

LISA HISAE NISHII

Assistant Professor

Departments of Human Resource Studies & International and Comparative Labor

ILR School, Cornell University

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EDUCATION

- Ph.D.** **University of Maryland, August 2003**
Major: Industrial and Organizational Psychology
Minor: Statistics
- M.S.** **University of Maryland, September 2000**
Major: Industrial and Organizational Psychology
- B.A.** **Wellesley College, December 1994**
Major: Economics

ACADEMIC EXPERIENCE

Cornell University, Department of Human Resource Studies

Assistant Professor, July 2003 – present

(On leave, January 2005 – January 2006; September 2007 – September 2008)

JOURNAL PUBLICATIONS

Gelfand, M.G., Raver, J.L., **Nishii**, L.H., Leslie, L., Duan, L., et al. (In Press). The emergence of tightness versus looseness in large-scale societies. *Science*.

Raver, J.L. & **Nishii**, L.H. (2010). Once, twice, or three times as harmful? Ethnic harassment, gender harassment, and generalized workplace harassment. *Journal of Applied Psychology*, 95(2), 236-254.

Nishii, L.H. & Mayer, D. (2009). Do inclusive leaders help to reduce turnover in diverse groups? The moderating role of leader-member exchange in the diversity to performance relationship. *Journal of Applied Psychology*, 94(6), 1412-1426.

* Nominated for the Academy of Management's 2010 Saroj Parasuraman Award for the best journal article in the field of gender and diversity published in 2009.

Nishii, L.H., Lepak, D.P., Schneider, B. (2008). Employee attributions of the “why” of HR practices: Their effects on employee attitudes and behaviors, and customer satisfaction. *Personnel Psychology*, 61, 503-545.

* *Winner of the Wallace Reins Best Dissertation Award (2005), awarded by the Society for Industrial and Organizational Psychology.*

* *Runner-up for the Academy of Management's HR Division's Scholarly Achievement Award for 2008.*

Nishii, L.H., & Özbilgin, M. (2007). Global diversity management: Towards a conceptual framework. *Journal of International Human Resource Management*, *18(11)*, 1883-1894.

Mayer, D.M., **Nishii**, L.H., Schneider, B., & Goldstein, H. (2007). The precursors and products of justice climates: Group leader antecedents and employee attitudinal consequences. *Personnel Psychology*, *60(4)*, 929-963.

Salvaggio, A.N., Schneider, B., **Nishii**, L.H., Mayer, D., Ramesh, A., & Lyon, J. (2007). Manager personality, manager service quality orientation, and service climate: Test of a model. *Journal of Applied Psychology*, *92(6)*, 1741-1750.

Gelfand, M. J., **Nishii**, L.H., & Raver, J.L. (2006). On the nature and importance of cultural tightness-looseness. *Journal of Applied Psychology*, *91(6)*, 1225-1244.

Gelfand, M. J., Smith, V. M., Raver, J., **Nishii**, L., & O'Brien, K. (2006). Negotiating Relationally: The Dynamics of the Relational Self in Negotiations. *Academy of Management Review*, *31(2)*, 427-451.

Schneider, B., Godfrey, E., Hayes, S., Huang, M., Lim, B.C., **Nishii**, L.H., Raver, J.L., & Ziegert, J (2003). The human side of strategy: Employee experiences of strategic alignment in a service organization. *Organizational Dynamics*, *32(2)*, 122-141.
[authorship is alphabetical after the first author]

Gelfand, M.J., Higgins, M., **Nishii**, L.H., Raver, J.L., Dominguez, A., Yamaguchi, S., & Toyama, M. (2002). Culture and egocentric perceptions of fairness in conflict and negotiation. *Journal of Applied Psychology*, *87(5)*, 833-845.

* *Winner of the Best Empirical Paper Published in 2002 in Conflict & Negotiation Award, International Association of Conflict Management*

Gelfand, M. J., **Nishii**, L.H., Holcombe, K., Dyer, N., Ohbuchi, K., & Fukuno, M. (2001). Cultural influences on cognitive representations of conflict: Interpretations of conflict episodes in the U.S. and Japan. *Journal of Applied Psychology*, *86(6)*, 1059-1074.

* *Winner of the Best Empirical Paper Award, 11th Annual Conference of the International Association of Conflict Management (1998)*

* *Honorable Mention, Society for the Psychological Study of Social Issues Klineberg Award (2001)*

OTHER PUBLICATIONS

Chrobot-Mason, D., Ruderman, M., & **Nishii**, L.H. (Forthcoming). Leadership in a diverse workplace. To appear in Q. Roberson (Ed.), *Oxford Handbook of Diversity*. Oxford University Press.

- Nishii**, L.H., & Rich, R.E. (Forthcoming). Creating inclusive climates. In B.M. Ferdman (Ed.), *Diversity in the workplace: The practice of inclusion*. Jossey-Bass, SIOP Professional Practice Series.
- Wright, P.M., & **Nishii**, L.H. (Forthcoming). Strategic HRM and organizational behavior: Integrating multiple levels of analysis. In D. Guest (Ed.), *Innovations in HR*. Oxford: Blackwell Publishing.
- Nishii**, L.H., & Goncalo, J. (2008). Demographic faultlines and creativity in diverse groups. In Phillips, K.W., Mannix, B., & Neale, M. (Eds.), *Research on Managing Groups and Teams*, Vol. 11 (pp.1-26). Greenwich, CT: JAI Press.
- Nishii**, L.H., & Wright, P. (2008). Variability within organizations: Implications for strategic human resource management. In D.B. Smith (Ed.), *The people make the place* (pp.225-248). Mahwah, NJ: Lawrence Erlbaum Associates.
- Gelfand, M.J., **Nishii**, L., Raver, L., & Schneider, B. (2005). Discrimination in organizations: An organizational-level systems perspective. In R. Dipboye and A. Collella (Eds.) *Discrimination at work: The psychological and organizational bases*. Lawrence Erlbaum Associates, Frontiers Series. [authorship is alphabetical; cited by the U.S. Equal Employment Opportunity Commission in their 2008 ADA/Rehabilitation Act guidance report for addressing performance and conduct issues.]
- Nishii**, L.H. & Schneider, B. (2005). HRM in service: The contingencies abound. In R. Burke & C. Cooper (Eds.). *Reinventing Human Resources*. London: Routledge.
- Gelfand, M.J., Bhawuk, D.P., **Nishii**, L.H., & Bechtold, D. (2004). Individualism and collectivism. R. J. House, P.J. Hanges, M. Javidan, P.W. Dorfman, & V. Gupta (Eds.). *Culture, leadership, and organizations: The GLOBE study of 62 cultures..* Sage Publications.

ARTICLES UNDER REVIEW

Diversity & Inclusion

- **Nishii**, L.H. (2nd R&R). *Academy of Management Journal*.
- **Nishii**, L.H., Langevin, A., & Bruyere, S. (R&R). *Academy of Management Journal*.
- **Nishii**, L.H. & Langevin, A. (Under Review). *Academy of Management Journal*.
- Raver, J.L., van Knippenberg, D., Mayer, D.M., **Nishii**, L.H., & Vestal, A. (Under 2nd Review). *Academy of Management Journal*.

WORK IN PROGRESS

- Nishii**, L.H. (Data analyses completed [A]). The power of inclusive climates: The reduction of demographically-based divergence in employee experiences, group processes, and financial performance. Target journal: *Academy of Management Journal*.

- Nishii**, L.H., Mayer, D., & Raver, J.L. (Data analyses completed). Group Diversity and Creativity: The Moderating Role of Group LMX. Target journal: *Journal of Applied Psychology*.
- Gelfand, M.G., **Nishii**, L.H., Raver, J.L., Leslie, L., Duan, L., & Lim, B.C. (Data analyses completed). Cultural tightness-looseness: A multilevel analysis of situational constraint. Target journal: *International Journal of Cross-Cultural Psychology*.
- Goncalo, J., **Nishii**, L. H. & Chen, X. (Data analyses completed). Demographic faultlines, group processes, and group creativity: Evidence from a field study. Target journal: *Journal of Applied Psychology*.
- Nishii**, L.H. (Data analysis stage [B]). Espoused versus actual climate inclusion: Implications of behavioral (dis)integrity on employee outcomes. Target journal: *Academy of Management Journal*.
- Nishii**, L.H. & Fiss, P. (Data analysis stage). Institutional theory at the national level of analysis: Greater isomorphism in some cultures than others? Target journal: *Academy of Management Journal*.
- Nishii**, L.H. & Chen, X. (Data collection stage). Multicultural diversity in Top Management Teams: Implications for international HR practice and outcomes. Target journal: *Academy of Management Journal*.
- Nishii**, L.H. (Project design stage). Cultivating organizational inclusion in non-U.S. contexts: A case study in Japan.

ACADEMIC AWARDS AND GRANTS

Teaching & Advising Awards

- Cornell University's university-wide Kendall S. Carpenter Memorial Advising Award (1 of 4 university faculty to receive the award), Spring 2010
- Robert N. Stern Teaching and Mentoring Award (2009), The ILR School, Cornell University
- MacIntyre Award for Exemplary Teaching (2004), The ILR School, Cornell University

Academic Recognition

- Nishii, L., Mayer, D. M., Vestal, A., Porter, R. L., & Raver, J. L. (2009). *Gender diversity and creativity: The moderating role of group LMX*. Conference submission selected as one of Featured Top Posters for receiving among the highest reviewer ratings.
- Nishii, Lepak, & Schneider (2008). Runner-up for the Academy of Management's Scholarly Achievement Award for 2008, from the HR Division.
- Wallace Reins Best Dissertation Award (2005), awarded by the Society for Industrial and Organizational Psychology.
- Best Empirical Paper Published in (2002) in Conflict & Negotiation, awarded by the International Association of Conflict Management in 2004, for *Culture and egocentric biases in negotiation in the U.S. and Japan: Evidence from three studies*.

Milton Dean Havron Social Sciences Award for Outstanding Achievements as a Doctoral Student (2002), University of Maryland Department of Psychology.

Finalist, International Association for Conflict Management Best Graduate Student Paper Award (2001), for *Examining contextual predictors of organizational conflict: Climate for diversity*.

Finalist, Wherry Best Paper Award for the IOOB graduate student conference (2001), for *And justice for all? An organizational justice perspective on workplace diversity*.

Honorable Mention, Society for the Psychological Study of Social Issues Klineberg Award (2001), for *Cultural influences on cognitive representations of conflict: Interpretations of conflict episodes in the U.S. and Japan*.

Best Empirical Paper Award, 11th Annual Conference of the International Association of Conflict Management (1998) for *Cultural influences on cognitive representations of conflict: Interpretations of conflict episodes in the U.S. and Japan*.

Phi Kappa Phi National Honor Society

Grants

Nishii, Rubineau, & Bruyere (2011). Social networks, climate for inclusion, and employment outcomes for people with disabilities. Grant submitted on February 4th to the Department of Education (\$606,000).

Bruyere, Hallock, Barrington, & Nishii (2010). Employer practices related to employment outcomes among individuals with disabilities. Grant awarded by the Department of Education, \$4,000,000.

Nishii, L. (2010). Multicultural diversity in Top Management Teams. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR).

Nishii, L. (2008). International Human Resource Management. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR).

Nishii, Ainspan, & Bruyere (2007). Workforce policies and practices to promote effective inclusion, engagement, and retention of the aging American workforce. SHRM Foundation grant, \$76,233.

Bruyere & Nishii (The Employment and Disability Institute, Cornell University), in collaboration with The Burton Blatt Institute (Syracuse University) and The Program for Disability Research (Rutgers University) (2007). Disability case study research consortium on employer organizational practices in employing people with disabilities. Grant awarded by the Office of Disability Employment Policy, Department of Labor, \$500,000.

Nishii & Bruyere (2007). Explaining the experiences of employees with disabilities: The role of organizational climate for inclusion and leadership practices. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR).

Nishii (2006). Organizational inclusion. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR).

- Nishii (2005). Workplace diversity and performance: A process model. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR).
- Nishii (2005). Workplace diversity, organizational practices, and performance: A process model. Grant awarded by the Committee for ILR Resident-Extension Collaboration.
- Nishii (2004). Strategic human resource management: The moderating role of national culture. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR).
- Nishii (2003). Cultural influences on services management: Climate for service and service recovery. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR).
- Nishii, L.H., Raver, J.L., & Dominguez, A (1999-2000). Organizational Culture and Diversity Assessment. Grant awarded by the University of Maryland Libraries.
- University of Maryland Graduate Student Council Fellowship (1997-1999)
- University of Maryland Jack Bartlett Psychology Fellowship (1997-1999)

PRESENTATIONS

- Nishii, L.H. (2011). *Climate for inclusion: Consequences for organizations*. Invited paper to be presented with Catalyst CEO Ilene Lang and former IBM Chief Diversity Officer Ted Childs to the president and senior executive team of Merck.
- Nishii, L.H. (2010). *Managerial diversity practice attributions*. Invited paper presented at the 16th annual Wharton OB conference.
- Nishii, L.H. (2010). Gender diversity: The impact of inclusive climates and inclusive leadership. Invited paper presented at the inaugural *Closing the global gender gap: The business case for organizations, politics and society* conference, hosted by the Harvard Kennedy School's Women and Public Policy Program in collaboration with the Council for Women World Leaders and the World Economic Forum.
- Nishii, L.H. (2010). A process model of SHRM: A closer look at the role of employee perceptions of HR practices. In D. Minbaeva (Chair), *Advancing strategic HRM: Moving beyond the micro macro divide*. Symposium to be delivered at the annual conference of the Academy of Management in Montreal, Canada.
- Nishii, L.H., & Bruyere, S.B. (2010). Disability harassment and accommodation experiences of employees with disabilities: The role of unit culture and LMX. In D. Stone (Chair), *Emerging issues in research on diversity and unfair discrimination*. Symposium to be delivered at the annual conference of the Academy of Management in Montreal, Canada.
- Nishii, L.H. (2010). Conducting organizational climate research. In J. Paauwe & M. Veld (Chairs), *Conducting research on HRM and performance in a health care setting: How to apply and measure constructs in the health care context*. Professional Development Workshop to be offered at the annual conference of the Academy of Management in Montreal, Canada.

- Raver, J.L., Nishii, L.H., & Vestal, A. (2010). Gender diversity norms: Influences on group information elaboration and performance. Paper presented at the annual conference of the Academy of Management in Montreal, Canada.
- Nishii, L.H. (2010). Organizational inclusion: What is it, and why should we care about it? Presentation delivered at the annual Society for Human Resource Management in San Diego, CA.
- Nishii, L.H. (2010). Organizational inclusion. Invited address at the annual meeting of the Personnel Roundtable in Chicago, IL.
- Nishii, L.H., & Langevin, A. (2010). Managers' diversity attributions: Why we should care. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology in Atlanta, GA.
- Nishii, L., & Langevin, A. (2009). Climate for inclusion: Unit predictors and outcomes. Paper presented at the annual conference of the Academy of Management in Chicago, IL.
- Nishii, L. & Langevin, A. (2009). The role of climate, LMX, and demographic faultlines in the experiences of aging workers. Paper presented at the annual conference of the Academy of Management in Chicago, IL.
- Nishii, L.H. (2009). Global diversity. Presentation in H. Roh (Chair), *Crossing levels in workplace demography research: How can we learn from others?* Symposium conducted at the annual conference of the Academy of Management in Chicago, IL.
- Nishii, L. & Bruyere, S. (2009). Engagement of people with disabilities: Unit-level climate and manager characteristics. Paper presented in L. Nishii (Chair), *Organizational factors in engaging, advancing, and retaining employees with disabilities*. Symposium conducted at the annual convention of the American Psychological Association in Toronto, Canada.
- Nishii, L. & Bruyere, S. (2009). Protecting employees with disabilities from discrimination on the job: The role of unit managers. In S. Bruyere (Chair), *Workplace policies and practices minimizing disability discrimination: Implications for Psychology*. Symposium conducted at the annual convention of the American Psychological Association in Toronto, Canada.
- Adya, M., Nishii, L., Schur, L., & Blanck, P. (2009). Predictors of disability prejudice and harassment. Paper presented at the annual convention of the American Psychological Association in Toronto, Canada.
- Nishii, L.H. & Rich, R.E. (2009). Organizational-level cultural competence. Paper presented at the third annual Workplace Diversity: Practice and Research Conference sponsored by George Mason University in Arlington, VA.

- Nishii, L., Mayer, D.M., Porter, R.L., Vestal, A., & Raver, J.L. (2009). Gender diversity and creativity: The moderating role of group LMX. Poster presented at Top Posters Session at the 24th Annual conference of the Society for Industrial and Organizational Psychology in New Orleans, LA.
- Shur, L., Adya, M., Nishii, L., Bruyere, S., Kruse, D., & Blanck, P. (2009). Disability and corporate culture: Case study evidence. Paper presented in *Sidelined or mainstreamed: Employment of people with disabilities in the 21st century*. Symposium conducted at the 61st annual meeting of the Labor and Employment Relations Association in San Francisco, CA.
- Nishii (2008). Variance at multiple levels of analysis in SHRM research: Taking a closer look at employees' perceptions of HR practices. Invited paper presented at the *HRM, Knowledge processes and organizational performance: In search of micro foundations* conference, Copenhagen Business School.
- Nishii (2008). *Diverse and inclusive organizational cultures*. Panel conducted at the State of the Science Conference, sponsored by the Interagency Committee on Disability Research and the Interagency Subcommittee on Employment in Washington DC.
- Nishii (2008). Organizational inclusion. Paper presented in J.Raver and D. Van Knippenberg (Chairs), *Diversity Mindsets*. Symposium conducted at the 23rd annual conference of the Society for Industrial and Organizational Psychology in San Francisco, CA.
- Nishii, L.H., & Wright, P.M. (2008). Variance at Multiple Levels of Analysis in SHRM Research. Paper to be presented in J. Molloy (Chair), *Bridging micro and macro human HR: Theoretical models and initial empirical tests*. Symposium to be conducted at the 68th annual conference of the Academy of management in Anaheim, CA.
- Raver, J.L., & Nishii, L.H. (2008). Gender harassment, ethnic harassment, and their combined effects on target attitudes and health. Paper to be presented at the 68th annual conference of the Academy of management in Anaheim, CA.
- Nishii, L.H. & Gancalo, J.A. (2007). Demographic faultlines and creativity in groups. Paper to be presented at the 11th Annual Conference on Research on Managing Groups and Teams in Ithaca, NY.
- Nishii, L.H. & Liu, X. (2007). HR best practices for service quality: Are they universal? Paper to be presented in H. Liao (Chair), *Service Management around the Globe*. Symposium conducted at the 22nd annual conference of the Society for Industrial and Organizational Psychology in New York, NY.
- Nishii, L.H., Gotte, A., & Raver, J.L. (2007). Upper echelon theory revisited: Implications for diversity. Poster presented at the 22nd annual conference of the Society for Industrial and Organizational Psychology in New York, NY.
- Nishii, L.H. (2006). Organizational inclusion. Invited presentation given at the first conference of the Business and Economic Development Center, University of Washington Business School.
- Nishii, L.H. (2006). The role of employee attributions of HR practices in SHRM. Poster presented at the 21st annual conference of the Society for Industrial and Organizational Psychology in Dallas, TX.

- Raver, J.L., & Nishii, L.H. (2006). Interactive effects of gender harassment and ethnic harassment on targets. In *Modern-day sexism at work: forgotten, but not gone*. Symposium conducted at the 21st annual conference of the Society for Industrial and Organizational Psychology in Dallas, TX.
- Nishii, L.H. (2005). The relationship between culture and HRM across a broad range of countries. In H.H. Larsen (Chair), *HR and performance in Europe: A context based view*. Symposium conducted at the 65th annual conference of the Academy of Management in Honolulu, HI.
- Nishii, L.H., Ehrhart, K.H., Taylor, M.S., & Kono, T. (2005). Cultural influences on service failure and recovery: Implications for HRM. In R. Andre (Chair), *Institutional and cultural embeddedness of firms*. Symposium conducted at the 65th annual conference of the Academy of Management in Honolulu, HI.
- Sacco, J.M., Ployhart, R.E., & Nishii, L.H. (2005). Academic-Practitioner collaborations: Diversity and organizational performance as an example. Academic-Practitioner Collaborative Forum conducted at the 20th annual conference of the Society for Industrial and Organizational Psychology in Los Angeles, CA.
- Gelfand, M.J., Raver, J.L., Nishii, L.H., Duan, L., & Lim, B.C. (2005). Multilevel theory of cultural tightness-looseness. In A.P. Knight, L.M. Leslie, M.J. Gelfand (Chairs), *Levels of analysis in cross-cultural organizational research*. Symposium conducted at the 20th annual conference of the Society for Industrial and Organizational Psychology in Los Angeles, CA.
- Turken, S.M. & Nishii, L.H. (2005) The relationship between culture and labor/employment laws across fifty-seven countries. Paper presented at the 20th annual conference of the Society for Industrial and Organizational Psychology in Los Angeles, CA.
- Nishii, L.H., Mayer, D.M., Goldstein, H.W., & Dotan, O. (2004). Diversity and bottom-line performance: The moderating role of leader-member exchange. Paper presented at the Society for Industrial and Organizational Psychology annual conference in Chicago, IL.
- Nishii, L.H., & Raver, J.L. (2003). Collective climates for diversity: Evidence from a field study. In T.M. Probst (Facilitator), *Interactive posters: Diversity*. Interactive poster session conducted at the Societal for Industrial and Organizational Psychology annual conference, Orlando, FL.
- Raver, J.R. & Nishii, L.H. (2003). Organizational-level antecedents to discrimination: A systems perspective. In J.L. Kahwajy (Chair), *Discrimination and intergroup relations in organizations*. Symposium conducted at the Academy of Management annual conference, Seattle, WA.
- Gelfand, M.J., & Nishii, L.H. (2002). Multilevel perspectives on individualism and collectivism. In L.A. McFarland (Chair), *Workplace diversity: Implications for assessment, perceptions, and performance*. Symposium conducted at the Society for Industrial and Organizational Psychology annual conference, Toronto, Canada.
- Schneider, B., Raver, J.L., Godfrey, E., Hayes, S., Lim, B.C., Ziegert, J.C., Huang, M., & Nishii, L.H. (2002). In B. Schneider (Chair), *Diagnosis of a service organization: Aligning*

- climate, culture, and strategy*. Symposium conducted at the Society for Industrial and Organizational Psychology annual conference, Toronto, Canada.
- Gelfand, M. J., Raver, J. L., Nishii, L., & Smith, V. (2001, August). Psychological mechanisms underlying the wage gap: Toward a psychology of gender in salary negotiations. In L. Barron & A. Mickel (Co-Chairs), *Women, men, and money*. Symposium conducted at the Academy of Management annual conference, Washington, D.C.
- Raver, J.L. & Nishii, L.H. (2001, August). And justice for all? An organizational justice perspective on workplace diversity. In B.L. Kelsey (Chair), *Diversity in the workplace: Boon or Bane?* Symposium conducted at the Academy of Management annual conference, Washington DC.
- Nishii, L.H., & Raver, J.L. (2001, June). Examining Contextual Predictors of Organizational Conflict: Climate for Diversity. In L. Nishii (Chair), *Conflict in Groups and Organizations*. Symposium conducted at the International Association for Conflict Management annual conference, Paris, France.
- Nishii, L.H., & Gelfand, M.J. (2001). Culture and leadership schemas: The structure of schemas in the U.S., Germany, Singapore, and Thailand. In P. Hanges and M.J. Gelfand (Co-chairs), *The Applications of Pathfinder to Understanding Cognition in Organizational Psychology*. Symposium conducted at the Society for Industrial and Organizational Psychology annual conference, San Diego, CA.
- Nishii, L.H., Ployhart, R.E., Sacco, J.M., Wiechmann, D., & Rogg, K. (2001). *The influence of culture on situational judgment test responses*. Paper presented at the Society for Industrial and Organizational Psychology annual conference in San Diego, CA.
- Gelfand, M.J., Nishii, L.H., & Raver, J.L. (2000). Cultural tightness-looseness: A multilevel theory. In M. Gelfand (Chair), *New directions in studying dimensions of culture: Intracultural variation as a meaningful construct*. Symposium conducted at the International Association for Cross-Cultural Psychology annual conference, Poland.
- Gelfand, M. J., Nishii, L. H., Dyer, N., Holcombe, K., Ohbuchi, K., & Fukuno, M. (1998). *Cultural influences on cognitive representations of conflict*. Paper presented at the International Association of Conflict Management annual conference, University of Maryland, College Park.
- Nishii, L.H., Dominguez, A., & Gelfand, M.J.. (1998). *Relational Cognition in Conflict and Negotiation*. Paper presented at the International Association of Conflict Management annual conference, University of Maryland, College Park.

PROFESSIONAL SERVICE

Editorial Boards

Academy of Management Journal (2011 – present)
Academy of Management Review (2010 – present)
Journal of Applied Psychology (2011 – present)
Organizational Psychology Review (2010 – present)
Journal of Management (2008 – present)
Equal Opportunities International (2008 – present)

Ad Hoc Reviewing

Administrative Science Quarterly, Applied Psychology: An International Review, British Journal of Management, Human Resource Management, Human Relations, Industrial and Labor Relations Review, International Journal of Human Resource Management, Organizational Behavior and Human Decision Processes, Personnel Psychology

Professional Service

Member, Society for Industrial and Organizational Psychology 2012 Theme Track Committee
Member, SHRM Foundation Grant Review Committee, (2011 – present)
Reviewer, Final report for the Commission on Diversity, commissioned by Congress, with recommendations designed for the Department of Defense (2010).
Co-Chair, Doctoral Consortium for the Gender and Diversity in Organizations division of the Academy of Management (2011)
Panelist, “Research tips and strategies from prolific junior faculty,” a Professional Development Workshop for the Organizational Behavior and Human Resources divisions of the Academy of Management (2011)
Newman Dissertation Award Committee, Academy of Management (2011)
Executive committee, Gender & Diversity in Organizations Division of the Academy of Management (2009-2012)
Coalition for Faculty Diversity, a committee of the Gender & Diversity in Organizations division of the Academy of Management (2008 – present)
Dorothy Harlow Award Committee for Best Paper in the Gender and Diversity in Organizations division of Academy of Management (Chair: 2010)
Dorothy Harlow Award Committee for Best Paper in the Gender and Diversity in Organizations division of Academy of Management (Member: 2007, 2008, 2009)
Owens Award for Scholarly Achievement, Society for Industrial and Organizational Psychology (2009, 2010)
Conference Reviewer for American Psychological Association, Academy of Management (Gender & Diversity in Organizations, Human Resource Management, International Management, and Organizational Behavior divisions), International Association for Conflict Management, Society for Industrial and Organizational Psychology
Program Committee, International Association for Conflict Management (2000-2001)
Local Arrangements Committee, International Association for Conflict Management (1997-1998)
Conference Coordinator, IO/OB graduate student conference (1998)
SIOP Publications Committee (2000-2002)

Graduate Students Committee, Department of Psychology, University of Maryland (2002-2003)

University Service

Keeton House Faculty Fellow (2010 – present)

Reviewer, President's Council for Cornell Women Faculty Grant Program (2011)

Reviewer, Institute for Social Science seed grant competition (2008, 2009)

University Dining Faculty Fellow (2007 – present)

Co-chair of Cornell University for the New York chapter of the *Business Leadership Network*
(with Lynette Chappell-Williams, Cornell University Director of Workforce Diversity & Inclusion; 2008-present)

University Assemblies Family Services Committee (2008 – present)

Deputy Provost's committee for University Diversity and Inclusion Indicators (2007- present)

Advisory committee for Cornell University Staff Engagement Survey (2008-present)

Cornell's New Student Reading Project (September 2005)

University Faculty Fellow for west campus (2003-2004)

ILR Service

Judge, Cornell HR Review Essay Competition (2011)

Panelist, ILR Labor and Employment Law Program, Social Science Experts and Title VII Class Action Law Suits

ILR International Programs Committee (2005-present)

ILR Research and Publications Committee (2005-2008)

Recruiting Committees: Human Resource Studies, ILR (2004-2005; 2006-2007; 2008-2009),
ILR search for expert on China (2005-2006); International position (2006-2007), Senior Extension Associate for EEO/Diversity (2008), International Programs (2009)

Faculty Advisor, undergraduate Global Affairs Club (2008)

ILR Institute for Women and Work, Advisory Board (2006-present)

ILR Law and the Social Sciences Program, Advisory Board (2010-present)

COURSES TAUGHT

Personnel selection and training (undergraduate)

International and comparative human resource management (undergraduate and masters)

Cross-cultural perspectives on work (undergraduate writing seminar)

Introduction to human resource management (undergraduate and masters)

Organizational diversity and inclusion (masters)

Disability considerations in HR policy and practice (masters)

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

Society for Industrial and Organizational Psychology (SIOP)

American Psychological Association (APA)

International Association for Conflict Management (IACM)

Center for the Advancement of Research Methods and Analyses (CARMA)

East Asia Program, Cornell University