

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, 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 discrimination
- Creativity evaluation
- Motivations underlying employees' organizational attitudes and behaviors

JOURNAL ARTICLES

Proudfoot, Devon and Sean Fath (2020). Signaling creative genius: How perceived social connectedness influences judgments of creative potential. *Personality and Social Psychology Bulletin*.

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.

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.

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.

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.

TEACHING

Cornell University

Undergraduate level courses

ILRHR 3640: Diversity and Inclusion (Fall 2020)

ILRHR 2640: Diversity and Inclusion-Advanced Writing Seminar (Fall 2018-20)

ILRHR 2600: Human Resource Management (Fall 2017-19)

ILRID 1500: Freshman Colloquium (Fall 2018)

Graduate level courses

ILRHR6400: Organizational Diversity (Spring 2021)

Duke University

Public Policy 830: Human Resources Management (Fall 2014)

Leadership (Duke Talent Identification Program) (Summer 2014)

SELECTED CONFERENCE TALKS

Proudfoot, D. & Kay, A.C. (August, 2020). The unequal burden of positive gender stereotypes on women and men's sense of autonomy. Talk accepted for presentation at the Annual Academy of Management Meeting, Vancouver, British Columbia.

*Selected for AOM Best Paper Proceedings, GDO Division

Proudfoot, D. & Fath, S. (August, 2019). The "lone genius" myth: Signaling an independent social orientation communicates creative potential. Talk presented at the Annual Academy of Management Meeting, Boston, Massachusetts.

*Selected for AOM Best Paper Proceedings, OB Division

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

CAHRS Advisory Board, Cornell University (2019)
 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

My work has been covered by popular press outlets such as: *Harvard Business Review*, *Forbes*, *Huffington Post*, *Scientific American*, *Pacific Standard*, *Innovation Hub*, *Public Radio International*, *Inc. Magazine*, *Psychology Today*

AWARDS & RESEARCH GRANTS

Selected for AOM Best Paper Proceedings (top 10%) (2020)
CAHRS Research Grant, Cornell University (\$7,640) (2019)
Selected for AOM Best Paper Proceedings (top 10%) (2019)
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

Editorial Board Member

Organizational Behavior and Human Decision Processes (2020-)

Ad hoc Reviewer

Academy of Management Discoveries
Academy of Management Journal
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology
Organization Science
Personality and Social Psychology Bulletin
Social and Personality Psychology Compass
Social Justice Research
Academy of Management Annual Meeting

Advising

Claire Sandman (Cornell ILR OB), Master's thesis committee
Lillien Ellis (Cornell ILR OB), PhD dissertation committee
Lauren DeVincent (Cornell ILR OB), Master's thesis committee and PhD dissertation committee
Ishan Sharma (Cornell ILR Undergraduate), Honors thesis second reader

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

Committees at Cornell ILR

Academic Standards Committee (2019-2022)
Psychology of Work Course Subcommittee (2019-)
Diversity Course Requirement Subcommittee (2020-)