

QUINETTA M. ROBERSON
Curriculum Vita

CONTACT INFORMATION:

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Villanova School of Business
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ACADEMIC POSITIONS:

2015	Fred J. Springer Endowed Chair in Business Leadership
2008 – present	Professor, Department of Management & Operations Villanova School of Business Villanova University
2013 – present	Adjunct Professor McDonough School of Business Georgetown University
June 2012	Visiting Professor Fundação Getulio Vargas - Escola de Administração de Empresas de São Paulo São Paulo, Brazil
November 2010	Visiting Research Fellow Melbourne Business School Melbourne, Australia
January – June 2008	Visiting Associate Professor, Department of Management & Organization Robert H. Smith School of Business University of Maryland at College Park
March – June 2006	Visiting Professor, Institute of Organizations and Information Systems Bocconi University Milan, Italy
2005 – 2008	Associate Professor
1999 – 2005	Assistant Professor Human Resource Studies School of Industrial and Labor Relations Cornell University

EDUCATION:

Ph.D.	1999	University of Maryland at College Park Major: Organizational Behavior; Minor: Human Resource Management
M.B.A.	1993	University of Pittsburgh Major(s): Finance, Strategic Planning
B.S.	1992	University of Delaware Major: Finance; Minor: Accounting

AWARDS/HONORS:

Distinguished Doctoral Graduate, Robert H. Smith School of Business, University of Maryland, 2011
Best Paper Award, *Group and Organization Management*, 2007
Emerging Scholar, *Diverse Issues in Higher Education*, 2007
Faculty Research Award (with Tony Simons), School of Hotel Administration, Cornell University, 2004
General Mills Award for Innovation in Teaching, Cornell University, 2001-2002
James A. Perkins Prize for Interracial Understanding & Harmony Honorable Mention, Cornell University, 2002
Fraternity and Sorority Community Outstanding Faculty Award, Cornell University, 2001
Frank T. Paine Award for Academic Achievement, University of Maryland, 1999
Allen J. Krowe Teaching Award, University of Maryland, 1999
Student Academic Achievement Grant, University of Maryland, 1995-1999
Robert Morris Associates, Philadelphia Chapter, Best Paper Award, 1995
Beta Gamma Sigma, National Business Honor Society, 1993
Academic Scholarship, University of Pittsburgh, 1992-1993; University of Delaware, 1988-1992

RESEARCH

Refereed Publications:

- Roberson, Q. M., & Williamson, I. O. (2012). Justice in self-managing teams: The role of social networks in the emergence of procedural justice climates. *Academy of Management Journal*, 55, 685-701.
- Hausknecht, J. P., Sturman, M. C., & Roberson, Q. M. (2011). Justice as a dynamic construct: Effects of individual trajectories on distal work outcomes. *Journal of Applied Psychology*, 96, 872-880.
- Parks, G. P., & Roberson, Q. M. (2011). "Eighteen Million Cracks": Gender's Role in the 2008 Presidential Election. *William & Mary Journal of Women and the Law*, 17, 321-345.
- Parks, G. P., & Roberson, Q. M. (2009, Winter). Michelle Obama: A contemporary analysis of race and gender discrimination through the lens of Title VII. *Hastings Women's Law Journal*, 20, 3-44.
- Roberson, Q. M., Sturman, M. C., & Simons, T. L. (2007). Does the measure of dispersion matter in multilevel research? A comparison of the relative performance of dispersion indices. *Organizational Research Methods*, 10, 564-588.
- Roberson, Q. M., & Park, H. J. (2007). Examining the link between diversity and firm performance: The effects of diversity reputation and leader racial diversity. *Group & Organization Management*, 32, 548-568.
- Roberson, Q. M. (2006). Are Justice Perceptions in Teams Contagious? The activation and role of sensemaking in the emergence of justice climates. *Organizational Behavior and Human Decision Processes*, 100, 177-192.
- Roberson, Q. M. (2006). A social comparison approach to justice in teams: The effects of interdependence and fairness on referent choice and justice climate strength. *Social Justice Research*, 19, 323-344.
- Roberson, Q. M. (2006). Disentangling the meanings of diversity and inclusion in organizations. *Group & Organization Management*, 31, 212-236.
- Roberson, Q. M., & Stevens, C. K. (2006). Making sense of diversity in the workplace: Organizational justice and language abstraction in employees' accounts of diversity-related incidents. *Journal of Applied Psychology*, 91, 379-391.

- Roberson, Q. M., & Stewart, M. M. (2006). Understanding the motivational effects of procedural and informational justice in feedback processes. *British Journal of Psychology*, 97, 281-298.
- Bagdadli, S., Roberson, Q. M., & Paoletti, F. (2006). The importance of organizational justice in promotion decisions. *Journal of Business and Psychology*, 21, 83-102.
- Roberson, Q. M., Collins, C. J., & Oreg, S. (2005). The effects of recruitment message specificity on applicant attraction to organizations. *Journal of Business and Psychology*, 19, 319-339.
- Roberson, Q., & Colquitt, J. A. (2005). Shared and configural justice: A social network model of justice in teams. *Academy of Management Review*, 30, 595-607.
- Simons, T. L., & Roberson, Q. M. (2003). Why managers should care about fairness: The effects of aggregate justice perceptions on organizational outcomes. *Journal of Applied Psychology*, 88, 432-443.
- Roberson, Q. M., Moye, N. A., & Locke, E. A. (1999). Identifying a missing link between participation and satisfaction: The mediating role of procedural justice perceptions. *Journal of Applied Psychology*, 84, 585-593.
- Barber, A. E., Wesson, M. J., Roberson, Q. M., & Taylor, M. S. (1999). A tale of two job markets: organizational size and its effects on hiring practices and job search behavior. *Personnel Psychology*, 52, 841-867.

Other Publications:

- Avery, D. A., McKay, P. F., & Roberson, Q. M. (2012). Managing diversity means managing differently: A look at the role of race/ethnicity in perceptions of organizational support. In L. M. Shore, J. A-M. Coyle-Shapiro & L. E. Tetrick (Eds.), *Understanding the Employee-Organization Relationship: Advances in Theory and Practice*. London: Psychology Press/Taylor & Francis Group.
- Roberson, Q. M. (2012). Managing diversity (Chapter 31). In S. W. J. Kozlowski (Ed.), *Oxford Handbook of Industrial and Organizational Psychology*. Oxford: Oxford University Press.
- Roberson, Q. M., & Williamson, I. O. (2010). The Fairness of Difference: How Team Composition Affects the Emergence of Justice Climates. In M. A. Neale, E. A. Mannix, & E. Mullen (Eds.), *Research on Managing Groups and Teams: Fairness and Groups* (pp. 274-298). London: Emerald Publishing Group.
- Roberson, Q. M., Bell, B., & Porter, S. C. (2008). The language of bias: A linguistic approach to understanding intergroup relations. In M. A. Neale, E. A. Mannix, & K. W. Phillips (Eds.), *Research on Managing Groups and Teams: Diversity in Groups* (Volume 11, pp. 267-294). London: Emerald Publishing Group.
- Roberson, Q. M. (2006). Diversity in the workplace. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, CA: Sage.
- Colquitt, J. A., Zapata-Phelan, C. & Roberson, Q. (2005). Justice in Teams: A Literature Review and Agenda for Future Research. In J. J. Martocchio (Ed.), *Research in Personnel and Human Resource Management* (Vol. 24, pp. 53-94). Oxford, UK: Elsevier.
- Locke, E., Tirnauer, D., Roberson, Q., Goldman, B., Latham, M., & Weldon, E. (2000). The importance of the individual in an age of groupism. In M. Turner (Ed.), *Groups at Work: Advances in Theory and Research* (pp. 501-528). Hillsdale, NJ: Lawrence Erlbaum.

Books:

Roberson, Q. M. (2013). *The Oxford Handbook of Diversity and Work*. Oxford: Oxford University Press.

Invited Presentations:

Roberson, Q. M. Dealing with our diverse identities: An agenda for future equality, diversity and inclusion research. Keynote presentation at the 2015 Equality, Diversity and Inclusion conference in Tel Aviv, Israel.

Roberson, Q. M. The evolution and future of diversity at work. Research presentation at the University of Utah in Salt Lake City, UT. (2014)

Roberson, Q. M. The evolution and future of diversity at work. Research presentation at Drexel University in Philadelphia, PA. (2014)

Roberson, Q. M. Exploring compositional forms of justice climate emergence in self-managing teams. Research presentation at Rutgers University in Newark, NJ. (2013)

Roberson, Q. M. Exploring compositional forms of justice climate emergence in self-managing teams. Research presentation at Georgia Institute of Technology in Atlanta, GA. (2013)

Roberson, Q. M. Motivating homo sapien commodities to deliver value ... or “human resource management. Keynote presentation at the 2013 Dutch HRM Network International Conference in Leuven, BE.

Roberson, Q. M. Multiculturalism as a capability: Understanding the organizational value of diversity. Invited presentation at the 2013 International Colloquium at the Chateau de la Bretesche in Missillac, FR.

Roberson, Q. M. Diversifying diversity: Creating an integrative agenda for the evolution of diversity as a science and practice. Invited presentation at the University of Dauphine in Paris, FR. (2013)

Roberson, Q. M. Diversifying diversity: Creating an integrative agenda for the evolution of diversity as a science and practice. Invited presentation at the University of Sussex in Brighton, UK. (2013)

Roberson, Q. M. Adopting a configural approach to the study of fairness. Invited presentation to the Work and Organizational Research Centre (WORC) at Brunel University in Uxbridge, UK. (2013)

Roberson, Q. M. Capacity building through diversity: Moving from the business case to the value proposition. Research presentation at the University of Delaware in Newark, DE. (2012)

Roberson, Q. M. Addressing the crisis within our midst: An agenda for strengthening diversity research and practice. Keynote presentation at the 2009 Equality, Diversity and Inclusion conference in Istanbul, TU.

Roberson, Q. M. Is justice contagious? Understanding the emergence of team justice climates. Research presentation at Virginia Commonwealth University in Richmond, VA. (2009)

Conference Presentations:

Perry, J. L., & Roberson, Q. M. Separating the effects of power and status in groups. Paper presentation at the 2015 Equality, Diversity and Inclusion conference in Tel Aviv, Israel.

- Roberson, Q. M. The science of inclusion. IGNITE presentation at the 2014 Society for Industrial and Organizational Psychology conference in Honolulu, HI.
- Roberson, Q. M. The ties that bind: Exploring the roles of social networks in the emergence of inclusive climates. Paper presentation at the 2013 Equality, Diversity and Inclusion conference in Athens, Greece.
- Roberson, Q. M., Tekleab, A. G., Williamson, I. O. & Gill, C. Directing fairness in self-managing teams: How team leadership moderates justice climates. Symposium presentation at the 2012 Academy of Management meeting in Boston, MA.
- Roberson, Q. M., Avery, D. R. & McKay, P. F. Managing diversity means managing differently: A look at the role of diversity in perceptions of organizational support. Symposium presentation at the 2012 Society for Industrial and Organizational Psychology conference in San Diego, CA.
- Moore, O., Bell, B. S. & Roberson, Q. M. Evaluating the effectiveness of diversity training: A longitudinal investigation of individual and situational influences. Symposium presentation at the 2012 Society for Industrial and Organizational Psychology conference in San Diego, CA.
- Roberson, Q. M. Risky business: An exploratory study of diversity practice litigation. Paper presented at the 2009 Academy of Management meeting in Chicago, IL. Presentation in symposium,
- Roberson, Q. M., Kehoe, R. A., & Collins, C. J. Winning isn't everything: The relationship between diversity reputation, practices, and firm performance. Paper presented at the 2008 Academy of Management meeting in Anaheim, CA.
- Duguid, M. M., Roberson, Q. M., & Richard, O. C. A social networks approach to board composition and firm performance. Paper presented at the 2007 Academy of Management meeting in Philadelphia, PA.
- Rheinhardt, R. A., Collins, C. J., & Roberson, Q. M. An investigation of the relationship between organizational diversity and firm performance. Paper presented at the 2007 Academy of Management meeting in Philadelphia, PA. (Honorable mention for Emerald Best Student Paper Award presented by Gender and Diversity in Organizations Division)
- Bell, B. S., & Roberson, Q. M. Diversity training research: Current perspectives and future directions. Symposium organized and chaired at the 2006 Academy of Management meeting in Atlanta, GA.
- Duguid, M., Roberson, Q. M., & Richard, O. C. A social network approach to board diversity and firm performance: The role of professional, social and voluntary memberships. Paper presented at the 2006 Academy of Management meeting in Atlanta, GA.
- Batt, R., Kim, S., & Roberson, Q. M. A Multi-Level Study of Demographic Diversity, Group Heterogeneity and Performance. Paper presented at the 2005 Academy of Management meeting in Honolulu, HI.
- Williamson, I. O. & Roberson, Q. M. Intra-Team Network Ties and Team Justice Climates. Paper presented at the 2005 Academy of Management meeting in Honolulu, HI.
- Roberson, Q. M. The Effects of Interdependence and Fairness on Justice Climate Emergence. Paper presented at the 2005 Society for Industrial and Organizational Psychology Conference in Los Angeles, CA.

- Roberson, Q. M., Collins, C. J., & Yeung, S. K. Diversity Information in Recruitment Advertisements and Organizational Attraction. Paper presented at the 2005 Society for Industrial and Organizational Psychology Conference in Los Angeles, CA.
- Roberson, Q. M. Is Justice Contagious? The Role of Sensemaking in Justice Climate Emergence. Paper presented at the 2004 Academy of Management meeting in New Orleans, LA.
- Roberson, Q. M., & Park, H. J. Diversity Reputation and Leadership Diversity as Sources of Competitive Advantage in Organizations. Paper presented at the 2004 Academy of Management meeting in New Orleans, LA.
- Simons, T. L., & Roberson, Q. M. Examining the Relationships between Unit Size, Unit Demography and Justice Climate Strength. Paper presented at the 2004 Academy of Management meeting in New Orleans, LA.
- Roberson, Q. M., & Smith, D. B. Disentangling Diversity and Inclusion. Paper presented at the 2002 Society for Industrial and Organizational Psychology Conference in Toronto, Canada.
- Simons, T., & Roberson, Q. M. A True Look at "Organizational Justice": The effects of aggregate justice perceptions and organizational outcomes. Paper presented at the 2001 Academy of Management meeting in Washington, DC.
- Roberson, Q. M. Moving beyond Individual Justice Perceptions: Exploring fairness in multilevel contexts. Symposium chaired at the 2001 Society for Industrial and Organizational Psychology Conference in San Diego, CA.
- Roberson, Q. M. The leveraging effects of team contexts on fairness perceptions and reactions. Paper presented at the 2001 Society for Industrial and Organizational Psychology Conference in San Diego, CA.
- Roberson, Q. M. An Interactional Model of Diversity Climate: A Lens for Interpreting Diversity-Related Incidents in Organizations. Paper presented at the 2000 Society for Industrial and Organizational Psychology Conference in New Orleans, LA.
- Stewart, M. M., & Roberson, Q. M. Decoupling Elements of Negative Feedback: Credibility, Accuracy and Interactional Justice. Paper presented at the 2000 Society for Industrial and Organizational Psychology Conference in New Orleans, LA.
- Roberson, Q. M., Stevens, C. K., & McDonald-Mann, D. An Exploratory Analysis of Employees Perceptions of Diversity-Related Incidents. Paper presented at the 1998 Academy of Management meeting in San Diego, CA.
- Moye, N. A., Roberson, Q. M., & Locke, E. A. Insight into Participation Effects: The role of learning goals and justice perceptions. Paper presented at the 1998 Academy of Management meeting in San Diego, CA.
- Barber, A. E., Wesson, M. J., Roberson, Q. M., & Taylor, M. S. A Tale of Two Job Markets: Comparing the hiring practices of large and small organizations. Paper presented at the 1998 Academy of Management meeting in San Diego, CA.

Roberson, Q. M., Moye, N. A., & Locke, E. A. Understanding the Complexity of Goal Orientation: Performance implications beyond the two-factor model. Paper presented at the 1998 Society for Industrial and Organizational Psychology meetings in Dallas, TX.

Stevens, C. K., McDonald-Mann, D., & Roberson, Q. M. Recalibrating the Scales of Justice: Integrating Procedural Justice and Diversity Theory, Research and Practice. Research Forum presented at the 1996 Academy of Management meeting in Cincinnati, OH.

Work in Progress:

Roberson, Q. M. Creating climates for engagement: A multilevel perspective on the motivational relationship between employees and their workgroups.

Roberson, Q. M., Holmes, O. H. & Perry, J. L. Understanding the value of diversity in organizations: A capability-based framework of heterogeneity and firm performance. [Invited article at *Academy of Management Annals*.]

Roberson, Q. M., & Perry, J. L. Tectonic Interactions: Explaining faultline activation in diverse workgroups

Roberson, Q. M., Ryan, A. M., & Ragins, B. R. The evolution and future of diversity at work. [Invited article at *Journal of Applied Psychology*.]

Perry, J. L., & Roberson, Q. M. Workgroup power and status climates: How level and differentiation impact effectiveness.

WORK EXPERIENCE

- Program Officer, Science of Organizations, National Science Foundation, 2012-2013.
- Financial Analyst, Corestates Bank, Philadelphia, PA, 1993-1995.
- Consultant, Small Business Development Center, Pittsburgh, PA, 1992-1993.

SERVICE

Editorial:

- *Journal of Management* (Editorial Board, 2015)
- *Journal of Applied Psychology* (Associate Editor, 2008 – 2014)
- *Personnel Psychology* (Editorial Board, 2007–2008)
- *Academy of Management Review* (Editorial Board, 2005–2008)
- *Journal of Organizational Behavior* (Editorial Board, 2003–2006)

Professional:

- Representative-at-Large, Academy of Management Board of Governors, 2013-2016.
- Invited Faculty Participant, Doctoral Consortium, Academy of Management: Conflict Management (2012), Human Resources (2004-2006), Organizational Behavior (2012) Divisions.
- Invited Faculty Participant, Junior Faculty Consortium, Academy of Management: Conflict Management (2009), Gender and Diversity in Organizations (2012) Divisions.
- Panelist, “Reject, revise, resubmit: Editors’ tips for responding to journal reviews” panel discussion at the 2011 Society for Industrial and Organizational Psychology conference in Chicago, IL.
- Chair, Diversity and Inclusion Theme Committee, Academy of Management, 2010-2011
- Division Chair, GDO Division, Academy of Management, 2009-2010.
- Program Chair, GDO Division, Academy of Management, 2007-2008.
- Professional Development Workshop Chair, GDO Division, Academy of Management, 2006-2007.

- Chair, Best Student Paper Committee, HR Division, Academy of Management, 2004 & 2005.
- Treasurer, Gender & Diversity in Organizations Division, Academy of Management, 2003–2006.
- Executive Committee Member, Gender & Diversity Division, Academy of Management, 2002–2003.
- Membership Committee, Society for Industrial and Organizational Psychology, 2001–2004.

University:

- Member, Villanova School of Business Dean Search Committee, Villanova University, 2011-2012.
- Member, Executive MBA and Executive Education Committee, Villanova School of Business, Villanova University, 2011-present.
- Member, MBA Admissions Committee, Villanova School of Business, Villanova University, 2011-2013.
- Member, University Advancement and Communications Committee, Villanova University, 2009-2013.
- Advisor, Multicultural Business Association, Villanova School of Business, Villanova University, 2011.
- Member, Villanova School of Business Strategy Team, Villanova University, 2009.
- Chair & Member, Research Standards Committee, Villanova School of Business, Villanova University, 2008-present.
- Grant Proposal Evaluator, Institute for Social Sciences, Cornell University, 2006-2007.
- Affirmative Action and Minority Education Committee, Cornell University, 2006.
- Advisory Council, School of Industrial and Labor Relations, Cornell University, 2005 – 2008.
- Computing Committee, School of Industrial and Labor Relations, Cornell University, 2000 – 2008.
- Teaching Committee, School of Industrial and Labor Relations, Cornell University, 2001 – 2002.

Advising:

- Christy Dodge, Cornell University (Committee Member)
- Michelle Duguid, Cornell University, now at Washington University in St. Louis (Committee Member)
- Nadav Goldschmidt, Cornell University, now at Ono Academic College (Committee Member)
- Jamie Perry, Rutgers University, now at Cornell University (Committee Member)
- Shanette Porter, Cornell University, now at Northwestern University (Committee Member)
- Oliver Sheldon, Cornell University, now at Rutgers University (Committee Member)
- Sabrina Volpone, Temple University, now at University of New Mexico (Committee Member)

Memberships/Associations:

Academy of Management
 Society for Industrial/Organizational Psychology
 Personnel and Human Resources Research Group (PHRRG)
 Society for Human Resource Management
 Institute for Inclusiveness and Diversity in Organizations (IIDO)

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