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EDUCATION

Ph.D.	Rutgers Business School	Organization Management	2014
M.A.	Rutgers University	Psychology	2009
B.S.	University of Houston	Psychology and Sociology	2006

ACADEMIC APPOINTMENTS

Assistant Professor, Management and Organizations	Cornell University	2014-present
• Rachel Etes Green '98 and Jason Green Faculty Fellow		2014-present
• Cornell Institute for Healthy Futures Faculty Fellow		2016-present
• Cornell Institute for Social Sciences Faculty Fellow		2018-present
• Cornell Engaged Learning Faculty Fellow		2018- present

PUBLICATIONS

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.

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.

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.

REFERRED CONFERENCE PRESENTATIONS

Perry, J.L., Bezrukova, K., Spell, C.S. (2017, April). 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/Forum at the SIOP meetings, Orlando, FL.

Perry, J.L. (2017, April). Power and status in groups. Invited presentation for the S. Rains Wallace Dissertation Award at the SIOP meetings, Orlando, FL.

Perry, J.L. (2016, October). The case for weak climate strength: Impact of team power dispersion and level on team effectiveness. Paper presented at Cornell Hospitality, Health and Design Symposium

Bezrukova, K. & Perry, J.L. (2015, August). 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 at the Academy of Management meetings, Vancouver.

Perry, J.L. & Roberson, Q. (2015, July). Separating the effects of power and status in groups. Paper presented at the Equality Diversity Inclusion Conference, Tel Aviv, Israel.

Perry, J.L. (2015). Power and status in groups.

- Paper presented at the International Association of Conflict Management, Clearwater, Florida.
- Paper presented at the Academy of Management Conference, Vancouver, British Columbia, Canada.
- Paper presented at the Interdisciplinary Network for Group Research, Pittsburgh, PA.
- Finalist, Gender & Diversity in Organizations Best Paper Based on a Dissertation Award
- Finalist, American Psychological Association (Div 49) Best Dissertation Award
- Winner of Society of Industrial Organizational Psychology S. Rains Wallace Dissertation Award

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

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

Perry, J.L. (July 2013). "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, Washington.

Perry, J.L. & Griffith, J.N. (July 2012). 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.

Post, C., & Perry, J.L. (July 2011). 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, Minnesota.

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

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

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

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

GRANTS

National Science Foundation. *Project Title: Leveraging Thought Diversity.* (2009-2011)

- Research Assistant to Principal Investigator Dr. Nancy DiTomaso

RU FAIR NSF ADVANCE Mini-Grant. *Project Title: Resource Guide for Faculty Recruitment and Evaluation Committees* (2010).

- Research Assistant to Principal Investigator Dr. Nancy DiTomaso

HONORS AND AWARDS

- Rutgers University, Dean's List 2007-2009
- Rutgers University, Psychology Research Scholarship, 2007
- Rutgers University, Rutgers Business School Research Award, 2008
- Rutgers University, Rutgers Business School Dean's Research Fellowship, 2010
- Rutgers University, Rutgers Business School Dean's Research Fellowship, 2012
- Rutgers University, The Graduate School Dissertation Fellowship, 2013-2014
- Finalist, Gender & Diversity in Organizations Best Paper Based on a Dissertation Award, 2015
- Finalist, American Psychological Association (Div 49) Best Dissertation Award, 2015
- Rutgers University, Rutgers Business School Academic Excellence Award, 2015
- Cornell University, Center for Teaching Excellence Research Stipend, 2015
- Cornell University, Center for Teaching Excellence Research Stipend, 2016
- Winner of the S. Rains Wallace Dissertation Award for the best dissertation in Industrial/Organizational Psychology, 2016
- Cornell University, Institute for the Social Sciences Faculty Fellow, 2018-2019
- Cornell University, Center for Teaching Innovation Research Stipend, 2018

MEDIA MENTIONS

BBC The Inquiry (June 2018). “*Can you train people to be less prejudiced?*”

Times Magazine (May 2018). “*Starbucks Is Closing All Its U.S. Stores for Diversity Training Day. Experts Say That’s Not Enough*”

Wall Street Journal (May 2018). “*In Anti-Bias Training, Starbucks Enlists Hip-Hop Artist Common, Chairman Howard Schultz*”

TEACHING EXPERIENCE

- Leading and Managing Teams (Cornell University, 2015- present)
- Human Resources Management (Cornell University, 2015-present)
- Strategic Human Resource Management (Rutgers University, 2014)
- Introduction to Psychology (Burlington County College, 2013)
- Principles of Management (Rutgers University, 2012)
- Management of Human Resources (Rutgers University, 2011-2012)

PROFESSIONAL SERVICE

Ad Hoc Reviewer

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

Cornell University

- Invited speaker, Cornell Management and Organization Workshop
- Faculty Advisor, Bite The World
- Invited talk at Cornell ILR HR Seminar
- Invited speaker and panelist at Sloan Women in Healthcare Leadership Symposium
- Invited speaker at Chi Psi Fraternity
- Feedback Provider for the Model of Excellence Business Competition, School for Hotel Administration
- Faculty Co-Chair for the Women at Work Roundtable, Cornell Institute for Hospitality Labor and Employment Relations, Cornell College of Business
- Faculty Advisor, Women Ambassadors Forum
- 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
- Invited speaker, Cornell NOW Campaign Celebration
- “Dress for Success” speaker for Cornell Society for Women Engineers
- Invited panelist for the HR Big Data roundtable, Cornell Institute for Hospitality and Labor and Employment Relations, School of Hotel Administration
- Invited speaker for the Center for Hospitality Research Advisory Board Meeting, SHA

The PhD Project Management Doctoral Students Association (MDSA)

- Invited speaker, 2010-2015
- Member of the Planning Committee for the Annual MDSA Conference 2012-2013
- Member of the Executive Committee Board for the Annual MDSA Conference 2011-2012

Professional Affiliations

- Academy of Management
 - 2017 CM Division Best Paper Award - New Directions
- American Psychological Association
- Interdisciplinary Network for Group Research
- International Association for Conflict Management
- Society for Industrial and Organizational Psychology
 - 2017-2019 S. Rains Wallace Dissertation Award committee member
 - 2017-2018 Membership committee member