

DEVON PROUDFOOT

Cornell University, ILR School
169 Ives Hall, Ithaca, NY 14853
devon.proudfoot@cornell.edu

ACADEMIC POSITIONS

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

July 2017—

EDUCATION

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

RESEARCH INTERESTS

- Stereotyping and inequality
- Creativity evaluation
- Motivational processes underlying organizational attitudes and behaviors

JOURNAL ARTICLES

Proudfoot, Devon and Aaron C. Kay (2018). 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*, 76, 104-115.

Kay, Min B., **Devon Proudfoot**, and Richard P. Larrick (2018). There's no team in I: How observers perceive individual creativity in a team setting. *Journal of Applied Psychology*. 103, 432-442.

Fath, Sean, **Devon Proudfoot**, and Aaron C. Kay (2017). Effective to a fault: Organizational structure predicts attitudes toward minority organizations. *Journal of Experimental Social Psychology*, 73, 290-297.

Proudfoot, Devon, Aaron C. Kay, and Christy Koval. (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, Devon, Aaron C. Kay, and Heather Mann (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, Devon and Aaron C. Kay (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, Devon and Aaron C. Kay (2014). Reactance or rationalization? Predicting public responses to government policy. *Policy Insights from the Behavioral and Brain Sciences*, 1, 256-262.

Laurin, Kristin, Aaron C. Kay, **Devon Proudfoot**, and Gavan J. Fitzsimons (2013). Response to restrictive policies: Reconciling system justification and psychological reactance. *Organizational Behavior and Human Decision Processes*, 122(2), 152-162.

BOOK CHAPTERS

Shepherd, Steven and **Devon Proudfoot** (2017). System Justification. In F. M. Moghaddam (Ed.), *The SAGE Encyclopedia of Political Behavior*.

Proudfoot, Devon and Allan E. Lind (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.

WORKING PAPERS/PAPERS UNDER REVIEW

Proudfoot, Devon and Min B. Kay. The diversity bonus and penalty: How group demographic composition can bias perceptions of group creativity. Under review.

Proudfoot, Devon and Sean Fath. How perceived social connectedness influences judgments of creative potential. Under review.

Proudfoot, Devon and Aaron C. Kay. Experiencing stereotypes as restrictions. Working paper.

Proudfoot, Devon, Aaron C. Kay, Kees Van den Bos, and Allan E. Lind. Effects of procedural fairness on the tendency to stereotype. Working paper.

Proudfoot, Devon, Aaron C. Kay, and John T. Jost. “C’est La Vie”: Is the existing social order regarded as less “ideological” than its alternatives? Working paper.

TEACHING

HR 2640: Diversity and Inclusion Cornell University, ILR School, Undergraduate course	Fall 2018
HR 2600: Human Resource Management Cornell University, ILR School, Undergraduate course	Fall 2017-18
Public Policy 830: Human Resources Management Duke University, Master of Public Policy (MPP) course at Sanford School of Public Policy	Fall 2014
Leadership Duke University, Talent Identification Program (Duke TIP)	Summer 2014

SELECTED CONFERENCE TALKS

Proudfoot, D., Fath, S. & Kay, A. C. (October, 2018). Effective to a fault: Organizational structure predicts attitudes toward minority organizations. Talk presented at the Society of Experimental Social Psychology Annual Conference, Seattle, WA.

Proudfoot, D., Kay, A. C., & Jost, J. T. (August, 2018). Perceiving the Status Quo as Non-Ideological: Implications for evaluation of leaders and policies. Talk presented at the Annual Academy of Management Meeting, Chicago, Illinois.

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 presented at the Annual Meeting for the Society for Personality and Social Psychology, Atlanta, Georgia.

*Selected for Early Career Blitz Talk

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., & 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., & 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, 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. (August 2013). Gender, risk stereotypes, and inequality in organizations. Talk presented at the 73rd Annual Academy of Management Meeting, Orlando, Florida.

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

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)

SELECTED MEDIA COVERAGE

Harvard Business Review, Forbes, Huffington Post, Scientific American, Pacific Standard, Innovation Hub, Public Radio International, Inc. Magazine

AWARDS & RESEARCH GRANTS

CAHRS Research Grant, Cornell University (\$5,320) (2018)

Winner, Best Paper Award, Academy of Management Meeting, Gender and Diversity (GDO) Division (2015)

Outstanding Reviewer Award, Academy of Management Meeting, Gender and 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

Journal of Personality and Social Psychology
Academy of Management Journal
Organizational Behavior and Human Decision Processes
Journal of Experimental Social Psychology
Personality and Social Psychology Bulletin
Social and Personality Psychology Compass
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

PROFESSIONAL AFFILIATIONS

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