

DEVON PROUDFOOT

Cornell University, ILR School
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ACADEMIC POSITIONS

Assistant Professor, Cornell University
ILR School, Human Resource Studies Department

July 2017—

EDUCATION

PhD Duke University, Fuqua School of Business (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

JOURNAL ARTICLES

Proudfoot, D. & Kay, A. C. (in press). How perceptions of one's organization can affect perceptions of the self: Membership in a stable organization can sustain individuals' sense of control. *Journal of Experimental Social Psychology*.

Min B. Kay, **Proudfoot, D.**, & Larrick, R. P. (in press). There's no team in I: How observers perceive individual creativity in a team setting. *Journal of Applied Psychology*.

Fath, S., **Proudfoot, D.**, & Kay, A.C. (2017). Effective to a fault: Organizational structure predicts attitudes toward minority organizations. *Journal of Experimental Social Psychology*, 73, 290-297.

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

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.

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.

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.

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.

BOOK CHAPTERS

Shepherd, S. & **Proudfoot, D.** (2017). System Justification. In F. M. Moghaddam (Ed.), *The SAGE Encyclopedia of Political Behavior*.

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.

PAPERS UNDER REVIEW/WORKING PAPERS

Min B. Kay, **Proudfoot, D.**, & Larrick, R. P. The diversity bonus and penalty: How demographic diversity in groups affects perception of group creativity.

Proudfoot, D., Kay, A. C., & Jost, J.T. “C’est La Vie”: Is the existing social order regarded as less “ideological” than its alternatives?

Proudfoot, D. & Kay, A. C. Experiencing stereotypes as restrictions.

Proudfoot, D., Kay, A. C., DeVincent, L., Van den Bos, K., & Lind, E. A. Effects of procedural fairness on the tendency to stereotype.

TEACHING

Instructor for HR 2460: Diversity and Inclusion
Cornell University, ILR School, Undergraduate course

Fall 2018

Instructor for HR 2600: Human Resources Management
Cornell University, ILR School, Undergraduate course

Fall 2017-18

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

Instructor for *Leadership* Summer 2014
Duke University, Talent Identification Program (Duke TIP)

CONFERENCE PRESENTATIONS

Proudfoot, D. & Kay, A.C. (March, 2018). How perceptions of one's organization can affect perceptions of the self: Membership in a Stable Organization Can Sustain Individuals' Sense of Control. Talk to be presented at the Annual Meeting for the Society for Personality and Social Psychology, Atlanta, Georgia.

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.

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.

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.

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.

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.

Proudfoot, D. & Kay, A. C. (June 2014). Perceptions of the status quo as non-ideological. Poster presented at the Biennial Conference of the International Society for Justice Research, New York, New York.

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.

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.

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.

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.

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.

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

Antecedents to inequality: Exploring links between ideology and maintenance of social hierarchy. (August 2016). Symposium presented at the Annual Academy of Management Meeting, Anaheim, California.

**Selected as Showcase Symposium

INVITED TALKS

Cornell University, Social Psychology Area (2018)
Harvard Business School, NOM Unit (2016)
Carnegie Mellon University, Tepper School of Business (2016)
University of Toronto, Rotman School of Management, OB/HRM (2016)
Washington University in St Louis, Olin School of Business, Organizational Behavior (2016)
Yale School of Management, Organizational Behavior (2016)
MIT, Sloan School of Business, Work and Organization Studies Group (2016)
Cornell University, ILR School, HR Studies Department (2016)
University of Michigan, Ross School of Business, Management and Organizations (2016)
UNC-Chapel Hill, Kenan Flagler School of Business (2016)
UT Austin, McCombs School of Business, Department of Management (2016)
University of Maryland, Robert H. Smith School of Business, M&O Department (2016)
University of Chicago, Booth School of Business, Behavioral Science Group (2016)
UC Berkeley, Haas School of Business, MORS Department (2016)
London Business School, Organizational Behavior Department (2015)

AWARDS AND HONORS

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| 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 – 2016 |
| Graduate Merit Award, London School of Economics and Political Science | 2007 |
| J.W. McConnell Entrance Scholarship, McGill University | 2003 |

SERVICE

Ad hoc Reviewer

Organizational Behavior and Human Decision Processes
Journal of Experimental Social Psychology
Social Justice Research
Academy of Management Annual Meeting

Facilitator

Halfway there, but now what: Advice for pre-dissertation doctoral students (August 2017).
Personal Development Workshop (PDW) at the Annual Academy of Management Meeting,
Atlanta, Georgia

Mentoring/Advising

Lauren DeVincent, Cornell ILR, Organizational Behavior (MA/PhD Committee)

Organizer

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

PROFESSIONAL AFFILIATIONS

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