

DEVON PROUDFOOT**EDUCATION**

- PhD **Duke University, Fuqua School of Business (Expected 2017)**
Management and Organizations
- MSc **London School of Economics and Political Science (2008)**
Social Psychology, Distinction
- BA **McGill University (2007)**
Major: Psychology, First-Class Honors

RESEARCH INTERESTS

- Stereotyping and inequality
- Creativity judgments
- Motivational underpinnings of organizational attitudes and behaviors

PUBLICATIONS

1. Shepherd, S. & **Proudfoot, D.** (forthcoming). System Justification. In F. M. Moghaddam (Ed.), *The SAGE Encyclopedia of Political Behavior*.
2. **Proudfoot, D.**, Kay, A. C., & Koval, C. Z. (2015). A Gender Bias in the Attribution of Creativity: Archival and experimental evidence for the perceived association between masculinity and creative thinking. *Psychological Science*, 26, 1751-1761.
*Winner, Best Paper Award, Academy of Management, GDO Division
3. **Proudfoot, D.**, Kay, A. C., & Mann, H. (2015). Motivated Employee Blindness: The effect of labor market instability on judgment of organizational inefficiencies. *Organizational Behavior and Human Decision Processes*, 130, 108-122.
4. **Proudfoot, D.** & Kay, A. C. (2014). System Justification in Organizational Contexts: How a motivated preference for the status quo can affect organizational attitudes and behaviors. *Research in Organizational Behavior*, 34, 173-187.
5. **Proudfoot, D.** & Kay, A. C. (2014). Reactance or Rationalization? Predicting public responses to government policy. *Policy Insights from the Behavioral and Brain Sciences*, 1, 256-262.
6. **Proudfoot, D.** & Lind, E.A. (2014). Fairness Heuristic Theory, the Uncertainty Management Model, and Fairness at Work. In M. Ambrose & R. Cropanzano (Eds.), *Oxford Handbook of Justice in Work Organizations* (pp. 371 – 385). Oxford, UK: Oxford University Press.
7. Laurin, K., Kay, A. C., **Proudfoot, D.**, & Fitzsimons, G. J. (2013). Response to Restrictive Policies: Reconciling system justification and psychological reactance. *Organizational Behavior and Human Decision Processes*, 122(2), 152-162

PAPERS UNDER REVIEW/WORKING PAPERS

8. Kay, M. B., **Proudfoot, D.**, Larrick, R. P. There's No Team in I: How observers perceive individual creativity in a team setting. 2nd invited revision at *Journal of Applied Psychology*.
9. **Proudfoot, D.** & Kay, A. C. Membership in a stable organization can sustain individuals' sense of control. Invited revision at *Organizational Behavior and Human Decision Processes*.

10. Kay, M. B., **Proudfoot, D.**, & Larrick, R. P. The Diversity Bonus and Penalty: How Demographic Diversity in Teams Affects Perception of Group Creativity.
11. **Proudfoot, D.**, Kay, A. C., & Jost, J.T. “C’est La Vie”: Is the existing social order regarded as less “ideological” than its alternatives?
12. **Proudfoot, D.**, Kay, A. C., Van den Bos, K., & Lind, E. A. Effects of procedural fairness on the tendency to stereotype.

SELECTED RESEARCH IN PROGRESS

13. **Proudfoot, D.** & Kay, A.C. Discrimination in workplace evaluations of minority U.S. military veterans (data collection)
14. **Proudfoot, D.** & Kay, A.C. Experiencing stereotypes as restrictions (data collection)
15. Fath, S. B. **Proudfoot, D.**, & Kay, A.C. Organizational structure predicts attitudes toward minority organizations (data collection)
16. **Proudfoot, D.** & Shea, C.T. Effects of diversity-related hiring goals on preference for counter stereotypical job candidates (data collection)
17. **Proudfoot, D.** & Larrick, R. P. Effects of lone genius lay theory of creativity on creativity judgments about individuals vs. teams (data collection)
18. Koval, C. Z., **Proudfoot, D.** & Fitzsimons, G.M. Psychological barriers to cross gender mentorship in organizations (data collection)

TEACHING

- Instructor for *Public Policy 830: Human Resources Management*** Fall 2014
 Duke University, Master of Public Policy (MPP) Program at Sanford School of Public Policy
 *Developed course content and structure; integrated course with MPP curriculum
 Teaching evaluation: 4.6/5
- Instructor for *Leadership* (2 sections)** Summer 2014
 Duke University, Talent Identification Program (Duke TIP)
 Teaching evaluation: 4.7/5
- Guest Lecturer for *Public Policy 815: Public Management*** Spring 2014
 Duke University, Master of Public Policy (MPP) Program at Sanford School of Public Policy

Teaching Assistant Experience

- Duke University, Fuqua School of Business
- | | |
|---|-----------|
| <i>Negotiations</i> , Cross Continental MBA | 2015 |
| <i>Managerial Effectiveness</i> , Cross Continental MBA | 2012-2015 |
| <i>Negotiations</i> , Daytime MBA | 2013-2014 |
| <i>Management for the Global Executive</i> , Global Executive MBA | 2012 |
| <i>Foundations in Management</i> , Masters of Management | 2011 |

CONFERENCE PRESENTATIONS

1. **Proudfoot, D.** & Kay, A.C. (August 2016). Membership in a Stable Organization can Sustain Individuals' Sense of Control. Talk presented at the *Annual Academy of Management Meeting*, Anaheim, California.
2. **Proudfoot, D.**, Kay, A. C., & Koval. C. (August 2015). Creativity is Gendered: The perceived association between masculinity and creative thinking. Talk presented at the *Annual Academy of Management Meeting*, Vancouver, British Columbia.
3. **Proudfoot, D.**, Kay, A. C., Van den Bos, K. & Lind, E.A. (August 2015). The effect of being given voice on the tendency to stereotype others. Talk presented at the *Annual Academy of Management Meeting*, Vancouver, British Columbia.
4. **Proudfoot, D.** & Kay, A.C. (February 2015). Effects of gender stereotypes on creativity judgments. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology*, Long Beach, California.
5. **Proudfoot, D.**, Kay, A. C., & Mann, H. (August 2014). Motivated Employee Blindness: The effect of economic instability on defense of organizational inefficiencies. Talk presented at the *74rd Annual Academy of Management Meeting*, Philadelphia, Pennsylvania.
6. **Proudfoot, D.**, Kay, A. C., & Mann, H. (May 2014). Motivated Employee Blindness: The effect of economic instability on defense of organizational inefficiencies. Talk presented at the *Trans-Atlantic Doctoral Conference*, London Business School, London, England.
7. **Proudfoot, D.** & Kay, A. C. (February 2014). Perceptions of the status quo as non-ideological. Talk presented at the Political Psychology Pre-conference, *Annual Meeting for the Society for Personality and Social Psychology*, Austin, Texas.
8. **Proudfoot, D.**, Zhou, C., & Kay, A. C. (February 2014). Evidence that risk stereotypes contribute to gender inequality in the workplace. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology*, Austin, Texas.
9. **Proudfoot, D.**, Zhou, C., & Kay, A. C. (August 2013). Gender, risk stereotypes, and inequality in organizations. Talk presented at the *73rd Annual Academy of Management Meeting*, Orlando, Florida.
10. **Proudfoot, D.**, Kay, A. C., Van den Bos, K., & Lind, E. A. (March, 2013). The effect of voice on the tendency to categorize. Poster presented at the *2nd Annual Duke, Virginia, and Carolina (DVaC) Conference*, Durham, North Carolina.
11. **Proudfoot, D.**, Kay, A. C., Van den Bos, K., & Lind, E. A. (January, 2013). The effect of voice on the tendency to categorize. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology*, New Orleans, Louisiana.

CHAired SYMPOSIA

1. *Antecedents to Inequality: Exploring Links between Ideology and Maintenance of Social Hierarchy*. (August 2016). Showcase Symposium presented at the Annual Academy of Management Meeting, Anaheim, California.

AWARDS AND HONORS

Winner, Best Paper Award, Academy of Management Meeting, Gender and Diversity (GDO) Division	2015
Outstanding Reviewer Award, Academy of Management Meeting, Gender & Diversity (GDO) Division	2014
Doctoral Student Fellowship, Fuqua School of Business, Duke University	2011 – present
Graduate Merit Award, London School of Economics and Political Science	2007
J.W. McConnell Entrance Scholarship, McGill University	2003

SERVICE & PROFESSIONAL AFFILIATIONS

Organizer

Weekly PhD Research Brownbag, Duke University, Management and Organizations Group

Ad hoc Reviewer

Journal of Experimental Social Psychology
Academy of Management Annual Meeting

Professional Affiliations

Academy of Management
International Society for Justice Research
Society for Personality and Social Psychology

REFERENCES

Aaron C. Kay

Professor, Management and Organizations
Duke University: The Fuqua School of Business
100 Fuqua Drive, Durham, NC 27708
Tel: 919 660 3737
Email: aaron.kay@duke.edu

Richard P. Larrick

Michael W. Krzyzewski University Professor, Management and Organizations
Duke University: The Fuqua School of Business
100 Fuqua Drive, Durham, NC 27708
Tel: 919 660 4076
Email: rick.larrick@duke.edu

E. Allan Lind

James L. Vincent Professor, Management and Organizations
Duke University: The Fuqua School of Business
100 Fuqua Drive, Durham, NC 27708
Tel: 919 660 7849
Email: allan.lind@duke.edu