

DEVON PROUDFOOT

169 Ives Hall, Cornell University, Ithaca, NY 14853

devon.proudfoot@cornell.edu

ACADEMIC POSITIONS

Cornell University	
Assistant Professor, Human Resource Studies, ILR School	2017-present
Faculty Fellow, Cornell Center for the Social Sciences	2022-2023

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

PUBLICATIONS

1. **Proudfoot, Devon** and Aaron C. Kay (in press). Communal Expectations Conflict with Autonomy Motives: The Western Drive for Autonomy Shapes Women's Negative Responses to Positive Gender Stereotypes. *Journal of Personality and Social Psychology*.
*Selected for AOM Best Paper Proceedings (GDO Division)
2. **Proudfoot, Devon** and Sean Fath (2021). Signaling creative genius: How perceived social connectedness influences judgments of creative potential. *Personality and Social Psychology Bulletin*, 47(4), 580-592.
*Selected for AOM Best Paper Proceedings (OB Division)
3. 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.
4. **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.
5. 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.
6. Shepherd, Steven and **Devon Proudfoot** (2017). System Justification. In F. M. Moghaddam (Ed.), *The SAGE Encyclopedia of Political Behavior*.
7. **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
8. **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.
9. **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.

10. **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.
11. **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
12. 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.

SELECTED EARLIER STAGE PAPERS/PROJECTS

*Underline indicates student working under my supervision

13. **Proudfoot, Devon**, Zachariah Berry, Edward Chang, and Min B. Kay. How group racial composition influences judgments of team creativity. Invited revision at *Management Science*.
14. Schlund, Rachel, **Devon Proudfoot**, and Sean Fath. Social class and experience of positive gender stereotypes.
15. Johnson, Wayne and **Devon Proudfoot**. Noise in evaluation of highly novel ideas.
16. **Fath, Sean** and Devon Proudfoot. The impact of self-labeling opportunities for minorities.
17. **Proudfoot, Devon**, Aaron C. Kay, and John T. Jost. Are existing organizational policies regarded as less ideological than their alternatives?

HONORS & AWARDS

CAHRS Research Grant, Cornell University (\$10,170) (2022)
 Cornell Center for Social Sciences Faculty Fellowship, Cornell University (\$8,500) (2022)
 President's Council of Cornell Women (PCCW) Affinito-Stewart Grant (\$10,000) (2021)
 CAHRS Research Grant, Cornell University (\$9,000) (2021)
 Selected for AOM Best Paper Proceedings (top 10%) (GDO Division) (2020)
 CAHRS Research Grant, Cornell University (\$7,640) (2019)
 Selected for AOM Best Paper Proceedings (top 10%) (OB Division) (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)

INVITED PRESENTATIONS

Cornell University, ILR Advisory Council (2022)
 Cornell University, Behavioral Economics and Decision Research Showcase (2022)
 University of Arizona, Eller College of Management (2021)
 Cornell University, CAHRS Advisory Board (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 CONFERENCE PRESENTATIONS

* Presenter is graduate student

*Johnson, W. & **Proudfoot, D.** (August, 2022). Noisy and Biased: Evaluating Creativity. Talk to be presented at the Annual Academy of Management Meeting, Seattle, Washington.

Proudfoot, D., Berry, Z., Chang, E. H., & Kay, M. B. (August, 2022). How group racial composition influences judgments of team creativity. Talk to be presented at the Annual Academy of Management Meeting, Seattle, Washington.

*Schlund, R., **Proudfoot, D.** & Fath, S. (February, 2022). Social class and experience of positive gender stereotypes. Data blitz talk to be presented at the Gender Preconference, Annual Meeting for the Society for Personality and Social Psychology (Virtual)

*Schlund, R., **Proudfoot, D.** & Fath, S. (February, 2022). Positive for whom? Social class moderates men's attitudes towards positive gender stereotypes. Poster presented at the Annual Meeting for the Society for Personality and Social Psychology (Virtual)

Proudfoot, D. & Kay, A.C. (February, 2021). Stable groups can instill a sense of control. Talk presented at Intragroup Processes Pre-Conference, Annual Meeting for the Society for Personality and Social Psychology (Virtual)

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.

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

SELECTED MEDIA COVERAGE

- Harvard Business Review: [Even women think men are more creative](#)
- Forbes: [Busting Bias in the Creative Process](#)
- Huffington Post: [We see men as more creative, and that's a big problem for women](#)
- Scientific American: [The Creativity Bias Against Women](#)
- Pacific Standard: [The imagined link between masculinity and creativity](#)
- Innovation Hub (Public Radio International): [Gender, Creativity, and You](#)
- Inc. Magazine: [Men are more likely to be seen as creative thinkers](#)
- Inc Magazine: [Does Creativity Affect our Paychecks?](#)
- Psychology Today: [Why do we treat women's creativity differently?](#)
- Forbes: [Three reasons why culture efforts fail](#)

TEACHING

Cornell University

Undergraduate level courses

- ILRHR 3640: Diversity and Inclusion (Fall 2020)
- ILRHR 2640: Diversity and Inclusion-Advanced Writing Seminar (Fall 2018-2020, Spring 2022)
- ILRHR 2600: Human Resource Management (Fall 2017-19)
- ILRID 1500: First Year Colloquium (Fall 2018, 2020, 2021)

Master's level courses

- ILRHR 6400: Organizational Diversity and Inclusion (Spring 2021, 2022)

eCornell

- ILR 561: Building Diverse Talent Pools
- ILR 562: Inclusive Hiring Practices
- ILR 563: Sustaining Progress in Hiring Diverse Talent

Duke University

- Public Policy 830: Human Resources Management (Fall 2014)
- Leadership (Duke Talent Identification Program) (Summer 2014)

SERVICE

Editorial Board Member

Organizational Behavior and Human Decision Processes (2020-)

Ad hoc Reviewer

Academy of Management Discoveries
Academy of Management Journal
Group Processes and Intergroup Relations
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology
Management Science
Organization Science
Personality and Social Psychology Bulletin
Personnel Psychology
Social and Personality Psychology Compass
Social Psychological and Personality Science
Social Justice Research
Academy of Management Annual Meeting

Advising

PhD/Masters

Sangah Bae (Cornell ILR OB) PhD dissertation committee
Chadé Darby (Cornell ILR OB), Master's thesis committee
Rachel Schlund (Cornell ILR OB), PhD dissertation committee
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

Undergraduate

Ishan Sharma (Cornell ILR Undergraduate), honors thesis second reader
Asia Moore (Cornell ILR Undergraduate), credit internship supervisor
Jehyun Suh (Cornell ILR Undergraduate), credit internship supervisor
Onyinyechukwu Nnodum (Cornell ILR Undergraduate), credit internship supervisor
Tumani Edwards (Cornell ILR Undergraduate), credit internship supervisor
Matthew Kang (Cornell ILR Undergraduate), credit internship supervisor
Meghan Carroll (Cornell ILR Undergraduate), credit internship supervisor
Ilana Newman (Cornell ILR Undergraduate), credit internship supervisor
Patricia Loi (Cornell ILR Undergraduate), credit internship supervisor
Elisa Yi (Cornell ILR Undergraduate), credit internship supervisor
Thomas Lovett (Cornell ILR Undergraduate), credit internship supervisor
Brianna Ramos (Cornell ILR Undergraduate), credit internship supervisor
Sahana Shridhar (Cornell ILR Undergraduate), credit internship supervisor
Kerry Gettler (Cornell ILR Undergraduate), credit internship supervisor
Mayra Luna (Cornell ILR Undergraduate), credit internship supervisor
Jillian Caldararo (Cornell ILR Undergraduate), credit internship supervisor
Lucy Cliff (Cornell ILR Undergraduate), credit internship supervisor
Gaëlle Alcindor (Cornell ILR Undergraduate), credit internship supervisor

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

Building Diverse Workforces, CAHRS Working Group (February 2022), Cornell University

Service at Cornell

Faculty Advisor, ILR Women's Caucus (2022-)
ILR Academic Standards Committee (2019-2022)
ILR Psychology of Work Course Subcommittee (2019-2022)
ILR Diversity Course Requirement Subcommittee (2020-2022)

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM) - GDO, HR, and OB Divisions
Society of Personality and Social Psychology (SPSP)