

DEVON PROUDFOOT

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ACADEMIC POSITIONS

Cornell University	
Assistant Professor, Human Resource Studies, ILR School	2017-present
Faculty Fellow, Cornell Center for the Social Sciences	2022-2023
Faculty Fellow, ILR WIDE (Workplace Inclusion and Diversity Education)	2022-present

EDUCATION

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

PUBLICATIONS

*Underline indicates student working under my supervision

Fath, Sean and **Devon Proudfoot** (in press). Devaluation by omission: Limited identity options elicit anger and increase identification. *Psychological Science*.

Johnson, Wayne and **Devon Proudfoot** (in press). Greater variability in judgments of the value of novel ideas. *Nature Human Behaviour*.

Proudfoot, Devon, Zachariah Berry, Edward Chang, and Min B. Kay (2023). The diversity heuristic: How team demographic composition influences judgments of team creativity. *Management Science*.

Proudfoot, Devon and Aaron C. Kay (2022). 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*, 124, 1-21.

*Selected for AOM Best Paper Proceedings (DEI Division)

Proudfoot, Devon and Sean Fath (2021). Signaling creative genius: How perceived social connectedness influences judgments of creative potential. *Personality and Social Psychology Bulletin*, 47, 580-592.

*Selected for AOM Best Paper Proceedings (OB Division)

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.

Shepherd, Steven and **Devon Proudfoot** (2017). System Justification. In F. M. Moghaddam (Ed.), *The SAGE Encyclopedia of Political Behavior*. Thousand Oaks, CA: Sage Publications, Inc.

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, DEI 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.

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.

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 PROJECTS

Darby, Chadé, Aaron King, and **Devon Proudfoot**. Identity declarations. Data collection in progress.

Johnson, Wayne and **Devon Proudfoot**. Noise in evaluation of high and low value ideas. Data collection in progress.

Devon Proudfoot, Aaron Kay, and John Jost. Perceptions of the status quo as non-ideological. Data collection in progress.

Devon Proudfoot and Anyi Ma. Gender and preferences for homogenous vs. diverse groups. Data collection in progress.

Schlund, Rachel, **Devon Proudfoot**, and Sean Fath. Social class and experience of gender stereotypes. Data collection in progress.

GRANTS, AWARDS, & HONORS

ILR WIDE Fast Grant (with Chadé Darby and Aaron King) (2023)

ILR WIDE Fast Grant (with Sean Fath) (2023)

Cornell Innovation, Entrepreneurship, and Technology theme grant (with Wayne Johnson) (2022)

CAHRS Research Grant, Cornell University (2022)

Cornell Center for Social Sciences Faculty Fellowship, Cornell University (2022)

President's Council of Cornell Women (PCCW) Affinito-Stewart Grant (2021)

CAHRS Research Grant, Cornell University (2021)

Selected for AOM Best Paper Proceedings (top 10%) (DEI Division) (2020)

CAHRS Research Grant, Cornell University (2019)
 Selected for AOM Best Paper Proceedings (top 10%) (OB Division) (2019)
 CAHRS Research Grant, Cornell University (2018)
 Winner, Best Paper Award, Academy of Management Meeting, DEI Division (2015)
 Outstanding Reviewer Award, Academy of Management Meeting, DEI 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

Stanford Graduate School of Business, Organizational Behavior Group (scheduled, 2024)
 Virginia Commonwealth University, Women in Science, Dentistry, & Medicine Leadership Meeting (scheduled, 2024)
 George Mason University, Industrial/Organizational Psychology Group (2023)
 Cornell University, eCornell Keynote (2023)
 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)

- Fath, S.* & Proudfoot, D. (February, 2024). Limited identity options. Talk to be presented at the Annual Meeting for the Society for Personality and Social Psychology, San Diego, CA.
- *Proudfoot, D. (September, 2023). How team demographic composition influences judgments of team creativity. Talk presented at the Creativity Collaboratorium, London, UK.
- *Proudfoot, D. (August, 2023). Attention to the political nature of the status quo. Talk presented at the Annual Academy of Management Meeting, Boston, MA.
- *Johnson, W. & Proudfoot, D. (August, 2023). Noise in judgments of the value of novel ideas. Talk presented at the Annual Academy of Management Meeting, Boston, MA.
- *Proudfoot, D. & Kay, A.C. (February, 2023). Positive gendered expectations experienced by women and men differentially conflict with Western conceptions of the autonomous self. Data blitz talk presented at the Advances in Cultural Psychology Preconference, Annual Meeting for the Society for Personality and Social Psychology, Atlanta, Georgia.
- *Johnson, W. & Proudfoot, D. (August, 2022). Noisy and biased: Evaluating creativity. Talk presented at the Annual Academy of Management Meeting, Seattle, Washington.
- *Proudfoot, D., Berry, Z., Chang, E. H., & Kay, M. B. (August, 2022). How group composition influences judgments of team creativity. Talk 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 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 presented 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, MA.
*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, IL.
- *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

Los Angeles Times (op-ed): [A scientific reason for Greta Gerwig's Oscar snub](#)
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 2640: Diversity and Inclusion-Advanced Writing Seminar (Fall 2018-2020, Spring 2022-2023)
ILRHR 3640: Diversity and Inclusion (Fall 2020)
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 2021-2023)

Co-developed an eCornell 3-course series on reducing bias in hiring

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
ILR Review
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

Advising

PhD/Masters Committees

Aaron King (Cornell Psychology), PhD dissertation committee
 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 Malcomb (Cornell ILR OB), Master's thesis/PhD dissertation committee
 Lillien Ellis (Cornell ILR OB), PhD dissertation committee
 Lauren DeVincent (Cornell ILR OB), Master's thesis committee

Honors Theses/Independent Studies

Bella Vandenberg (Cornell ILR Undergraduate), honors thesis supervisor
 Ishan Sharma (Cornell ILR Undergraduate), honors thesis second reader
 Naomi Samuel (Cornell ILR MILR), independent study supervisor

Credit Internship Advisor

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/Panelist

- Panelist, *ILR Women's Caucus Summit*, Cornell University (December 2023)
- Panelist, *The Women's Network DEI Panel*, Cornell University (November 2023)
- Facilitator, *Navigating DEI in a Polarized World*, CAHRS Working Group, Cornell University (November 2023)
- Facilitator, *Building Diverse Workforces*, CAHRS Working Group, Cornell University (February 2022)
- Panelist, *Halfway there, but now what: Advice for pre-dissertation doctoral students*, Personal Development Workshop (PDW) at the Annual Academy of Management Meeting, Atlanta, Georgia (August 2017)

Service at Cornell

HR/OB DEI Faculty Search Committee (2022)
 Faculty Advisor, Cornell Women's Network (2022-)
 Faculty Advisor, ILR Women's Caucus (2022-)
 ILR Computing Committee (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) - DEI, HR, and OB Divisions
Society of Personality and Social Psychology (SPSP)