

DEVON PROUDFOOT

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devon.proudfoot@cornell.edu

ACADEMIC POSITIONS

Cornell University, ILR School

Associate Professor (with tenure), Human Resource Studies	2024-present
Assistant Professor, Human Resource Studies	2017-2024
Faculty Fellow, ILR WIDE (Workplace Inclusion and Diversity Education)	2022-present
Faculty Fellow, Cornell Center for the Social Sciences	2022-2023

EDUCATION

Duke University, Fuqua School of Business

PhD Management & Organizations	2017
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London School of Economics and Political Science

MSc Social and Cultural Psychology, Distinction	2008
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McGill University

BA Psychology, First Class Honors	2007
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SCHOLARLY PUBLICATIONS (†Equal authorship; Student at project outset)

Fath, Sean[†] and **Devon Proudfoot**[†] (2024). Devaluation by omission: Limited identity options elicit anger and increase identification. *Psychological Science*, 35, 239–249.

Johnson, Wayne and **Devon Proudfoot** (2024). Greater variability in judgments of the value of novel ideas. *Nature Human Behaviour*, 8, 471–479.

King, Aaron, M., Christopher J. Davis, Chadé Darby, **Devon Proudfoot**, Anthony L. Burrow (2024). The Identity Disclosure Matrix: A Conceptual Framework for Why and How We Share Our Identities. *Identity*, 1-15.

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*, 70, 3879-3901.

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.

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

Proudford, 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

Proudford, 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.

Proudford, 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.

Proudford, 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.

Proudford, 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 Proudford**, 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.

PRACTITIONER & POPULAR PRESS PUBLICATIONS

Sean Fath and **Devon Proudford** (March, 2024). What Demographics Forms Say About Inclusivity at Your Company. *Harvard Business Review*.

Devon Proudford and Aaron C. Kay (February, 2020). The creativity of women is judged more harshly. *Los Angeles Times*.

GRANTS, AWARDS, & HONORS

ILR WIDE Fast Grant (with Sean Fath) (2024)

Cornell Center for Social Sciences Small Grant (with Jacqueline Rifkin) (2024)

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

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

Cornell Innovation, Entrepreneurship, & 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)

INVITED TALKS

Stanford Graduate School of Business, Organizational Behavior Group (2024)
Virginia Commonwealth University, Keynote, Women in Science, Dentistry, & Medicine Meeting (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)

CONFERENCE PRESENTATIONS (*presenter)

- *Johnson, W. & Proudfoot, D. (August, 2024). Variability in evaluation of high vs. low value ideas. Talk to be presented at the Annual Academy of Management Meeting, Chicago, IL.
- *Fath, S. & Proudfoot, D. (August, 2024). Limited identity options. Talk to be presented at the Annual Academy of Management Meeting, Chicago, IL.
- *Fath, S. & Proudfoot, D. (February, 2024). Limited identity options. Talk 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

- 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

ILRID 2510: Foundations of Diversity Dynamics (2024)

ILRHR 2640: Diversity and Inclusion-Advanced Writing Seminar (2018-2020, 2022-2023)

ILRHR 3640: Diversity and Inclusion (2020)

ILRHR 2600: Human Resource Management (2017-19)

ILRID 1500: First Year Colloquium (2018, 2020, 2021)

Master's level courses

ILRHR 6400: Organizational Diversity and Inclusion (2021-2023)

eCornell (co-taught)

ILR 561: Building Diverse Talent Pools

ILR 562: Inclusive Hiring Practices

ILR 563: Sustaining Progress in Hiring Diverse Talent

Duke University

Public Policy 830: Human Resources Management (2014)

Leadership (Duke Talent Identification Program) (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
Psychological Review
Social and Personality Psychology Compass
Social Psychological and Personality Science
Social Justice Research

Advising

PhD/Masters Committees

Xingruo Zhang (Cornell ILR OB), Master's thesis committee
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

Julia Edelman (Cornell ILR Undergraduate), honors thesis second reader
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)
Jehyun Suh (Cornell ILR Undergraduate)
Onyinyechukwu Nnodum (Cornell ILR Undergraduate)
Tumani Edwards (Cornell ILR Undergraduate)
Matthew Kang (Cornell ILR Undergraduate)
Meghan Carroll (Cornell ILR Undergraduate)
Ilana Newman (Cornell ILR Undergraduate)
Patricia Loi (Cornell ILR Undergraduate)
Elisa Yi (Cornell ILR Undergraduate)
Thomas Lovett (Cornell ILR Undergraduate)
Brianna Ramos (Cornell ILR Undergraduate)

Sahana Shridhar (Cornell ILR Undergraduate)
Kerry Gettler (Cornell ILR Undergraduate)
Mayra Luna (Cornell ILR Undergraduate)
Jillian Caldararo (Cornell ILR Undergraduate)
Lucy Cliff (Cornell ILR Undergraduate)
Gaëlle Alcindor (Cornell ILR Undergraduate)
Victoria Feuer (Cornell ILR Undergraduate)

Facilitator/Panelist/Discussant

- Discussant, *Creating an Inclusive Future: Connecting Diversity to Creativity and Creative Work*, Symposium at the Academy of Management Annual Meeting, Chicago, IL (scheduled, 2024)
- Panelist, *ILR Women's Caucus Summit*, Cornell University (2023)
- Panelist, *The Women's Network DEI Panel*, Cornell University (2023)
- Facilitator, *DEI in a Polarized World*, CAHRS Working Group, Cornell University (2023)
- Facilitator, *Building Diverse Workforces*, CAHRS Working Group, Cornell University (2022)
- Panelist, *Halfway there, but now what: Advice for pre-dissertation doctoral students*, Personal Development Workshop at the Annual Academy of Management Meeting, Atlanta, GA (2017)

Service at Cornell

- OB Faculty Search Committee (2024)
- HR/OB 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)
Society of Personality and Social Psychology (SPSP)