeles, CA.

Cortina, L.M. (2001, March). *Intersections of sexual harassment, social support, and culture*. Paper presented at the Annual Meeting of the Association of Women in Psychology, Los Angeles, CA.

Cortina, L.M. & Magley, V.J. (2001, June). *Retaliation in the context of interpersonal mistreatment: The dangers of speaking out*. Paper presented at the Annual Meeting of the American Psychological Society, Toronto.

Bergman, M.E., Langhout, R.D., Palmieri, P.A., **Cortina, L.M.**, & Fitzgerald, L.F. (2000, April). *Will he tell? Men's reporting of their sexual harassment experiences*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.

Cortina, L.M. (2000, April). *Measuring sexual harassment among Latinas*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.

Cortina, L.M., Fitzgerald, L.F., & Drasgow, F. (2000, April). *Contextualizing Latina experiences of sexual harassment: Preliminary tests of a structural model*. Paper presented at the Annual Meeting of the Society for Industrial-Organizational Psychology, New Orleans, LA.

FORMAL TEACHING

University of Michigan, 2000 – present

Graduate/Senior Seminars:

Antisocial Behavior in Organizations
Discrimination in Organizations
Gender and Diversity in Organizations
Interdisciplinary Seminar in Organizational Studies
Introduction to Doctoral Studies
Negotiating the Academic Job Market
Psychology of Women
Research Methods (Module: Survey Research)
Women and Work

Undergraduate Lecture Courses:

Introduction to the Psychology of Personality
Introduction to the Psychology of Women and Gender
Issues and Controversies in the New Scholarship on Women

Undergraduate Experiential Research Courses:

Faculty Directed Early Research for Psychology

Field Practicum for Research Techniques in Psychology

Senior Honors Research for Psychology I and II

University of Illinois at Urbana-Champaign, 1995-1996

Undergraduate Paraprofessional Training Course:

Mental Health Workers Program I and II

INFORMAL TEACHING/MENTORING

Doctoral Theses Chaired or Co-Chaired

Kevin Goodman (PhD 2017 expected)

- Received John W. Holmes Award to support dissertation research (\$10,000)
- Received Dissertation Writing Institute Fellowship to support dissertation (\$4000)

Verónica Caridad Rabelo (PhD 2017)

- Received Rackham Predoctoral Fellowship to support dissertation research (\$32,000)
- Received Boyd/Williams Fellowship to support dissertation research (\$2000)

Kathryn Holland (PhD 2017)

- Study 1 published as Holland, Cortina & Freyd (in press, *American Psychologist*)
- Study 2 published as Holland & Cortina (in press, *American Journal of Community Psychology*)
- Study 3 published as Holland & Cortina (in press, *Law & Human Behavior*)
- Dissertation research supported with grants from SPSSI, the Center for the Education of Women, Institute for Research on Women & Gender, Rackham Graduate School, Department of Psychology, and Department of Women's Studies

Elma Lorenzo-Blanco (PhD 2013)

- Study 1 published as Lorenzo-Blanco & Cortina (2013, *American Journal of Community Psychology*)
- Study 2 published as Lorenzo-Blanco & Cortina (2013, *Journal of Latina/o Psychology*)
- Received Sweetland Center Summer Fellowship to support dissertation (\$3000)
- Received Oliva Espín Award on Social Justice Concerns in Feminist Psychology

Dana Kabat-Farr (PhD 2012)

- Finalist for Best Dissertation Award, Department of Psychology, University of Michigan
- Received Boyd/Williams Fellowship to support dissertation research (\$2000)
- Study 1 published as Kabat-Farr, Cortina & Marchiondo (in press, *International Journal of Stress Management*)
- Study 2 published as Kabat-Farr & Cortina (2017, *Journal of Applied Social Psychology*)

Emily Leskinen (PhD 2012)

- Thesis published as Leskinen & Cortina (2014, *Psychology of Women Quarterly*) and recognized on Women's Leadership Research Best of 2014 List, Coles College of Business
- Finalist for SPSSI Social Issues Dissertation Award (2013)

Lisa Marchiondo (PhD 2012)

- Thesis submitted for publication as Marchiondo, Cortina & Kabat-Farr (under review)
- Received Robert Kahn Award for the Scientific Study of Social Issues to support dissertation research (\$25,000)

Marisela Huerta (PhD 2007)

Perry Silverschanz (PhD 2006)

- Thesis published as Silverschanz, Cortina, Konik & Magley (2008, *Sex Roles*)

Julie Konik (PhD 2005)

- Thesis published as Konik & Cortina (2008, *Social Justice Research*)
- Received APA Div 35 Hyde Graduate Student Research Grant to support dissertation

Kathi Miner (PhD 2004)

- Thesis published as Miner-Rubino & Cortina (2007, *Journal of Applied Psychology*)
- Received Division 35 Geis Memorial Award to support dissertation research (\$15,000)

Dissertation Committees

Morgan Jerald (PhD expected 2018)

Sarah Bell (PhD expected 2017)

Jes Matsick (PhD 2016)

K. Duygu Erdaş (PhD 2016, School of Management, Sabancı University, Turkey)

Jessica Lotus Seeley (PhD 2016; Sociology and Women's Studies)

Ninive Sánchez (PhD 2015; School of Social Work, University of Michigan)

Wylie Wan (PhD 2015)

Brandon Valentine (PhD 2015)

Kristina Workman (PhD 2014; Ross School of Business, University of Michigan)

Cathleen Clerkin (PhD 2013)

Melanie Henderson (PhD 2013)

Nadia Ali Muhammad Ali Charania (PhD 2012; School of Nursing, University of Michigan)

Nicola Curtin (PhD 2011)

Quyên Epstein-Ngo (PhD 2011)

Isok Kim (PhD 2011)

Kristine Molina (PhD 2011)

Nicky Newton (PhD 2011)

Tara Reich (PhD 2011, Asper School of Business, University of Manitoba, Canada)

Sundari Balan (PhD 2009)

David Walker (PhD 2009, Sauder School of Business, University of British Columbia, Canada)

Michelle Gross Lilly (PhD 2008)

M. Sandy Hershcovis (PhD 2006, Queen's School of Business, Queen's University, Canada)

Cynthia Torges (PhD 2006)

Jennifer Churchwell (PhD 2005)
Dawn Lawhon (PhD 2004)
Carol Plummer (PhD 2004)
Ana-Christina Ramón (PhD 2003)
Krista Scottham (PhD 2003)

Master's Theses Chaired

Yuqi Wang (MA 2016)

Emily Vargas (MA 2016)

- Ford Foundation Predoctoral Fellowship, Honorable Mention
- NSF Graduate Research Fellowship, Honorable Mention

Courtney McCluney (MA 2014)

Verónica Caridad Rabelo (MA 2013)

- Thesis published as Rabelo & Cortina (2014, *Law & Human Behavior*)
- Received 2012 Psychology Diversity Research Award, University of Michigan

Kathryn Holland (MA 2012)

- Thesis published as Holland & Cortina (2013, *Psychology of Women Quarterly*)
- Received AWP/SPW Annual Prize for Psychological Research on Women and Gender, Honorable Mention (2013)

Lisa Marchiondo (MS 2009, PhD 2012)

- Thesis published as Marchiondo, Cortina et al. (2015, *Bullies at Work*)

Emily Leskinen (MA 2008, PhD 2012)

- Thesis published as Leskinen, Cortina & Kabat (2011, *Law & Human Behavior*)
- Received AWP Distinguished Publication Award (2012)
- Received SPW Annual Prize for Psychological Research on Women and Gender (2011)

Dana Kabat-Farr (MA 2008, PhD 2012)

- Thesis findings published in Kabat-Farr & Cortina (2012, *Gender and the Dysfunctional Workplace*) and Cortina, Kabat-Farr et al, 2013 (*Journal of Management*)

Adena Rottenstein (MA 2008)

Brianna Barker Caza (MA 2003, PhD 2007)

- Thesis published as Caza & Cortina (2007, *Basic & Applied Social Psychology*)

Sandy Geok Peng Lim (MA 2002, PhD 2005)

- Thesis published as Lim & Cortina (2005, *Journal of Applied Psychology*)

Senior Honors Theses Chaired

Amanda Gustafson (BA 2016, with Highest Honors)

- Received 2016 Pillsbury Prize for Outstanding Honors Thesis in Psychology

Yuqi Wang (BA 2015)

Karen Wullaert (BA 2011)

Davidson Hook (BA 2006)

Bethany Ace (BA 2003)

UNIVERSITY SERVICE

Department of Psychology

Augmented Executive Committee (2002-2003, 2016-2017)
 Faculty Awards Committee (2014-2016)
Coordinator, P&SC Job Search Workshop Series (2010, 2011, 2012, 2014, 2015)
 Psychology & Organizational Studies Search Committee (2013-2014)
Chair, Psychology & Women's Studies Colloquium (2010, 2013)
 Tenure & Third Year Review Panels (2010, 2013)
Chair, Joint Program in Psychology and Women's Studies (2007-2012)
Chair, Personality & Social Contexts Colloquium (2006, 2011)
Chair, Personality & Social Contexts Graduate Admissions (2007)
 Executive Committee (2006-2007)
 Personality & Social Contexts Graduate Admissions (2001, 2003, 2004, 2005)
 Undergraduate Committee (2002-2004)
Chair, Personality Psychology Brown Bag Series (2001, 2002, 2003)
 Graduate Committee (2000-2002)

Department of Women's Studies

Tenure, Promotion, Third Year, & Lecturer Review Panels (2009, 2010, 2012, 2013, 2016)
 Faculty Awards Committee (2016-2017)
 Psychology & Women's Studies Admissions Committee (2002, 2006, 2009, 2011, 2012, 2015, 2016)
 Director of Graduate Studies (2014-2015)
 Doctoral Programs Committee (2007-2012; 2014-2015)
 PhD Program Expansion Task Force (2014-2015)
 Graduate Certificate Committee (2006-2007; 2014-2015)
 Department Representative, CIC Annual Meeting of Program Chairs (2015)
 Department Representative, NWSA Annual Meeting of Program Chairs (2013, 2014)
 Executive Committee (2002-2004; 2009-2011; 2012)
 Women's Studies/IRWG Director Search Committee (2011)
 Psychology & Sexuality Search Committee (2005-2006, 2007-2008)
Chair, McGuigan Award Committee (2005)

Other Units

Associate Director, ADVANCE Program (2015-2018)
 Member, Faculty Recognition Awards Selection Committee (2017-2018)
Co-Director, Interdisciplinary Committee on Organizational Studies (ICOS) (2016-2017)
Chair, LSA Advisory Committee to the ADVANCE Program (2016-2017)
 NextProf: Science Steering Committee (2016-2017)

President's Postdoctoral Fellowship Program Advisory Committee (2015-2017)
Research Advisory Committee, ADVANCE Program (2012-2017)
Co-Chair, Faculty Advisory Committee on Student Sexual Misconduct Policy (2015-2016)
Grant Reviewer, Institute for Research on Women and Gender (2010-11, 2013-14, 2014-15)
President's Advisory Committee on Women's Issues (2007-2009)
Organizational Studies Search Committee (2004-2005)

NATIONAL & INTERNATIONAL SERVICE

Expert Witness

Provided expert testimony to U.S. Equal Employment Opportunity Commission (EEOC), as part of public meeting on proposed "reboot" of harassment prevention efforts (2016)
Provided expert testimony to Department of Defense Judicial Proceedings Panel, commissioned by Congress to review military judicial procedures surrounding sexual assault (2015)
Provided expert testimony to U.S. EEOC Select Task Force on the Study of Harassment in the Workplace (2015)
Provided expert testimony in *Cazorla, EEOC vs. Koch Foods of Mississippi* (2013)
Served as consulting expert in *Escamilla v. SMS Holdings Corporation* (2010)
Served as consulting expert in *Maldonado v. Ford Motor Co.* (2001)

Conference Program Proposal Reviewer

Annual Meeting of the Academy of Management (ongoing)
Annual Meeting of the Society for I-O Psychology (ongoing)
Biennial APA/NIOSH Conference on Work, Stress, and Health (ongoing)

Journal Reviewer

Academy of Management Journal; Academy of Management Review; Basic & Applied Social Psychology; Cultural Diversity & Ethnic Minority Psychology; European Journal of Work & Organizational Psychology; Journal of Applied Psychology; Journal of Applied Social Psychology; Journal of Business Ethics; Journal of Business & Psychology; Journal of Consulting & Clinical Psychology; Journal of Nervous & Mental Disease; Journal of Occupational Health Psychology; Journal of Occupational & Organizational Psychology; Journal of Traumatic Stress; Organization Science; Organizational Behavior & Human Decision Processes; Personality & Social Psychology Bulletin; Psychological Science; Psychology of Women Quarterly; Sex Roles; Work & Occupations

Editorial Board Member

Journal of Applied Psychology (2005 – 2007; 2014 – 2015)
Journal of Consulting and Clinical Psychology (2008 – 2010)
Journal of Occupational Health Psychology (2005 – 2010)

Psychology of Women Quarterly (2002 – 2005)

External Reviewer for Promotion Cases

Center for Gender, Sexualities, and Women's Studies, University of Florida (2017)
Department of Psychology, Florida International University (2016)
Department of Psychology, Georgia State University (2016)
Department of Management, University of Texas – Pan American (2015)
Department of Management and Human Resources, Utah State University (2014)
Department of Psychology, University of Massachusetts Lowell (2011)
Department of Strategic Management and Organization, University of Alberta (2010)

Service to Professional Societies

Member, National Academies of Sciences, Engineering & Medicine Committee on the Impact of Sexual Harassment in Academia (2016-2018)
Member, NIH Advisory Committee on Sexual Harassment in the Workforce (2016-2018)
Member, Fellows Selection Committee, Society for I-O Psychology (2015-2018)
Member, Academy of Management Saroj Parasuraman Award Committee (2016, 2017)
Member, Committee on Academic Feminist Psychology, APA Division 35 (2014-2016)
Co-Chair, Task Force on Educating through Feminist Research, APA Division 35 (2011-2014)
Workshop Planning Committee, APA/NIOSH Conference on Work, Stress, & Health (2013)
Extended Executive Committee, APA Division 35 (2011-2014)
Division 14 Representative, APA Committee on Women in Psychology Network (2011, 2013)
Sandra Tangri Memorial Award Committee, APA Division 35 (2012)
Geis Memorial Award Committee, APA Division 35 (2006)
Committee on Ethnic Minority Affairs, Society for I-O Psychology (2004-2005)
Strategic Program Planning Subcommittee, Society for I-O Psychology (2004)

Other Service

External Reviewer, Women's and Gender Studies Program, Texas A&M (2017)
Administrator-Researcher Campus Climate Collaborative ("ARC3") (2015-present)
External Advisory Board Member, U-Mass – Lowell NSF ADVANCE Grant (2015-17)
External Advisory Board Member, Texas A&M NSF ADVANCE Grant (2011-2016)
Senior Consortium Research Fellow, U.S. Army Research Institute (2014)
External Reviewer, Department of Psychology, IUPUI (2012)

PROFESSIONAL SOCIETY MEMBERSHIPS

Academy of Management (GDO and OB Divisions)
American Psychological Association (Fellow – Divisions 14 & 35; Member – Division 9)
Association for Psychological Science
Society for Industrial-Organizational Psychology (Fellow)
Society for Occupational Health Psychology
Society for the Psychological Study of Social Issues
Society for the Psychology of Women

MEDIA COVERAGE OF RESEARCH (selected)

USA Today
The Washington Post
Chicago Tribune
LA Times
Detroit Free Press
The Chronicle of Higher Education

The Today Show (Soledad O'Brien)
Good Morning America (Diane Sawyer)
NPR (Todd Mundt)
ABC World News (Peter Jennings)
ABCNews.com (Sam Donaldson)
NPR (Stateside with Cynthia Canty)