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EDUCATION

Ph.D. Industrial-Organizational Psychology

University of Tennessee at Knoxville – August 1987.

M.S.W. Social Welfare Management/Policy/Organization Program.

University of Illinois at Chicago. Summa cum laude – June, 1981.

B.A. Psychology. Southern Illinois University at Carbondale.

Summa cum laude – May, 1977.

INTERESTS

Teaching

- Diversity in Organizations
- Organizational Behavior
- Training & Development

Research

- Mentoring
- Diversity, Equity and Inclusion
- Positive Relationships at Work

ACADEMIC POSITIONS AND TEACHING EXPERIENCE

University of Wisconsin-Milwaukee Distinguished Professor (August 2022)

Sheldon B. Lubar Professor of Management (January 2019 - present)

University of Wisconsin-Milwaukee. Milwaukee, WI.

Professor of Management (August 24, 1998 - 2019)

University of Wisconsin-Milwaukee. Milwaukee, WI.

Courses taught at UWM:

Diversity, Equity and Inclusion in Organizations (Graduate/Undergraduate)

Leadership in Diversity and Inclusion (Graduate)

Training and Development (Graduate/Undergraduate)

Human Resource Management (Graduate)

Organizational Behavior (Doctoral Seminar)

Independent Study Doctoral Courses: Mentoring and Positive Relationships,

Gender and Entrepreneurship, Diversity and Positive Relationships at Work,

Mentoring in the Workplace

Associate Professor of Management (1993 - 1998) Marquette University, Milwaukee WI

Assistant Professor of Management (1987-1993) Marquette University, Milwaukee, WI

Courses taught at Marquette:

Diversity in Organizations (Graduate)

Introduction to Diversity in Organizations (Undergraduate)

Human Resource Management (Undergraduate and MBA)

Training and Development (Undergraduate)

Career Planning & Development (Undergraduate)

Organizational Behavior (Undergraduate)

Executive Training/Academic Setting

Diversity in Organizations; Effective Mentoring: Executive MBA and Leadership Development Programs - University of Wisconsin-Milwaukee. Miller Brewing Company, Manpower, Rockwell Automation, ABB Corporation, Brady Corporation, Briggs & Stratton, Wisconsin Energy, Simplicity Manufacturing, Norlight Communications and Johnson Controls.

Teams and Performance: Executive M.B.A. Program. Marquette University.

FELLOW AND VISITING POSITIONS

Distinguished Visiting Research Fellow. Spring 2017

Centre for Research in Equality and Diversity, Queen Mary University of London.

U. S. Fulbright Senior Research Specialist. Fall 2009: Monash University, Australia.

Co-developed the Australian Consortium for Workplace Diversity, conducted workshops and gave seminars on mentoring and diversity at work.

Visiting Research Fellow: Catalyst, New York, NY. Awarded the first visiting Research Fellowship position at Catalyst. (1995-96)

Visiting Research Associate Professor: New York University - Industrial-Organizational Psychology Department. New York, NY. (1995-96)

AWARDS AND HONORS

Lifetime Achievement Research Awards

Fellow:

National Academy of Management (AOM) (elected: 2016)

American Psychological Association (APA) (elected: 2004)

Society for the Psychology of Women (SPW) (elected: 2004)

Society for Industrial-Organizational Psychology (SIOP) (elected: 2003)

American Psychological Society; Association for Psychological Science (APS) (elected: 2003)

Society for Organizational Behavior (invited 2009)

Walter F. Ulmer Applied Research Award (2015)

In recognition of outstanding, career-long contribution to applied leadership research. Presented by the Center for Creative Leadership.

Midwest Academy of Management Scholar Recognition Award (2013). Inaugural recipient. Honors outstanding lifetime professional achievements that constitute significant contributions to research, theory and practice of management. Presented by the Midwest Academy of Management.

The Academy of Management Mentoring Legacy Award (2004)

Lifetime achievement award given for an outstanding contribution to the research and study of mentoring. Presented by the National Academy of Management.

Sage Award for Scholarly Contributions to Management (1998)

Lifetime achievement award for an accumulated body of work that has made an outstanding contribution to the field. Presented by the Gender and Diversity in Organizations Division of the National Academy of Management.

Citation Ranking: Stanford University List of the World's Top 2% of Scientists. 2023, 2022, 2021 & 2020.

Named as one of the most-cited researchers in a global audit of more than 7 million scientists in 22 scientific fields.

Listed in the top 1% of scholars in Business and Management (Ranked 196 out of the 52,318 scholars listed in the Business and Management field in 2022)

Source: Ioannidis, John P.A. (2023), "October 2023 data-update for "Updated science-wide author databases of standardized citation indicators"", Elsevier Data Repository, V6, doi: 10.17632/btchxktzyw.6
<https://elsevier.digitalcommonsdata.com/datasets/btchxktzyw/6>

National Research Awards

Finalist: Overall Best Paper Award (2017)

Careers Division. 2017 Academy of Management Meeting, Atlanta, Georgia.

Paper: Ehrhardt, K. & Ragins, B. R. (2017) *Relationships as career resources: Understanding Relational Attachment at Work.*

Saroj Parasuraman Award for Best Paper Published in 2012 (2013)

Gender and Diversity in Organizations Division. 2013 National Academy of Management Meeting, Orlando, Florida.

Paper: Ragins, B. R., Gonzalez, J., Ehrhardt, K., & Singh, R. (2012) *Crossing the threshold: The spillover of community racial diversity and diversity climate to the workplace. Personnel Psychology, 65, 755-787.*

Best Overall Paper Award (2013)

Careers Division. 2013 Academy of Management Meeting, Orlando, Florida.

Paper: Ragins, B.R., Lyness, K. S., Ehrhardt, K., Murphy, D. & Capman, J.

Anchoring relationships at work: Mentors as buffers to ambient racial discrimination.

Best Paper Award: Dorothy Harlow/McGraw Hill Best Paper Award (2012)

Gender and Diversity in Organizations Division. 2012 National Academy of Management Meeting, Boston, MA

Paper: Ragins, B. R., Gonzalez, J., Ehrhardt, K., & Singh, R. *The spillover of community racial diversity and diversity climate to the workplace.*

Best Overall Paper Award (2010)

Careers Division. 2010 Academy of Management Meeting, Montreal, Canada.

Paper: Ragins, B.R., Lyness, K. S. & Winkel, D. *Life spillovers: the impact of fear of home foreclosure on attitudes towards work, life and careers.*

ASTD Research Award (2000)

Presented by the American Society for Training and Development for journal article making the most significant contribution to the field in 1999.

Article: Ragins, B. R. & Cotton, J. (1999) Mentor functions and outcomes: A comparison of men and women in formal and informal mentoring relationships. *Journal of Applied Psychology*, 84, 529-550.

Wayne F. Placek Award and Grant (1996)

Presented by the American Psychological Foundation; American Psychological Association (APA).

Best Paper Award: Dorothy Harlow Meritorious Paper Award (2001)

Gender and Diversity in Organizations Division. 2001 National Academy of Management Meeting, Washington, DC.

Paper: Ragins, B. R. & Cornwell, J. M. *Walking the line: Fear and disclosure of sexual orientation in the workplace.*

Best Paper Award: Dorothy Harlow Meritorious Paper Award (2000)

Gender and Diversity in Organizations Division. 2000 National Academy of Management Meeting, Toronto, Canada.

Paper: Ragins, B. R. & Cornwell, J. M. *Pink Triangles: Antecedents and consequences of heterosexism in the workplace.*

Best Applied Paper Award (1998)

Careers Division. 1998 Academy of Management Meeting, San Diego, CA.

Paper: Ragins, B. R. & Cotton, J. *Mentor functions and outcomes: A comparison of men and women in formal and informal mentoring relationships.*

Best Paper Award: Dorothy Harlow Meritorious Paper Award (1994)

Women in Management Division. 1994 Academy of Management Meeting, Dallas, Texas.

Paper: Ragins, B. R. & Scandura, T. *Gender and the termination of mentoring relationships.*

Finalist: Dorothy Harlow Meritorious Paper Award (1993)

Women in Management Division. 1993 Academy of Management Meeting, Atlanta, Georgia. Paper: Ragins, B. R., Sundstrom, E. & Thomas, R. B. *Gender differences in attributions of power in manager-subordinate pairs*

Best Paper Award: Addison-Wesley Best Paper Award (1991)

Careers Division. 1991 National Academy of Management Meeting, Miami, FL. Paper: Ragins, B. R. & Cotton, J. *Gender differences in willingness to mentor.*

Finalist: Dorothy Harlow Meritorious Paper Award (1989).

Women in Management Division. 1989 Academy of Management Meeting, Washington DC. Paper: Ragins, B. R. & Cotton, J. *Perceived barriers to mentors among male and female protégés.*

Finalist: Dorothy Harlow Meritorious Paper Award (1988).

Women in Management Division. 1988 Academy of Management Meeting, Anaheim, CA. Paper: Ragins, B. R. *Does gender matter? An investigation of potential artifacts in research on subordinate evaluations of male and female leaders.*

UWM Research Awards

Roger L. Fitzsimonds Distinguished Scholar Award (2010-2012; 2017-2019)

Business Advisory Council Research Fellowship Award

(2005, 2008, 2009, 2012, 2013, 2014, 2015, 2016)

Research Assistant Support Award (2011- 2016)

University of Wisconsin-Milwaukee School of Business Research Award (1999)

Teaching Awards

UWM Alumni Award for Teaching Excellence (University-wide teaching award) (2005)

UWM School of Business Advisory Council Outstanding Teaching Award (2004)

UWM School of Business Administration Gold Star Teaching Award

Awarded to faculty ranked “top 10 in school” for student teaching evaluations. (2001, 2002, 2003, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2013, 2014, 2015, 2016, 2020, 2021, 2022, 2023, 2024)

Service and Other Awards

State of Wisconsin Lifetime of Service Diversity Award (2022). *Lifetime achievement award* recognizes a State of Wisconsin employee who has demonstrated leadership and an enduring commitment to equity, diversity, and inclusion throughout their

career. Wisconsin State Council on Affirmative Action and Wisconsin Division of Personnel Management.

Academy of Management Janet Chusmir Service Award (2011). *Lifetime achievement award* given to an individual who has made an outstanding contribution to the Division and who has personally served as a mentor and role model to others in the field. National Academy of Management: Gender and Diversity in Organizations Division.

Academy of Management Mentoring Best Practice Award (2007). Given to person or persons who develop and implement a program or activity that promotes mentoring within the Academy of Management. Received award for work on the Coalition for Faculty Diversity Research Publishing Initiative. The initiative provides mentoring and career support to BIPOC and under-represented assistant professors in business schools in the U.S. and abroad.

Best Symposium Award (2003). Careers Division of the National Academy of Management. Received award for discussant role in symposium: “*Diversity and mentorships: The mentoring relationships and experiences of racial minorities and women.*”

UWM Provost Merit Award for Service to University (2002)

Reviewer Awards

Best Reviewer Award, *Journal of Applied Psychology* (2021)

Outstanding Reviewer Award, *Academy of Management Discoveries* (2021)

Best Reviewer Awards, *Academy of Management Review*
(2009, 2010, 2011, 2018, 2022, 2024)

Developmental Reviewer Award, *Academy of Management Review* (2023)

Best Reviewer Award, Academy of Management: Gender and Diversity in Organizations Division (2012)

Best Reviewer Award, *Academy of Management Journal* (1997)

Graduate and Undergraduate Awards

Bonham Memorial Dissertation Fellowship (University of Tennessee) (1984)

Hilton Smith Doctoral Fellowship (University of Tennessee) (1984)

Academy of Management Doctoral Consortium (1984)

Outstanding Young Women of America (1984)

Capital Gifts Scholarship of Academic Achievement (University of Tennessee) (1981)

Jane Addams Scholarship of Academic Achievement (University of Illinois) (1980)

President Scholar (Southern Illinois University) (1974-77)

Phi Kappa Phi (Southern Illinois University) (1974-77)

Liberal Arts and Science Honor Society (Southern Illinois University) (1974-77)

Senior Scholarship of Academic Achievement (Southern Illinois University)(1976)
Junior Scholarship of Academic Achievement (Southern Illinois University)(1975)
Illinois General Assembly Freshman Scholarship (Southern Illinois University) (1974)

EDITORIAL AND REVIEW ACTIVITIES

Editor-In-Chief, *Academy of Management Review* (2015-2017)

Editor-Elect, *Academy of Management Review* (2014-2015)

Associate Editor, *Academy of Management Review* (2011-2014)

Editorial Board Member

Journal of Applied Psychology
2008- present
1999 – 2001

Academy of Management Review
2018- present
2009 – 2011
Best Reviewer Awards: 2009, 2010 and 2011.

Personnel Psychology
2020 - present
2010 – 2011
2008 – 2010
2003 – 2007

Academy of Management Discoveries
2020 - present

Industrial and Organizational Psychology: Perspectives on Science and Practice
2018-2021

Academy of Management Journal
1994 – 1996
1997 – 1999
Best Reviewer Award: 1997

Journal of Vocational Behavior
1998 – 1999
2000 – 2002
2002 – 2007
2008 – 2015

Journal of Managerial Psychology
2008 – 2013

Mentoring and Coaching International Review
2003 – 2007

Group & Organization Management
2003 – 2007

Editorial Advisory Board

Equality, Diversity and Inclusion: An International Journal
2016-present

Ad Hoc Reviewer

Academy of Management Executive
Academy of Management Discoveries
Academy of Management Journal
Academy of Management Learning and Education
Administrative Science Quarterly
Applied Psychology: An International Review
Basic and Applied Social Psychology
Career Development International
Human Relations
Human Resource Management Journal
Human Resource Management Review
International Journal of Management Review
Journal of Homosexuality
Journal of Management
Journal of Management Inquiry
Journal of Management Studies
Journal of Occupational and Organizational Psychology
Journal of Organizational Behavior
International Journal of Management Reviews
Leadership and Organizational Development Journal
Management Communication Quarterly
Organizational Behavior and Human Decision Processes
Organization Science
Psychological Bulletin
Psychological Reports
Psychological Science
Sex Roles
The Encyclopedia of Gender

Grant Reviewer

National Science Foundation: Panel Reviewer, ADVANCE Institutional Transformation Award Program.
National Science Foundation: ad hoc grant reviewer
National Social Sciences and Humanities Research Council of Canada.
The Nuttfield Foundation, UK
The Israel Science Foundation
Research Grants Council of Hong Kong
American Psychological Association Placek Award Grant Review Committee

RESEARCH

Scholarly Books and Monographs

Ragins, B. R. & Kram, K. E. (Eds.) (2007). *The handbook of mentoring at work: Theory, research and practice*. Thousand Oaks, CA: Sage Publications.

Reviewed in *Administrative Science Quarterly*, March 2009.

Reviewed in *Management Communication Quarterly*, February 2008.

Dutton, J. & Ragins, B. R. (Eds.) (2007). *Exploring positive relationships at work: Building a theoretical and research foundation*. Mahwah, NJ: Lawrence Erlbaum and Associates.

Reviewed in *Administrative Science Quarterly*, March 2008.

Ragins, B. R. (2004) Sexual orientation in the workplace: The unique work and career experiences of gay, lesbian and bisexual workers. *Research in Personnel and Human Resources Management*, 23, 37-122.

Clutterbuck, D. & Ragins, B. R. (2002). *Mentoring and diversity: An international perspective*. Oxford: Butterworth-Heinemann/Elsevier.

Impact Metrics

Google Scholar: total citations 28,688. h-index: 57; i-10 index: 70

Included in Stanford University list of top 2% of world's most cited researchers: 2020, 2021, 2022 & 2023.

Ranked 196 of 52,318 "business and management" researchers on the list

Ioannidis, John P.A. (2023), "October 2023 data-update for "Updated science-wide author databases of standardized citation indicators"", Elsevier Data Repository, V6, doi: 10.17632/btchxktzyw.6 <https://elsevier.digitalcommonsdata.com/datasets/btchxktzyw/6>

Publications in Refereed Journals: In press, print and under review

Ragins, B. & Ehrhardt, K. (in press) From apathy to allyship: Does discrimination awareness received from cross-race friends facilitate racial allyship at work? *Human Resource Management*.

Ragins, B., Hu, C., Wang, S., & Huang, J.C. (2024) Give it your all or hardly give? The role of mentors' beliefs about protégé advancement potential and gender on mentoring relationships. *Journal of Vocational Behavior*, 155, 104062.

Ragins, B. R. (2024). Allyship, Authenticity and Agency: The Triple A Model of Social Justice Mentoring. Invited for special issue on diversity in organizations. *Current Opinion in Psychology*, 60, 101920.

Ragins, B. R. & Ehrhardt, K. (2021). Gaining perspective: The impact of close cross-race friendships on diversity training and education. *Journal of Applied Psychology*, 106 (6), 856-881.

- Ehrhardt, K. & Ragins, B.R. (2019). Relational attachment at work: A complementary fit perspective on the role of relationships in organizational life. *Academy of Management Journal*, 62 (1), 248-282.

- Finalist for Best Overall Paper Award, Careers Division of the Academy of Management, 2017.

Ragins, B. R. (2018). From boxing to dancing: Creating a developmental editorial culture. *Journal of Management Inquiry*, 27 (2) 158-163.

Gonzalez, J., Ragins, B., Ehrhardt, K. & Singh, R. (2018). Friends and family: The role of relationships in community and workplace attachment. *Journal of Business and Psychology*. 33(1), 89-104.

Roberson, Q., Ryan, A.M. & Ragins, B. R. (2017). The evolution and future of diversity at work. *Journal of Applied Psychology*.102 (3), 483-499.

Ragins, B. R. (2017). Raising the bar for developmental reviewing. *Academy of Management Review*, 42: 573-576.

- Ragins, B. R., Ehrhardt, K., Lyness, K., Murphy, D. & Capman, J. (2017) Anchoring relationships at work: High-quality mentors and other supportive work relationships as buffers to ambient racial discrimination. *Personnel Psychology*, 70: 211-256

- Received Best Overall Paper Award, Careers Division of the Academy of Management, 2013.

Ragins, B.R. (2016). From the ordinary to the extraordinary: High-quality mentoring relationships at work. Invited for special issue on careers. *Organizational Dynamics*, 45, 228-244.

Mitchell, M., Eby, L. & Ragins, B. (2015). My mentor, my self: Antecedents and outcomes of perceived similarity in mentoring relationships. *Journal of Vocational Behavior*, 89, 1-9.

Ragins, B. R. (2015). Developing our authors. *Academy of Management Review*, 40, 1-8.

- Ragins, B. R., Lyness, K. & Williams, L., & Winkel, D. (2014) Life spillovers: The spillover of fear of home foreclosure to the workplace, *Personnel Psychology*, 67, 763-800.

- Received Best Overall Paper Award, Careers Division of the Academy of Management, 2010.

- Chrobot-Mason, D., Ragins, B. & Linnehan, F. (2013) Second hand smoke: Ambient racial harassment at work, *Journal of Managerial Psychology*, 23 (5), 470-491.
- Ragins, B. R., Gonzalez, J., Ehrhardt, K., & Singh, R. (2012) Crossing the threshold: The spillover of community racial diversity and diversity climate to the workplace. *Personnel Psychology*, 65, 755-787.
 - Received the Saroj Parasuraman Award for best published article in 2012, Gender and Diversity in Organizations Division of the Academy of Management, 2013.
 - Received the Dorothy Harlow Award Best Paper Award, Gender and Diversity in Organizations Division of the Academy of Management, 2012.
- Ragins, B. R. (2012). Reflections on the craft of clear writing. *Academy of Management Review*, 37, 493-501.
- Ragins, B. R. & Winkel, D. (2011) Gender, emotion, and power in work relationships. *Human Resource Management Review*, 21(4), 377-393.
- Eby, L., Butts, M., Durley, J. & Ragins, B. (2010). Are bad experiences stronger than good ones in mentoring relationships? *Journal of Vocational Behavior*, 77, 81-92.
- Singh, R., Ragins, B. R. & Tharenou, P. (2009). What matters most? The relative role of mentoring and career capital in career success. *Journal of Vocational Behavior*, 75, 56-67.
- Singh, R., Ragins, B. R. & Tharenou, P. (2009). Who gets a mentor? A longitudinal assessment of the rising star hypothesis. *Journal of Vocational Behavior*, 74, 11-17.
- Ragins, B. R. (2008). Disclosure disconnects: Antecedents and consequences of disclosing invisible stigmas across life domains. *Academy of Management Review*, 33 (1), 194-215.
- Eby, L. T., Evans, S.C., Durley, J. R., & Ragins, B. R. (2008). Mentors' perceptions of negative mentoring experiences: Scale development and nomological validation. *Journal of Applied Psychology*, 93(2), 358-373.
- Ragins, B. R., Singh, R., & Cornwell, J. M. (2007) Making the invisible visible: Fear and disclosure of sexual orientation at work. *Journal of Applied Psychology*, 92, 1103-1118.
 - Received the Dorothy Harlow Award Best Paper Award, Gender and Diversity in Organizations Division of the Academy of Management, 2001.
- Eby, L. T., Durley, J. R., Carr, S. E. & Ragins, B. R. (2006). The relationship between short-term mentoring benefits and long-term mentoring outcomes. *Journal of Vocational Behavior*, 69, 424-444.

Ragins, B. R., Cornwell, J. M. & Miller, J. S. (2003) Heterosexism in the Workplace: Do Race and Gender Matter? *Group and Organization Management*, 28, 1, 45-74.

- Ragins, B. R. & Cornwell, J. M. (2001) Pink Triangles: Antecedents and consequences of workplace discrimination against gay and lesbian employees. *Journal of Applied Psychology*, 86, 6, 1244-1261.
- Received the Dorothy Harlow Award Best Paper Award, Gender and Diversity in Organizations Division of the Academy of Management, 2000.

Ragins, B. R., Cotton, J. L., & Miller, J. S. (2000). Marginal mentoring: The effects of type of mentor, quality of relationship, and program design on work and career attitudes. *Academy of Management Journal*, 43, 6, 1177-1194.

- Ragins, B. R. & Cotton, J. L., (1999) Mentor functions and outcomes: A comparison of men and women in formal and informal mentoring relationships. *Journal of Applied Psychology*, 84, 4, 529-550.
- Received the 2000 ASTD Research Award for Best Published Paper in 1999
- Received Best Applied Paper Award, Careers Division of the Academy of Management, 1998.

Reprinted in the following volumes:

C. Cooper (Ed.). (2008) *New directions in organizational behavior: Volume II*. (p. 81-112). London: Sage Publications.

C. Gatrell, Cooper, C. and Kossek, E. (Eds.) (2010) *Women and management: Volume II*. (p. 409-430). Northampton, MA: Elgar Publishing.

B. Garvey (Ed.) (2014). *Fundamentals of Coaching and Mentoring*. New Delhi: Sage.

Ragins, B. R. & Scandura, T.A. (1999) Burden or blessing? Expected costs and benefits of being a mentor. *Journal of Organizational Behavior*, 20, 493-509.

Ragins, B. R., Townsend, B. & Mattis, M. (1998) Gender gap in the executive suite: Female executives and CEOs report on breaking the glass ceiling. *Academy of Management Executive*, 12, 1, 28-42.

Reprinted in: Dubeck, P. J. & Dunn, D., Eds. (2006) *Workplace/Women's Place: An Anthology* (3rd edition). Oxford University Press.

- Ragins, B. R. & Scandura, T.A. (1997) The way we were: gender and the termination of mentoring relationships. *Journal of Applied Psychology*, 82, 6, 945-953.
- Received the Dorothy Harlow Award Best Paper Award, Gender and Diversity in Organizations Division of the Academy of Management, 1994.

- Ragins, B. R. (1997) Antecedents of diversified mentoring relationships. *Journal of Vocational Behavior*, 51, 90-109.
- Ragins, B. R. (1997) Diversified mentoring relationships in organizations: A power perspective. *Academy of Management Review*, 22, 2, 482-521.
- Ragins, B. R. & Cotton, J. (1996) Jumping the hurdles: Barriers to mentoring for women in organizations. *Leadership and Organization Development Journal*, 17, 3, 38-42. (Invited for special issue on mentoring.)
- Ragins, B. R. & Scandura, T. A. (1995) Antecedents and work-related correlates of sexual harassment: An empirical investigation of competing hypotheses. *Sex Roles*, 32, 429- 456.
- Ragins, B. R. & Scandura, T.A. (1994) Gender differences in expected outcomes of mentoring relationships. *Academy of Management Journal*, 37, 4, 957-971.
- Scandura, T. A. & Ragins, B.R. (1993) The effects of gender and role orientation on mentorship in male-dominated occupations. *Journal of Vocational Behavior*, 43, 251-265.
- Ragins, B. R. & Cotton, J. (1993) Gender and willingness to mentor in organizations. *Journal of Management*, 19, 1, 97-111.
 - Received the Dorothy Harlow Award Best Paper Award, Gender and Diversity in Organizations Division of the Academy of Management, 1991.
- Ragins, B. R. & Cotton, J. (1993) Wanted: Mentors for women. *Personnel Journal*, 72, 4, 20.
- Ragins, B. R. & Cotton, J. (1991) Easier said than done: Gender differences in perceived barriers to gaining a mentor. *Academy of Management Journal*, 34, 4, 939- 951.
- Ragins, B. R. (1991) Gender effects in subordinate evaluations of leaders: Real or Artifact? *Journal of Organizational Behavior*, 12, 259-268.
- Ragins, B. R. & McFarlin, D. (1990) Perception of mentor roles in cross-gender mentoring relationships. *Journal of Vocational Behavior*, 37, 321-339.
- Ragins, B. R. & Sundstrom, E. (1990) Gender and perceived power in manager-subordinate relations. *Journal of Occupational Psychology*, 63, 273-287.
- Ragins, B. R. & Sundstrom, E. (1989) Gender and power in organizations: A longitudinal perspective. *Psychological Bulletin*, 105, 1, 51-88.
- Ragins, B. R. (1989) Barriers to mentoring: The female manager's dilemma. *Human Relations*, 42, 1, 1-22.

- *Rated 30 out of 50 most cited articles in journal since 1946*

<http://hum.sagepub.com/reports/most-cited>

Ragins, B. R. (1989) Power and gender congruency effects in evaluations of male and female leaders. *Journal of Management*, 15, 1, 65-76.

Ragins, B. R. & Lounsbury, J. W. (1988) Reversed-status couples: A methodological and conceptual review. *Journal of Social and Behavioral Sciences*, 34, 4, 133-153.

Book Chapters

Ragins, B.R. (2020). What the research tells us: Glass ceiling chisels. In E. Kossek & L. Kyung-Hee (Eds.) *Creating Gender-Inclusive Organizations* (pp.53-86), Toronto, Canada: University of Toronto Press.

Ragins, B.R. (2017). Glass ceiling chisels: Leveraging the power of mentoring for female leaders. In E. Kossek (Ed.) *Closing the Gender Gap: Advancing Leadership and Organizations*. West Lafayette, IL: Purdue University Press.

Ragins, B.R. (2012). Relational mentoring: A positive approach to mentoring at work. In K. Cameron and G. Spreitzer (Eds.) *The Oxford Handbook of Positive Organizational Scholarship* (pp: 519-536). New York, NY: Oxford University Press.

Ragins, B.R. (2009). Positive identities in action: A model of mentoring self-structures and the motivation to mentor. In L. M. Roberts and J. E. Dutton (Eds.) *Exploring positive identities and organizations: Building a theoretical and research foundation* (pp. 237-263). Routledge Press: New York, NY.

Fletcher, J. K. & Ragins, B. R. (2007). Stone Center Relational Cultural Theory: A window on relational mentoring. In B. R. Ragins and K. E. Kram (Eds.) *The handbook of mentoring at work: Theory, research and practice* (pp. 373-399). Thousand Oaks, CA: Sage.

Ragins, B. R. & Kram, K. (2007). The roots and meaning of mentoring. In Ragins, B. R. & Kram, K. E. (Eds.) *The handbook of mentoring at work: Theory, research and practice* (pp. 3-15). Thousand Oaks, CA: Sage Publications.

Kram, K. & Ragins, B. R. (2007). The landscape of mentoring in the 21st century. In Ragins, B. R. & Kram, K. E. (Eds.) *The handbook of mentoring at work: Theory, research and practice* (pp. 659-692). Thousand Oaks, CA: Sage Publications.

Ragins, B. R. (2007). Diversity and workplace mentoring relationships: A review and positive social capital approach. In T. D. Allen and L. T. Eby (Eds.) *Blackwell handbook of mentoring: A multiple perspectives approach*. (pp. 281-300). Oxford, UK: Blackwell Publishing.

Ragins, B. R. & Cornwell, J. C. (2007) We are family: The influence of gay family-friendly policies on gay and lesbian employees. In M. V. L. Badgett and J. Frank

(Eds.) *Sexual orientation discrimination: An international perspective*. (pp. 105-117). New York, NY: Routledge.

- Ragins, B. R. & Dutton, J. (2007) Positive relationships at work: An introduction and invitation. In Dutton, J. & Ragins, B. R. (Eds.) *Exploring positive relationships at work: Building a theoretical and research foundation*. (pp. 3-25). Mahwah, NJ: Lawrence Erlbaum and Associates.
- Ragins, B. R. & Verbos, A. K. (2007) Positive relationships in action: Relational mentoring and mentoring schemas in the workplace. In Dutton, J. & Ragins, B. R. (Eds.) *Exploring positive relationships at work: Building a theoretical and research foundation*. (pp: 91-116) Mahwah, NJ: Lawrence Erlbaum and Associates.
- Dutton, J. & Ragins, B. R. (2007). Moving forward: Positive relationships at work as a research frontier. In Dutton, J. & Ragins, B. R. (Eds.) *Exploring positive relationships at work: Building a theoretical and research foundation*. (pp. 387-400). Mahwah, NJ: Lawrence Erlbaum and Associates.
- Ragins, B. R. & Wiethoff, C. (2005). Understanding heterosexism at work: The straight problem. In B. Dipboye and A. Colella (Eds.) *Discrimination at work: Psychological and organizational bases* (pp. 177-201). Mahwah, NJ: Lawrence Erlbaum Press.
- Ragins, B. R. & Gonzalez, J. (2003). Understanding diversity in organizations: Getting a grip on a slippery construct. In J. Greenberg (Ed.) *Organizational Behavior: The State of the Science* (2nd edition) (pp. 125-163). Mahwah, NJ: Lawrence Erlbaum Press.
- Ragins, B. R. (2002). Understanding diversified mentoring relationships: definitions, challenges and strategies. In B. Ragins & D. Clutterbuck *Mentoring and diversity: An international perspective* (pp. 23-53). Oxford: Butterworth-Heinemann/Elsevier.
- Ragins, B.R. (1999) Gender and mentoring relationships: A review and research agenda for the next decade. In G. Powell (Ed) *Handbook of gender and work* (pp. 347-370). Thousand Oaks, CA: Sage.
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- Ragins, B. R. (1992) Power and subordinate evaluations of male and female leaders. In L. Turner, H. Sterk and L. Perry (Eds.) *Constructing and Reconstructing Gender* (pp. 163-174). Suny Press.

Academy of Management Best Paper Proceedings

- Ehrhardt, K. & Ragins, B. R. Relationships as career resources: Understanding relational attachment at work. *2017 Academy of Management Best Paper Proceedings* (on-line abstract).
- Ragins, B. R., Lyness, K., Ehrhardt, K., Murphy, D., & Capman, J. Anchoring Relationships at Work: Mentors as Buffers to Ambient Racial Discrimination. *2013 Academy of Management Best Paper Proceedings* (on-line abstract).
- Ragins, B. R., Gonzalez, J., Ehrhardt, K., & Singh, R. (2012). The spillover of community racial diversity and diversity climate to the workplace. *2012 Academy of Management Best Paper Proceedings* (on-line)
<http://program.aomonline.org/2012/reportsaspnet/Proceedings.aspx>
- Ragins, B.R., Lyness, K. S. & Winkel, D. Life spillovers: the impact of fear of home foreclosure on attitudes towards work, life and careers. *2010 Academy of Management Best Paper Proceedings*. (CD-ROM abstract).
- Winkel, D. E. & Ragins, B. R. (2008) Navigating the emotional battlefield: Gender, power and emotions in entrepreneurial relationships. *2008 Academy of Management Best Paper Proceedings*. (CD-ROM abstract).
- Ragins, B. R. (2005) Disclosure disconnects: Antecedents and consequences of disclosing invisible stigmas across life domains. *2005 Academy of Management Best Paper Proceedings*. (CD-ROM abstract).
- Ragins, B. R. & Cornwell, J. M. (2001) Walking the line: Fear and disclosure of sexual orientation in the workplace. *2001 Academy of Management Best Paper Proceedings*. (CD-ROM abstract).
- Ragins, B. R. & Cornwell, J. M. (2000) Pink Triangles: Antecedents and consequences of heterosexism in the workplace. *2000 Academy of Management Best Paper Proceedings*. (CD-ROM abstract).
- Ragins, B. R. & Cotton, J. (1998) Mentor functions and outcomes: A comparison of men and women in formal and informal mentoring relationships. *1998 Academy of Management Best Paper Proceedings*. (CD-ROM abstract).
- Ragins, B. R. & Scandura, T. (1994) Gender and the termination of mentoring relationships. *1994 Academy of Management Best Paper Proceedings*, Dallas, Texas (pp. 361-365).
- Ragins, B.R., Sundstrom, E. & Thomas, R.B. (1993) Gender differences in attributions of power in manager-subordinate pairs. *1993 Academy of Management Best Paper Proceedings*, Atlanta, Georgia (pp. 368-372).
- Ragins, B. R. & Cotton, J. (1991). Gender differences in willingness to mentor. *1991 Academy of Management Best Paper Proceedings*, Miami, FL.(pp. 57-61).

Ragins, B. R. & Cotton, J. (1989) Perceived barriers to mentors among male and female protégés. *1989 Academy of Management Best Paper Proceedings*, Washington, DC. (pp. 360-364).

Ragins, B. R. & McFarlin, D. (1989) Mentor roles: An investigation of cross-gender mentoring relationships. *1989 Academy of Management Best Paper Proceedings*, Washington, DC. (pp. 58-62).

Ragins, B. R. (1988) Does gender matter? An investigation of potential artifacts in research on subordinate evaluations of male and female leaders. *1988 Academy of Management Best Paper Proceedings*, Anaheim, CA. (pp. 356-360).

Editorial material

Ragins, B. R. (2016). The celebration continues: Honoring our award-winning authors and reviewers. *Academy of Management Review*, 41. 571-572.

Ragins, B. R. (2015) Celebrating our award-winning authors and reviewers. *Academy of Management Review*, 40, 495-496.

Bartunek, J. M. & Ragins, B. R. (2015). Extending a provocative tradition: Book reviews and beyond at AMR. *Academy of Management Review*. 40 (3), 474-479.

Other Proceedings, Reports and Publications

Ragins, B. R. (2017) Like second-hand smoke, racial discrimination at work can affect bystanders. *London School of Economics Business Review*. Blog posted 3/16/17.

Ragins, B.R. (2011) Foreword to G. Powell's *Women and Men in Management*, 4th edition. Thousand Oaks, CA: Sage.

Lyness, K. & Ragins, B.R. (2010). *Diversity and careers: An examination of the career experiences, processes and outcomes of a multicultural workforce*. Final report submitted to the SHRM Foundation (August 16, 2010).

Winkel, D. & Ragins, B. R. (2010). *The Work-Family Balance Study*. Report submitted the National Funeral Directors Association and survey respondents.

Ragins, B.R., Murphy, D., & Winkel, D. (2009). *The UWM Alumni Career Study*. Report submitted to UWM Alumni Office and survey respondents.

Ragins, B. R. Sexual orientation and careers. (2006) In J. H. Greenhaus & G. Callanan (Eds.) *Encyclopedia of Career Development* (pp. 738-741). Thousand Oaks, CA: Sage Publications.

Ragins, B.R., Verbos, A.K., & Forshey, P. (2006). *Mentoring attitudes and perceptions at the University of Wisconsin-Milwaukee*. Report submitted to UWM Provost, Vice Chancellor of Academic Affairs, the School of Business and survey respondents.

- Ragins, B. R. & Cornwell, J. M. (2002). Valuing all of your employees: The impact of domestic partner benefits on gay employees' work attitudes. *Work Values and Behavior in an Era of Transformation. Proceedings for the 8th bi-annual conference of the International Society for the Study of Work and Organizational Values*. Lodz, Poland. (pp. 354-360).
- Ragins, B. R. (2000) The effect of organizational policy and legislation on workplace discrimination against gay employees. *Proceedings for the 7th bi-annual conference of the International Society for the Study of Work and Organizational Values*. Jerusalem, Israel. (pp. 501-505)
- Ragins, B. R. (1999) Mentoring. In M.M. Helms (Ed.) *Encyclopedia of Management* (4th edition). Gale Research Press.
- Ragins, B. R. (1998) Work values in cross-cultural mentoring relationships. *Proceedings for the 6th bi-annual conference of the International Society for the Study of Work and Organizational Values*. Istanbul, Turkey. (pp. 224-248).
- Ragins, B. R. (1996). Contributed 14 different entries and definitions to: *The Historical Dictionary of Feminism*, J.K. Boles and Diane Long (Eds.) Lanham, MD: Scarecrow Press (hardcover) and *From the Goddess to the Glass Ceiling: A Dictionary of Feminism* J.K. Boles and Diane Long (Eds.) (1996) Lanham, MD: Madison (paperback version.)
- Ragins, B.R. (1992) An application of role theory to gender and mentorship. *Proceedings of Fifth Annual Diversity in Mentoring Conference*, Chicago, IL. (pp. 301-310).
- Ragins, B. R. (1989) A field examination of the gender congruency theory of power. *1989 Best Paper Proceedings of the Association of Human Resource Management and Organizational Behavior*, Boston, MA. (pp. 541-545)
- Schweitzer, M., Cartor, R. A., Mason, T., Rainer, S., Ragins, B., & Wolfe, A. K. (1987). *Weatherization assistance for low-income households: An evaluation of local program performance*. (ORNL Publication No. ORNL - 6337) Oak Ridge TN: U.S. Department of Energy at Oak Ridge National Laboratory.

Secondary Reports

- Gerhardt, M. & Peluchette, J. (2014). A conversation with Ray Aldag and Belle Rose Ragins: 2013 "Midwest Scholars" of the Midwest Academy of Management. *Journal of Leadership and Organizational Studies*, 21 (3), 217-26.
- Chandler, D. E. & Ellis, R. (2011) Diversity and mentoring in the workplace: A conversation with Belle Rose Ragins. *Mentoring & Tutoring: Partnership in Learning*, 19 (4), 483-500.
- Academy of Management Executive* (2000). Comparing formal and informal mentors: Does type make a difference? Research briefs report on Ragins and Cotton 1999 study of formal and informal mentoring relationships. Vol. 14, pp. 136-138.

Harvard Business Review (1997). Briefings from the Editors report on: Ragins, B. R., Townsend, B. & Mattis, M. study on the glass ceiling. Vol. 75, pp: 15-17.

PRESENTATIONS

Invited Keynotes and Plenary Speeches

From the Ordinary to the Extraordinary: Developing High Quality Mentoring in Diverse Academic Settings. Opening keynote address. Academy for Inclusive Excellence Forum. University of California-Irvine. Office of Inclusive Excellence Institute on Diversity, Equity and Inclusion. Virtual. September 21, 2021.

Power, Leadership and Ethics in Doing and Publishing Research. Keynote panel. The Fifth Israel Organizational Behavior Conference (IOBC). University of Tel Aviv. Tel Aviv, Israel. January 5-7, 2020

Insights on Inclusion. Gender and Diversity in Organizations Plenary Panel. Academy of Management Meeting, Boston, MA. August 9-13, 2019.

Diversity Spillovers and the Second Hand Smoke Effect: Understanding Racism Within and Outside the Workplace. Distinguished Fellow Public Lecture: Centre for Research in Equality and Diversity. Queen Mary University of London. London, UK. March 29, 2017.

Glass Ceiling Chisels: Leveraging the Power of Mentoring for Female Leaders. Opening keynote address. Leadership Excellence and Gender Symposium. Purdue University. West Lafayette, IN. March 29, 2016.

Formal Mentoring: "Evil Step-Sister" or "Perfect Cousin" to Informal Relationships? Opening keynote address. 2012 Mentoring Conference: Facilitating Developmental Relationships for Success. Sponsored by the University of New Mexico Mentoring Institute and the International Mentoring Association. October 24-26, 2012, Albuquerque, New Mexico.

Diversity and Mentoring: Leveraging the Power of Differences. Closing keynote presentation. 2012 Mentoring Conference: Facilitating Developmental Relationships for Success. Sponsored by the University of New Mexico Mentoring Institute and the International Mentoring Association. October 24-26, 2012. Albuquerque, New Mexico.

Out of the Closet and Into the Workplace: Understanding Sexual Identity in Organizations. Invited address. Society for Industrial and Organizational Psychology Conference, April 14-16, 2011. Chicago, Illinois.

Leveraging the Power of Mentoring Across Differences. Opening keynote for the Fifth Annual International Mentoring Conference. Sponsored by the Association of Professional Engineers, Geologists and Geophysicists of Alberta. October 7-8, 2010. Calgary, CA.

- Diversity Spillovers: Understanding the Impact of Diversity Within and Across Life Domains.* Keynote presentation. The 2nd Annual Australian Diversity Consortium Conference. University of Sydney. Sydney, Australia. October 23, 2009.
- Holistic Diversity: Taking a Global Perspective.* Invited keynote presentation. 7th Australian Industrial and Organisational Psychology conference (IOP)/1st Asia Pacific Congress on Work and Organisational Psychology. June 28th-July 1, 2007. Adelaide, Australia.
- Where Do We Go From Here and How Do We Get There? Designing Effective Research on Mentoring Relationships?* Invited keynote plenary. The 11th Annual European Mentoring & Coaching Conference. Brussels, Belgium. November 17-19, 2004.
- Developing Effective Mentoring Relationships.* Invited keynote. Mentoring and Faculty Development: Conversations on Learning. Sponsored by the College of Arts and Science and the College of Business Administration. Marquette University, January 10, 2003.
- Heterosexism in the Workplace: Does Race and Gender Matter?* Invited keynote. Psychological and Organizational Perspectives on Discrimination in the Workplace: Research, Theory and Practice. Conference hosted by Rice University, Houston Texas. May 19-22, 2000.
- Formal Mentoring Relationships: Trend or Tool?* Invited award plenary. American Society for Training and Development International Conference and Exposition. May 19-25, 2000. Dallas, Texas.
- Mentoring in the New Millennium: Time to Reflect or Party Like it's 1999?* Keynote plenary. The Sixth Annual European Mentoring Conference. Cambridge, England. November 25-26, 1999.
- Valuing Diversity: Moving Forward to the Next Millennium.* Keynote presentation to LaCrosse community sponsored by Gundersen Lutheran Memorial Foundation. LaCrosse, WI. April 8, 1998.
- Bottom-Line Advantages to Diversity.* Keynote speech to the LaCrosse Chamber of Commerce. LaCrosse, WI. June 18, 1997.
- When Secretaries were Men, the Position was Sacred.* Keynote speech for Secretary's Day. Harley Davidson Motor Company. Milwaukee, WI. April 30, 1997.
- Did you Hear the one About the Farmer's Daughter?* Keynote speech on the glass ceiling. U.S. Feed Grains Council Annual Board of Directors Meeting. Milwaukee, WI. July 16, 1996.
- Tips on Getting and Being a Mentor.* Keynote speech. Eighth Annual Secretary's Seminar. Sponsored by 9-to-5 and Alverno College. Milwaukee, Wisconsin. April 28, 1993.

Invited Colloquia and Talks

- Conceptual, Practical and Personal Aspects of Allyship.* Guest lecture (virtual). Feminist Issues in Scholarship (WGS 700). University of Wisconsin, Milwaukee. November 25, 2024.
- Gaining perspective: The impact of close cross-race friendships on diversity training and education.* Management Department, Tulane University. April 2, 2021.
- Diversity and Positive Relationships at Work.* Understanding Racism in Organizations Series. Enhancing Connections and Health in Organizations Lab. Psychology Department. University of Georgia. February 19, 2021.
- Gaining perspective: The impact of close cross-race friendships on diversity training and education.* Psychology Department, University of Maryland. February 1, 2021.
- Developing Effective Mentoring Relationships.* Icahn School of Medicine at Mount Sinai. Division of Newborn Medicine. Kravis Children's Hospital. New York, NY. May 13, 2021.
- Developing Effective Mentoring Relationships.* Ralph M. Waters Visiting Professor Invited Seminar. University of Wisconsin Department of Anesthesiology, Grand Round Series. Madison, WI. February 10, 2021.
- Gaining perspective: The impact of close cross-race friendships on diversity training and education.* Carroll School of Management, Boston College. April 24, 2019. Boston, MA.
- Gaining perspective: The impact of close cross-race friendships on diversity training and education.* Isenberg School of Management, University of Massachusetts. April 26, 2019.
- Diversity Spillovers and the Second Hand Smoke Effect: Understanding Racism Within and Outside the Workplace.* Boston College Workforce Roundtable Spring Meeting. May 3, 2017. Chicago, IL.
- Following your heart: A 30-year journey in the study of workplace diversity.* School of Business and Management. Queen Mary University of London. London, UK March 23, 2017.
- From the ordinary to the extraordinary: Creating high-quality mentoring relationships.* Invited webinar presentation. Academy of Human Resource Development. December 9, 2016.
- Leveraging the power of mentoring for female leaders and organizations.* Walter F. Ulmer Applied Research Award presentation. Center for Creative Leadership. Greensboro, North Carolina. November 21, 2016
- Following your heart: A 30-year journey in the study of workplace diversity.* College of Business. University of Cincinnati. September 12, 2016.

- Navigating the Rocky Road to Publication: A Round Table Discussion.* College of Business. Marquette University. Milwaukee, WI. March 20, 2015.
- Life Happens: Understanding the Spillover Between Life and Home Domains.* Department of Management, Marquette University, Milwaukee, WI. February 18, 2011.
- Making the Invisible Visible: Understanding Sexual Orientation in the Workplace.* University of South Florida LGBT Speakers Series. University of South Florida, February 5, 2010.
- Life Happens: Understanding the Spillover Between Life and Home Domains.* Department of Management, Monash University, Melbourne, Australia. October 19, 2009.
- Life Happens: Understanding the Spillover Between Life and Home Domains.* School of Organisation and Management, Australian School of Business. University of New South Wales. Sydney, Australia. October 29, 2009.
- Embedded Diversity: Taking a Holistic Approach.* School of Business. Concordia University, Montreal Canada. March 3, 2009.
- Understanding Invisible Stigmas in the Workplace.* Division of Business. University of South Australia. Adelaide, Australia. June 27, 2007.
- Understanding Invisible Stigmas in the Workplace.* Division of Business. Monash University. Melbourne, Australia. July 5, 2007.
- Understanding Invisible Stigmas in the Workplace.* Distinguished Speaker Series - School of Administrative Studies. York University, Toronto Canada. November 2, 2006.
- Understanding Invisible Stigmas in the Workplace.* School of Business Organizational Behavior Research Series. Queen's University, Kingston Canada. November 3, 2006.
- Disclosure of Invisible Stigmas in the Workplace.* School of Business. University of Illinois at Chicago. March 10, 2006.
- Disclosure Disconnects: A Theoretical Model of the Disclosure of Invisible Stigmas Across Life Domains.* University of Illinois Institute of Labor and Industrial Relations Research Series. December 10, 2004.
- Understanding Disclosure of Invisible Stigmas* Sociology Department. University of Copenhagen. November 15, 2004.
- Disclosure Disconnects: A Theoretical Model of the Disclosure of Invisible Stigmas Across Life Domains.* Psychology Department Invited Seminar Series. University of Michigan. September 30, 2004.

Exploring Positive Relationships at Work: Myths, Realities, Processes and Outcomes. Interdisciplinary Committee on Organizational Studies Seminar Series. The University of Michigan. October 1, 2004.

Mentor Functions and Outcomes: A Comparison of Men and Women in Formal and Informal Mentoring Relationships. College of Business, Ohio State University. Columbus, Ohio, May 29, 1998.

Do CEOs "Get It"? Female executives and CEOs report on breaking the glass ceiling. College of Business, University of Kentucky. Lexington, KY, November 8, 1996.

Gender and Mentoring: Past Studies and Future Research. Invited colloquium: Catalyst, NYC. May 23, 1996.

Instrumentation and Research on Gender and Mentoring. Invited colloquium: Catalyst, NYC. May 28, 1996.

Future Research on Gender and Mentoring. Industrial-Organizational Psychology Department. New York University, New York, NY. March 25, 1996.

Gender and Mentoring. Psychology Department -University of Wisconsin – Milwaukee. Milwaukee, Wisconsin, October 15, 1993.

The Effects of Gender on Mentoring in Organizations. Invited colloquium presentations: Industrial-organizational psychology department. March, 15, 1991. *Women in Management.* Business school colloquium - March 14, 1991. Tulane University, New Orleans, Louisiana.

Women and Mentoring. School of Business- University of Wisconsin-Milwaukee. Milwaukee, Wisconsin. April 24, 1989.

Invited and Organized Conferences, Presentations and Symposia

Remote/Hybrid Mentorship: Strategies, Limitations and Promising Practices. Invited Panelist. National Academies of Sciences, Engineering, and Medicine. Virtual. August 16, 2023.

How to WIN in the Workplace: Great Mentorship in VUCA times. Society for Industrial-Organizational Psychology Women Inclusion Network (WIN) Panel. Virtual. November 9, 2021.

Challenges and Dilemmas: Learning from Accomplished Scholars. Doctoral and Junior Faculty Consortium. The Fifth Israel Organizational Behavior Conference (IOBC). Technion University and Tel Aviv University. Tel Aviv, Israel. January 5-7, 2020

Publishing and Creating A Research Identity. Doctoral and Junior Faculty Consortium. The Fifth Israel Organizational Behavior Conference (IOBC). Technion University and Tel Aviv University. Tel Aviv, Israel. January 5-7, 2020.

- Nag's Heart Feminist Conference.* University of Pretoria. Hoedspruit, South Africa. January 13-14, 2019.
- Following our Dreams.* Nag's Heart Feminist Conference. Meeting organizer and host. Town of Wilson, WI. August 7-9, 2018.
- Whose manuscript is it anyways? Discussing the role of authors, editors and reviewers in the peer review process.* Frederick Morgeson, Belle Rose Ragins, Jason Shaw. Society for Organizational Behavior Meeting. Fort Collins, Colorado. September 15-17, 2017
- From the ordinary to the extraordinary: Understanding high quality mentoring relationships.* Invited presentation for cross cutting theme program "The Many Flavors of Relationships." Association for Psychological Science, May 25-28, 2017. Boston.
- Ask the Editors Online Paper Development Workshop.* Gender and Diversity in Organizations Division, Academy of Management Meeting, Atlanta, GA, August 4-8, 2017.
- Ask the Editors Panel. Publishing in AMR.* School of Business and Management. Queen Mary University of London. London, UK. March 23, 2017.
- Writing blocks: The three challenges to clear writing.* School of Business and Management. Queen Mary University of London. London, UK. March 28, 2017.
- AMR-Organization Science Theory Writing Workshop. Developmental reviewing.* Facilitated roundtable discussions of participants' papers. European Group for Organizational Studies. Copenhagen, Denmark. July 5, 2017.
- A conversation about publishing issues, the peer review process, and developing our scholarly community.* Belle Rose Ragins, Maureen Ambrose and Marshall Schminke. Society for Organizational Behavior Meeting. University of Nebraska, Lincoln, Nebraska. September 24, 2016.
- Publishing Workshop. Writing blocks: The three challenges to clear writing.* College of Business. University of Cincinnati. September 12, 2016.
- Building a Theoretical Foundation for Positive Relationships at Work.* Positive Relationships at Work Roundtable. Cornell University. Ithaca, NY. June 2-4, 2016.
- Editors Panel.* Positive Relationships at Work Roundtable. Cornell University. Ithaca, NY. June 2-4, 2016.
- AMR-OMT Paper Development Workshop.* Presentations: "Making a Theoretical Contribution" and "AMR and Developmental Reviewing." Facilitated roundtable discussions of participants' papers. Rotterdam School of Management, Erasmus University, Rotterdam, Holland. January 14, 2016.
- Improving reviewing quality: A facilitated discussion of the role of the editorial process in developmental reviewing and enhancing scientific rigor.* Belle Rose Ragins and

Gilad Chen, presenters and facilitators. Society for Organizational Behavior Meeting. Technion Institute of Technology, Haifa Israel. January 10, 2016.

Nags Heart Feminist Conference. Vancouver, BC. Canada. August 6-7, 2015.

Extending the Frontiers of Mentoring: Theory, Research and Practice. Invited presentation. Midwest Academy of Management, Milwaukee, WI. October 10-12, 2013.

Gender and Work: Challenging Conventional Wisdom. Invited attendance at research symposium. Harvard Business School. February 28 - March 1, 2013.

Mentoring and Diversity: A Relational Perspective. Presentation in invited symposium: "Diverse Perspectives on Diversity in Mentoring Relationships", Suzanne Bell, Chair. Association for Psychological Science Annual Conference. Chicago, IL. May 24-27, 2012.

Positive Relationships at Work Micro Community Meeting. Invited conference attendance. Ashland, MA. March 16-17, 2012.

Embedded Diversity: Understanding the role of diversity within and outside the workplace. Invited panelist. *Achieving Benefits of Diversity.* Defense Equal Opportunity Management Institute (DEOMI) Biennial Research Symposium. Patrick Air Force Base, Florida. December 6-8, 2011.

Mentoring for Diversity in an International Workplace: Benefits and Challenges. The Three Challenges of Invisible Stigmas. Invited presentations. International Symposium on Management and Diversity. Dauphine University, Paris France, October 20-21, 2011.

Renewal and Replenishment. Nag's Heart Feminist Conference. Evanston, IL. August 12-13, 2011.

Life spillovers: The influence of fear of home foreclosure, diversity and mentoring on work, career and life attitudes. Society for Organizational Behavior Conference. Binghamton, NY. October 1-3, 2010.

Mentoring for Diversity in Higher Education. University of Sydney. Sydney, Australia. October 22, 2009.

Self-Sustainability: A Balanced Discussion of Deadly Drains and Powerful Renewal. Nag's Heart Feminist Conference. Evanston, IL. August 5-6, 2009.

Is Ignorance Bliss? Race and Awareness of Racial Harassment in the Workplace. Positive Organizational Scholarship Conference: Magnetic Fields 2008. University of Michigan, December 5-6, 2008.

Positive Organizational Scholarship Conference: Empirical Currents 2006. Co-Organized/Co-Chaired Diversity Track. University of Michigan, December 7-9, 2006.

- Working Inside-Out: Understanding Diversity in Mentoring Relationships.* Invited presentation. University of Illinois Center for Human Resource Management Roundtable: *New Perspectives on Managing Diversity.* Oak Brook, IL, April 28, 2006.
- Understanding Gender and Diversity in Mentoring Relationships.* Invited presentation. Women's Faculty Council. Medical College of Wisconsin. April 12, 2006.
- Co-organized conference: Exploring Positive Relationships at Work: Building a Theoretical and Research Foundation.* Hosted by the University of Michigan, September 30-October 1, 2004.
- Relationships at Work.* Nag's Heart Feminist Conference. University of California-Santa Cruz. Santa Cruz, CA: June 26-29, 2003.
- Timely Techniques for Teaching Diversity.* Invited presentation. Feature session: Refocusing our research and teaching on what matters: The current pulse on ethical, social, and diversity issues. Annual conference of the Southern Management Association. Clearwater Beach, Florida. November 12-15, 2003.
- Mentoring Across Boundaries.* Nag's Heart Feminist Conference. Martha's Vineyard, MA: July 7-14, 1999.
- Relational Practice.* Nag's Heart Feminist Conference. University of Michigan, Ann Arbor, MI: June 3-6, 1998.
- Diversity in Organizations.* Invited panel presentation. Russell Sage Foundation Social Psychology Cultural Contact Working Group. University of Delaware, January 16-18, 1998.
- Women in the Workplace.* Nag's Heart Feminist Conference. Smith College. Amherst, MA. May 10-13, 1996.
- Women in Business Forum: Mentoring in Organizations.* Invited panel. Tulane University and Newcomb College, New Orleans, LA, February 9, 1996.
- Ethnicity and Mentorship.* Nag's Heart Feminist Conference. Smith College. Amherst, MA. June 14-17, 1995.
- Gender and Mentoring: A Research Agenda.* Invited symposium: *Women and men in organizations: Concepts and applications*, R. Lowe, Chair. 40th Annual Meeting of Southeastern Psychological Association. New Orleans, LA: March 30-April 7, 1994.
- Diversity, Mentoring and Power in Organizations.* Invited symposium: *Diversity in Organizations.* Claremont Symposium on Applied Social Psychology, Claremont, CA, February 12, 1994.
- Easier Said Than Done: Gender Differences in Gaining Mentors.* Invited panel: *Breaking Glass Ceilings, Managing Diversity, Doing Business.* School of Industrial and Labor Relations - Center for Advanced Human Resource Studies, Cornell University, Ithaca, New York. May 6-8, 1992.

Conference Presentations

- Schneider, N. M., Zhu, X., Yadav, M. & Ragins, B.R. *The effects of intersectionality on evaluations of interpersonal citizenship behavior ratings*. Academy of Management Meeting. Seattle, WA, August 5-9, 2022.
- Ragins, B. R. *Mentoring and disclosure of invisible stigmas*. Presentation in panel discussion for symposium How Much Do I Tell You? Interpersonal dynamics of self-disclosure at work. N. Longmire & K. Gibson, Organizers. Virtual Academy of Management Meeting, Aug. 2, 2021
- Changya, H., Wang, S., Ragins, B. & Huang, J. *Do the rich get richer? Star potential effects in mentoring relationships*. Positive Relationships at Work Conference/Micro-community Meeting. Virtual. April 30, 2021.
- Ragins, B.R., & Ehrhardt, K. *You've got to have friends: The impact of close cross-race friendships on diversity education*. The Fifth Israel Organizational Behavior Conference (IOBC). University of Tel Aviv. Tel Aviv, Israel. January 5-7, 2020
- Ragins, B. R. *Mentoring and Women's Career Advancement*. PDW Workshop: What has changed? Barriers and facilitators to women's career advancement in the 21st century. L. Shore, & I. Metz, Organizers. Academy of Management Meeting, Boston, MA. August 9-13, 2019.
- Ragins, B. R. & Ehrhardt, K. *The influence of close cross-race friendships on diversity training and education*. Academy of Management Meeting, Boston, MA. August 9-13, 2019.
- Ragins, B. R. *The transformational potential of high-quality cross-race friendships*. Positive Organizational Scholarship Research Conference. Ross School of Business, University of Michigan. Ann Arbor, MI. June 5-6, 2019.
- Ragins, B. R. *Understanding the Social Support Paradox at Work*. Symposium: Complicating connection: Unpacking affection, attraction, and intimacy at work. B. Humberd and B. Rouse, Chairs. Academy of Management Meeting, Chicago, IL, August 10-14, 2018.
- Ragins, B. R. *Positive Relationships at Work and Social Well-Being*. PDW Workshop: Improving lives at work: The impact of positive relationships on multiple forms of well-being. M. Chamberlin, B. Schinoff, L. Garrett, K. Gibson and G. Cunningham, Organizers. Academy of Management Meeting, Chicago, IL, August 10-14, 2018.
- Ragins, B. R. *Relational authenticity in mentoring relationships*. Positive Relationships at Work Conference/Micro-community Meeting. George Mason University. Fairfax, Virginia. June 7-9, 2018
- Ehrhardt, K. & Ragins, B. R. *Relationships as career resources: Understanding relational attachment at work*. (Finalist for Careers Division Overall Best Paper Award). Academy of Management Meeting, Atlanta, GA, August 4-8, 2017.

- Ragins, B. R., Ehrhardt, K., Lyness, K., Murphy, D., & Capman, J. *Mentors as buffers to ambient racial discrimination*. Israel Organizational Behavior Conference. Tel Aviv University, Tel Aviv, Israel. January 6-8, 2016.
- Lyness, K., Ragins, B.R., Capman, J., Erkovan, H. S., & Millsap, R. *Working on thin ice? Investigation of race, organizational diversity context, and job insecurity*. Academy of Management Meeting. Vancouver, BC, August 7-11, 2015.
- Mitchell, M., Eby, L. & Ragins, B. *My mentor, my self: Antecedents and outcomes of perceived similarity in mentoring relationships*. Academy of Management Meeting. Vancouver, BC, August 7-11, 2015. (Finalist for Careers Division Best Student Paper Award).
- Ragins, B. R., Ehrhardt, K., Lyness, K., Murphy, D. & Capman, J. *Anchoring Relationships at Work: The Role of Mentors and Other Supportive Relationships as Buffers to Ambient Racial Discrimination*. Symposium: *Maholo for mentoring: Research designed to make something good even better*. E. A. Ensher, Chair. Western Academy of Management Meeting, Kauai, Hawaii. March 11-14, 2015.
- Ragins, B. R. *Understanding complexities of the community-work interface*. Symposium: *Expanding the conversation on the community-organizational interface in the context of diversity*. B. Humberd and J. Clair, Chairs. Academy of Management Meeting, Philadelphia, PA, August 1-5, 2014.
- Ragins, B. R. *Writing blocks: The three challenges to clear writing*. All-Academy Theme Session: *Empowering words: Achieving high quality writing in management and organizational studies*. E. Dane & O. Obodaru, Organizers. Academy of Management Meeting, Philadelphia, PA, August 1-5, 2014.
- Ehrhardt, K., Ragins, B.R., Murphy, D. & Van Driel, M. *The spillover of race-related hate crimes to the workplace*. Conference for the Society for Industrial and Organizational Psychology, Honolulu, Hawaii. May 15-17, 2014.
- Ragins, B. R., Lyness, K., Ehrhardt, K., Murphy, D., & Capman, J. *Anchoring Relationships at Work: Mentors as Buffers to Ambient Racial Discrimination*. Academy of Management Meeting. Lake Buena Vista (Orlando) Florida. August 9-13, 2013.
- Gonzalez, J., Ragins, B. R. Ehrhardt, K., & Singh, R. *Friends and Family: The Role of Relationships in Community and Workplace Attachment*. Academy of Management Meeting. Lake Buena Vista (Orlando) Florida. August 9-13, 2013.
- Ragins, B. R., Gonzalez, J., Ehrhardt, K., & Singh, R. *The spillover of community racial diversity and diversity climate to the workplace*. Academy of Management Meeting. Boston, MA. August 3-7, 2012.
- Ragins, B.R., Lyness, K., Ehrhardt, K., Murphy, D., & Capman, J. *Can the yin of mentoring counter the yang of a discriminatory workplace?* Symposium: *The yin and yang of mentoring: Exploring the continuum of mentoring relationships and experiences*. D. Chandler, S. Dobrow and W. Murphy, Chairs. Academy of Management Meeting. San Antonio, TX. August 12-16, 2011.

- Lyness, K. & Ragins, B. R. *Applying social cognitive career theory to a diverse workplace*. Academy of Management Meeting. San Antonio, TX. August 12-16, 2011.
- Ragins, B. R. *Living legacies: Generativity, stagnation, and the self-structures of mentoring relationships*. Symposium: Beyond identity: The power of generativity and legacy in organizations. J. Bednar, Chair. Academy of Management Meeting. San Antonio, TX. August 12-16, 2011.
- Ragins, B.R., Gonzalez, J., & Singh, R. *Climate spillover: The impact of community and organizational diversity climates on work and life*. Academy of Management Meeting. Montreal, Canada. August 6-10, 2010.
- Ragins, B.R., Lyness, K. S. & Winkel, D. *Life spillovers: the impact of fear of home foreclosure on attitudes towards work, life and careers*. Academy of Management Meeting. Montreal, Canada. August 6-10, 2010.
- Ragins, B.R., King, E., & Ophir, R. *Creating gay-friendly cultures: Organizational and personal strategies*. 2010 Workplace Diversity: Practice and Research. George Mason University, Washington DC. June 10-11, 2010
- Lyness, K., Ragins, B. R. & Capman, J. *Working on thin ice: Race, diversity climate and job insecurity*. Symposium: Diversity in a changing workplace: Policies and climates. B. R. Ragins & L. M. Leslie, Chairs. Conference for the Society for Industrial and Organizational Psychology. Atlanta, GA. April 8-10, 2010.
- Ragins, B. R. *Looking to the future: SIOP and workplace diversity*. Symposium: SIOP's next 25 years: What lies ahead? J. Greenberg, Chair. Conference for the Society for Industrial and Organizational Psychology. Atlanta, GA. April 8-10, 2010.
- Chrobot-Mason, D., Ragins, B. R. & Linnehan, F. *Is ignorance really bliss? Race and awareness of racial harassment in the workplace*. Academy of Management Meeting. Chicago, IL. August 7-11, 2009.
- Ragins, B. R. *Building a theoretical foundation: The self-structures of mentoring*. Symposium: What did you expect? Managing expectations in mentoring relationships. S. E. Murphy and B. R. Ragins, Chairs. Conference for the Society for Industrial and Organizational Psychology. New Orleans, LA. April 2-4, 2009.
- Winkel, D. E. & Ragins, B. R. *Navigating the emotional battlefield: Gender, power and emotions in entrepreneurial relationships*. Academy of Management Meeting. Anaheim, CA. August 8-13, 2008.
- Singh, R., Ragins, B.R. & Tharenou, P. *What matters most? The relative role of mentoring and career capital in career success*. Academy of Management Meeting. Anaheim, CA. August 8-13, 2008.
- Lyness, K., Ragins, B. R., Ivory, T., & Judiesch, M. *Diversity and career planning: Examination of racial and ethnic differences*. Conference for the Society of Industrial-Organizational Psychology. San Francisco, CA. April 10-12, 2008.

- Eby, L. T., Butts, M., Durley, J., Evans, S. & Ragins, B. R. *Predictors of protégé negative mentoring experiences: A dyadic study*. 7th Work, Stress, and Health Conference, Washington, DC. March 6-8, 2008.
- Gonzalez, J., Ragins, B. R. & Singh, R. *The effects of community and organizational diversity climates on work and life attitudes*. Showcase symposium: Diversity's embeddedness: Viewing diversity from community, organizational, team and dyadic lenses. M. Akinola and B.R. Ragins (Chairs), Academy of Management Meeting. Philadelphia, PA. August 3-8, 2007.
- Verbos, A. & Ragins, B. R. *A career schema approach to developmental relationships*. Symposium: People helping people: New directions in career research. In H. Gunz (Chair). Academy of Management Meeting. Philadelphia, PA. August 3-8, 2007.
- Ragins, B. R., Eby, L. T. & Verbos, A. *Understanding the motivated mentor: Self-construals and willingness to mentor*. Symposium: "Developmental relationships: Life savers in the career sea." L. Dragoni and B. R. Ragins, Chairs. Conference for the Society of Industrial-Organizational Psychology. New York City, NY. April 27-29, 2007.
- Chrobot-Mason, D. & Ragins, B. R. *The bystander racial harassment effect: Assessing antecedents and consequences*. Symposium: "Advancing diversity research: Understanding inclusion and exclusion in organizations" D. Major, Chair. Conference for the Society of Industrial-Organizational Psychology. New York City, NY. April 27-29, 2007.
- Ragins, B. R. & Verbos, A. K. *Understanding high quality connections in mentoring relationships*. Symposium: "High quality connections research incubator: New views of relational phenomena in organizations." J. Dutton and E. Heaphy, Chairs. Academy of Management Meeting. Atlanta, Georgia. August 11-16, 2006
- Ragins, B. R. *Managing across the invisible divide: Invisible stigmas and positive relationships work relationships*. Symposium: "New perspectives on managing across differences in organizations." Modupe Akinola, Chair. Academy of Management Meeting. Atlanta, Georgia. August 11-16, 2006.
- Fletcher, J. & Ragins, B. R. *Stone Center Relational Theory: A window on relational mentoring*. Symposium: "Pushing the boundaries of mentoring theory and research." B.R. Ragins and K.E. Kram, Chairs. Academy of Management Meeting. Atlanta, Georgia. August 11-16, 2006.
- Ragins, B. R. *Using mentoring to break through the glass ceiling*. The 26th International Congress of Applied Psychology, Athens, Greece; July 16-21, 2006.
- Ragins, B. R. *Disclosure disconnects: Disclosing invisible stigmas across life domains*. Academy of Management Meeting. Honolulu, Hawaii; August 5 - 10, 2005.
- Ragins, B. R. *Disclosure spillover: Understanding decisions to disclose invisible stigmas across life domains*. Eastern Academy of Management Meeting. June 26-30, 2005. Cape Town, South Africa.

- Ragins, B. R. & Wiethoff, C. *Heterosexism in the workplace: What you see is not always what you get*. Symposium: "Stigmas as a basis of unfair discrimination in organizations" I. Goldsein, Chair. Conference for the Society of Industrial-Organizational Psychology. Chicago, IL: April 2-4, 2004
- Ragins, B. R. & Wiethoff, C. *Understanding heterosexism at work: The straight problem*. Symposium: "Sexual orientation, disability, obesity, and subordinate status: New dimensions of diversity." P. Prasad, Chair. Academy of Management Meeting. Seattle, Washington. August 1-6, 2003.
- Ragins, B. R. *Researching heterosexism in the workplace: Conceptual and methodological challenges, issues and dilemmas*. International Conference on Perspectives in Diversity Research and Diversity Practices. Goteborg, Sweden, August 29-31, 2002.
- Ragins, B. R. & Cornwell, J. M. *Perceived workplace discrimination against gay and lesbian employees*. The International Personnel Management Association Assessment Council Conference. New Orleans, LA, June 30 – July 3, 2002.
- Ragins, B. R. & Cornwell, J. M. *Valuing all of your employees: The impact of domestic partner benefits on gay employees' work attitudes*. The 8th Bi-annual Conference of the International Society for the Study of Work and Organizational Values. Warsaw, Poland, June 24-27, 2002.
- Ragins, B. R. & Cornwell, J. M. *It's not what you say, it's what you do: The impact of organizational policies and practices on heterosexism in the workplace*. Symposium: "Contradictions in promoting diversity: What works when?" J. Carr, Chair. Conference for the Society of Industrial-Organizational Psychology. Toronto, Canada: April 12-14, 2002.
- Ragins, B.R. *Structured journals: An effective approach for learning about race and culture in organizations*. First Annual Diversity Challenge Conference: How to Survive Teaching Courses on Race and Culture. Boston College, MA. October 12-13, 2001.
- Ragins, B. R. & Cornwell, J. M. *Walking the line: Fear and disclosure of sexual orientation in the workplace*. Academy of Management Meeting. Washington, DC: August 5 - 8, 2001.
- Ragins, B. R., Cornwell, J. M., & Miller, J. S. *A relational demography perspective on heterosexism in the workplace*. Showcase symposium: "Beyond race and gender: Alternative research methods for the study of alternative identities in organizations." C. Wiethoff and R. Sardy , Chairs. Academy of Management Meeting. Washington, DC: August 5 - 8, 2001.
- Ragins, B. R. & Cornwell, J. M. *We are family: The influence of gay family-friendly policies on gay employees*. Symposium: "New developments in research on family-related HR policies and practice: Beyond Ward and June." L. Eby, Chair. Conference for the Society for Industrial and Organizational Psychology. San Diego, CA: April 27-29, 2001.

- Ragins, B. R. Panelist in: *The bastardization of the mentoring construct and other challenges to scholars*. Conference for the Society for Industrial and Organizational Psychology. San Diego, CA: April 27-29, 2001.
- Ragins, B. R. & Cornwell, J. M. *Pink Triangles: Antecedents and consequences of workplace discrimination against gay and lesbian employees*. Academy of Management Meeting. Toronto, Canada. August 4-9, 2000.
- Ragins, B. R. & Cotton, J. *Marginal mentoring: An examination of the effects of type of mentor, gender and program design on work and career attitudes*. Academy of Management Meeting. Toronto, Canada. August 4-9, 2000.
- Ragins, B. R. *The effect of organizational policy and legislation on workplace discrimination against gay employees*. The International Society for the Study of Work and Organizational Values. Jerusalem, Israel. June 25-28, 2000.
- Ragins, B. R. & Cotton, J. L. *The rise (and fall?) of formal mentoring: A comparison of work and career attitudes among formally mentored, informally mentored and nonmentored employees*. Symposium: "Effective mentoring relationships: From dysfunctional to functional and everything in between." T. Allen, Chair. Conference for the Society for Industrial and Organizational Psychology. New Orleans, LA: April 14-16, 2000.
- Ragins, B.R. *Sexual orientation as a stigma*. Symposium: Extending research on stigmas in organizations. D. Stone and E.F. Stone-Romero, Chairs. Conference for the Society for Industrial and Organizational Psychology. New Orleans, LA: April 14-16, 2000.
- Ragins, B. R. *Sexual orientation in the workplace*. Showcase symposium: "Understanding stigmatized groups: The journey to acceptance in a pluralistic world of work." C. Wiethoff & J. Greenberg, Chairs. Academy of Management Meeting, Chicago, IL. August 6-11, 1999.
- Ragins, B.R. *Gender and mentoring: Progress, plans and pitfalls*. Joint symposium: "Careers in transition -- A gliding path for the new millennium --A sequence of steps." D.P. Moore, Chair. Academy of Management Meeting, Chicago, IL. August 6-11, 1999.
- Ragins, B. R. *The effect of legislation on workplace discrimination against gay and lesbian employees*. The American Psychological Association Meeting, San Francisco, CA. August 14-18, 1998.
- Ragins, B. R. & Cotton, J. *Mentor functions and outcomes: A comparison of men and women in formal and informal mentoring relationships*. Academy of Management Meeting, San Diego, CA. August 7-12, 1998.
- Ragins, B. R. *How do we sensitize CEOs to the corporate climate faced by their female employees?* Showcase symposium: "A Critical Look at Current Topics in Diversity: What Should Matter Versus What Does Matter?" P. Caligiuri, Chair. Academy of Management Meeting, San Diego, CA. August 7-12, 1998.

- Ragins, B.R. *Work values in cross-cultural mentoring relationships*. The International Society for the Study of Work and Organizational Values. July 12-15, 1998. Istanbul, Turkey.
- Ragins, B. R. *Women on the Verge of the Glass Ceiling/Women who have broken through: Paths, Progress and Tradeoffs*. Symposium Coordinator and Chair. Joint symposium. Academy of Management Meeting, Boston, MA. August 10-13, 1997.
- Ragins, B.R. *Antecedents of Diversified Mentoring Relationships*. Joint symposium: "Mentoring in Changing Organizations: New Theoretical Directions." J.E.A. Russell and S. McManus, Chairs. Academy of Management Meeting, Boston, MA. August 10-13, 1997.
- Ragins, B.R. & Cotton, J. L. *The influence of gender ratios on organizational attitudes and outcomes*. Conference for the Society for Industrial and Organizational Psychology, San Diego, CA. April 26-28, 1996.
- Ragins, B.R. *Understanding diversified mentoring relationships*. Showcase symposium: "Diversified mentoring: Developing transformational work relationships for the next millennium", M.A. Von Glinow, Chair. Academy of Management Meeting, Vancouver Canada, August 6-9, 1995.
- Ragins, B.R. *Multiculturalizing business curriculum*. Symposium presentation: "Curriculum enhancement: Using a curriculum enhancement fund to support infusing course content with diverse perspectives", C. Alexander, Chair. National Conference on Race and Ethnicity in Higher Education. Santa Fe, New Mexico, June 1-6, 1995.
- Ragins, B. R. & Scandura, T.A. *Gender and the termination of mentoring relationships*. Academy of Management Meeting, Dallas, TX. August 14-17, 1994.
- Ragins, B. R. & Scandura, T.A. *Separation and redefinition of mentoring relationships: A test and expansion of mentorship theory*. Academy of Management Meeting, Dallas, TX. August 14-17, 1994.
- Ragins, B. R. & Scandura, T.A. *The termination of mentoring relationships*. Ninth Annual Conference for the Society for Industrial and Organizational Psychology, April 8-10. 1994, Nashville, Tennessee.
- Ragins, B. R., Sundstrom, E. & Thomas, R. B. *Gender differences in attributions of power in manager-subordinate pairs*. Academy of Management Meeting, Atlanta, Georgia. August 8-11, 1993.
- Ragins, B. R. & Scandura, T.A. *Expected costs and benefits of being a mentor*. Eighth Annual Conference for the Society for Industrial and Organizational Psychology. San Francisco, CA. April 30 - May 2, 1993.
- Ragins, B.R. *An integrative role theory approach to mentorship*. Western Academy of Management 2nd International Conference. Leuven, Belgium. June 21-24, 1992.

- Ragins, B.R. & Scandura, T.A. *Antecedents and consequences of sexual harassment*. Seventh Annual Conference of the Society for Industrial and Organizational Psychology. Montreal, Canada. May 1-3, 1992.
- Ragins, B.R. *An application of role theory to gender and mentorship*. Fifth Annual Diversity in Mentoring Conference, Chicago, IL. April 2-4, 1992.
- Ragins, B. R. & Cotton, J. *Gender differences in willingness to mentor*. Academy of Management Meeting, Miami, FL. August 11-14, 1991.
- Ragins, B. R. & Cotton, J. *Perceived barriers to mentors among male and female protégés*. Academy of Management Meeting, Washington, DC. August 13-16, 1989.
- Ragins, B. R. & McFarlin, D. *Mentor roles: An investigation of cross-gender mentoring relationships*. Academy of Management Meeting, Washington, DC. August 13-16, 1989.
- Ragins, B. R. *A field examination of the gender congruency theory of power*. Association of Human Resources Management and Organizational Behavior, Boston, MA. November 7-12, 1989.
- Ragins, B. R., Sundstrom, E. & Cartor, R. A. *Subordinates' perceptions of power in male and female managers*. Seventh Annual Conference on Women and Organizations, Long Beach, CA. August 3-5, 1988.
- Ragins, B. R. *Does gender matter? An investigation of potential artifacts in research on subordinate evaluations of male and female leaders*. Academy of Management Meeting, Anaheim, CA. August 7 - 10, 1988.
- Ragins, B.R., Sundstrom, E., & Cartor, R.A. *Gender and managerial power*. Academy of Management Meeting, Anaheim, CA. August 7 - 10, 1988.
- Ragins, B. R. *Power and subordinate evaluations of male and female leaders*. Tenth Annual National Conference of the Association for the Study of Communication, Language, and Gender, Milwaukee, WI. Oct. 9-11, 1987.

Other Conference Activities

- Mentor: Tenure Project. Foster School of Business, University of Washington. Virtual. August 2, 2022.
- Panelist: *Flourishing in Your Career*. Careers Division Doctoral Consortium. Academy of Management Meeting. Synchronous Virtual, July 31, 2021.
- Presenter: *The Craft of Clear Writing*. AMR: Writing Theoretical Papers – A Workshop from the Editors. Academy of Management Meeting, Synchronous Virtual, August 8, 2020.

- Panelist: *Publishing Insights and Career Strategies*. Careers Division Doctoral Consortium. Academy of Management Meeting. Synchronous Virtual, August 8, 2020.
- Discussant: Symposium: *Positive Relationships Across Differences*. S. Cha and B. Lyons, Chairs. Academy of Management Meeting. Synchronous Virtual, August 11, 2020. Showcase symposium. Finalist for Best Symposium Award in Managerial and Organizational Cognition division.
- Panelist, *Looking Back and Moving Forward: Understanding the Past, Present and Future of LGBTQ Research*. Asynchronous Panel. Conference for the Society of Industrial and Organizational Psychology. May 28, 2020.
- Panelist, *Publishing Impactful Research on Careers*. Careers Division Doctoral Consortium. Academy of Management Meeting. Boston, MA. August 9-13, 2019.
- Co-Chair: *Publishing Diversity Research Workshop*. Gender and Diversity in Organizations Division. Academy of Management Meeting, Boston, MA. August 9-13, 2019
- Presenter: *The challenge of being inclusive in polarizing times: An interactive forum*. Conference for the Society for Industrial and Organizational Psychology. National Harbor, Maryland. April 4-6, 2019.
- Panelist: *Authentically different: Merging authenticity with diversity management*. Conference for the Society for Industrial and Organizational Psychology. National Harbor, Maryland. April 4-6, 2019.
- Facilitator: Society for Organizational Behavior Business Meeting. Duke University, Durham, NC. October 19-21, 2018.
- Co-Chair: *Publishing Diversity Research Workshop*. Gender and Diversity in Organizations Division. Academy of Management Meeting, Chicago, IL, August 10-14, 2018.
- Facilitator: *AMR Writing Theoretical Papers – A Workshop from the Editors*. Academy of Management Meeting, Chicago, IL, August 10-14, 2018.
- Panelist: *Editors Panel*. Gender and Diversity in Organizations Junior Faculty Consortium. Academy of Management Meeting, Atlanta, GA, August 4-8, 2017.
- Presenter: *INSIDE/OUT: How authors and editors collaborate on theoretical contribution*. Academy of Management Meeting, Atlanta, GA, August 4-8, 2017.
- Organizer: *AMR Writing Theoretical Papers – A Workshop from the Editors*. Academy of Management Meeting, Atlanta, GA, August 4-8, 2017.
- Co-Chair: *Publishing Diversity Research Workshop*. Gender and Diversity in Organizations Division. Academy of Management Meeting, Atlanta, GA, August 4-8, 2017.

- Speaker: *When Gender Matters: Storytelling from Women in the Academy*. Academy of Management Meeting, Atlanta, GA, August 4-8, 2017.
- Discussant: Symposium: *Bridging Diversity Research and Positive Organizational Scholarship (POS)*. S. Cha and L. Roberts, Chairs. Academy of Management Meeting, Anaheim, CA, August 5-9, 2016.
- Organizer: *AMR Writing Theoretical Papers – A Workshop from the Editors*. Academy of Management Meeting, Anaheim, CA, August 5-9, 2016.
- Panelist: *Editors Panel*. Gender and Diversity in Organizations Doctoral Consortium. Academy of Management Meeting. Academy of Management Meeting, Anaheim, CA, August 5-9, 2016.
- Co-Chair: *Publishing Diversity Research Workshop*. Gender and Diversity in Organizations Division. Academy of Management Meeting, Anaheim, CA, August 5-9, 2016.
- Panelist: *Editors Panel*. Doctoral Student/Junior Faculty Consortium. Western Academy of Management Meeting. Portland, OR. March 9-12, 2016.
- Panelist: *Editorial Mentoring Workshop*. Israel Organizational Behavior Conference. Tel Aviv University, Tel Aviv, Israel. January 6-8, 2016.
- Co-Chair: *Publishing Diversity Research Workshop*. Gender and Diversity in Organizations Division. Academy of Management Meeting, Vancouver, BC, August 7-11, 2015.
- Organizer: *AMR Writing Theoretical Papers – A Workshop from the Editors*. Academy of Management Meeting. Vancouver, BC, August 7-11, 2015.
- Panelist: *Editors Panel*. Gender and Diversity in Organizations Junior Faculty/Doctoral Student Consortium. Academy of Management Meeting. Vancouver, BC, August 7-11, 2015.
- Panelist: *Recognizing Rights and opening Governance in our Peer-reviewed Journals*. (OMT, OB, BPS, HR, GDO and ODC divisions). Academy of Management Meeting. Academy of Management Meeting. Vancouver, BC, August 7-11, 2015.
- Discussant: Symposium: *Exploring the Intricacies of High Quality and Developmental Relationships in Organizations*. K. Ehrhardt & J. Zikic, Chairs. Academy of Management Meeting. Vancouver, BC, August 7-11, 2015.
- Round Table Leader, *Meet the Editors Session*. Organizational Behavior Doctoral Consortium. Academy of Management Meeting, Philadelphia, PA, August 1-5, 2014.
- Co-Chair: *Publishing Diversity Research Workshop*. Gender and Diversity in Organizations Division. Academy of Management Meeting, Philadelphia, PA, August 1-5, 2014.

Organizer: *AMR Writing Theoretical Papers – A Workshop from the Editors*. Academy of Management Meeting. Philadelphia, PA, August 1-5, 2014.

Presenter/Debate: *I-O Psychologists in Business Schools: Brain Drain or Eye Opener?* Conference for the Society for Industrial and Organizational Psychology, Honolulu, Hawaii. May 15-17, 2014.

Presenter: *AMR Writing and Reviewing Theoretical Papers – A Workshop from the Editors*. Academy of Management Meeting. Lake Buena Vista (Orlando) Florida. August 9-13, 2013.

Panelist: *Editors Panel*. Gender and Diversity in Organizations Junior Faculty Consortium. Academy of Management Meeting. Lake Buena Vista (Orlando) Florida. August 9-13, 2013.

Co-Chair: *Publishing Diversity Research Workshop*. Gender and Diversity in Organizations Division. Academy of Management Meeting. Lake Buena Vista (Orlando) Florida. August 9-13, 2013.

Panelist: *Editors Panel*. Human Resource Management Doctoral Student Consortium. Academy of Management Meeting. Lake Buena Vista (Orlando) Florida. August 9-13, 2013

Discussant: Symposium: *Positive Relationships At Work: Expanding the Empirical Foundations of An Emerging Research Domain*. E. Heaphy & K. Rogers, Chairs. Academy of Management Meeting. Lake Buena Vista (Orlando) Florida. August 9-13, 2013.

Moderator and Panelist: *Diverse perspectives on gender backlash: A panel discussion*. Eastern Academy of Management; Managing in a Global Economy XV Conference. Seville, Spain. June 23-27, 2013.

Discussant: Symposium: *Managing stigmatized identities: How, when and to whom matters*. A.M. Ryan, Chair. Academy of Management Meeting. Boston, MA. August 3-7, 2012.

Co-Organizer: *AMR Writing Theoretical Papers – A Workshop from the Editors*. With C. Devers. Academy of Management Meeting. Boston, MA. August 3-7, 2012.

Co-Chair: *Coalition for Faculty Diversity Research Publishing Workshop*. Gender and Diversity in Organizations Division. Academy of Management Meeting. Boston, MA. August 3-7, 2012.

Panelist: *Editors Panel*. Gender and Diversity in Organizations Junior Faculty Consortium. Academy of Management Meeting. Boston, MA. August 3-7, 2012.

Discussant: *Past, Present and Future of Investigation of Positive Relationships at Work*. Academy of Management Meeting. Boston, MA. August 3-7, 2012.

Facilitator: *Careers in Motion: Mentoring Conversations along Boston's Freedom Trail*. Academy of Management Meeting. Boston, MA. August 3-7, 2012.

Chair and Panelist: *Mentoring Across Cultures and Contexts: Bridging the Research-Practice Gap*. Co-chairs: Aarti Shyamsunder and Subhadra Dutta. Society for Industrial and Organizational Psychology Conference, April 26-28, 2012. San Diego, CA.

Presenter: *Teaching Diversity: The A, B, C's*. Gender and Diversity in Organizations Doctoral Consortium. Academy of Management Meeting, San Antonio, TX. August 12-16, 2011.

Co-Chair: *Coalition for Faculty Diversity research publishing workshop*. Gender and Diversity in Organizations Division. Academy of Management Meeting. San Antonio, TX. August 12-16, 2011.

Discussant: Symposium: *The yin and yang of mentoring: Exploring the continuum of mentoring relationships and experiences*. D. Chandler, S. Dobrow and W. Murphy, Chairs. Academy of Management Meeting. San Antonio, TX. August 12-16, 2011.

Organizer: *GDO Town Hall Meeting: AoM Coalition for Faculty Diversity, Diversity & Inclusion Theme Committee and GDO*. Academy of Management Meeting. San Antonio, TX. August 12-16, 2011.

Chair: *Diversity Networks from Startup to Strategy*. Society for Industrial and Organizational Psychology Conference, April 14-16, 2011. Chicago, Illinois.

Chair: *Coaching Women Through Backlash: Bridging Research and Practice*. Society for Industrial and Organizational Psychology Conference, April 14-16, 2011. Chicago, Illinois.

Discussion Leader: *Generating University Inclusivity: Lessons From and For All Sectors*. LGBTQ Networking Conference. Mark S. Bonham Center for Sexual Diversity Studies. University of Toronto. Toronto, Canada. November 5-6, 2010.

Co-Chair: *Coalition for Faculty Diversity research publishing workshop*. Gender and Diversity in Organizations Division. Academy of Management Meeting. Montreal, Canada. August 6-10, 2010.

Organizer: *Coalition on Faculty Diversity Town Hall Meeting*. Academy of Management Meeting. Montreal, Canada. August 6-10, 2010.

Panelist: *Scholars Who Dared to Care: Insights from Sage Scholarly Contribution Awardees*. Academy of Management Meeting. Montreal, Canada. August 6-10, 2010.

Discussant: Symposium: *Situational Moderators of Gender-Based Backlash*. L. Severance and M. Gelfand, Chairs. Conference for the Society for Industrial and Organizational Psychology. Atlanta, GA. April 8-10, 2010.

Co-Chair: *Coalition for Faculty Diversity research publishing workshop*. Academy of Management Meeting. Chicago, IL. August 7-11, 2009.

- Discussant: *Pink Management: An LGBTQ research incubator*. Academy of Management Meeting. Chicago, IL. August 7-11, 2009.
- Facilitator: *The last taboo: Exposing social class in the workplace*. Academy of Management Meeting. Chicago, IL. August 7-11, 2009.
- Organizer: *Coalition on Faculty Diversity Town Hall Meeting*. Academy of Management Meeting. Chicago, IL. August 7-11, 2009.
- Organizer: *GDO Reception and 25th Anniversary Celebration*. Academy of Management Meeting. Chicago, IL. August 7-11, 2009.
- Panelist: *Racioethnicity in Organizations: Do Scientific Methods Reflect Practical Realities?* Conference for the Society for Industrial and Organizational Psychology. New Orleans, LA. April 2-4, 2009.
- Discussant: Symposium: *The questions we're afraid to ask: The answers we're afraid to share*. Academy of Management Meeting. Anaheim, CA. August 8-13, 2008.
- Chair: *Coalition on Faculty Diversity Town Hall Meeting*. Academy of Management Meeting. Anaheim, CA. August 8-13, 2008.
- Co-Chair: *Coalition for Faculty Diversity research publishing workshop*. Academy of Management Meeting. Anaheim, CA. August 8-13, 2008.
- Discussant: Symposium: *High quality work relationships: Integrating streams and charting new waters*. Conference for the Society for Industrial and Organizational Psychology. San Francisco, CA. April 10-12, 2008.
- Panelist: *Mentoring gone awry: When a "good thing" goes wrong*. Conference for the Society of Industrial-Organizational Psychology. San Francisco, CA. April 10-12, 2008.
- Co-Chair: *Coalition for Faculty Diversity Publishing Workshop*. Academy of Management Meeting. Philadelphia, PA. August 3-8, 2007.
- Panelist: *Teaching courses on Diversity in Organizations*. Academy of Management Meeting. Philadelphia, PA. August 3-8, 2007.
- Organizer: *GDO Town Hall Meeting: AOM Coalition on Faculty Diversity- Progress Report and Future Planning*. Academy of Management Meeting. Philadelphia, PA. August 3-8, 2007.
- Chair: Showcase Symposium: *Diversity's embeddedness: Viewing diversity from community, organizational, team and dyadic lenses*. With M. Akinola. Academy of Management Meeting. Philadelphia, PA. August 3-8, 2007.
- Chair: Symposium: *Developmental relationships: Life savers in the career sea*. With L. Dragoni. Conference for the Society of Industrial-Organizational Psychology. New York City, NY. April 27-29, 2007.

Panelist and Co-Chair: *Expanding the horizons of mentoring theory, research and practice*. Conference for the Society of Industrial-Organizational Psychology. New York City, NY. April 27-29, 2007.

Chair: All-Academy Symposium: “*Pushing the boundaries of mentoring theory and research*.” With K. E. Kram. Academy of Management Meeting. Atlanta, Georgia. August 11-16, 2006.

Panelist: *Ethics in mentoring: Exploring dilemmas and tactics to deal strategically with duality*. Academy of Management Meeting. Atlanta, Georgia. August 11-16, 2006.

Panelist: *Designing and teaching courses on “Diversity in Organizations*. Academy of Management Meeting. Atlanta, Georgia. August 11-16, 2006.

Co-Chair: *Coalition for Faculty Diversity research publishing workshop*. Academy of Management Meeting. Atlanta, Georgia. August 11-16, 2006.

Organizer: *Tenure/promotion stories in academe: Sharing and generating research insights from our experiences*. Academy of Management Meeting. Atlanta, Georgia. August 11-16, 2006.

Organizer: *GDO Town Hall Meeting: Reporting progress and planning next steps for the AOM Coalition on Faculty Diversity*. Academy of Management Meeting. Atlanta, Georgia. August 11-16, 2006.

Discussant and Chair: *Cracking the glass ceiling: Needs, challenges and dilemmas*. The 26th International Congress of Applied Psychology. Athens, Greece: July 16-21, 2006.

Panelist: *Mentoring: Extending research and practice to access underutilized workforce populations*. Conference for the Society of Industrial-Organizational Psychology. Dallas, Texas. May 5-7, 2006.

Discussant: Symposium: *Don't say a word: Explaining withholding of knowledge from coworkers*. Conference for the Society of Industrial-Organizational Psychology. May 5-7, 2006.

Chair: Joint Symposium: *Creating new visions of mentoring: Building bridges and making waves*. Human Resource Management, Careers and Management Education & Development Divisions. Academy of Management Meeting, Honolulu, Hawaii. August 5-10, 2005. Nominated for Best Symposium Award: Careers and Management Education & Development Divisions.

Chair: *GDO Town Hall Meeting: Increasing diversity in business school faculty*. Academy of Management Meeting, Honolulu, Hawaii. August 5-10, 2005.

Presenter: Shared Professional Development Workshop: *Women's careers in academe: Setting out to sea, seeking safe harbors, sailing into the wind*. Careers, Gender & Diversity in Organizations, and Management Education & Development Divisions. Academy of Management Meeting, Honolulu, Hawaii. August 5-10, 2005.

- Panelist: Shared Professional Development Workshop: *Exploring the forces operating when hidden identities intersect in the U.S. and global workplace*. Gender & Diversity in Organizations, Management Spirituality & Religion and International Management divisions. Academy of Management Meeting, Honolulu, Hawaii. August 5-10, 2005.
- Doctoral Consortium Panelist: *The scholarship process*. Gender and Diversity in Organizations Division. Academy of Management Meeting, Honolulu, Hawaii. August 5-10, 2005.
- Organizer: *GLBTRESEARCHNET: Global research and practitioner network investigating GLBT's workplace experiences*. Academy of Management Meeting. Honolulu, Hawaii. August 5-10, 2005.
- Chair, Showcase Symposium: *Work, family and careers: A research incubator for actionable knowledge*. Human Resource Management, Careers and Gender and Diversity in Organizations Division. Academy of Management Meeting. New Orleans, LA. August 6-11, 2004. Nominated for Best Symposium Award: Careers Division.
- Coordinator: *Gay, lesbian, bisexual and transgender issues: Creating a research, teaching, and action agenda*. Gender and Diversity in Organization professional development workshop. Academy of Management Meeting. New Orleans, LA. August 6-11, 2004.
- Panelist: *Almost everything you need to know to be successful in Academia*. Doctoral Consortium, Gender and Diversity in Organizations Division. Academy of Management Meeting. New Orleans, LA. August 6-11, 2004.
- Presenter and Organizer: *What diversity counts most: When and why? Does gender trump race, ethnicity, age, and other identities*. Shared professional development workshop: Gender and Diversity in Organizations, Careers, and Human Resource Management Divisions. Academy of Management Meeting. New Orleans, LA. August 6-11, 2004.
- Chair: *Two heads are better than one: Research and networking mentoring workshop*. Gender and Diversity in Organizations Division and Academy Mentoring Committee. Academy of Management Meeting. New Orleans, LA. August 6-11, 2004.
- Panelist: *Critical issues to consider in conducting research on lesbian, gay, bisexual, and transgender (LGBT) issues*. Conference for the Society of Industrial-Organizational Psychology. Chicago, IL: April 2-4, 2004.
- Discussant: *Diversity and mentorships: The mentoring relationships and experiences of racial minorities and women*. Academy of Management Meeting. Seattle, Washington. August 1-6, 2003.
- Panelist: *How to build a developmental network: Tools and techniques for effective mentoring relationships*. Mentoring Committee shared professional development

workshop. Academy of Management Meeting. Seattle, Washington. August 1-6, 2003.

Panelist: *Theorizing about hidden identities in the workplace: A research incubator.* Gender and Diversity in Organization professional development workshop. Academy of Management Meeting. Seattle, Washington. August 1-6, 2003.

Discussant: *Mentoring as a means of employee development.* Conference for the Society of Industrial-Organizational Psychology. Orlando, Florida: April 11-13, 2003.

Panelist: *Sexual orientation diversity in the broader context: Issues and avenues.* Conference for the Society of Industrial-Organizational Psychology. Orlando, Florida: April 11-13, 2003.

Discussant: *Can the company make a difference? Organizational practices and the inclusion of women in management.* Academy of Management Meeting, Denver, Colorado. August 9-14, 2002.

Discussant: *Building effective mentoring networks: The role of demography.* Academy of Management Meeting, Denver, Colorado. August 9-14, 2002.

Professional Development Session Coordinator: *Two heads are better than one: Networking and research in progress workshop.* Gender and Diversity in Organizations Division. Academy of Management Meeting, Denver, Colorado. August 9-14, 2002.

Professional Development Workshop Facilitator: *Building community and inclusion: Dialogues about diversity and networking in and around organizations.* Gender and Diversity in Organizations Division. Academy of Management Meeting, Denver, Colorado. August 9-14, 2002.

Doctoral Consortium Panelist. *Finding a place for your scholarship.* Gender and Diversity in Organizations Division. Academy of Management Meeting, Denver, Colorado. August 9-14, 2002.

Discussant: *Underlying processes for beneficial mentorships: Implications of emerging research.* Conference for the Society of Industrial-Organizational Psychology. Toronto, Canada: April 12-14, 2002.

Discussant: *Defining, measuring and creating a positive climate for diversity.* Conference for the Society of Industrial-Organizational Psychology. Toronto, Canada: April 12-14, 2002.

Panelist: *Broadening conceptions of mentoring: Paradoxes in research and practice.* Mentoring Committee professional development workshop. Academy of Management Meeting, Washington, DC. August 5 – 8, 2001.

Pre-conference Session Co-Coordinator: *Two heads are better than one: Networking and research in progress workshops.* Gender and Diversity in Organizations Division. Academy of Management Meeting, Washington, DC. August 5 – 8, 2001.

Pre-conference Session Co-coordinator and Panelist: *Backlash in Academia: Let's talk about it!* Gender and Diversity in Organizations Division. Academy of Management Meeting, Toronto, Canada. August 4-9, 2000.

Discussant: *From exploding mentoring mines to mentoring meaningfully: A role play and conversation.* Mentoring Committee professional development workshop. Academy of Management Meeting, Toronto, Canada. August 4-9, 2000.

Doctoral Consortium Panelist. *Publishing research on race and gender.* Gender and Diversity in Organizations Division. Academy of Management Meeting, Toronto, Canada. August 4-9, 2000.

Pre-conference Session Co-Coordinator: *GDO Networking: Establishing partnerships, forming collaborations.* Gender and Diversity in Organizations Division. Academy of Management Meeting, Toronto, Canada. August 4-9, 2000.

Discussant: *Effective mentoring relationships: From dysfunctional to functional and everything in between.* Conference for the Society of Industrial and Organizational Psychology. New Orleans, LA. April 14-16, 2000.

Discussant: *The Good, the Bad, and the Ugly: Diverse perspectives on mentoring in organizations.* Presented paper: *More than a feeling: Notes on navigating the dark side of mentoring.* Academy of Management Meeting, Chicago, IL. August 6-11, 1999.

Pre-conference Session Co-Coordinator: *Breakfast and networking: An opportunity to establish new partnerships for conducting and publishing research.* Gender and Diversity in Organizations Division. Academy of Management Meeting, Chicago, IL. August 6-11, 1999.

Discussant: *Emerging Topics in the Career Landscape.* Fourteenth Annual Conference of the Society for Industrial and Organizational Psychology. April 30 – May 2, 1999. Atlanta, Georgia.

Doctoral Consortium Panelist: *Peering Through the Social Identity Looking Glass.* Presented “Sexual orientation and social identity: future research challenges.” Gender and Diversity in Organizations Division. Academy of Management, San Diego, CA. August 8, 1998.

Pre-conference Session Coordinator: *Crossing the Invisible Border: Doing Research on Sexual Orientation in the Workplace.* Gender and Diversity in Organizations Division. Academy of Management, San Diego, CA. August 8, 1998.

Discussant: *Women's Careers in the 1990's: Challenges and Strategies.* Thirteenth Annual Conference of the Society for Industrial and Organizational Psychology. April 24-26, 1998. Dallas, Texas.

Chair: *Best Papers Session.* Women in Management Division. Academy of Management, Vancouver, Canada. August 6-9, 1995.

Discussant: *Women's Ways of Speaking*. Fourteenth Annual Communication, Language and Gender Conference. Milwaukee, Wisconsin. October 3-6, 1991.

Chair: *Organizational Behavior: Education and Research Methods*. Midwest Academy of Management Meeting. Milwaukee, Wisconsin. April 18-21, 1990.

GRANTS AND AWARDS

Grants: External (Funded and Under Review)

The Society for Human Resource Management (SHRM) Foundation (2007).

“Diversity and Careers: An Examination of the Career Experiences, Processes and Outcomes of a Multicultural Workforce.” (With Karen Lyness, Baruch College) (amount funded: \$120,000). Project completed August 16, 2010.

Interdisciplinary Committee on Organizational Studies (ICOS) and School of Business Administration, University of Michigan; Institute for Diversity Education and Leadership (IDEAL), UWM. (2004) “Positive Relationships at Work: The Funding of a Book-Building Conference.” (With Jane Dutton, University of Michigan) (amount funded: \$10,500).

The University of Wisconsin Institute for Race and Ethnicity and the Institute for Diversity Education and Leadership (IDEAL) (2003): “Stopping the Revolving Door: The Role of Organizational and Community Diversity Climate in the Retention of Employees of Color.” (With Jorge Gonzalez and Romila Singh, University of Wisconsin-Milwaukee). (amount funded: \$10,000).

The Milwaukee Center for Workplace Diversity (2002). Authored original proposal and business plan for the nation’s first Center for Workplace Diversity. Received initial start-up funds from the Greater Milwaukee Committee, the Metropolitan Milwaukee Association of Commerce, and the UWM Milwaukee Idea Fund. (amount funded: \$380,000).

Wayne F. Placek Award and Grant. (1996) The American Psychological Foundation; American Psychological Association (APA). “Heterosexism in the Workplace: A National Study of Gay and Lesbian Employees.” (capped award amount: \$15,000)

Women's Bureau, U.S. Department of Labor. (1991) “The Influence of Formal and Informal Mentors on Women in Traditional and Nontraditional Occupations” (with John Cotton, Marquette University.) (amount funded: \$45,402).

Grants: Internal

University Fellowship Awards/Grants:

“Heterosexism and diversity in the workplace: A study of the effects of race, ethnicity, and gender on sexual orientation discrimination.” Marquette University Summer

Faculty Fellowship (\$5,550) and University Regular Research Grant (\$2,000).
Marquette University, 1997.

- "An attitudinal change approach to teaching diversity in organizations." Marquette University Summer Faculty Fellowship (\$5,450). Marquette University, 1995.
"The influence of mentors on women in traditional and non-traditional occupations." Marquette Summer Faculty Fellowship (\$3,800). Marquette University, 1992.

University Grants:

- "Support for the College of Business Graduate Student Mentoring Program." Office of Academic Affairs Grant (\$1,735), Marquette University, 1997.
"Curriculum Support for Multiculturalizing Undergraduate and Graduate Business Courses." (\$1,300). Marquette University, 1998.
"Instructional media support for the development of an undergraduate course on diversity." Office of Multicultural Concerns curriculum enhancement grant (\$1,800). Marquette University, 1996.
"Book support for multiculturalizing undergraduate and graduate courses." Office of Multicultural Concerns curriculum enhancement grant (\$750). Marquette University, 1995.
"Audio-visual support for the development of a course on diversity." Office of Multicultural Concerns curriculum enhancement grant (\$1,665). Marquette University, 1994.
"Diversity in organizations: The development of a diversity course and the inclusion of diversity into business curriculum." Office of Multicultural Concerns curriculum enhancement grant (\$2,000). Marquette University, 1993.

Marquette College of Business Awards and Grants:

- College of Business Administration competitive summer research grants: 1987, 1988, 1991, 1993, 1996 & 1998.
College of Business Administration competitive summer teaching grant. 1994.

SERVICE ACTIVITIES

University of Wisconsin System Committees

Best Practices Subcommittee of the UW System Status of Women Committee (1999)
Advisor to UW System Status of Women Committee (1998 – 1999)

University of Wisconsin-Milwaukee University Committees

University Distinguished Professors Committee (2022-present)
Graduate School Research Committee (2007-2009)
Employee Development Advisory Board (2004-2009)
Mentoring Program Advisory Board (2002-2004)
Mentoring Program Mentor (2001-2005)
Search and Screen Committee: Director of Affirmative Action (EDS) (2001-2002)
Implementation Task Force on the Climate for Women (2002-2003)
Task Force on the Climate for Women at UWM (2000-2001)
Search and Screen Committee: Human Resource Director (2001)
Division of Professional Studies Executive Committee (2000 - 2001)
Center for Workplace Diversity Planning Group (1998-2000)
Women's Studies Certificate Program Committee (1998 – 2000)
Program Planning Task Force, UWM Conference on Diversity, Recruitment and Retention (1999)

University of Wisconsin-Milwaukee Lubar College of Business Committees & Service

Teaching Committee (Member: 2013-present; Chair: 2016-present).

- Developed and implemented the “Ask A Mentor” Teaching Mentor Program. Program offers teaching mentors to doctoral/graduate students who are new teachers.

Advisory Board, Lubar School of Business *Multicultural Mentoring Program* (2009-present)

- Provide training and orientation to program participants. Program provides community mentors to undergraduate students of color.

Co-Chair, Lubar College Committee on Diversity, Equity and Inclusion (2022-present)
Created and launched the *Organizational Leadership in Diversity, Equity and Inclusion* graduate certificate for the Lubar College (2021-2022).
Co-Chair, Chair and Named Professors Committee (2023)
Member, Lubar College Taskforce on Diversity, Equity and Inclusion (2020-2022)

- Developed and spearheaded graduate certificate in Organizational Leadership in Diversity, Equity and Inclusion.

School of Business Executive Committee (1998 – present)
Member, Teaching Professor Search Committee (2023)
Member, Rockwell Automation Endowed Professorship Search Committee (2022)
Co-Chair, Human Resource Management/Organizational Behavior Assistant Professor Search Committee (2020)
Co-Chair, Notebaert Professor of International Business & Global Studies Search Committee (2018-19).
Member, Bostrom Professorship Search Committee (2020)
Member, Facilities Task Force (2020).
Chair, Management Area (2002-2003; 2007-2008; 2018-19)

Member, Executive Committee subcommittee: Post-Tenure Procedures and Processes (2016-2017)
 Member, MS Committee (2010-2012)
 Member, MPA Coordinating Committee (2011- 2012)
 Member, Undergraduate Program Committee (2008 - 2009)
 Chair, Preliminary Exam Committee (Winter, 2010)
 Preliminary Exam Committee (2007- 2024)
 Co-Chair, Human Resource Management Faculty Search Committee (2007- 2008)
 Chair, Human Resource Management Undergraduate Program Evaluation Task Force (2002– 2003).
 Chair, Search Committee for Executive Director of Milwaukee Center for Workplace Diversity (2002)
 Member, Search Committee for Interim Organizer for Milwaukee Center for Workplace Diversity (2002)
 Committee on Committees (2007-08)
 MS Program Committee (2006-2008)
 MHRLR Coordinating Committee (1998-2008, 2010, 2011)
 Masters of Public Administration Coordinating Committee (2005)
 Advisor to the UWM School of Business Building Blocks to the Future Minority Mentoring Program (1999 – 2003)
 Non-Profit Curriculum Planning Task Force (2001-2002)
 School of Business Masters Program Committee (2000-2001)
 SBA Research Awards Committee (2000-2001)
 Co-Chair, Human Resources/Organizational Behavior Faculty Search Committee (2000)
 Chair, MBA Track Development Committee (Fall 2000)
 AACSB Accreditation Task Force (1998-1999)
 AACSB Journal Evaluation Subcommittee (1999 – 2000)
 MBA Reengineering Task Force (1999-2000)
 School of Business Undergraduate Program Committee (1999-2000)
 Grade Appeals Subcommittee (1999-2000)
 Chair, SBA Research Awards Committee (1999-2000)
 Co-Chair, Manegold Endowed Chair Search Committee (1999-2000)

UWM Service Recognition

- **UWM Provost Merit Fund Recipient** (2002). Received in recognition for contributions to campus-wide goals and university-level service.

Marquette: University Committees

Ad Hoc Committee on Defining Diversity (appointed by Executive Vice President, 1998)
 Joint Committee on Diversity Training Research (1997)
 Committee on Research (1997)
 Equal Opportunity Advisory Council (1994 - 1998)
 Women's Advisory Council (1996 - 1998)
 Harry S. Truman Scholarship Committee (1997 - 1998)
 Women's Chair in Humanistic Studies Search Committee (1994 - 1998)
 University Speaker's Bureau (1994 - 1998)
 Library Board (1994 - 1996)

University Committee on Faculty: Subcommittee on Appeals (1993 -1996)
 Office of Multicultural Concerns Curriculum Grant Review Committee (1995)
 University Committee for Women's Studies (1987 - 1994)
 Drug and Alcohol University Committee (1990 - 1993)

Marquette: College of Business Committees and Activities

College of Business Faculty Advisor: Graduate Student Mentoring Program (1996-1998).
 Consulted in the development and evaluation of program. Provided training and orientation to participants. Wrote successful grant proposals for program.
 Panel Moderator: "Human Resources: It's Not Just a Career, It's an Adventure" recruitment video for Human Resources Program (1997).
 Department Library Liaison to University Library Committee (1992 - 1998)
 Human Resource Management Advisory Board (1990 - 1998)
 Coordinator, Human Resources Internship Program (1993 - 1996)
 Placement Director Search Committee (1996)
 Dean Search Committee (1994 - 1995)
 Faculty Development College Committee (1987 - 1993)
 College Strategic Planning Task Force on Placement (1992)
 Ad Hoc Department Budget Committee (1991)

Service to Professional Associations

Society for Industrial Organizational Psychology

SIOP Humanitarian Award Committee (2016, 2017)
 SIOP Fellowship Committee, Society for Industrial and Organizational Psychology (2007, 2009, 2010)
 SIOP Committee on Lesbian, Gay, Bisexual and Transgender Issues. Society for Industrial and Organizational Psychology (2003-2010).
 SIOP Best LGBT Paper Award Committee, Society for Industrial and Organizational Psychology (2006, 2007, 2008).
 William A. Owens Scholarly Achievement Award Committee. Society for Industrial-Organizational Psychology (2001).

Academy of Management

Mentor, Careers Division Mentoring Program (2020-present)
 Founder and Chair, Academy of Management Coalition on Faculty Diversity (2005-2012).
 AOM Diversity Task Force (2008-2009).
 Representative-At-Large, Careers Division Steering Committee (Elected term: 2005-2008).
 Executive Board Member, Executive Committee – Gender and Diversity in Organizations Division (Elected term: 2004-2007).
 Sage Scholarly Contributions Award Committee. Gender and Diversity in Organizations Division, Academy of Management (2008-2010, 2013).

Saroj Parasuraman Award for Outstanding Publication on Gender and Diversity Awards Committee, (2008-2009).

Janet Chusmir Service Award Committee. Gender and Diversity in Organizations Division, Academy of Management (2006, 2007, 2008, 2009, 2011, 2012, 2014, 2015, 2016, 2017).

Careers Division Best Overall Paper Committee (2014)

Best Student Paper Awards Committee, Careers Division – National Academy of Management (2006-2007).

Chair, Diversity in Business School Faculty Ad Hoc Committee, Gender and Diversity in Organizations Division, National Academy of Management (2004-2005).

Diversity in Action Best Practice Award Sub-Committee, National Academy of Management. (2004-2005)

Networking Committee, Gender and Diversity in Organizations Division of the National Academy of Management (1999 - 2002).

Academy of Management Mentoring Committee (1999 - 2000).

Best Practices Mentoring Award Subcommittee, National Academy of Management (1999-2000).

Mentoring Committee, Gender and Diversity in Organizations Division of the National Academy of Management (1998-1999).

Outstanding Publication in Organizational Behavior Awards Committee, Organizational Behavior Division, Academy of Management (1998).

Executive Board Member, Executive Committee - Women in Management Division, National Academy of Management (Elected term: 1992 - 1995).

Chair, Best Dissertation Award Committee, Women in Management Division, National Academy of Management (1993 & 1994).

Best Dissertation Award Committee, Women in Management Division, National Academy of Management (1992).

Addison-Wesley Best Paper Award Committee, Careers Division, National Academy of Management (1993, 1997).

Dorothy Harlow Best Paper Award Committee, Women in Management Division, National Academy of Management (1990, 1994 & 1995).

International, National and Community Committees, Boards and Positions

Lead Mentor (I-0 Psychology), McNair Business Scholars Program (2021-present).

Mentor, Tenure Project (2022)

Executive Committee, Society for Organizational Behavior (2013-2017)

Advisory Board Member, Deakin University Center for Business Research. Melbourne, Australia (2005-2006).

Board Member, International Standards for Mentoring Programmes in Employment Review and Advisory Board (2004-2008).

Scientific Committee, International Society for the Study of Work and Organizational Values (2003- 2006).

Advisory Board, American Society for Training and Development (ASTD) of South East Wisconsin (2001 – 2004).

UWM Representative, Milwaukee CEO Diversity Task Force (2001-2003).

Research Advisor, *Milwaukee Magazine*. Men, Women and Power Study (2001).

Research Advisor, National Office of 9-to-5, the National Association of Working Women (1998- 2003).

Conference Advisory Board, The First National Coaching and Mentoring Conference (1997-1998).
 Human Resource Management Association (HRMA). Judging Committee for Annual Award for Outstanding Diversity Program in Wisconsin (1997 and 1998).
 Wisconsin Glass Ceiling Commission: Education and Outreach Committee (1994-1997).
 Catalyst: Women in Corporate Leadership Advisory Committee (1995-1996).
 Graduate Management Admissions Council: National Task Force on Gender Issues in Management Education (1992).

Dissertation/Masters Committees

Xiaoxia Zhu (2024). *It takes a village: The role of mentors, family. And friends in career calling among women and men in STEM fields*. Dissertation Co-Chair. Lubar College of Business. University of Wisconsin-Milwaukee.

Megha Yadav (2024). *Understanding the role of ethnicity and accent biases in evaluations of Latinx applications*. Dissertation Co-Chair. Lubar College of Business. University of Wisconsin-Milwaukee.

Kyle Ehrhardt (2014). Dissertation Chair. *Understanding the role of workplace relationships in employee commitment and engagement: A complementary fit perspective*. Lubar School of Business. University of Wisconsin-Milwaukee.

Gloria Miller (2015). *The effect of cultural and emotional intelligence on mentor and protégé perceptions of attitude homophily and relationship quality in culturally diverse mentoring relationships*. Committee member. Lubar School of Business. University of Wisconsin-Milwaukee.

Ann Marie Marlier (2014) Minor-Advisor and committee member. *An examination of the psychological contracts of contingent faculty teaching at urban, proprietary colleges*. School of Urban Education. University of Wisconsin-Milwaukee.

Julie Fenzel (2013) Committee member. *Examining generational differences in the workplace: Work centrality, narcissism, and their relation to employee work engagement*. School of Urban Education. University of Wisconsin-Milwaukee.

Barjinder Singh (2011). Committee member. *A model of organizational and community embeddedness: Social supportive contextual antecedents, underlying motivational mechanisms, and organizational, community and individual outcomes*. Committee Member. Lubar School of Business. University of Wisconsin-Milwaukee.

Brian Altman (2011). Committee member. *Changes in self-assessed work performance over time as a result of workplace bullying: An analysis of retrospective perspectives*. Committee member and minor advisor. School of Urban Education. University of Wisconsin-Milwaukee.

Doan Winkel (2010). Dissertation Chair. *Applying social cognitive career theory to the work-family domain: A lifespan approach to studying work-family alliance among family business owners*. Lubar School of Business Administration. University of Wisconsin-Milwaukee.

Katherine Rowbotham (2009) *Reactions to the Extra-Organizational Deviance of Coworkers: Implications for Individuals in the Workplace*. Doctoral thesis external reviewer. University of Toronto, Canada.

Raymond Trau (2008). *The Catch 22 of stigma: Identity, context and stereotype at work*. Doctoral thesis external reviewer. Monash University, Australia.

Robin Church (2006) *The effects of organizational heterosexism on the mentoring relationships of gay and lesbian protégés*. Doctoral thesis external reviewer. University of Toronto, Canada.

- Patrice Colletti (2005). *Like a painting in progress: A preliminary descriptive analysis of governance and management leadership diversity in nonprofit organizations and implications for organizational success*. Masters thesis supervisor. School of Business. University of Wisconsin - Milwaukee.
- Anthony Grant (2001). *Toward a psychology of coaching: The impact of coaching on meta-cognition, mental health, and goal attainment*. Doctoral thesis external reviewer. Macquarie University, Australia.
- Brian Wertshnig (2001) Masters thesis supervisor. School of Business. University of Wisconsin - Milwaukee.
- Susan Dircks (2000) Masters thesis supervisor. School of Business. University of Wisconsin - Milwaukee.
- Tracy Oerter (2000) Masters thesis supervisor. School of Business. University of Wisconsin - Milwaukee.
- Shinsaeng Ko (1999) Masters thesis supervisor. School of Business. University of Wisconsin - Milwaukee.
- Janice Mohlenrich (1996) Doctoral committee member. Education Department, Marquette University.
- Srimant Basu (1996) *Mentoring and Organisational Outcomes*. Department of Humanities and Social Sciences. Doctoral thesis external reviewer. Indian Institute of Technology.
- Ann Stockman (1993). *Perceptions of mentoring: Mentor/Protege pairs in clinical psychology*. Doctoral thesis external reviewer. Psychology Department, Fielding Institute.
- Amy Corpi (1992) *The mentoring relationship: An investigation of communication functions, perceived importance and gender*. Masters thesis committee member. Communication Department, Marquette University.

Invited Community Presentations

- Stronger Together: Developing High Quality Mentoring for Female Faculty*. Institute for Women's Leadership. Marquette University. April 19, 2022.
- 'Developing Effective Mentoring Relationships*. Literacy Services of Wisconsin & Wisconsin Literacy. April 20, 2021.
- How to Get a Mentor*. Panelist: 21st Century Skills. Prospanica: The Association of Hispanic Professionals – Milwaukee Chapter. Milwaukee, WI. November 9, 2016.
- Racism at Work*. Guest Speaker. ExFabula Community Workshop. Milwaukee, WI. March 24, 2016.
- Organizational Talent Retention and a Community's Diversity Climate*. Business Advisory Council – Lubar School of Business, University of Wisconsin-Milwaukee. Milwaukee, WI. April 30, 2014.
- Glass Ceiling Chisels: Mentoring as a Career Resource for Women in Academic Medical Settings*. Medical College of Wisconsin Women's Faculty Council and Faculty Career Development Committee Leadership Workshop. Milwaukee, WI., May 9, 2012.
- Community Matters! The Spillover of Community Diversity Climate to the Workplace*. Granville Brown Deer Chamber of Commerce Diversity Dialogue Session. Milwaukee, WI. April 11, 2012.
- Glass Ceiling Chisels: Mentoring as a Career Resource*. Professional Dimensions, Milwaukee, WI. October 26, 2011.

- Managing Mentoring Relationships*. Society for Human Resource Management (SHRM). UWM Chapter. Milwaukee, WI. October 29, 2003.
- Race and Gender Equity in Management: Breaking the Glass Ceiling*. Presented at "Strategies for Corporate and Nonprofit Leadership" conference hosted by Mount Mary's College Women's Leadership Institute and WE Energies. Milwaukee, WI. May 9, 2003.
- The Seven Deadly Myths of Diversity*. Milwaukee Center for Workplace Diversity Inaugural Brown Bag. Wisconsin Energy Corporation. Milwaukee, WI. September 27, 2002.
- The Seven Deadly Myths of Diversity*. Society for Human Resource Management (SHRM). UWM Chapter. Milwaukee, WI. April 4, 2002.
- Women and Power: A Comparison of National and Local Studies*. The Milwaukee Women's Gathering Meeting, sponsored by 9-to-5 and Women's Choice 2002. Milwaukee, WI. April 9, 2002.
- Effective Mentoring Relationships*. American Society for Training and Development (ASTD), Wisconsin Chapter. Hosted by the University of Wisconsin-Milwaukee. Milwaukee, WI. October 10, 2001.
- Finding the Right Mentor: Navigating Through Gendered Relationships*. The Zonta Women's Club of Milwaukee. Milwaukee, WI. February 28, 2001.
- Heterosexism in the Workplace: The Straight Problem*. Workshop on sexual orientation in the workplace, Department of Employee Relations/EEO, City of Milwaukee. Milwaukee, WI. October 25, 2000.
- Finding the Right Mentor: Navigating Through Gendered Relationships*. Two workshops for the Wisconsin Women in Higher Education Leadership Conference. Milwaukee, WI: October 20, 2000.
- Finding the Right Mentor*. GE Global Systems Women's Networking Luncheon. Brookfield, WI. June 7, 2000.
- Developing Effective Mentoring Relationships*. Half day workshop for the Women's Network Group (WINS) at Dean Foods. Rosemont, IL. December 15, 1999.
- How to Find the Right Mentor*. Full day workshop conducted for the Milwaukee Metro Women's Forum conference: Career Strategies for the next millennium. Milwaukee, WI. Nov. 24, 1998.
- He Said/She Said: Gender and Communication at Work*. Symposium for doctors, nurses and medical staff at Gundersen Lutheran Hospital. La Crosse, WI. April 8, 1998.
- Developing Effective Mentoring Programs*. Professional Women's Council, Allen-Bradley Corporation, Milwaukee, WI. April 26, 1994.
- Effective Mentoring Programs*. American Society for Training and Development (ASTD), Wisconsin Chapter, Brookfield, WI. February 23, 1994.
- Effective Mentoring for Women*. Forum on glass ceiling sponsored by TEMPO, Milwaukee Women's Professional Association. Milwaukee, WI. March 9, 1994.
- Breaking the Glass Ceiling*. West Suburban YWCA. Chicago, Illinois. June 3, 1993.
- Effective Mentoring*. BDO Seidman Mentoring Program. Milwaukee, Wisconsin. November 20, 1992.
- How to Select a Mentor - How to Be One*. BDO Seidman and Foley & Lardner's Midwest Professional Women's Group Retreat. Lake Lawn Resort, Delavan, Wisconsin. August 14, 1992.
- The Sexual Harassment Issue: Knowing the Facts*. Transportation-Education Expo '92. Milwaukee, Wisconsin. May 19, 1992.
- Women and Mentoring in Organizations*. Women in Management staff development workshop. Internal Revenue Service, Milwaukee, Wisconsin. October 2, 1990.

- Developing Female Mentors in Organizations.* Staff development workshop. Defense Contract Administration Service Region (DCASR), Chicago Illinois April 4, 1990.
- Career Renewal and Mentoring in Organizations.* Staff development workshop. Froedtert Hospital, Milwaukee, Wisconsin. September 29, 1989.
- Coping with Conflict and Change.* Faculty development seminar, Cardinal Stritch College, Milwaukee, Wisconsin. January 13, 1988.

UWM Presentations, Workshops and Training

- The Building Blocks of DEIB at Work.* Workshop for UWM Delta Sigma Pi. February 2, 2023.
- Diversity and the HR Professional.* Workshop for UWM SHRM group. October 19, 2022
- Compassionate Teaching: Understanding the Stress and Trauma in our Students.* Organized professional development workshop for Lubar School faculty, staff and doctoral students. April 1, 2022
- Teaching Dilemmas and Mentoring Moments.* Facilitated teaching workshop for Lubar School doctoral students. March 19, 2021
- Diversity and Inclusion.* Delta Sigma Pi, “Diversity in the Workplace” panel. Lubar School virtual event. December 1, 2020.
- How to Handle Teaching Dilemmas (and Life) During the COVID Crisis.* Professional development teaching workshop for Lubar School faculty and doctoral students. April 17, 2020
- Gaining perspective: The impact of close cross-race friendships on diversity training and education.* Management area research brown bag series. February 27, 2019.
- Developing Effective Mentoring Relationships.* Wisconsin Women in Higher Education Leadership (WWHEL) Workshop. February 21, 2019.
- Glass ceilings, glass elevators and sticky floors: Challenges and solutions for female leaders.* Professional development workshop for UWM employees. September 22, 2017.
- Balancing Teaching and Research: Sharing our Strategies?* Professional development teaching workshop for Lubar School faculty and doctoral students. April 7, 2017
- Making the Ideal Real: Creating Effective Mentoring Relationships.* UWM Panthers-At-Work Professional Development Series. Inaugural presentation. May 15, 2015.
- Developing Effective Mentoring Relationships.* Lubar School of Business Multicultural Mentoring Program Orientation. September 17, 2021 (virtual); September 28, 2020 (virtual); September 27, 2019; September 21, 2018; September 22, 2017; September 16, 2016; September 25, 2015; September 12, 2014; September 6, 2013; September 7, 2012; September 16, 2011; August 18, 2010.
- Networking: Who, What, Why and Where?* Panel moderator for the Lubar School of Business Multicultural Mentoring Program Spring Networking Reception. April 26, 2011.
- Disclosure Disconnects: A Theoretical Model of the Disclosure of Invisible Stigmas Across Life Domains.* School of Business Administration Brownbag. November 3, 2005.
- Mentors and Leaders.* UWM Student Leadership Conference for Milwaukee Public School System Students. October 5, 2005.
- Work-Life Balance: Elusive Goal or Reality?* Professional development workshop for School of Business Administration faculty. April 16, 2004.

- Managing Teaching Dilemmas.* Coordinated and facilitated teaching development workshop for School of Business Administration faculty. February 21, 2003.
- Breaking the Glass Ceiling.* Equity and Diversity Services (EDS) Diversity Dividends Presentation. November 13, 2002.
- Becoming an Effective Mentor, Coach and Protégé.* Provided training for 6 UWM mentoring programs: School of the Arts Mentoring Program, Links, STS, I & MT, Building Blocks, and Friends on Campus. September 22, 2001.
- Developing Effective Mentoring Relationships.* Provided in-Service training workshop for UWM Academic Staff Mentoring Program, February 23, 2001.
- Dealing with Research Dilemmas.* Facilitated professional development workshop for School of Business Administration faculty. April 13, 2001.
- The Americans with Disability Act.* Panel moderator for the Masters in Human Resources and Labor Relations Spring Forum. April 18, 2001.
- Pink Triangles: Antecedents and Consequences of Workplace Discrimination Against Gay and Lesbian Employees.* Masters in Human Resources and Labor Relations Luncheon Forum, November 6, 2000.
- Becoming an Effective Mentor and Protégé.* Mentor and protégé training for School of Business Building Blocks Mentoring Program. October 14, 2000.
- Developing Effective Mentoring Relationships.* Mentor training for Instructional and Media Technology Mentoring Program, September 18, 2000.
- Heterosexism in the Workplace: The Straight Problem.* Workshop presented for the UWM Institute on Critical Issues session: Dynamics of Homophobia. April 24, 2000.
- Professional Development Workshop for Teaching Effectiveness.* Facilitated workshop for School of Business Administration faculty. April 7, 2000.
- Becoming an Effective Coach and Protégé.* Mentor and protégé training for School of Business Building Blocks Mentoring Program. November 6, 1999.
- Managing Diversity: Challenges for the New Millennium.* Executive M.B.A. Program Special Event. January 30, 1999 & February 5, 1999.

Marquette Presentations, Workshops and Training

- Valuing Diversity.* Resident Hall Training. Marquette University, April 5, 1998.
- Valuing Diversity.* Resident Hall Advisor Training. August 16, 1997.
- The Incidence and Outcomes of Sexual Harassment on Campus.* Required in-service training for all staff, administrators and faculty of Marquette University. December 13 & 15, 1994.
- Women Mentoring Women.* Parent's Weekend Program. October 1, 1994.
- The Inclusion of Diversity into Business Curriculum.* Office of Multicultural Concerns Faculty Development Seminar. September 14, 1994.
- Breaking the Glass Ceiling: Women Mentoring Women.* Keynote Speaker, Association of Marquette University Women's Annual Career Forum. February 2, 1994.
- Communication and Feedback.* Staff development workshop. Marquette University Memorial Library. Milwaukee, WI: March 1, 1994.
- Employment Interviews.* Student Development Series. Mashuda Residence Hall. February 19, 1992.
- Planning Your Career.* Student Development Series. O'Donnell Residence Hall. October 20, 1987.

MEDIA INTERVIEWS

Magazines and National Publications

New York Times. Topic: Second-Best Role Models and Mentors
Wall Street Journal. Topic: Formal Mentoring in Organizations.
U.S. News and World Report. Topic: Women Mentoring Women.
Barron's: Topic: Breaking the Glass Ceiling.
Newsday. Topic: Women's Networks.
American Psychological Association (APA) Monitor. Topic: Formal and Informal Mentoring Relationships in Organizations.
Working Woman Magazine. Topic: Women Mentors.
Glamour Magazine. Topics: Gender and Mentoring, How to Get a Mentor.
Cosmopolitan: Topic: How to Find a Mentor.
The Rotarian: Mentoring
Beauty Magazine. Topic: Gender and Mentoring.
The Globe and Mail. Topic: Sexual Harassment.

Podcasts

The Three Myths of Mentoring: TED talk audio Podcast: *Worklife with Adam Grant*. (7/12/2023) <https://www.ted.com/podcasts/worklife/the-three-big-myths-of-mentoring-transcript>
Making Positive Psychology Work. *Podcast interview on mentoring and diversity*. (2/8/2021)

Electronic Newspapers and Websites

Covid Turned Mentoring Remote: Will it Stay That Way? Health Payer Specialist. (4/23/2023).
Welcome to the Jungle: Work for More. "Remote Mentorship: Poisoned chalice or blessing in disguise?" (6/20/2022)
Can We Make Mentoring Extraordinary? An Interview with Dr. Belle Rose Ragins Featured in *Psychology Today*, *Thriveglobal.com* and *Medium.Com* (4/15/21)
Investor's Business Daily, "How to Learn from Someone Who Has Already Reached Your Goal" (1/29/21)
American Psychological Association: Research Spotlight: "You've got to have friends: the Spillover of cross-race friendships to diversity training and education" (10/27/20)
European CEO. "Love's Labours Lost: The end of workplace relationships." (4/6/2020)
Wall Street Journal "The Unfinished Business of Office Diversity Training"(12/20/20)
US News and World Report. "Polish your professional image with better self-awareness" (5/22/19)
Human Resource Executive Magazine. "These New Technologies are Transforming Mentoring Programs" (January 9, 2019)
World Economic Forum: "#MeToo is having unexpected consequences for women" (3/6/18)
Wallethub.com: Living and Working in Racially Diverse Cities (2/14/18)
Huffington Post: Women-Oriented Companies are Run by Men (7/21/14)
Also posted on *Money News*
Jezebel: How to Get and Keep a Mentor (12/1/2011)

Business Week. Topics: Female MBA's and the Glass Ceiling;
Bridging Generation Gaps;
Mentoring Program at IBM
The Wall Street Journal. Topic: Gender and Mentoring.
Newsday: Topic: Reverse Mentoring.
Society for Human Resource Management (SHRM)
Topic: Diversity and Mentoring.
Topic: Negative life spillover/Fear of home foreclosure study
Arthur Andersen Knowledgespace. Topic: International Mentoring.
MKE-Online. Topic: Mentoring
DiversityInc.Com. Topic: Diversity in Milwaukee.
The News Journal: Delaware Online. Topic: Mentoring

Practitioner's Magazines

HR Magazine. Topic: Mentoring
Insight Magazine. Topic: Establishing Mentoring Programs.
Workforce Magazine. Topic: Mentoring in Organizations.
Human Resource Executive Magazine. Topic: Mentoring.
Training. Topic: Mentoring.
Women in Engineering and Technology Career Development Guide. Topic: Mentoring.
Point of View Magazine. Topic: Mentoring.

International Newspapers

De Volkskrant (Netherlands). Topic: Women, power and leadership.
The Asian Wall Street Journal (Online). Topic: Mentoring Programs.
The Globe and Mail. Topic: Gender and Power

Popular Press Books

Interviews on gender, culture and the workplace appeared in: Henry, Amy (2004) *What it takes: Speak up, step up, move up: A modern woman's guide to success in business*. New York: St. Martin's Press. (pp: 119-120; 125-126).

National Newspapers

Akron Beacon Journal, Akron, OH. Topic: Glass Ceiling.
Asbury Park Press, Asbury, NJ: Topic: Mentoring.
Birmingham Post-Herald, Birmingham, AL. Topic: Reversed-Status Couples.
Catholic Herald, Milwaukee, WI. Topic: Marriage and reversed-status relationships.
Chicago Tribune, Chicago, IL. Topic: The Glass Ceiling.
Chicago Tribune, Chicago, IL. Topic: Sexual Harassment; Mentoring.
Chico Enterprise, Chico, CA. Topic: Reversed-Status Couples.
Clarion Ledger, Jackson, MS. Topic: Glass Ceiling.
Crescent-News, Defiance, OH. Topic: Reversed-Status Couples.
Dallas Business Journal, Dallas, TX: Topic: Women and Mentoring.

Decatur Daily, Decatur, AL. Topic: Reversed-Status Couples.
Federal Times, Springfield, VA. Topic: Formal Mentoring Programs.
Helmet News, Helmet, CA. Topic: Reversed-Status Couples.
Herald-Standard, Uniontown, PA. Topic: Reversed-Status Couples.
Indianapolis Star, Indianapolis, IN. Topic: Glass Ceiling.
Intelligence-Record, Doylestown, PA. Topic: Reversed-Status Couples.
Journal Gazette, Fort Wayne, IN. Topic: Reversed-Status Couples.
Leader-Telegram, Eau Claire, WI. Topic: Reversed-Status Couples.
Lexington Herald-Leader, Lexington, KY. Topic: Glass Ceiling.
Montgomery Advisor, Montgomery, AL. Topic: Reversed-Status Couples.
Nevada Appeal, Carson City, NV. Topic: Reversed-Status Couples.
Oshkosh Northwestern, Oshkosh, WI. Topic: Reversed-Status Couples.
Plain Dealer, Cleveland OH. Topic: Reversed-Status Couples.
Press Telegram, Long Beach CA. Topic: Mentoring.
Quincy Harold-Whig, Quincy, IL. Topic: Reversed-Status Couples.
Salisbury Post, Salisbury, NC. Topic: Reversed-Status Couples.
San Juan Star, San Juan, Puerto Rico. Topic: Reversed-Status Couples.
Seattle Post-Intelligencer, Seattle, WA. Topic: Reversed-Status Couples.
Star Tribune, Minneapolis, MN. Topic: Reversed-Status Couples.
Staten Island Register, Staten Island, NY. Topic: Reversed-Status Couples.
St. Louis Dispatch, St. Louis, MO. Topic: The Glass Ceiling.
Sun-Sentinel, Fort Lauderdale, FL. Topic: The Glass Ceiling.
Trentonian, Trenton, NJ. Topic: Glass Ceiling.
The Tennessean, Nashville, TN. Topic: Workplace Mentoring.
The Walla-Walla Union-Bulletin, Walla-Walla, WA. Topic: Role of women in economy.
Valley Daily News, Kent, WA. Topic: Reversed-Status Couples.
Vindicator, Youngstown, OH. Topic: Reversed-Status Couples.

Milwaukee/Wisconsin Newspapers and Magazines

Wisconsin State Journal, Epic Systems Employees Battle Management for More Diversity and Inclusion. March 1, 2021
Milwaukee Business Journal. Topics: Racial Harassment in the Workplace, Executive Mentoring, Women's Networks, Sexual Harassment, Diversity in Organizations, Gender and Pay Equity, Business Climates for Women, Gender and Leadership, Racial Harassment, Dressing for Success.
Milwaukee Journal-Sentinel. Topics: Diversity in Organizations, Career Management Through Mentoring, Diversity-Friendly Corporate Cultures, Minorities and the Glass Ceiling, Developing Effective Mentoring Relationships, Women Volunteers, Motherhood Penalty, Role expectations for women of color.
Milwaukee Magazine. Topic: Best Places for Women to Work.
Milwaukee Journal. Topics: Sexual Harassment, Gender and Hostile Environments, Gender and Mentoring, Work-Family Conflict, Women's Career Issues, Office Romance, Men in Dual-Career Couples, Trophy Wives, Reversed-Status Couples, Women and Housework, Gender Equality in the Workplace.
Milwaukee Sentinel. Topic: Mentoring in organizations.
Milwaukee Small Business Times. Topics: Mentoring in small businesses, Developing mentoring programs.
1993 Milwaukee Women's Yellow Pages: Feature interview on gender and mentoring.

National and Local Television

FOX: *Evening News* Interview. Topic: Playing Hooky. 4/10/00
WISN-TV (ABC) *Evening News* Interview. Topic: Glass Ceiling. 2/4/97.
WTMJ-TV (NBC) *Evening News* Interview. Topic: Baby Boomers Turning Fifty.
1/3/96.
WISN-TV (ABC) *This Week* Talk Show. Topic: Mentoring in Organizations. 1/9/94.
WISN-TV (ABC) *Milwaukee's Talking* Talk Show. Topic: Reversed-Status Couples.
8/19/93.
WTMJ-TV (NBC) *Evening News* Interviews. Topic: Sexual Harassment in
Organizations. 3/24/92 and 3/12/92.
WTMJ-TV (NBC) *Human Rights* Television Program. Topic: Sexual Harassment in
Organizations. October-November, 1989.

National and Local Radio

National Public Radio: Hearsay with Cathy Lewis. 5/8/17. Topic: Do it Yourself
Mentoring.
WGLB. Milwaukee, WI. 11/6/02. Topic: The Seven Deadly Myths of Diversity.
National Public Radio. All Things Considered. 3/6/01. Topic: Gays in the Workplace.
WUWM *Public Radio* 8/18/05 and 11/23/05. Topic: Effective teaching.
WUWM *Public Radio* 9/20/12 and 9/23/12. Topic: Spillover of Community Diversity to
the Workplace.

PROGRAM DEVELOPMENT

Founder and Research Director: The Milwaukee Center for Workplace Diversity
Senior Research Fellow: The Institute for Diversity Education and Leadership
(IDEAL) University of Wisconsin-Milwaukee (November 2001- June 2006).

Developed the Milwaukee Center for Workplace Diversity, renamed the Institute for Diversity Education and Leadership (IDEAL). As the first of its kind in the nation, the Institute partnered local organizations with local universities for the purpose of creating and disseminating knowledge about workplace diversity. The Institute developed a local infrastructure of trained professionals in workplace diversity and provided practical assistance and training to employers seeking to attract, retain and promote a diverse workforce.

Originated business plans, co-developed budgets, developed position descriptions, organized search committees and sought initial funding from the Milwaukee business community. Worked closely with Milwaukee-area CEOs in funding initiatives and implementation. Assisted in raising \$380,000 of start-up funding from the Milwaukee business community.

CONSULTING AND OTHER EXPERIENCE

CONSULTING EXPERIENCE

Mentor/Coaching Training:

Allen-Bradley Corporation
Andersen Consulting
BDO Seidman
Dean Foods (Gender and Mentoring)
Defense Contact Administrative Service (U.S. Army subcontractor)
Eaton Corporation (Cutler-Hammer Division)
Foley & Lardner
Froedtert Hospital
GE Global Systems
JPMorgan/ Chase Bank
Miller Brewing Company Corporate Headquarters. (Diversity and Mentoring)
Miller Brewing Company: Irwindale, CA; Eden NC.
Quad Graphics (Diversity and Mentoring)
Quarles & Brady, LLP
U.S. Internal Revenue Service
United Water Services

Mentor Program Development:

Briggs and Stratton
Harley-Davidson (Diversity and Mentoring)
JPMorgan Chase Bank
Milwaukee Journal/Sentinel
Miller Brewing Company (Corporate Headquarters)
State of Wisconsin (Department of Industry, Labor and Human Relations)
Wisconsin Gas
Wisconsin Medical College

Diversity Training:

Rockwell Automation
Gundersen Lutheran Hospital
Marquette University
Miller-Coors Brewing Company
Quad Graphics

Team Building:

Wisconsin Center/Greater Milwaukee Convention and Visitor's Bureau

Sub-Contracted Consulting/Research Experience

Senior Consulting Associate

W.A. Golomski & Associates - Chicago, IL.

As senior member of an international quality improvement consulting firm,
responsible for developing and conducting quality improvement team building

training for individuals at all organizational levels. Companies included: insurance provider, chemical manufacturer, health systems/hospitals, interstate trucking, business network, U.S. Navy. (1989 - 1994)

Research Coordinator and Statistical Consultant

Martin Marietta Inc. - Oak Ridge National Laboratory, Oak Ridge TN

Designed and conducted applied field research and program evaluation. Responsible for developing instruments, analyzing data, and generating technical reports. (1985-1986)

Selection Specialist

Lounsbury and Associates - Knoxville, TN.

Conducted executive assessments for top-level personnel and applicants for executive positions at Appalachian Life Insurance. (1983-1984)

Graduate Research Assistant

Department of Management - University of Tennessee, Knoxville, TN (1981-1984)

Related Work Experience:

Public Policy Analyst Internship

Illinois Legislative Advisory Committee on Public Aid - Chicago, IL

Designed and conducted evaluative policy research. Responsible for policy planning, legislative recommendations and statewide coordination of agencies into task force. (1980-1981)

Program Director and Clinical Supervisor

Department of Health and Human Resources - Downers Grove, IL

Directed employment service program. Designed and implemented community and staff training seminars. Responsible for clinical supervision, training and evaluation of staff. Provided individual and group counseling/substance abuse treatment. (1978-1980)

Organizational Surveyor

Austin Association for Retarded Citizens - Austin, TX

Designed, implemented and analyzed organizational needs assessment instruments. (1977-1978)

Training Coordinator

Womens' Programs Office - Southern Illinois University, Carbondale, IL

Developed training and development programs for university personnel and students. Responsible for training needs assessment, recruitment and training evaluation. Developed training of trainers program. Training topics included: stress management, career development, assertiveness training, leadership development and group dynamics. (1974-1977)

Hotline Coordinator and Counselor

Alternatives, Inc. Chicago, IL

Directed citywide youth hotline/crisis intervention service. Recruited, trained and supervised staff. Developed statewide seminars on drug abuse. Provided individual and group counseling. (1972-1974).

PROFESSIONAL AFFILIATIONS

Academy of Management
American Psychological Association
American Psychological Society
Society for Industrial and Organizational Psychology
Southern Management Association