

# LISA HISAE NISHII

Associate Professor

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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

- Nishii, L.H., Khattab, J., Shemla, M., & Paluch, R. (Forthcoming, 2017). A multi-level process model for understanding diversity practice effectiveness. *Academy of Management Annals*.
- Cullen, K., Leroy, H., Gerbasi, A., & Nishii, L. (2016). Energy's role in extraversion (Dis)advantage: How energy ties and task conflict help clarify the relationship between extraversion and proactive performance. *Journal of Organizational Behavior*, 37(7), 1003-1022.
- Dwertmann, D., Nishii, L.H., & van Knippenberg, D. (2016). Diversity climate: Synthesizing a diverse field. *Journal of Management*, 42(5), 1136-1168.

- van Woerkom, M., Bakker, A.B., & Nishii, L.H. (2016). Accumulative job demands and support for strengths use: Fine-tuning the JD-R model using COR theory. *Journal of Applied Psychology, 101*(1), 141-150.
- 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 Most Influential Paper Award for 2017, awarded by the Conflict Management Division of the Academy of Management
- \*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. (2017). The role of inclusive climates in closing the gender gap. In E. Kossek (Ed.), *Closing the Gender Gap: Advancing Leadership and Organizations*. Purdue University Press.
- Paluch, R., Nishii, L.H., Shemla, M., & Khattab, J. (Forthcoming, 2017). A multi-level process model for understanding diversity practice effectiveness. *Academy of Management Best Paper Proceedings*.
- Nishii, L.H., & Bruyere, S.M. (2016). Conducting case studies. In S. Bruyere (Ed.), *Disability and employer practices: Research across the disciplines* (pp.125-148). Ithaca, NY: Cornell University Press.
- Nishii, (2015). Improving the working lives of people with disabilities. *Scientia, September 2015, 77-79*.
- This is an open-access publication, meant for consumption by the general public.
- 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.

## **WORK IN PROGRESS**

- Nishii, L.H., Langevin, A., McAlpine, K.M., & Bruyere, S.M. (Draft being revised). Managerial attributions for the adoption of diversity practices.
- Nishii, L.H. McAlpine, K., & Rubineau, B. (Draft paper in progress). The relationship between climate for inclusion and social networks: Implications for employment outcomes.
- Nishii, L.H. (Data analyses and preliminary draft completed). The power of inclusive climates: The reduction of demographically-based divergence in employee experiences, group processes, and financial performance.
- Nishii, L.H. & Leroy, H. (First draft completed). Inclusive leadership behaviors: Benefits for employee inclusion and workgroup creativity.
- Nishii, L.H., & Bell, B. (Development of intervention materials). The effectiveness of training for cultivating inclusive climates: A quasi-experimental study of in-person leader training and virtual team training.

McAlpine, K.M. & Nishii, L.H. (Manuscript in final stages of preparation for submission). The impact of team-level flexible work arrangements on team idea generation and innovation.

Paluch, R. & Nishii, L.H. (Manuscript in preparation). Explaining unintended negative consequences of work-life benefits: The role of employee attributions.

## **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**

Winner of the Most Influential Paper Award, awarded by the Conflict Management Division of the Academy of Management (2017) 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.

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., "The Motives for, and Benefits of, Participating in CSR," Sponsored by CAHRS, College, \$34,784.00. (June 2016 - June 2018).

Nishii, L., "Do Flexible Work Arrangements Reduce Innovation," Sponsored by CAHRS, College, \$43,584.00. (June 2016 - Present).

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**

- Paluch, R., Nishii, L., Shemla, M., & Khattab, J. (2017). *A Multi-Level Process Model for Understanding Diversity Practice Effectiveness*. Paper to be presented at the annual conference of the Academy of Management, Atlanta, GA.
- Paluch, R., & Nishii, L. (2017). *Work-Life or Work-Work Benefits? The Paradox of Work-Life Benefit Utilization*. Paper to be presented at the annual conference of the Academy of Management, Atlanta, GA.
- Nishii, L., (2017). *Fostering and benefiting from inclusive team climates*. Presentation delivered at the 25th Annual Kravis De-Roulet Conference on Inclusive leadership, Claremont McKenna College, Claremont McKenna College, CA.
- Nishii, L. (2017). *Diversity & Inclusion: What's Working, What's Not, and How We Can Do Better*. Presentation to the ILR Alumni Association, New York City.

- Nishii, L. (2017). *Framing the Day: Inclusive Organization*. Keynote at the reThink Refugees: Innovative & System-Changing Solutions to Create Impact for Refugees and Host Societies conference. Hosted by Ashoka, Price Waterhouse Coopers, and the European Work and Organizational Psychology, The Hague, Netherlands.
- Nishii, L. (2017). *The what, why, and how of inclusive climates in organizations*. Paper presented for the Interdisciplinary Committee on Organizational Studies, University of Michigan, Ann Arbor.
- Nishii, L. (2016). *Diversity and Inclusion in Corporate America. What's the difference? What's the same?* Webcast delivered on behalf of the Center for Advanced Human Resource Studies, The ILR School, Cornell University.
- Nishii, L. (2016). *The present and future of diversity climate research: Where are we now and where do we have to go?* Paper presented at the annual conference of the Academy of Management, Anaheim, CA.
- Nishii, L.H. (2016). *Maximizing organizational productivity: Leader strategies for promoting inclusive climates*. Discussant for symposium at the annual conference for the Society for Industrial and Organizational Psychology in Anaheim, CA.
- Nishii, L.H. & Bell, B.S. (2016). A quasi-experimental study of leader training for cultivating inclusive climates. Paper to be delivered in M. Key-Roberts & M. Jimenez-Rodriguez (co-chairs), *Putting the I in team: Unlocking team potential through inclusion*. Symposium at the annual conference of the Society for Industrial and Organizational Psychology in Anaheim, CA.
- Nishii, L.H. (2016). *Inclusive climates, leadership, and careers: Implications for individuals and groups*. Keynote address delivered at the inaugural conference of the Susan Bulkeley Butler Center for Research Excellence at the Krannert School of Management, Purdue University.
- Nishii, L.H. (2015). *Climate for inclusion: A program of research*. Presentation at the Rotterdam School of Management, the Netherlands.
- Rubineau, B., Nishii, L.H., McAlpine, K.M., & Bruyere, S. (2015). Returns to workplace social capital for people with disabilities: Evidence from a downsizing large firm. Accepted for presentation at the 8<sup>th</sup> Annual *People and Organizations* Conference, The Wharton School, University of Pennsylvania.
- Nishii, K.H., McAlpine, K.M., Rubineau, B., & Bruyere, S. (2015). A social networks approach for understanding the relationship between inclusive workgroup climates and group outcomes. Accepted for presentation at the 8<sup>th</sup> Annual *People and Organizations* Conference, The Wharton School, University of Pennsylvania.



- Nishii, L.H., & McAlpine, K. M. (2015). To Tell or Not? Disability Disclosure Decisions and Outcomes. Poster presented at the 30<sup>th</sup> 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., Leroy, H., & Veestraeten, M. (2014). Inclusive leadership. Paper presented in B. Chung (Chair), *Moving from diversity to inclusion: New directions in inclusion research*. Annual SIOP conference, Honolulu, HI.
- 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 25<sup>th</sup> 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 16<sup>th</sup> 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 24<sup>th</sup> 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 21<sup>st</sup> century*. Symposium conducted at the 61<sup>st</sup> 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 23<sup>rd</sup> 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 68<sup>th</sup> 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 68<sup>th</sup> 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 11<sup>th</sup> 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 22<sup>nd</sup> 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 22<sup>nd</sup> 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 21<sup>st</sup> 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 21<sup>st</sup> 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 65<sup>th</sup> 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 65<sup>th</sup> 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 20<sup>th</sup> 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 20<sup>th</sup> 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 20<sup>th</sup> 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**

Division Chair, Gender and Diversity in Organizations division of the Academy of Management (2015-2016)  
Member, Executive Committee for the Human Resources division of the Academy of Management (2012-2015)  
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, 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

Chair, Sub-committee on the Cornell Challenge for Global Impact, University Internationalization Council (2016-2017)

Member, Advisory Committee to the University’s office of Organizational and Workforce Development (2015-present)

Faculty Marshall, Commencement (2014-present)

ILR School representative for the Provost’s Internationalization Council (2013- present)

Chair, Data sub-committee for the University Internationalization Council (2014-2015)

Member, Vice Provost’s Global Affairs Committee (Fall 2013-Spring 2014)

Faculty Advisor, JGSM Student Initiative on promoting diversity and equality. (September 2013 - 2015).

Advisor, Cornell University Undergraduate Research Institute (2012 – 2014)

Advisor, McNair Scholars Program (2013-2014)

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**

Co-Chair, CAHRS Partner Engagement sub-committee (September 2016-present)  
Member, Curriculum Review Committee (March 2017-present)  
Member, Search committee for the Assistant Dean of HR (2016-2017)  
Chair, ILR Strategic Planning Committee for Student Engagement (2015-present)  
Member, Steering Committee for ILR Strategic Planning Initiative (2015-2016)  
Member, ILR Strategic Planning Committee for Internationalization (2015-2016)  
Member, Search committee for the ILR Dean (2015)  
Faculty Advisor, EMHRM degree (2015-present)  
Faculty Advisor, International Graduate Student Association (2014-present)  
Member, ILR Advisory Council (2015-present)  
Member, Tenure Review Committee (2014, 2015)  
Chair, Globalization sub-committee for the Center for Advanced Human Resource Studies, ILR  
(2014-2016)  
Member, Academic Standards Committee, ILR (2012-present)  
Member, ILR Diversity Council (2013-present)  
Member, ILR Dean Search Committee (2014)  
Member, ILR Academic Standards Committee (2013-2016)  
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 (undergraduate, masters, doctoral, executive, eCornell)

Micro-HR (doctoral)

Human Resource Management for small enterprises in emerging markets (engaged learning course with field trip to Nicaragua)

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)

Disability considerations in HR policy and practice (masters)

Engagement (executive, eCornell)

Team Effectiveness (executive, eCornell)

Talent Management (CEMP)

### **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