

## Curriculum Vitae

### Enrica Nicole Ruggs

University of North Carolina at Charlotte  
Department of Psychological Science  
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#### Academic Appointments

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| University of North Carolina at Charlotte     |                |
| Assistant Professor of Psychology             | 2013 - present |
| Assistant Professor of Organizational Science | 2013 - present |

#### Education

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| <b>Rice University</b>   | Houston, TX      | May 2013  |
| Ph.D. in Psychology  |                  |           |
| Dissertation: <i>The influence of employee inkings on consumer behavior: Booed, eschewed, and tattooed.</i>      |                  |           |
| <b>St. Mary's University</b>   | San Antonio, TX  | July 2007 |
| M.S. in Industrial-Organizational Psychology   |                  |           |
| Thesis: <i>Relations between mission statements, corporate social responsibility, and financial performance.</i> |                  |           |
| <b>Prairie View A&amp;M University</b>   | Prairie View, TX | May 2005  |
| B.S. in Psychology and B.A. in English   |                  |           |
| Summa Cum Laude  |                  |           |

#### Journal Publications

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(\* Denotes that authors contributed equally, italics denotes students at the time of publication)

Marshburn, C. K., Harrington, N. T., & Ruggs, E. N. (2017). Taking the ambiguity out of subtle and interpersonal workplace discrimination. *Industrial and Organizational Psychology Perspectives on Science and Practice*, 10, 87-93.

Martinez, L. R., Sawyer, K., Thoroughgood, C., Ruggs, E. N., & Smith, N. A. (2017). The importance of being "me": The relation between authentic identity expression and transgender employees' work-related attitudes and experiences. *Journal of Applied Psychology* 102, 215-226.

- Pichler, S., Ruggs, E. N., & Trau, R. N. C. (2017). Worker outcomes of LGBT-supportive policies: A cross-level model. *Equality, Diversity, and Inclusion*, 36, 17-32.
- \*Lyons, B. J., \*Martinez, L. R., \*Ruggs, E. N., Hebl, M. R., Ryan, A. M., O'Brien, K. R., & Roebuck, A. (in press). To say or not to say: Different strategies of acknowledging a visible disability. *Journal of Management*.
- Ruggs, E. N., Hebl, M. R., Caridad Rabelo, V., Weaver, K. B., Kovacs, J., & Kemp, A. S. (2016). Baltimore is burning: Can I-O psychologists help extinguish the flames? Focal article in *Industrial and Organizational Psychology Perspectives on Science and Practice*, 9, 1-23.
- \*Ruggs, E. N., \*Martinez, L. R., Hebl, M. R., & Law, C. (2015). Workplace trans-actions: How organizations, coworkers, and individual openness can reduce gender identity discrimination. *Psychology of Sexual Orientation and Gender Diversity*, 2, 404-412.
- Ruggs, E. N., Hebl, M. R., & Williams, A. (2015). Weight isn't selling: The insidious effects of weight stigmatization in retail settings. *Journal of Applied Psychology*, 100, 1483-1496.
- Profiled by: BBC, U.S. News & World Report, Business Insider, Fortune, Yahoo! Finance, IOatWork.com, Medical News Today
- O'Brien, K. R., Martinez, L. R., Ruggs, E. N., Rinehart, J., & Hebl, M. (2015). Policies that make a difference: Bridging the gender equity and work-family gap in academia. *Gender in Management: An International Journal*, 30, 358-378.
- Ruggs, E. N., Hebl, M. R., Walker, S. S., & Fa-Kaji, N. (2014). When age meets gender: The impact for job applicants. *Journal of Managerial Psychology*, 29, 1028-1043.
- Miller, B. K., & Ruggs, E. N. (2014). Measurement invariance tests of the Impression Management sub-scale of the Balanced Inventory of Desirable Responding. *Personality and Individual Differences*, 63, 36-40.
- \*Narula, T. H., \*Ramprasad, C. V., Ruggs, E. N., & Hebl, M. R. (2014). Brief report: Increasing colonoscopies? A psychological perspective on opting-in versus opting-out. *Health Psychology*, 33, 1426-1429.
- Ruggs, E. N., Speights, S., & Walker, S. S. (2013). Are you in or out? Employment discrimination in online and offline networks. *Industrial and Organizational Psychology Perspectives on Science and Practice*, 6, 466-471.
- \*Martinez, L. R., \*Ruggs, E. N., Sabat, I. E., Hebl, M. R., & Binggeli, S. (2013). The role of organizational leaders in sexual orientation equality at organizational and federal levels. *Journal of Business and Psychology*, 28, 455-466.

- Ruggs, E. N., Law, C., Cox, C. B., Roehling, M. V., Wiener, R. L., Hebl, M. R., & Barron, L. (2013). Gone fishing: I/O Psychologists' missed opportunities to understand marginalized employees' experiences with discrimination. Focal Article in *Industrial and Organizational Psychology Perspectives on Science and Practice*, 6, 39-60.
- Hebl, M. R., Tonidandel, S., & Ruggs, E. N. (2012). The impact of like-mentors for gay and lesbian employees. *Human Performance*, 25, 52-71.
- \*Law, C. L., \*Martinez, L. R., \*Ruggs, E. N., Hebl, M. R., & Akers, E., (2011). Transparency in the workplace: How the experiences of transsexual employees can be improved. *Journal of Vocational Behavior*, 79, 710-723.
- Ruggs, E. N., Martinez, L. R., & Hebl, M. (2011). How individuals and organizations can reduce interpersonal discrimination. *Social and Personality Psychology Compass*, 5, 29-42.
- Ruggs, E. N., King, E. B., Hebl, M., & Fitzsimmons, M. (2010). Assessment of weight stigma. *Obesity Facts. The European Journal of Obesity*, 3, 60-69.
- Hebl, M. R., Ruggs, E. N., Singletary, S. L., & Beal, D. (2008). Perceptions of obesity across the lifespan. *Obesity*, 16, S46-S52.

### **Book Chapters, Reviews, and Other Articles**

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- Ruggs, E. N., Harrington, N. T., Brown, D., Park, L. S., Marshburn, C. K., & Martinez, L. R. (*in press*). Understanding bias in the workplace and strategies to combat it. In R. Burke & C. Cooper (Eds.), *Violence and Abuse in the Workplace*.
- Pichler, S., & Ruggs, E. N. (*in press*). LGBT workers. In A. J. Collela & E. B. King (Eds.) *The oxford handbook of workplace discrimination* (pp. 177-195). Oxford University Press.
- Ruggs, E. N. (2017). Stigma in the workplace. In S. G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology, 2<sup>nd</sup> Edition*. Thousand Oaks, CA: Sage Publishing.
- Ruggs, E. N., & Sabat, I. E. (2017). Identity management strategies in organizations. In S. G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology, 2<sup>nd</sup> Edition*. Thousand Oaks, CA: Sage Publishing.
- Ruggs, E. N., Walker, S. S., Blanchard, A., & Gur, S. (2016). Online exclusion: Biases that may arise when using of social media in talent acquisition. In R. N. Landers & G. B. Schmidt (Eds.), *Using Social Media in Employee Selection and Recruitment: Theory, Practice, and Current Challenges* (pp. 289-305). Switzerland: Springer International Publishing.

- Pichler, S., Livingston, B. A., Ruggs, E. N., & Varma, A. (2016). The dark side of high performance work systems: Implications for workplace incivility, work-family conflict and abusive supervision. In M. Martinko, N. Ashkanasky & R. Bennett (Eds), *Understanding the high performance workplace: The line between motivation and abuse. SIOP Frontier Series* (pp. 231-251). New York, NY: Routledge.
- Hebl, M., Ruggs, E., Martinez, L., Trump, R., & Nittrouer, C. (2016). Understanding and reducing interpersonal discrimination in the workplace. In T. D. Nelson (Ed.), *Handbook of prejudice, stereotyping, and discrimination 2<sup>nd</sup> Ed.* (pp. 387-408). New York, NY: Psychology Press.
- Ruggs, E. N. & Hebl, M. R. (2012). Diversity, inclusion, and cultural awareness for classroom and outreach education In B. Bouge & E. Cady (Eds.). *Apply research to practice (ARP) resources.*
- Singletary, S. L., Ruggs, E. N., Hebl, M., & Davies, P. G. (2008). Stereotype threat: Causes, effects, and remedies. *The SWE AWE project and national academy of engineering: Center for the advancement of scholarship on engineering education.*

### **Manuscripts Under Review**

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- \*Walker, S. S., \*Ruggs, E. N., \*Morgan, W. B., & DeGrassi, S. W. Diverse perspectives on diversity: Exploring interpersonal interactions and attitudes in heterogeneous groups.

### **Manuscripts in Preparation**

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- Ruggs, E. N., & Hebl, M. R. Understanding the effects of employee tattoos in the workplace.
- Ruggs, E. N., Marshburn, C. K., & Grenier, K. Employees' reactions to police use of force.
- Membere, A. A., Ruggs, E. N., King, E. B., & Rosette, A. S. A social cognitive framework of leader development of women of color.
- Yang, L. W., Ruggs, E. N., Ames Stuart, J., & Shepherd, S. When diversity in advertising leads to activism vs. aversion.
- Martinez, L. R., Sabat, I., Ruggs, E. N., Bergman, M., & Dray, K. Organization-ALLY competent: How employees become allies in the workplace.

### **Conference Presentations**

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- Grenier, K., Ruggs, E. N., & Marshburn, C. K. (2017, October). *Employees' reactions to police use of force.* Paper presented at the Annual Southern Management Association Conference, St. Pete Beach, FL.

- Grenier, K., Marshburn, C. K., & Ruggs, E. N. (2017, May). *Don't send me garbage like this: Analysis of workplace emails about police use of force*. Poster presented at the 29<sup>th</sup> Annual Convention of the Association of Psychological Science, Boston, MA.
- Sabat, I., Martinez, L. R., Ruggs, E. N., & Bergman, M. (2017, April). *Applying an identity management framework to the understanding of allies*. Symposium presented at the 32<sup>nd</sup> Annual Conference of the Society for Industrial & Organizational Psychology, Orlando, FL.
- Davoudpour, S., Pichler, S., Ruggs, E. N., & Trau, R. N. (2017, April). *What's good for the gander: How LGBT-supportive policies benefit employees*. Poster presented at the 32<sup>nd</sup> Annual Conference of the Society for Industrial & Organizational Psychology, Orlando, FL.
- Ruggs, E. N., Yang, L. W., Ames Stuart, J., & Shepherd, S. (2017, January). *The effect of target marketing on consumer responses to diversity in advertising*. Poster presented at Society for Personality and Social Psychology Annual Convention, San Antonio, TX.
- Membere, A. A., Ruggs, E. N., King, E. B., & Rosette, A. S. (2016, August). *Self-efficacy and the development of female leaders of color*. In D. F. Henderson, C. J. Calderon, & M. P. Bell (Chairs), Multiple minority identities in the workplace. Symposium presented at the 76<sup>th</sup> Annual meeting of the Academy of Management, Anaheim, CA.
- Ruggs, E. N., Martinez, L. R., & Bergman, M. (2016, April). *Allies: Finding, supporting, developing, and encouraging allies in organizations*. Roundtable discussion presented at the 31<sup>st</sup> Annual Conference of the Society for Industrial & Organizational Psychology, Anaheim, CA.
- Bickmeier, R. M., & Ruggs, E. N. (2016, April). Validation of a measure of attitudes toward transgender individuals. In Smith, N. & Martinez, L. (Co-chairs), *What about the T? Transgender workplace research*. Symposium presented at the 31<sup>st</sup> Annual Conference of the Society for Industrial & Organizational Psychology, Anaheim, CA.
- Horn, Z. N. J., Gonzalez-Morales, M. G., Johnson, R. C., Ruggs, E. N., & Reynolds, D. H. (2016, April). *Making a difference together in impact action teams*. Theme Track session presentation at the 31<sup>st</sup> Annual Conference of the Society for Industrial & Organizational Psychology, Anaheim, CA.
- Martinez, L. R., Smith, N. A., Sawyer, K. B., Thoroughgood, C., & Ruggs, E. N. (2016, April). *Authentic identity expression and gender roles among transgender employees*. In D'Augelli, A. (Chair), Researching developmental challenges for LGBT populations: Sexual expression, family functioning, and gender identity expression at work. Symposium presented at the CLGBTE LGBT Interdisciplinary Academic Symposium, University Park, PA.

- Robinson, A. J., Ruggs, E. N., Huet, Y., & Medina, A. (March, 2016). Women in leadership: Potential barriers that influence gender differences in leadership self-efficacy. Paper presented at Closing the Gender Gap: Advancing Leadership and Organizations. West Lafayette, IN.
- Ruggs, E. N., Blanchard, A., Walker, S. S., & Gur, S. (October, 2015). *The effect of group membership on the use of social media in talent acquisition*. Paper presented at the Annual Southern Management Association Conference, St. Pete Beach, FL.
- Hebl, M. R. & Ruggs, E. N. (April, 2015) *How I/O psychologists can respond to Ferguson*. Co-facilitator of Community of Interest at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Martinez, L. R., & Ruggs, E. N. (April, 2015). *Bystanders, allies, and advocates: Recognizing "others" in workplace crisis situations*. Co-chair of symposium presented at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Martinez, L. R., Ashburn-Nardo, L., Baillie, P., Hebl, M. R., Ruggs, E. N., Russell, C. J. (April, 2015). *The role of non-stigmatized "allies" in workplace diversity management*. Panelist in panel discussion at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Walker, S. S., Ruggs, E. N., Morgan, W. B., DeGrassi, S., Khalid, Z., & Kavcar, O. (November, 2014). *Diverse perspectives on inclusion: Exploring the experiences of individuals in heterogeneous groups*. Paper presented at the Annual Southern Management Association Conference, Savannah, GA.
- Ruggs, E. N. & Hebl, M. R. (May, 2014). *Influence of employee tattoos on consumers' attitudes and behavior*. Poster presented at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Walker, S. S., Arboleda, M., Crook, A. E., Davis, J., Madera, J., Naemi, B. D., Ruggs, E. N. (May, 2014). *Corporate ladder or ivory tower: Diverse perspectives on I/O jobs*. Panelist in panel discussion at the 29<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Walker, S. S., Ruggs, E. N., Madera, J. M., & Hebl, M. R. (2013, August). *To discuss or not discuss? The effectiveness of acknowledging race at work*. In Morgan, W. B., & Ruggs, E. N. (co-chairs), *Examining strategies to effectively manage identity in the workplace*. Symposium presented at the 73rd Annual Meeting of The Academy of Management, Orlando, FL.
- Binggeli, S., Ruggs, E. N., Bachman, K. R. O., Martinez, L. R., Sabat, I., & Hebl, M. (2013, April). *Who is perpetuating gender roles among Hispanics: Papá o Mamá?* In Binggeli, S.,

Ruggs, E. N., & Martinez, L. R. (co-chairs), *The current status of gender inequality in the workplace*. Symposium presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Martinez, L. R., Ruggs, E. N., Bachman, K. R. O., & Hebl, M. R. (2013, April). *Disabling the stigma: Dual perspectives of acknowledgment behaviors concerning disability*. Symposium presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Miller, B. K., & Ruggs, E. N. (2013, April). *Measurement invariance tests of a measure of impression management*. Poster presented at the 28<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Hebl, M. R., Madera, J. M., Walker, S. S., & Ruggs, E. N. (2012, August). *Acknowledging race during the interview*. Symposium presented at the 72<sup>nd</sup> Annual Meeting of The Academy of Management, Boston, MA.

Ruggs, E. N., & Hebl, M. R. (2012, May). *Age bias in the employment application process: Too old to employ?* Poster presented at the 24<sup>th</sup> Annual Association for Psychological Science Convention, Chicago, IL.

Ramprasad, C., Narula, T., Ruggs, E. N., & Hebl, M. R. (2012, May). *A Psychological Perspective on "opting-in" versus "opting-out" in volunteer recruitment*. Poster presented at the 24<sup>th</sup> Annual Association for Psychological Science Convention, Chicago, IL.

Narula, T., Ramprasad, C., Ruggs, E. N., & Hebl, M. R. (2012, May). *A Psychological Perspective on "opting-in" versus "opting-out" in healthcare*. Poster presented at the 24<sup>th</sup> Annual Association for Psychological Science Convention, Chicago, IL.

**Winner of the Association for Psychological Science Student Research Award**

Jain, S., Srivastava, R., Peeters, S., Alhalel, N., Ruggs, E. N., Martinez, L. R., Hebl, M. R. (2012, May). *The impact of age, weight, and gender on patients' evaluation of physicians*. Poster presented at the 24<sup>th</sup> Annual Association for Psychological Science Convention, Chicago, IL.

Ruggs, E., Martinez, L., Bachman, K., & Hebl, M. (2012, April). *Benefits of the Civil Rights Act: Promoting minorities in STEM*. Symposium presented at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Martinez, L., Ruggs, E. N., & Hebl, M. (2012, April). *Trans-gressing in the workplace: The power of being informed*. Symposium presented at the 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Skorinko, J. L., Ruggs, E. N., Miller, S. A., Hebl, M. R., & Levy, D. J. (2011, May). *Perceived similarity lends advantage only to excellent candidates*. Poster presented at the 23<sup>th</sup> Annual Meeting of the Association of Psychological Science, Washington, DC.

- Ruggs, E. N., & Hebl, M. R. (2010, September). *Deviation from corporate image: The stigma of visible tattoos in the workplace*. Paper presented at the Hospitality Industry Diversity Institute, Houston, TX.
- Ruggs, E. N., Martinez, L. R., & Hebl, M. R. (2010, September). *Whose burden is it anyway? Organizational strategies to reduce interpersonal discrimination*. Paper presented at the Hospitality Industry Diversity Institute, Houston, TX.
- Martinez, L. R., Ruggs, E. N., & Hebl, M. R. (2010, September). *How employees can reduce interpersonal discrimination in the workplace*. Paper presented at the Hospitality Industry Diversity Institute, Houston, TX.
- Miller, S., Levy, D., Williams, M., Ruggs, E., Skorinko, J. L., & Hebl, M. (2010, June). *Competency vs. legacy: The employer's decision*. Paper presented at the 8th Biennial Society for Psychological Study of Social Issues convention, New Orleans, LA.
- Hebl, M., Ruggs, E. N., & Williams, A. (2010, May). *The 'fat' on men: Field experiences of obese male job applicants and customers*. Symposium presented at the 22<sup>nd</sup> Annual Meeting of the Association of Psychological Science, Boston, MA.
- Ruggs, E. N., Hebl, M., & Beal, D. (2010, January). *Looking the part: The influence of gender, age, and weight on personnel decisions*. Poster presented at the 11<sup>th</sup> Annual Meeting of The Society for Personality and Social Psychology, Las Vegas, NV.
- Ruggs, E. N., & Hebl, M. (2009, August). *The impact of age and obesity stigmatization in employment*. Symposium presentation at the 69<sup>th</sup> Annual Meeting of The Academy of Management, Chicago, IL.
- Hebl, M. R., Ruggs, E. N., Singletary, S. L., & Beal, D. (2008, May). *Perceptions of obesity across the lifespan*. Poster presented at the 20<sup>th</sup> Annual Meeting of the Association of Psychological Science, Chicago, IL.
- Ruggs, E. N., Walia, R., & McKenna, J. (2006, September). *An examination of the job analysis process*. Poster presented at St. Mary's Graduate Symposium of Research and Scholarly Work, San Antonio, TX.
- Walia, R., Ruggs, E. N., Akintolayo, A., Dunn, K., & Cavada, A. (2006, September). *An examination of the usability analysis process*. Poster presented at St. Mary's Graduate Symposium of Research and Scholarly Work, San Antonio, TX.
- Ruggs, E. N., & Travis, Q. M. (2005, April). *Stereotype threat: A content analysis*. Symposium presentation at the 1<sup>st</sup> Annual Prairie View A&M Research Symposium, Prairie View, TX.



## **Grants and Fellowships**

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Psychology Department Internal Research Grant, University of North Carolina at Charlotte, 2017.

Awarded to assist in conducting research concerning the effects of acknowledging stigma characteristics at work. \$850.

Chancellor's Diversity Challenge Fund Grant, University of North Carolina at Charlotte, 2016-2017. Co-awarded with Steven Rogelberg, PhD.

Awarded to help support the Organizational Science Summer Institute in 2017. \$5,000.

Psychology Department Internal Research Grant, University of North Carolina at Charlotte, 2015. Co-awarded with Sara Levens, PhD.

Awarded to assist in conducting research concerning the effects of witnessing and experiencing discrimination in the workplace. \$2,000.

Faculty Research Grant, University of North Carolina at Charlotte, 2014-2015.

Awarded to assist in conducting research concerning the development and validation of a measure of attitudes toward transgender individuals. \$6,000.

Summer Predoctoral Fellowship, Texas State University.

Awarded to conduct dissertation research and other relevant research in the Management Department, 2011. \$11,000.

Assessing Women and Men in Engineering Grant.

Given by the Society of Women Engineers to support the development of resources related to diversity, inclusion, and cultural awareness for classroom and outreach education, 2011. \$2,000.

Grant-in-Aid.

Given by Society for the Psychological Study of Social Issues in support of research examining effects of visible tattoos in workplace settings, 2009. \$1,000.

Assessing Women and Men in Engineering Grant.

Given by the Society of Women Engineers to support the development of resources that can be used to provide information on stereotype threat, 2008. \$850.

### **Additional Grant Applications**

Co-PI (with Audrey Rorrer). STARS-NIC: A Networked Improvement Community to Improve Computing Department Equity and Diversity Outcomes, National Science Foundation, \$300,000, 1/1/2018 - 12/31/2019. Under Review.

## **Honors and Awards**

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Purdue University Conference for Pre-Tenure Women Fellowship, 2017

Lodieska Stockbridge Vaughn Fellowship, 2012-2013.

Awarded for a graduate student at Rice University who shows outstanding academic achievement and promise.

Ford Foundation Dissertation Fellowship Program Honorable Mention, 2012; 2011

Awarded for competitive dissertation research proposal.

American Psychological Association Dissertation Research Award, 2011

Awarded to support dissertation research.

Teaching Society for Management Educators Scholarship, 2010

Awarded to assist travel to the Teaching Conference for Management Educators.

St. Mary's University Distinguished Graduate Award, 2007

Psi Chi, The International Honor Society for Psychology, inducted 2004

Sigma Tau Delta, National English Honor Society, inducted 2004

Texas A&M Board of Regents Scholarship, 2001- 2005

Awarded for academic achievement.

AT&T Academic Scholarship, 2001-2005

Awarded for academic achievement.

## **Invited Talks**

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Subtle bias in organizations. Invited talk and panel discussion at Davidson College, January, 2017.

Implicit bias. Invited talk given for the Women in Business Initiative at the Belk College of Business, University of North Carolina at Charlotte, August, 2016.

The glass ceiling still exists: Barriers to leadership for women in business. Invited talk given for the Women in Business Initiative at the Belk College of Business, University of North Carolina at Charlotte, August, 2015.

Subtle biases perpetuating inequality. Invited talk given at the Organizational Science Current Topics at University of North Carolina at Charlotte, March, 2015.

What's the big deal? The effects of subtle stigmatization in organizational settings. Invited talk given at Indiana University-Purdue University Indianapolis, February, 2015.

An initial step toward diversity inclusion in the workplace. Keynote address given at the 23<sup>rd</sup> Annual Central Carolinas Conference in Psychology. March, 2014.

Inking in the workplace: Examining reactions to tattooed employees. Invited talk given at the Organizational Science Fall Research Colloquium at University of North Carolina at Charlotte, December, 2013.

An initial step toward diversity inclusion in the workplace. Invited talk given at Davidson College, October, 2013.

Conflict management. Invited talk given at Nevada State College, December, 2012.

Navigating a diverse workforce: Impact of discrimination and how to reduce it. Invited talk given at the University of North Carolina at Charlotte, December, 2012.

Navigating a diverse workforce: Impact of discrimination and how to reduce it. Invited talk given at Baylor University, October, 2012.

The impact and remediation of workplace discrimination. Invited talk given to faculty associates at Wiess Residential College. Rice University, October, 2012.

Panelist for discussion of *MISSRepresentation*, a documentary exploring the role mainstream media has in contributing to the under-representation of women in influential positions. Rice University, September, 2012.

Understanding and reducing discrimination at work. Invited talk given at Southwestern University, November, 2011.

Panelist at the Houston Association of Black Psychologists Annual Graduate School Conference, October, 2011.

Office politics 101: Gaining and maintaining equality in the workplace. Invited presentation given at a professional development workshop for the National Society of Black Engineers (NSBE) Houston Alumni Extension, March, 2011.

Looking the part: The influence of gender, age, and weight on personnel decisions. Talk given at the Industrial/Organizational Psychology Research Seminar at Rice University, Feb. 2009.

Graduate school and careers in I/O psychology. Panelist at Society for Industrial and Organizational Psychology, Inc. Webinar, Online, October, 2008.

Perceptions of obesity across the lifespan: The impact of weight and age on employment discrimination. Talk given at the Industrial/Organizational Psychology Research Seminar at Rice University, February, 2008.

Basic statistics overview. Talk given to the Division of Community Pediatrics research team at the University of Texas Health Science Center, November, 2006.

### **Invited Lectures**

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Ruggs, E. N. (2011, July). Conflict and negotiation in organizations. Invited lecture given to MBA students at the McCoy College of Business Administration at Texas State University.

Ruggs, E. N. (2011, April). Does physical appearance matter in the workplace? Invited lecture given at University of Houston- Hilton College of Hotel and Restaurant Management.

Ruggs, E. N. (2010, October). Stereotype threat and gender. Guest lecture given in Psychology of Gender at Rice University.

Ruggs, E. N. (2010, March). Prejudice and discrimination. Guest lecture given in Social Psychology at Rice University.

Ruggs, E. N. (2008, October). Aggression: A social psychology perspective. Guest lecture given in Social Psychology at Rice University.

Ruggs, E. N. (2008, October). Creating a cult: The social psychological principles behind cultism. Guest lecture given in Social Psychology class at Rice University.

Ruggs, E. N. (2008, April). Conflict and peace. Guest lecture given in Social Psychology at Rice University.

### **Teaching Experience**

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#### **University of North Carolina at Charlotte**

##### *Undergraduate Courses*

PSYC 2103 Research Methods  
PSYC 2171 Introduction to I/O Psychology  
PSYC 2130 Introduction to Social Psychology

##### *Graduate Courses*

PSYC 6640 Topics in Organizational Psychology (Managing Diversity in Organizations)  
PSYC 6102 Organizational Research Methods  
OSCI 8001 Organizational Science Current Topics  
OSCI 8630 Professional Development Seminar

## **Rice University**

### *Courses Taught*

Social Psychology  
Research Methods, Lab Instructor

### *Teaching Assistant*

Social Psychology  
Research Methods  
Psychology of Gender

## **University of Houston-Downtown**

Industrial/Organizational Psychology

## **Graduate Student Mentorship**

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### **Postdoctoral Advisees**

Christopher Marshburn, PhD (2016-Present)

### **Graduate Student Advisees**

Kelcie Grenier, Predoctoral Thesis (2017-Present; Organizational Science)  
Martina Salge, Master's Thesis (2017-Present; I-O Psychology)  
Nicole Thurmond, Predoctoral Thesis (2016; Organizational Science), Qualifying Exam (2017)  
Aspen Robinson, Master's Thesis (2016; I-O Psychology)

### **Additional Graduate Mentoring Roles (Committee Member)**

David Scheaf, Predoctoral Thesis (2016; Organizational Science)  
Amin Makkawy, Qualifying Exam (2015; Organizational Science), Dissertation (2016)  
Robert Bickmeier, Predoctoral Thesis (2015; Organizational Science), Qualifying Exam (2016),  
Dissertation (2016-Present)  
Tammy Wilborn, Dissertation (2015; Counseling)

## **Undergraduate Student Mentorship**

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### **Honor's Thesis**

Morgan Flitt and Katherine Finch (joint thesis), Chair (2017-2018)  
Sydnei Davis, Chair (2016-2017)  
Nataya Ford, Committee Member (2016-2017)  
Imani Crawford, Committee Member (2015)

### **Research Assistants**

|                              |                                    |
|------------------------------|------------------------------------|
| Matthew Darby (2016-2017)    | Isabella Barker (2017-Present)     |
| Keila Maldando (2016)        | Matthew Avila (2014-2015)          |
| Sydnei Davis (2016-2017)     | Marissa Bare Burchette (2014-2015) |
| Clara Johnson (2016)         | Kevin Bretz (2014)                 |
| Shamala Matthews (2015-2016) | Dillon Hooks (2014)                |
| Evan Miller (2015-2016)      | Krishan Kumar (2014)               |

Laurie Bernadel (2015)

Enna Tunyan (2014)

**Teaching Assistants**

Erin Shepard (2015)

Erica Thompson (2017)

Kelsey Wolf (2015)

Breanna Bethea (2017)

Matthew Avila (2015)

Kevin Bretz (2014)

**Department and University Service**

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**Psychological Science Department**

Advisor for UNC-Charlotte Chapter Psi Chi, Honor Society in Psychology, 2014-2016

Industrial Organizational Psychology Master's Program

Admissions Committee, 2014; Faculty Search Committee, 2015

**Organizational Science Program**

Advisory Committee, 2015-2017

Organizational Science Summer Institute, Director, 2015-present

Organizational Science Summer Institute Admissions Committee, 2014

**College of Liberal Arts and Sciences**

Department Diversity Liaison between College and Department, 2016-Present

**University**

Moderator at Graduate Student Orientation Panel entitled "Students of Color in Academia: Community and Opportunities, Summer 2016

Faculty Consultant, Belk College of Business- Women in Business Initiative, 2015-Present

Judge at 13<sup>th</sup> Annual Graduate Research Symposium, 2014; 2015

Moderator at 9<sup>th</sup> Annual State of North Carolina Undergraduate Research and Creativity Symposium, Fall, 2013

**Professional Service**

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Society for Industrial-Organizational Psychology (SIOP)

SIOP Joint Committee on Ethnic Minority Affairs (CEMA) Education and Training Committee (E&T) Subcommittee Chair, 2017-Present

SIOP Working Group on Policing, 2016-Present

SIOP James Outtz Student Grant on Diversity Committee Member, 2016

SIOP Invited Sessions Program Committee Chair, 2015-2016

SIOP CEMA-E&T Committee Member, 2015  
SIOP Conference Travel Award Committee Member, 2014, 2015  
SIOP CEMA Committee Member, 2013-2014  
SIOP LGBT Committee Member, 2013-2014

Academy of Management (AOM), Gender & Diversity in Organizations Division's Dorothy Harlow Best Conference Paper Award Committee, 2017

Conference Reviewer  
SIOP, 2013-2016  
AOM, 2011, 2013, 2014  
Southern Management Association, 2015

National Science Foundation, Directorate for Education and Human Resources, Division of Research on Learning in Formal and Informal Settings, Advancing Informal STEM Learning Program, Review Panelist, 2016

Association of Psychological Science (APS).  
APS RiSE-UP Research Award, 2009; 2010  
*Senior Reviewer (2010)*. In addition to reviewing, provided feedback to junior reviewers  
APS Student Caucus Student Research Award, 2009  
APS Student Grant Competition Reviewer, 2008

The Society for Personality and Social Psychology Student Poster Award, 2011

## **Journal Reviewing**

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Editorial Board Member  
Journal of Business and Psychology, 2016-Present  
New School Psychology Bulletin, 2008 – 2009

Ad Hoc Reviewer  
*Journal of Management, Human Performance, Journal of Applied Social Psychology, Journal of Business and Psychology, Journal of Managerial Psychology, Journal of Occupational and Organizational Psychology, Obesity, Obesity Facts, Sex Roles, The Industrial-Organizational Psychologist, Journal of Homosexuality, Journal of Vocational Behavior, Equality, Diversity, and Inclusion: An International Journal*

## **Professional Affiliations**

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Academy of Management  
American Psychological Association  
Association for Psychological Science  
Psi Chi, The International Honor Society in Psychology

Society for Industrial and Organizational Psychology  
Southern Management Association  
Society for Personality and Social Psychology

## **Applied and Consulting Experience**

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### **University of North Carolina at Charlotte, Charlotte, NC, 2016-2017**

*Consultant.* Hired to assess the university-wide talent management system for academic advising. This project involves three main phases: 1) conducting a job analysis of academic advisors and evaluating the career progression plan for advisors, 2) assessing the performance evaluation process, and 3) working to develop a stronger infrastructure for the university-wide coordination of advisors across departments and colleges.

### **Carolina Raptor Center (CRC), Charlotte, NC, 2014**

*Consultant.* Worked with a team to review and restructure the volunteer management system at the CRC. Developed interview protocols, administered interviews, developed benchmarking practices, and offered recommendations for best practices of volunteer management operations.

### **Houston Police Department, Houston, TX, 2010-2011**

*Consultant.* Acted as a consultant for eyewitness identification procedures research. Offered advice concerning development of study procedures; reviewed and edited technical reports and manuscripts.

### **Valtera, Houston, TX, Spring 2009**

*Consultant.* Analyzed job descriptions for the City of Chicago. Updated and developed job descriptions for various city jobs based on information provided by subject matter experts in a citywide job analysis project.

### **Rice University School Mathematics Project, Houston, TX, 2007-2008**

*Performance Evaluator.* Conducted observations on grade K-12 teachers. Assessed transfer of training for teachers using effective teaching methods in mathematics.

### **United States Office of Personnel Management, San Antonio, TX, Spring 2007**

*Human Resources Specialist Intern.* Developed assessment tools for job vacancies for a variety of different government agencies. Also, evaluated and rated job applications based on Federal government qualification standards.



**Jefferson County Personnel Board**, Birmingham, AL, Spring 2006

*Assessment Center Assessor*. Evaluated structured interviews for job vacancies within Jefferson County, AL. Trained in reliably assessing structured interviews; rated interviewees based upon benchmarks developed by subject matter experts.