

LISA HISAE NISHII

Associate 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 – May 2011

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

Associate Professor, May 2011 – Present

University of Southern California and **University of California Los Angeles**

Visiting Scholar, September 2011 – May 2012

JOURNAL PUBLICATIONS

Dwertmann, D., Nishii, L.H., & van Knippenberg, D. (Conditionally accepted). Diversity climate: Synthesizing a diverse field. *Journal of Management*.

van Woerkom, M., Bakker, A.B., & Nishii, L.H. (In Press). Accumulative job demands and support for strengths use: Fine-tuning the JD-R model using COR theory. *Journal of Applied Psychology*.

Schur, L., Nishii, L.H., Kruse, D., Adya, M., Bruyere, S., & Blanck, P.D. (2014). Accommodating employees with and without disabilities. *Human Resource Management*, 53(4), 593-621.

- Nishii, L.H. (2013). The benefits of climate for inclusion for gender diverse groups. *Academy of Management Journal*, 56(6), 1754-1774.
- Gelfand, M.G., Raver, J.L., Nishii, L.H., Leslie, L., Duan, L., et al. (2011). The emergence of tightness versus looseness in large-scale societies. *Science*, 323, 1100-1104.
**Winner of the 2012 Gordon Allport Intergroup Relations Prize, awarded by the Society for the Psychological Study of Social Issues (SPSSI)*
- 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

Nishii, L.H., & Bruyere, S.M. (In Press). Case study research on employees with disabilities. In S. Bruyere, L. Barrington (Eds). Employer practices to improve employment outcomes for individuals with disabilities: Data sources and research approaches. *The ILR Press*.

Chrobot-Mason, D., Ruderman, M., & Nishii, L.H. (2013). Leadership in a diverse workplace. In Q. Roberson (Ed.), *Oxford Handbook of Diversity and Work*. Oxford University Press.

- Reprinted in 2014 in D. Day (Ed.), *The Oxford handbook of leadership and Organizations* (pp. 683-708). Oxford University Press.

Nishii, L.H., & Rich, R.E. (2013). 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. (2013). Strategic HRM and organizational behavior: Integrating multiple levels of analysis. In D. Guest (Ed.), *Innovations in HR* (pp.97-110). 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.

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

- Cornell University Public Voices Fellowship (2015).
- Winner of the 2012 Gordon Allport Intergroup Relations Prize (2012), awarded by the Society for the Psychological Study of Social Issues (SPSSI) for Gelfand, M.G., Raver, J.L., Nishii, L.H., Leslie, L., Duan, L., et al. (2011). The emergence of tightness versus looseness in large-scale societies. *Science*, 323, 1100-1104.
- 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*.

University of Maryland Graduate Student Council Fellowship (1997-1999)

University of Maryland Jack Bartlett Psychology Fellowship (1997-1999)

Phi Kappa Phi National Honor Society

Grants

Nishii, L.H. & Bell, B. B. (2014). An experimental field study to assess the impact of training leader strategies for developing inclusive climates. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR). \$127,000.

Nishii, L.H. (2014). Global Diversity & Inclusion Strategy. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR). \$25,469.

Ratwani, K., Horn, Z., & Nishii, L.H. (2014). Leading organizational transformation: Leader strategies for creating an inclusive climate. Grant awarded by the Army Research Institute. \$220,000 (with an additional \$350,000 pending).

Nishii, L. (2013). Climate for inclusion and social networks. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR). \$22,000.

Nishii, L. (2012). Further investigating climate for inclusion and the employment outcomes of individuals with disabilities. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR). \$16,000.

Nishii, Rubineau, & Bruyere (2011). Social networks, climate for inclusion, and employment outcomes for people with disabilities. Funded by 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.

PRESENTATIONS

- Nishii, L.H., & McAlpine, K. M. (2015). To Tell or Not? Disability Disclosure Decisions and Outcomes. Poster presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology in Philadelphia, PA.
- Nishii, L. H. (2015). *Building an interdisciplinary equal employment opportunity research network and data capacity*. Invited panelist to NSF-funded and EEOC-sponsored conference. Washington, DC.
- Nishii, L.H. (2015). *Research this! Casting aside the publication chains to IGNITE organizations*. Invited presentation at the annual conference for the Society of Industrial and Organizational Psychology. Philadelphia, PA.
- Nishii, L.H., Langevin, A., McAlpine, K., & Bruyere, S. (2015). Managers as Interpretive Filters of Diversity Practices and the Reduction of Discrimination. Presented at ILR-hosted conference to commemorate 50 years since the passing of Title VII, *Reducing Inequality in Organizations: What Works?* New York, NY.
- Nishii, L.H. (2015). Invited panelist for ILR-hosted conference: *What Works? Reducing Discrimination and Increasing Inclusiveness in Organizations*

- Nishii, L.H., Leroy, H., & Simons, T.L. (2014). A behavioral integrity lens on climate research. Paper presented in T.L. Simons (Chair), *Behavioral integrity – Perceived word-action alignment – as a driver of power of words*. Symposium conducted at the annual conference of the Academy of Management, Philadelphia, PA.
- Nishii, L.H. (2014). The power of words in the practice of diversity and inclusion. Host and facilitator of the GDO Plenary Session at the annual conference of the Academy of Management, Philadelphia, PA.
- Bruyere, S. & Nishii, L. (2014). The workplace and people with disabilities: Past, present and future. Webcast hosted by ILR.
- Nishii, L.H. (2014). Beyond balance: Managing prescribed role identities in motherhood and academia. Panelist at the Annual conference of the Academy of Management, Philadelphia, PA.
- Nishii, L.H. (2014). Let's talk about gender and diversity, let's talk about you and me. Panelist at the Annual conference of the Academy of Management, Philadelphia, PA.
- Nishii, L.H. (2014). Publishing diversity research workshop. Discussant at the Annual conference of the Academy of Management, Philadelphia, PA.
- Nishii, L.H. (2014). *Leveraging OB theories and multilevel methods to expand HRM research*. Presentation delivered at the Spanish Academy of Management Conference, Tarragona, Spain.
- Nishii, L.H. (2013). *Linking strategic HR and organizational strategy*. Session Chair, Annual conference of the Academy of Management, Orlando, FL.
- Nishii, L.H. (2013). *The H and the R of HR research*. Keynote address to be delivered at the Dutch HRM Network in Belgium.
- Nishii (2013). Discussant, *Investigating workplace relationships from a diversity perspective*. Symposium conducted at the annual conference for the Society for Industrial and Organizational Psychology in Houston, TX.
- Nishii, (2013). Panelist, *International Panel on Disability and Employment*. Panel session at the annual conference for the Society of Industrial and Organizational Psychology in Houston, TX.
- Nishii, L.H. (2013). *Women in the workplace: The Glass Ceiling*. Social Justice Roundtable and Dinner, hosted by Cornell University's Office of Academic Diversity Initiatives.
- Nishii, L.H. (2012). Panelist, *Why should faculty care about faculty diversity*. Panel hosted by the Cornell University Office of Faculty Development and Diversity.
- Nishii, L. (2012). Diversity and discrimination: Exacerbated by LMX differentiation. Paper presented in R.F. Piccolo (Chair), *Understanding differentiated leadership in teams*.

- Symposium conducted at the annual conference for the Academy of Management in Boston, MA.
- Nishii, L.H. (2012). Discussant, *Diversity Climate*. Divisional Roundtable Session for the Gender and Diversity in Organizations Division, conducted at the annual conference of the Academy of Management in Boston, MA.
- Nishii, L.H. (2012). *The future of HR research: Multilevel considerations*. Keynote address at the 25th Anniversary conference of the Human Resources department at Tilburg University. Tilburg, Netherlands.
- Nishii, L.H. (2012). Panelist, *Reducing workplace discrimination: Legalistic, training, and business-case perspectives*. Theme Track Session conducted at the annual conference for the Society of Industrial and Organizational Psychology.
- Nishii, L.H. (2012). Panelist, *Women with unique perspectives: Power, progress, and priorities*. Panel discussion held at the annual conference for the Society of Industrial and Organizational Psychology.
- Nishii, L.H., Leroy, H., & Simons, T. (2012). Espoused versus enacted climate: A behavioral integrity lens. Paper presented in M. Ehrhart (Chair), *Focused organizational climates: New directions and new possibilities*. Symposium conducted at the annual conference for the Society of Industrial and Organizational Psychology.
- Nishii, L.H. (2012). Panelist, *Diversity at work: The practice of inclusion*. Panel discussion held at the annual conference for the Society of Industrial and Organizational Psychology.
- Nishii, L.H. (2011). Invited panelist for *Diversity and inclusion research game changers*, presented at the Society for Human Resource Management (SHRM) annual diversity conference, Washington DC.
- Nishii, L.H. (2011). Panelist, *The productivity process: Research tips and strategies from prolific junior faculty*. Professional Development Workshop conducted at the annual conference of the Academy of Management in San Antonio, TX.
- Nishii, L.H. (2011). Eliminating the experiential differences that divide diverse groups through climate for inclusion. Paper presented in M. Thomas-Hunt (Chair), *Managing status differentials in demographically diverse groups*. Symposium conducted at the annual conference of the Academy of Management in San Antonio, TX.
- Nishii, L.H. (2011) Panelist, *Leadership and diversity: A conversation between practitioners and academics*. Panel discussion held at the annual conference of the Society for Industrial and Organizational Psychology in Chicago, IL.
- Nishii, L.H. (2011). *Climate for inclusion: Consequences for organizations*. Invited paper presented with Catalyst CEO Ilene Lang and former IBM Chief Diversity Officer Ted Childs to the 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 presented 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 presented 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 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 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 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 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 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)

British Journal of Management (2012 – present)

Ad Hoc Reviewing

Administrative Science Quarterly, Applied Psychology: An International Review, British Journal of Industrial Relations, 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, Organizational Science

Professional Service

Senior Research Fellow, Department of Human Resource Studies, Tilburg University, Netherlands

Division Chair, Gender and Diversity in Organizations division of the Academy of Management (2015-2016)

Division Chair-Elect, Gender and Diversity in Organizations division of the Academy of Management (2014-2015)

Member, Fundraising Committee for the Human Resources division of the Academy of Management (2014-2015)

Program Chair, Gender and Diversity in Organizations division of the Academy of Management (2013-2014)

Member, Committee for the HR Early Career Award, Human Resources division of the Academy of Management (2014)

Chair, Junior Faculty Consortium for the Human Resources division of the Academy of Management (2013-2015)

PDW Chair, Gender and Diversity in Organizations division of the Academy of Management (2012-2013)

Member, Organizational Behavior Division Best Paper Committee, Academy of Management (2012)

Member, Executive Committee for the Human Resources division of the Academy of Management (2012-2015)

Member, Society for Industrial and Organizational Psychology 2012 Diversity & Inclusion 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).

Member, William H. Newman Award Committee for Best Paper Based on a Dissertation, Academy of Management (2011)

Co-Chair, Doctoral Consortium for the Gender and Diversity in Organizations division of the Academy of Management (2011, 2012)

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)

Research Affiliate, San Diego State University’s Institute for Inclusiveness and Diversity in Organizations

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, 2011, 2013)

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

Member, Provost's Public and Global Activities Working Committee
Member, Advisory Committee to the University's office of Organizational and Workforce Development (2015-present)
ILR School representative for the Provost's Internationalization Council (2013- present)
Member, Data sub-committee for the University Internationalization Council (2014-present)
Member, Vice Provost's Global Affairs Committee (Fall 2013-Spring 2014)
Advisor, Cornell University Undergraduate Research Institute (2012 – present)
Advisor, McNair Scholars Program (2013-present)
Advisory Board, Provost's Office of Faculty Development and Diversity (2012-present)
Member, University Diversity Data Policy Group (2011-2012)
Keeton House Faculty Fellow (2010 – 2015)
Reviewer, President's Council for Cornell Women Faculty Grant Program (2011)
Reviewer, Lehman Fund for Scholarly Exchange with China (2011, 2013)
Reviewer, Institute for Social Science seed grant competition (2008, 2009)
University Dining Faculty Fellow (2007 – 2012)
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 – 2011)
Deputy Provost's committee for University Diversity and Inclusion Indicators (2007- 2010)
Advisory committee for Cornell University Staff Engagement Survey (2008-2009)
Cornell's New Student Reading Project (September 2005)
University Faculty Fellow for west campus (2003-2004)

ILR Service

Chair, ILR Strategic Planning Committee for Student Engagement (2015-present)
Member, Steering Committee for ILR Strategic Planning Initiative (2015-present)
Member, ILR Strategic Planning Committee for Internationalization (2015-present)
Member, ILR Advisory Council (2015-present)
Member, Tenure Review Committee (2014, 2015)
Chair, Globalization Committee for the Center for Advanced Human Resource Studies, ILR (2014-present)
Member, Academic Standards Committee, ILR (2012-present)
Member, ILR Diversity Council (2013-present)
Member, ILR Dean Search Committee (2014)
Director, International Programs (2012-present)
Member, Advisory Board of the Center for Advanced Human Resource Studies (2012-present)
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;
2012-2014), 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

Diversity, discrimination, and inclusion in organizations (doctoral, executive)
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)
Engagement (executive)
Team Effectiveness (executive)

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