

**Jamie Lyn Perry**  
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Cornell SC Johnson College of Business  
School of Hotel Administration  
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## **ACADEMIC APPOINTMENTS**

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Assistant Professor, Management and Organizations, Cornell University, Ithaca, NY 2014-

*Current Fellowships:*

Rachel Etes Green '98 and Jason Green Faculty Fellow 2014-

Cornell Institute for Healthy Futures Faculty Fellow 2016-

*Affiliations:* Center for the Study of Inequality, Institute for the Social Sciences

*Field memberships:* Management

## **EDUCATION**

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Ph.D., Organization Management, Rutgers Business School 2014

M.A., Psychology, Rutgers University 2009

B.S., Psychology and Sociology (double major), University of Houston 2006

## **RESEARCH AREAS**

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Teams; Power and Status; Conflict; Diversity

## **PUBLICATIONS**

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Roberson, Q.M., Holmes, IV., O., & Perry, J.L. (2017). Transforming research on diversity and firm performance: Dynamic capabilities perspective. *Academy of Management Annals*, 11 (1), 150-188.

Bezrukova, K., Spell, C.S., Perry, J.L., & Jehn, K.A. (2016). A meta-analytical integration of over 40 years of research on diversity training evaluation. *Psychological Bulletin*, 142(11), 1227-1274.

- **Selected Press Coverage: *The New York Times*; *The Wall Street Journal*; *BBC World News***

Hall, A.V., Hall, E.V., Perry, J.L. (2016). Black and blue: Exploring racial bias and law enforcement in the killings of unarmed black males. *American Psychologist*, 71(3), 175-186.

Bezrukova, K., Spell, C.S., & Perry, J.L. (2010). Violent splits or healthy divides? Coping with injustice through faultlines. *Personnel Psychology*, 63, 719-751.

## **BOOK CHAPTERS**

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Porter, G. & Perry, J. L. (2008). Animal Farm, Baby Boom and Crackberry Addicts. In C. L. Cooper and R. J. Burke (Eds.) *The Long Work Hours Culture, Causes, Consequences and Choices*, pp. 255-274. New York: Macmillan.

## SELECT ACADEMIC CONFERENCE PRESENTATIONS

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Emich, K. & Perry, J.L. *You don't know me: Status incongruence hurts teams*. Presented at the Interdisciplinary Network for Group Research, Dublin, July 2019.

Perry, J.L. & Roberson, Q. *The case for weak climate strength: Impact of team power dispersion and level on team effectiveness*. Presented at Cornell Hospitality, Health and Design Symposium, Ithaca, October 2016.

Perry, J.L. & Roberson, Q. *Separating the effects of power and status in groups*. Presented at the Equality Diversity Inclusion Conference, Tel Aviv, Israel, 2015.

Perry, J.L. *Power and status in groups*. Presented at:

- Winner of the S. Rains Wallace Dissertation Award for the best dissertation in Industrial/Organizational Psychology, 2015
- Runner-up of the Academy of Management GDO Best Paper Based on a Dissertation Award, 2015
- Finalist of the American Psychological Association (Div 49) Best Dissertation Award, (Finalist), 2015
- Invited presentation, Society for Industrial and Organizational Psychology for the S. Rains Wallace Dissertation Award, Orlando, April 2017.
- Paper presented at the International Association of Conflict Management, Clearwater, Florida., July 2015.
- Paper presented at the Academy of Management Conference, Vancouver, August 2015.
- Paper presented at the Interdisciplinary Network for Group Research, Pittsburgh, July 2015.

Bezrukova, K., Spell, C.S., Perry, J.L., & Jehn, E. *A meta-analytical integration of over 40 years of research on diversity training evaluation*. Paper presented at the Academy of Management Conference, Philadelphia, August 2014.

Perry, J.L. & Griffith, J.N. *Leader resource allocation in teams: The joint influences of team heterogeneity and relationship conflict*. Paper presented at the International Association of Conflict Management, The Netherlands, July 2014.

Perry, J.L. "Can you help us innovate?" *The effect of leader problem solving style on innovation in R&D Teams*. Paper presented at the International Association of Conflict Management, Tacoma, July 2013.

Perry, J.L. & Griffith, J.N. *Things are always what they seem: An expectation states view of heterogeneity and intrateam relationship conflict on leader resource allocation*. Paper presented at the International Association of Conflict Management, Stellenbosch, South Africa, July 2012.

Post, C., & Perry, J.L. *Demographic faultlines and innovation: The moderating influences of collaborative learning, diversity beliefs, and psychological safety*. Paper presented at the Interdisciplinary Network for Group Research, Minneapolis, July 2011.

Perry, J.L. & Bezrukova, K. *Conflicting divides: A multilevel perspective on conflict in faultline groups*. Paper presented at the Interdisciplinary Network for Group Research, Washington, D.C., July 2010.

Spell, C.S., Perry, J.L., & Bezrukova, K. *Dare to care? A theory of healthy behavior in organizations*. Paper presented at the Academy of Management Conference, Montréal, August 2010.

Spell, C.S. & Perry, J.L. (August 2008). *Fairness, evaluation, and psychological well-being*. Paper presented at the Academy of Management Conference, Anaheim, CA.

Spell, C.S. & Perry, J.L. (August 2008). *Getting involved: employer monitoring of employee health*. Paper presented at the Academy of Management Conference, Anaheim, CA.

### **SYMPOSIA AND PDW SESSIONS**

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Perry, J.L., Bezrukova, K., Spell, C.S. *A meta-analytic examination of critical contingencies in resource-based subgroups*. Presented in the “Enhancing Understanding of Team Diversity Through the Lens of Faultlines” symposium (Chair: Alex Lindsey) Presented at the Society for Industrial Organizational Psychology Conference, City, April 2017.

Bezrukova, K., & Perry, J.L. *Evidence-Based Diversity Education: Using Diversity Research in Classes*. Presented in the “Ramping up our Game! How we can do a better job teaching diversity” Professional Development Workshop (Chair: Katerina Bezrukova ), at the Annual Meeting of the Academy of Management, Vancouver: August 2015.

### **SELECTED MEDIA COVERAGE**

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- “What Makes Us Human” podcast produced by Cornell College of Arts and Sciences (11/14/19) – [Workplace Rankings](#)
- Swe; Magazine of the Society of Women Engineers 65(2), 2019 - [What research tells us about diversity training](#)
- The New York Times (8/1/18) - [“Hotels Grapple with Racial Bias”](#)
- The Inquiry on BBC World Service (6/20/18) - [“Can you train people to be less prejudiced?”](#)
- BBC.com (7/7/18) - [“Can you train people to be less prejudiced?”](#)
- Time Magazine (5/28/18) - [“Starbucks is Closing All Its U.S. Stores for Diversity Training Day. Experts Say That’s Not Enough”](#)
- The Wall Street Journal (5/26/18) - [“In Anti-Bias Training, Starbucks Enlists Hip-Hop Artist Common, Chairman Howard Schultz”](#)
- SAS (2//15) -[“What will 2015 bring? Thoughts from the research faculty of the Cornell School of Hospitality Administration”](#)
- Travel Weekly (12/3/14) - [“Agents of color”](#)

### **RESEARCH SUPPORT**

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- Cornell Institute for the Social Sciences Grant (\$6,000), “A multimethod and longitudinal examination of diversity and firm performance,” Principal Investigator (with Chekitan Dev).

- Cornell Institute for the Social Sciences Fellowship (\$20,000), “Resource-based subgroups,” Principal Investigator.
- Cornell Engaged Learning Fellowship (\$5,000), “Board Composition in non-profits”
- The Graduate School Dissertation Fellowship, Rutgers University, 2013-2014
- National Science Foundation, Rutgers University, Research Assistant to Principal Investigator Dr. Nancy DiTomaso, 2009-2011 *Project Title: Leveraging Thought Diversity*
- National Science Foundation Advance Mini-Grant, Rutgers University Faculty Advancement and Institutional Re-imagination (RU FAIR) Rutgers University, Research Assistant to Principal Investigator Dr. Nancy DiTomaso, 2010 *Project Title: Resource Guide for Faculty Recruitment and Evaluation Committees*

## **AWARDS & HONORS**

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- Dean’s Research Fellowship, Rutgers University, 2010, 2012
- Center for Teaching Innovation, Cornell University, 2018, 2016, 2015
- Bright Idea Research Award for “Transforming research on diversity and firm performance: Dynamic capabilities perspective,” New Jersey Policy Research Organization (NJPRO) and the Stillman School of Business at Seton Hall University, 2018
- S. Rains Wallace Dissertation Award for the best dissertation in Industrial/Organizational Psychology (Winner), 2015
- Academy of Management GDO Best Paper Based on a Dissertation Award (Runner-up), 2015
- American Psychological Association (Div 49) Best Dissertation Award, (Finalist), 2015
- Academic Excellence Award, Rutgers Business School, 2015
- Rutgers Business School Research Award, Rutgers University, 2008
- Dean’s List, Rutgers University, 2007-2009
- Psychology Research Scholarship, Rutgers University, 2007

## **TEACHING EXPERIENCE**

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### *Cornell University*

Leading and Managing Teams, Undergraduate and Masters elective course  
 Human Resources Management, Undergraduate required course

### *Rutgers University*

Strategic Human Resource Management, Graduate required course  
 Principles of Management, Undergraduate required course  
 Management of Human Resources, Undergraduate required course

### *Burlington County College*

Introduction to Psychology, Undergraduate required course

## **STUDENT COMMITTEES AND ADVISING**

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### ***Masters and Dissertation Committee Member or Chair***

- Maya Ezzeddine (expected 2023), Cornell University, Dissertation Committee Member

### ***Undergraduate Independent Research Study Advisor***

- Zabada Abouelhana (HRM major)
- Dewan Ahmed (HRM major)
- Christina Oh (HRM major)

## **UNIVERSITY SERVICE**

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### ***Hotel School and Management and Organizations Area***

- Co-Coordinator: Junior Faculty Research Camp, Summer 2019
- Invited speaker for Female Leadership in Hospitality, topic “Negotiating Your Salary,” Fall 2018
- Invited Judge for the Model of Excellence Business Competition, Fall 2018
- Feedback Provider for the Model of Excellence Business Competition, Fall 2017
- Faculty Co-Chair for the Women at Work Roundtable, Cornell Institute for Hospitality Labor and Employment Relations, Cornell College of Business, Fall 2016
- Faculty Co-Chair for the Positive Relationships at Work Roundtable, Center for Hospitality Research and Cornell Institute for Hospitality Labor and Employment Relations, School of Hotel Administration, 2015
- Invited panelist, HR Big Data roundtable, Cornell Institute for Hospitality and Labor and Employment Relations, 2015
- Invited speaker, Center for Hospitality Research Advisory Board Meeting, 2015

### ***Cornell University***

- Invited panelist, New Faculty Institute, August 23, 2019
- Invited speaker, Inclusive Excellence Summit, “Leading and Managing Culturally Diverse Teams,” July 11, 2019.
- Invited panelist, New Faculty Institute, February 28, 2019
- Invited panelist, the PhD Project, September 17, 2018
- Invited speaker, 2018 Class Council, “Navigating the Workforce,” Spring 2018
- Faculty Advisor, Bite The World, 2016-present
- Faculty Advisor, Women Ambassadors Forum, 2016-present
- Invited speaker and panelist, Sloan Women in Healthcare Leadership Symposium, 2017
- Invited speaker, Chi Psi Fraternity, “Working effectively as a team,” Fall 2016
- Invited speaker, Cornell NOW Campaign Celebration, 2015
- Invited speaker, Cornell Society for Women Engineers, “Dress for Success,” 2015

## **PROFESSIONAL SERVICE AND AFFILIATIONS**

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### ***Professional Affiliations***

- Academy of Management (AOM) – Conflict Management (CM) Division
- Division 14 of the American Psychological Association (APA) - Society for Industrial and Organizational Psychology (SIOP)
- Interdisciplinary Network for Group Research (INGRoup)
- International Association for Conflict Management (IACM)

### ***Executive Committee Memberships***

- AOM CM Division: Representative-at-Large, *Elected*, 2019-current,

- MDSA – Executive/Planning Committee Member, *Elected*, 2011-2013

#### ***Committee Chair Position***

- AOM CM Division: Most Influential Article Award for 2019
- SIOP: S. Rains Wallace Dissertation Award, 2019- current

#### ***Committee Memberships***

- AOM CMD: Best Paper Award - New Directions for 2017
- SIOP: S. Rains Wallace Dissertation Award, 2016- 2019

#### ***Ad Hoc Reviewer***

- *Academy of Management Discoveries*
- *Academy of Management Journal*
- *Cornell Hospitality Quarterly*
- *Current Psychology*
- *ILR Review*
- *Journal of Applied Psychology*
- *Small Group Research*
- *The Center for Hospitality Research*

#### **BROADER COMMUNITY SERVICE**

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- Executive Committee Board Member of Cancer Resource Center
- Volunteer at Loaves and Fishes
- Volunteer at Suicide Prevention and Crisis Service