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## EDUCATION

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- Ph.D.** Industrial/Organizational Psychology and Women's Studies (dual-Ph.D.) (2012)  
*The Pennsylvania State University*
- B.A.** Psychology; Minor: Cognitive Science (2006)  
*Villanova University*

## ACADEMIC APPOINTMENTS

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*The George Washington University* (08/18 – Present) – Assistant Professor of Management,  
 Department of Management, Washington, D.C.

*Villanova University* (08/13 – 08/18) – Assistant Professor of HR Development & Psychology,  
 Department of Psychology, Villanova, Pennsylvania

*Villanova University* (08/11 – 05/13) – Visiting Assistant Professor of HR Development &  
 Psychology, Department of Psychology, Villanova, Pennsylvania

## APPLIED RESEARCH AND CONSULTING EXPERIENCE

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### **Co-Founder, Workr Beeing ([www.workrbeeing.com](http://www.workrbeeing.com); 2017-present)**

- *Tasks:* Writing blog posts about workplace wellbeing; Recording podcast episodes about workplace wellbeing; Promoting the blog and podcast through various social media outlets; Conducting training on workplace wellness topics; Delivering public speaking engagements related to health and wellness at work

### **Owner and Operator, K. Sawyer Solutions, LLC (2014-2017)**

- *Tasks:* Offering creative selection and talent management solutions. Delivering corporate trainings specializing in diversity, sexual harassment, leadership, team-building and HR metrics. Validating existing HR functionality and increasing organizational effectiveness by leveraging and transforming HR strategy.

### **Co-Chief Talent Scientist, MotiveX, (2016-2019)**

- *Tasks:* Validation and implementation of organizational motivational assessment, production of scientific content, ongoing compilation of case studies regarding motivational assessment, assistance with marketing and sales of assessment tool

### **Corporate Training Faculty, CorpU (2015-2018)**

- *Tasks:* Deliver online corporate training courses to corporate leaders, covering topics such as talent management and organizational change (Example clients include Lincoln Financial, Charles Schwab, and Sungard)

### **Associate Consultant, Optimization Services: SHL (Princeton, NJ; 2009-2011)**

- *Tasks:* Provided consultant support through data analysis, dataset management, and conducting concurrent and predictive validity studies. Served as a liaison to the marketing department in order to create scientifically-based collateral and supporting materials for product-related inquiries. Conducted internal research studies using current employees in order to improve company effectiveness. Created reports and presentations for clients. Delivered assessment centers.

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### **RESEARCH INTERESTS**

- *Diversity in organizations* (Stigmatized identities, Intersectionality, Cross-cultural issues)
- *Leadership* (Follower personalities, Destructive Leadership, Gender, Race, and Leadership)
- *Dark Employee Behaviors* (Abusive Supervision, Envy and Undermining, Social Exclusion)

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### **TEACHING INTERESTS**

- *Organizational Behavior, Human Resource Management, Diversity and Globalization in Organizations, Organizational Change Management, Gender in Organizations*

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### **AWARDS**

- Reviewer of the Year Award from the Journal of Organizational Behavior (2019)
- SIOP Scientist-Practitioner Presidential Distinction (2019)
- Finalist for Rosabeth Moss Kanter Award for Excellence in Work-Family Research (2018) for 2017 Journal of Vocational Behavior publication (Sawyer et al., “Invisible Families, Invisible Conflicts”... )
  - Annual award honors the best work-family paper of all papers published that year, across disciplines, leveraging a committee of 60 work-family scholars from around the world; Does not accept self-nominations; 5 Finalists chosen overall
- Editors Commendation from the Journal of Business and Psychology for best paper published in the journal in 2018 (Thoroughgood & Sawyer, “Who Wants to Follow the Leader?...”)
- Winner of SIOP’s LGBT Research Award (2016, 2017, 2018) for best LGBT research submission
- Philadelphia Business Journal’s 40 Under 40 Class of 2017
- Finalist for Organizational Management Theory Division of AoM’s Best Symposium Award, 2016
- Dr. Terry Nance Award for Teaching and Engagement Excellence – Center for Access, Success and Achievement, Villanova University (2016)
- Mary Roth Walsh Teaching of the Psychology of Women Award – American Psychological Association (2016)
- American Psychological Association, Division 35, Section IV Early Career Researcher Award (2016)
- “Tough Love” Award, granted to an editorial board member who provided excellent critical but supportive reviews, Consulting Psychology Journal
- Outstanding Faculty Mentor Award – Villanova University, Honors College (2015)
- Junior Faculty Teaching Excellence Award – Villanova University (2014)
- HR Rising Star of the Year Award – Delaware Valley, Nominee (2013)
- Powerful Voice Award (for work on gender equality) – Women’s Way (2014)
- Organizational Citizenship Behavior Award for I/O Psychology Program (2008)
- Member of Phi Kappa Phi Honors Society and Psi Chi Honors Society

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**PEER-REVIEWED JOURNAL ARTICLES**


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1. Sawyer, K.B., Young, S. & Thoroughgood, C., & Dominquez, K. (In press, *Applied Psychology: An International Review*) Does reducing male domination in teams attenuate or intensify the harmful effects of perceived discrimination on women's job satisfaction? A test of competing hypotheses. (Impact factor: 3.27; 15/82 journals in Applied Psychology).
2. Sawyer, K.B. (In press, *Academy of Management Perspectives*). When objectivity is out of reach: Learnings from conducting research with commercially sexually exploited women. (Impact factor: 3.86; 31/147 journals in Business).
3. Thoroughgood, C.N., Sawyer, K.B., & Webster, J. (In press, *Organizational Behavior and Human Decision Processes*). Finding calm in the storm: A daily investigation of how trait mindfulness buffers against paranoid cognition and emotional exhaustion following perceived discrimination at work. (Impact factor: 2.91; 20/82 journals in Applied Psychology; Financial Times 50 List Journal).
4. Siegel, J. A., & Sawyer, K. B. (2019). Eating Disorders in the Workplace: A Qualitative Investigation of Women's Experiences. *Psychology of Women Quarterly*, 43, 37-58. (Impact factor: 3.26; 1/41 journals in Women's Studies)
5. Houston, L., Grandey, A., & Sawyer, K.B. (2018). Who cares if "service with a smile" is authentic? An expectancy-based model of customer race and differential service reactions. *Organizational Behavior and Human Decision Processes*, 144, 85-96. (Impact factor: 2.91 20/82 journals in Applied Psychology; Financial Times 50 List Journal).
6. Webster, J., Maranto, C., Adams, G, Sawyer, K.B., & Thoroughgood, C. (2018). Workplace contextual supports for LGBT employees: A meta-analytic review and agenda for future research. *Human Resource Management*, 57, 193-210. (Impact factor: 2.93; 19/82 journals in Applied Psychology; Financial Times 50 List Journal).
7. Sawyer, K.B. & Valerio, A.M. (2018). Male champions for gender inclusive organizations. *Organizational Dynamics*, 47, 1-7. (Impact factor: 1.40; 53/82 journals in Applied Psychology).
8. Sawyer, K.B., Thoroughgood, C.N., & Ladge, J. (2017). Invisible families, invisible conflicts: Examining the added layer of work-family conflict for employees with LGB families. *Journal of Vocational Behavior*, 103, 23-39. (Impact factor: 3.39; 14/82 journals in Applied Psychology).
9. Martinez, L.R., Sawyer, K.B., & Wilson, M.C. (2017). Understanding the experiences, attitudes, and behaviors of sexual orientation and gender identity minority employees. *Journal of Vocational Behavior*, 103, 1-6. (Impact factor: 3.39; 14/82 journals in Applied Psychology).
10. Thoroughgood, C.N., Sawyer, K.B. & Webster, J. (2017). What lies beneath: How paranoid cognition explains the relations between transgender employees' perceptions of discrimination at work and their job attitudes and wellbeing. *Journal of Vocational Behavior*, 103, 99-112. (Impact factor: 3.39; 14/82 journals in Applied Psychology).
11. Sawyer, K.B. (2017). Keeping it real: The impact of HRD internships on the development of HRD professionals. *Advances in Human Resource Development*, 19, 176-189. (Impact factor: .516; 71/172 journals in OB/HRM).

12. Thoroughgood, C.N. & Sawyer, K.B. (2018). Who wants to follow the leader? An examination of follower identities in determining leader preference. *Journal of Business and Psychology*, 33, 181-202. (Impact factor: 2.5; 27/82 journals in Applied Psychology).
13. Thoroughgood, C.N., Sawyer, K.B., & Padilla, A. (2018) Destructive leadership: Beyond leader- centism and toward a holistic conceptual framework. *Journal of Business Ethics*, 151, 627-649. (Impact factor: 3.80; 33/147 journals in Business; Financial Times 50 List Journal).
14. Martinez, L., Sawyer, K.B., & Thoroughgood, C.N., & Ruggs, E., & Smith, N. (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. (Impact factor: 5.10; 9/82 journals in Applied Psychology; Financial Times 50 List Journal).
15. Sawyer, K.B & Thoroughgood, C.N. (2017). Gender non-conformity and the modern workplace: New frontiers in understanding and promoting gender identity expression at work. *Organizational Dynamics*, 46, 1-8. (Impact factor: 1.40; 53/82 journals in Applied Psychology).
16. Desormeaux, L., Chin, J.L., & Sawyer, K.B. (2016). Making way for paradigms of diversity leadership. *Consulting Psychology Journal*, 68, 49-71.
17. Castille, C., Sawyer, K.B. Thoroughgood, C., & Buckner, J. (2015). Some key research questions for mindfulness interventions. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 603-723. (Impact factor: 5.25; 7/82 journals in Applied Psychology).
18. Chiaburu, D., Sawyer, K.B., Smith, T., Brown, N., & Harris, B. (2014). Reinforcing roles and diminishing expectations: Gender stereotypes, threats, and civic virtue requirements for female employees. *Sex Roles*, 70, 183-194. (Impact factor: 2.27; 1/41 journals in Women’s Studies).
19. Sawyer, K.B., Salter, N., & Thoroughgood, C.N. (2012). Studying individual identities is good, but examining intersectionality is better. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6, 80-84. (Impact factor: 5.25; 7/82 journals in Applied Psychology).
20. Sawyer, K.B. & Thoroughgood, C.N. (2012). Culture doesn’t just intersect with diversity, culture defines diversity. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5, 346-348. (Impact factor: 5.25; 7/82 journals in Applied Psychology).
21. Thoroughgood, C.N., Tate, B., Sawyer, K.B., & Jacobs, R. (2012). Bad to the bone: Empirically defining and measuring destructive leader behavior. *Journal of Leadership and Organizational Studies*, 19, 230-255. (Impact factor: 1.60; 146/217 journals in Business).
22. Thoroughgood, C.N., Sawyer, K.B., & Hunter, S.T. (2012). Real men don’t make mistakes: Investigating the Effects of Leader Gender, Error Type, and the Occupational Context on Leader Error Perceptions. *Journal of Business and Psychology*, 28, 31-48. (Impact factor: 2.50; 27/194 journals in Management).
23. Drago, R., Sawyer, K.B., Sheffler, K., Warren, D., & Wooden, M. (2011). Did Australia’s baby bonus increase fertility intentions and births? *Population Research and Policy Review*, 30, 381-397. (Impact factor: 1.10; 19/86 journals in Demography).

24. Thoroughgood, C.N., Hunter, S.T., & Sawyer, K.B. (2011). Bad apples, bad barrels, and broken followers? An empirical examination of the contextual influences on follower perceptions and reactions to aversive leadership. *Journal of Business Ethics*, 4, 647-672. (Impact factor: 3.80; 33/147 journals in Business; Financial Times 50 List Journal).
25. Chiaburu, D., Sawyer, K.B., & Thoroughgood, C.N. (2010). Transferring more than learned in training: Employees and managers (over)generalization of skills. *International Journal of Selection and Assessment*, 18, 380-393. (Impact factor: .83; 69/82 in Applied Psychology)

## MANUSCRIPTS UNDER REVIEW AND IN PROGRESS

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1. Sawyer, K.B. & Clair, J. (Revise and resubmit, *Administrative Science Quarterly*). All that we are and hope to be: An ethnography of collective hope in a rehabilitation home for sexually exploited women seeking new beginnings.
2. Sawyer, K.B., Thoroughgood, C.N., Stillwell, E., Duffy, M, Scott, K.B., & Adair, L. (Revise and resubmit, *Journal of Applied Psychology*). Being present and being thankful: A longitudinal study of mindfulness, gratitude, prosocial motivation, and employee helping behavior.
3. Thoroughgood, C.N., Sawyer, K.B., & Webster, J. (Revise and resubmit, *Journal of Applied Psychology*). Because you're worth the risks: How oppositional acts of courage that challenge workplace inequity are related to transgender employees' job satisfaction and wellbeing.
4. Salter, N., Sawyer, K.B., & Gebhardt, S. (Proposal accepted (hybrid); Revise and resubmit, *Journal of Business and Psychology*). Which identities "matter" most? The effect of intersecting identities in the workplace.
5. Siegel, J. & Sawyer, K.B. (Conditional acceptance, *Psychology of Men and Masculinities*). "We don't talk about feeling or struggles like that": White men's experiences of eating disorders in the workplace.
6. Sawyer, K.B. & Jones, K.S. Do White women leaders prioritize race over gender? Target: *Organizational Behavior and Human Decision Processes*. (Data collection phase).
7. Pamphile, V. & Sawyer, K.B. Balancing authenticity and business: Examining the experiences of Chief Diversity Officers. Target: *Academy of Management Journal*. (Data collection phase).
8. Sawyer, K.B., Lyons, B., Volpone, S., & Thoroughgood, C.N. Experiencing liminality from the margins: Unpacking how the trauma-stigma cycle prohibits identity growth. Target: *Academy of Management Journal*. (Data analysis phase).
9. Bansal, A., Sawyer, K.B., & Thoroughgood, C.N. Stigma management in the gig economy: How gig jobs pave the way for identity play and exploration. Target: *Administrative Science Quarterly*. (Finalizing manuscript).
10. Baily Wolf, E., Sawyer, K.B., & Gabriel, K. Does work-life balance framing matter? Target: *Organizational Behavior and Human Decision Processes*. (Data collection phase).
11. Cundiff, J. & Sawyer, K.B. The impact of inclusive focus on perceptions of diversity programming in organizations. Target: *Sex Roles*. (Data analysis phase).
12. Sawyer, K.B., Clair, J., Gabriel, K., & Thoroughgood, C.N. Male champions for diversity: Effective strategies and behaviors for creating gender-inclusive organizations. Target: *Journal of Applied Psychology*. (Data collection phase).
13. Thoroughgood, C.N., Sawyer, K.B., Scott, K.B., & Duffy, M. Envious Ruminations: Modeling outcomes related to envied coworkers. Target: *Academy of Management Journal*. (Data analysis phase).

14. Thoroughgood, C.N. & Sawyer, K.B., Scott, K.B., Mohammed, S., & Zagenczyk, T. Abusive supervision: A dyadic perspective. Target: *Academy of Management Journal*. (Data collection phase).

## BOOK CHAPTERS AND OTHER PUBLICATIONS

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1. Sawyer, K., & Clair, J. A. (Forthcoming). Stereotypes at Work. In Oxford Encyclopedia of Business and Management. Oxford University Press.
2. Webster, J., Thoroughgood, C., & Sawyer, K.B. (2018). Diversity issues for an aging workforce: A lifespan intersectionality approach. In *Aging and Work in the 21st Century* (pp. 34-58). Routledge.
3. Valerio, A.M. & Sawyer, K.B. (2018). The Men Who Mentor Women. Harvard Business Review Guide for Women at Work.
4. Sawyer, K.B., Thoroughgood, C.N., & Ladge, J. (2018) How companies make it harder for lesbian, gay, and bisexual employees to achieve work-life balance. harvard business review (online).
5. Valerio, A.M. & Sawyer, K.B. (2017). Gender inclusiveness from the top down: Effects on leadership pipelines and workplace cultures. HR People and Strategy's White Paper Series, 2, 1-9.
6. Thoroughgood, C.N. & Sawyer, K.B. (2017). Research: Why employer support is so important for transgender employees. Harvard Business Review (online).
7. Valerio, A.M. & Sawyer, K.B. (2016). The men who mentor women. Harvard Business Review (online).
8. Sawyer, K.B., Thoroughgood, C., & Webster, J. (2016). Beyond the gender binary: Achieving a more complete understanding of transgender workplace experiences. In *Sexual Orientation and Transgender Issues in Organizations*. (Ed.) T. Kollen. Springer.
9. Sawyer, K.B. (2016). Gay rights laws and legislation. In *The SAGE Encyclopedia of Industrial and Organizational Psychology*, 2nd edition. (Ed.) S.G. Rogelberg. Sage Publications.
10. Sawyer, K.B. (2015). International Perspective. In *Oxford Handbook of Discrimination at Work* (Eds.) A. Colella & E. King. Oxford University Press.
11. Sawyer, K.B. & Thoroughgood, C.N. (2015). Challenging heteronormative and gendered assumptions in work-family research: An examination of lgb identity-based work-family conflict. In *Gender and the Work-Family Experience: An Intersection of Two Domains* (Ed.) M. Mills. Springer.
12. Cleveland, J.N., Fisher, G.G. & Sawyer, K.B. (2015). Work-life equality: Importance of a level playing field at home. In *Gender and the Work-Family Experience: An Intersection of Two Domains* (Ed.) M. Mills. Springer.
13. Sasso, T., Sawyer, K.B., & Martinez, L. (2013). The repeal of DOMA: A brief history, and moving towards equality. *The Industrial-Organizational Psychologist*, 51, 190-194.

14. Jacobs, R., Thoroughgood, C.N., & Sawyer, K.B. (2011). Appraising and Managing Police Officer Performance (pp. 165-191). *The Handbook of Police Psychology* (Ed.) J. Kitaeff. Routledge: Arlington, VA.

### **INVITED PRESENTATIONS**

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1. Sawyer, K.B. (2019, April). Invisible families, invisible conflicts: Hidden layers of WFC for members of same-sex couples. Invited presentation, Kanter Lecture for distinguished research on work and family, university-wide lecture, Purdue University.
2. Sawyer, K.B. & Grabarek, P.E. (2019, April). Wellness in the workplace: Research and practice. Invited presentation, Department of Psychology.
3. Sawyer, K.B. & Thoroughgood, C.N. (2019, April). Forming productive research partnerships. Invited presentation, Department of Psychology, I-O practicum, The Pennsylvania State University.
4. Sawyer, K.B. & Thoroughgood, C.N. (2019, February). Stigmatized employees in the workplace: Research and practice recommendations. Invited presentation, Department of Organizational Sciences and Communication, George Washington University.
5. Sawyer, K.B. (2018, November). How field research gets personal. Invited panel presentation. Presented at the Boston Field Researchers Conference at Boston College, Boston, MA.
6. Sawyer, K.B. (2017, November). Male champions for gender inclusivity at work. Invited presentation, College of Human Sciences and Education, Louisiana State University.
7. Sawyer, K.B. (2017, October). Engaging men as allies. Invited panel presentation. Harvard Law School, Women's Law Association.
8. Sawyer, K.B. (2017, April). What if social innovators were on the cover of Forbes magazine?. In Ms. Madhura Chakrabarti (Chair), SIOP Shaken and Stirred. Symposium presented at the 32nd Annual Conference for the Society of Industrial and Organizational Psychologists, Orlando, FL.
9. Sawyer, K.B. (2016, April). Work, Family, and Stigma: Breaking the Silence for Families Who Don't "Fit". Invited presentation, Gender and Work Symposium, Harvard Business School.
10. Sawyer, K.B. (2016, April). Understanding LGBT Workplace Experiences: New Avenues for Increasing Respect Toward LGBT Individuals at Work. Invited presentation, The Pennsylvania State University, Commission for LGBTQ Equity Conference.
11. Valerio, A.M. & Sawyer, K.B. (2014, November). Insights for men and women: Male champions for women's leadership. Presentation delivered for Women's Executive Circle – New York.
12. Sawyer, K.B. & White, E. (2014, February). Leveraging HR's Impact through Diversity and Inclusion. Greater Valley Forge Society for Human Resources Management, Webinar.

### **PRESENTATIONS**

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69. Thoroughgood, C.N., Wang, W., Sawyer, K.B., & Scott, K. (2019, August). When there's no one else to blame: coworker competence and warmth, ostracism, and ingratiation. Presented at the Academy of Management Annual Meeting in Boston, MA.
68. Sawyer, K.B. & Jones, K.S. (2019, August). Do White women prioritize gender over race? Implications for intersectionality and female leadership. Presented at the Academy of Management Annual Meeting in Boston, MA.
67. Stillwell, E., Duffy, M., Sawyer, K.B., Thoroughgood, C.N., & Adair, L. (2019, August). Mindfulness and helping behavior at work: The role of prosocial motivation. Presented at the Academy of Management Annual Meeting in Boston, MA.
66. Sawyer, K.B. & Clair, J. (2019, June). Will "We" Ever Be What We Dreamed?: Characterizing Collective Hope and Its Contagious Emergence in Organizations. Presented at the Eastern Academy of Management Meeting in Dubrovnik, Croatia.
65. Sawyer, K.B. (2019, April). Panelist. The Trump Effect: Has the Trump Presidency Influenced the Work of Diversity Scholars?. Presented at the Annual Society for Industrial and Organizational Psychology in Washington DC.

64. Sawyer, K.B. (2019, April). Discussant. SIOP Select: Politics at Work: What Role Should Political Affiliation Play at Work? Presented at the Annual Society for Industrial and Organizational Psychology in Washington DC.
63. Sawyer, K.B. (2019, April). Panelist. Examining Identity Management Through a Work–Family Lens. Presented at the Annual Society for Industrial and Organizational Psychology in Washington DC.
62. Sawyer, K.B. (2019, April). Discussant. SIOP Select: Too Legit to Quit or Pay to Quit: Innovative Recruitment and Retention. Presented at the Annual Society for Industrial and Organizational Psychology in Washington DC.
61. Sawyer, K.B. & Clair, J. (2018, August). Identity Precariousness, Tipping Points and Revision over Time in a Caregiving Organization. In Supporting Organizations That Intend to “Do Good”: Qualitative and Quantitative Insights Organizations That "Do Good". Symposium organized by Katina Sawyer and Judith Clair. Designated as Showcase Symposium. Presented at the Annual Meeting of the Academy of Management in Chicago, IL.
60. Thoroughgood, C.N., Sawyer, K.B., & Webster, J. (2018, April). Transgender discrimination and paranoid cognition: Mindfulness as a buffering factor. In A.H. Huffman (Chair), Transgender employee experiences: Understanding the issues to create solutions. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
59. Sawyer, K.B., Lemelle, C., Impelman, K., Sullivan, K., Trabaris, D., & Rizzuto, T. (2018, April). Translating I/O Speak in Multidisciplinary Teams. Panel presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
58. Thoroughgood, C.N., Sawyer, K.B., Webster, J., & Peiffer, M. (2018, April). Social effects of oppositional courage on individuals with stigmatized identities. In K.B. Dray & I. Sabat (Chairs), Workplace allies: Exploring the process of becoming an effective and vocal ally. Symposium to be presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
57. Sawyer, K.B., Thoroughgood, C.N., Levey, C., Wensing, S. & Gallagher, J. (2017, October). Engaging the silent majority: Tools to empower allies in the workplace. Out and Equal Conference, Philadelphia, Pennsylvania.
56. Sawyer, K.B. (2017, August). Co-facilitated session discussions. In C. Hurt & G. Beaver. *Building Effective Allyship in Organizational and Educational Contexts*. Professional development workshop presented at the Academy of Management Conference, Atlanta, GA.
55. Sawyer, K.B., Valerio, A.M., & Mahar, E. (2017, August). Male champions for gender inclusive organizations. In K.B. Sawyer & Wessel, J. (Chairs). *Confronting Bias: When, How, and Why Do Coworkers Push Back?* Symposium presented at the Academy of Management Conference, Atlanta, GA.
54. Sawyer, K.B. (2017, August). In E. Jones (Chair). *Conducting Research in Familiar Settings: Balancing Personal Involvement with Professional Distance*. Panel presented at the Academy of Management Conference, Atlanta, GA.
53. Sawyer, K.B., Duffy, M., Stillwell, E., Scott, K.B., & Kruger, N. (2017, August). Gratefulness and Mindfulness Matter: Enhancing Other-Focused Behaviors at Work. In M. Gonzalez, E. Larson, & Y. Cohen-Charash (Chairs). *Emotions at the Social Interface: How Emotions Link People and Their Social Environments*. Symposium presented at the Academy of Management Conference, Atlanta, GA.
52. Sawyer, K.B. (2017, April). (Chair). *Executive Board Block Session: Research as Advocacy: SIOP's Engagement in Rigorous, Ethical, Progressive Research*. Panel presented at the 32nd Annual Conference for the Society of Industrial and Organizational Psychologists, Orlando, FL.
51. Sawyer, K.B. & Jones, K.B. (2017, April). (Co-chair). *Mental Illness at Work: Individual Experiences and Organizational Supports*. Symposium presented at the 32nd Annual Conference for the Society of Industrial and Organizational Psychologists, Orlando, FL.



50. Webster, J., Adams, G., Maranto, C., Sawyer, K.B., & Thoroughgood, C.N. (2017, April). *Impact of Workplace Context on the Experiences of LGBT Employees*. Poster presented at the 32<sup>nd</sup> Annual Conference for the Society of Industrial and Organizational Psychologists, Orlando, FL.
49. Sawyer, K.B., Thoroughgood, C.N., & Russell, C. (2017, April). A new measure of work family conflict in same sex couples. In Discont, S. and Thoroughgood, C.N. (Chairs), *New approaches to LGBT research in I/O Psychology*. Symposium presented at the 32<sup>nd</sup> Annual Conference for the Society of Industrial and Organizational Psychology, Orlando, FL.
48. Sawyer, K.B. (2017, March). Developing leadership in women who have experienced trauma. In Saari, L. (Chair), *Women as leaders: Inclusiveness for advocacy and change*. Panel presented at the United Nations Commission for Women, New York, NY.
47. Sawyer, K.B. (2016, August). Conducting Unconventional Management Research: Models and Best Practices. Symposium co-chaired and presented at the Academy of Management Conference, Anaheim, CA. Sponsored as Showcase Symposium by both OMT and GDO divisions.
46. Sawyer, K.B. (2016, June). Work, family and gender: Examining crucial three-way intersections to further understanding. Panel presented at the Work and Family Researchers Network Conference, Washington, D.C.
45. 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.
44. Cobb, H., Sawyer, K.B., Kurtz, J. (2016, April). *Attracted to Now: Using the Big Five and HEXACO Model to Examine Attraction to Mindfulness-Based Interventions at Work*. Poster presented at the Annual SPA Meeting.
43. Dominguez, K.B., Sawyer, K.B., & Lee, L. (2016, April). *21st Century Training Challenges Facing the US Military*. Panel presented at the Society for Industrial/Organizational Psychology Annual Conference.
42. Thoroughgood, C., Sawyer, K.B., & Webster, J. (2016, April). *The Buffering Effects of Mindfulness on Workplace Discrimination and Paranoia*. Paper presented at the Society for Industrial/Organizational Psychology Annual Conference.
41. Thoroughgood, C., Sawyer, K.B., & Webster, J. (2016, April). *The Contagious Effects of Courage: How Oppositional Acts of Courage at Work Enhance the Job Attitudes, Wellbeing, and Authenticity of Transgender Employees*. Paper presented at the Society for Industrial/Organizational Psychology Annual Conference.
40. Sawyer, K.B., Thoroughgood, C., Duffy, M., Scott, K.B., Adair, L., & Yu, L. (2016, April). *The Impact of Mindfulness on Interpersonal Relationships at Work*. Paper presented at the Society for Industrial/Organizational Psychology Annual Conference.
39. Thoroughgood, C., Sawyer, K.B., Duffy, M., Scott, K.B., & Withelder, N. (2016, April). *The Role of Rumination in Envy's Relationships with Social Undermining and Job Effort*. Paper presented at the Society for Industrial/Organizational Psychology Annual Conference.
38. Sawyer, K.B. (March, 2016). Understanding Exiting Prostitution: A Longitudinal Perspective. Poster presented at Institute for Academic Feminist Psychologists, Pittsburgh, PA.
37. Sawyer, K.B. (2015, November). Outsiders Within? The Precarious Nature of 'Now' for Women's Studies PhDs, the Corporate Institution and Discourses of Economic Justification. Symposium presented at National Women's Studies Association Conference, Milwaukee, WI.
36. Salter, N., Sawyer, K.B., & Gebhardt, S. (2015, August). *Individual Differences, Social Identity, and Perceptions of Interpersonal Workplace Relations*. Symposium presented at the Academy of Management conference, Vancouver, CA.
35. Sawyer, K.B. & Thoroughgood, C.N. (2015, August). *Shadow Governance: Informal and Hidden Mechanisms of Control and Authority*. Symposium presented at the Academy of Management Conference, Vancouver, CA.

34. Sawyer, K.B., Thoroughgood, C., & Ladge, J. (2015, July) *Invisible families, invisible conflicts: Examining identity-based work-family conflict for lesbian, gay, and bisexual employees*. Symposium presented at the European Group for Organizational Studies conference, Athens, Greece.
33. Chin, J., Desormeaux, L., & Sawyer, K.B. (2015, August) *Leadership Training for Global and Diverse Leaders*. Workshop delivered at the American Psychological Association Annual Conference, Toronto, CA.
32. Sawyer, K.B., Thoroughgood, C.N., Brown, N., & Kagan, S. (2015, April) *The Millennial profile: Truth, trash or trivial?* Symposium presented, April 2015 at the 30th Annual Conference for the Society of Industrial and Organizational Psychology, Philadelphia, PA.
31. Thoroughgood, C.N., Sawyer, K.B., Webster, J., & Martinez, L. (2015, April). *State Paranoia at Work: Empirically Examining Transgender Employees' Work Experiences*. Poster presented, at the 30th Annual Conference for the Society of Industrial and Organizational Psychology, Philadelphia, PA.
30. Houston, L., Grandey, A., & Sawyer, K.B. (2015, April). *Racial Differences in Customer Service Expectations Explain Reactions to Inauthenticity*. Poster presented at the 30<sup>th</sup> Annual Conference for the Society of Industrial and Organizational Psychology, Philadelphia, PA
29. Sawyer, K.B., Valerio, A., Hiller, N., Dinwoodie, D., & Peterson, S. (2015, April; Organizer and moderator). *Strategic Leadership in Organizations: Future Directions for Research and Practice*. Panel presented at the 30th Annual Conference for the Society of Industrial and Organizational Psychology, Philadelphia, PA.
28. Sawyer, K.B. (2014, November). *Navigating liminal identities: The politics of transitioning gender identities at work*. Poster presented at the 2014 Annual National Women's Studies Association Conference, San Juan, Puerto Rico.
27. Sawyer, K.B. (2014, November). *Igniting interdisciplinary activism: Creating feminist justice through curriculum*. Symposium presented at the 2014 Annual National Women's Studies Association Conference, San Juan, Puerto Rico.
26. Sawyer, K.B., Thoroughgood, C.N., & Ladge, J. (2015). *Invisible families, invisible conflicts: Examining identity-based work-family conflict for same-sex couples*. Poster presented at Research, Innovation, and Scholarship Expo (RISE), Northeastern University, Boston, MA.
25. Sawyer, K.B., Sasso, T., Gandara, D., Jackson, M., & Weaver, J. (2014, November). *LGBT Workplace Research: Making the Business Case for Inclusion*. Workshop presented at the 2014 Out and Equal Workplace Summit, San Francisco, CA.
24. Desormeaux, L., Chin, J., Remer, P., Sawyer, K.B., Liang, C., & McCormick, M. (2014, August). *Promote leadership development among diverse leaders through a training video*. Workshop presented at the 122<sup>nd</sup> Annual Convention of American Psychological Association Conference, Washington, D.C.
23. Sawyer, K.B. (2014, June). *Same-Sex Couples and Work-Family Conflict: A Narrative Approach to Examining Struggles for and Successes in Attaining Empowerment at Work*. Symposium presented at the 2<sup>nd</sup> Annual Work and Family Researchers Network Conference, New York, NY.
22. Martinez, L., Sawyer, K.B., Thoroughgood, C.N., Ohle, L. (2014, May). *Trans-itioning at work: The impact of gender realignment on workplace attitudes*. Symposium presented at the 29<sup>th</sup> Annual Conference for the Society of Industrial and Organizational Psychology, Honolulu, HI.
21. Thoroughgood, C.N., Sawyer, K.B., Harms, M., & Rock, L. (2014, May). *Examining follower preferences for charismatic, ideological, and pragmatic leaders*. Poster presented at the 29<sup>th</sup> Annual Conference for the Society of Industrial and Organizational Psychology, Honolulu, HI.
20. Sawyer, K.B., Martinez, L., Roote, B., Cornwell, J. & Baillie, P. (2014, May) *LGBT research and practice: New avenues for creating safe workspaces*. Panel presented at the 29<sup>th</sup> Annual Conference for the Society of Industrial and Organizational Psychology, Honolulu, HI (Served as panel organizer and moderator).

19. Sawyer, K.B., Chin, J.L., Salter, N., & Troutman, S. (2014, June). *Integrating diversity into curriculum*. Panel presented at the Metro New York and Southern Connecticut Higher Education Recruitment Consortium: New York, NY.
18. Chiaburu, D., Sawyer, K.B., Smith, T., Brown, N., & Harris, T.B. (2014, February). *Gender and organizational citizenship behaviors: Decreased behavioral expectations caused by gender stereotyping*. Poster to be presented at the Society for Personality and Social Psychology Annual Conference, Austin, TX.
17. Desormeaux, L., Chin, J., Remer, P., Sawyer, K.B., Liang, C., & Matthews, C. (2013, August). *Leadership Diversity Summit – Research results*. Presented at the American Psychology Association Annual Conference, Honolulu, HI.
16. Bush, D. & Sawyer, K.B. (2013, January). *Industrial/Organizational psychology and social justice: Helping students understand the meaning of “good work”*. Poster presented at the National Institute for the Teaching of Psychology Annual conference, Orlando, FL.
15. Sawyer, K.B. (2012, August). *Discovering Heterosexual Bias in the Measurement of Work-Family Conflict: Can Conflict Exist if the Family Doesn't?* Symposium presented at the Academy of Management Annual Conference, Boston, MA.
14. Thoroughgood, C.N., Sawyer, K.B., & Hunter, S.T. (2012, April). *Real men don't make mistakes: Gender stereotypes and leader errors*. Poster presented at the 27<sup>th</sup> Annual Conference for the Society of Industrial and Organizational Psychologists, San Diego, CA.
13. Sawyer, K.B. (2011, November) *Discovering Heterosexual Bias in the Measurement of Work-Family Conflict: Can Conflict Exist if the Family Doesn't?* Paper presented at the National Women's Studies Association Annual Conference, Atlanta, GA.
12. Sawyer, K.B., Chiaburu, D., Thoroughgood, C.N., & Diaz, I. (2010, April). *To agree or disagree? Predicting LMX Agreement*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA.
11. Chiaburu, D., Sawyer, K.B., & Thoroughgood, C.N. (2010, April). *Transferring more than learned in training: Employees and managers (over)generalization of skills*. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, Atlanta, GA.
10. Troutman, S., Sparling, N., & Sawyer, K.B. (2009, October). *Hope, Fate, and Foreclosure: Toni Morrison's "A Mercy" and The Emergence of Inter-disciplinary Knowledges in a Women's (Academic) Book Club*. Roundtable Discussion presented at The African-American Literature Conference, University Park, PA.
9. Sawyer, K.B., Cleveland, J.N., & Drago, R. (2009, August). *Breaking the "Iron" Barrier: Implications of Gender Neutralization Theory on the Division of Household Labor and Health*. Paper presented at The Academy of Management Annual Conference, Chicago, IL.
8. Cleveland, J., McCarthy, A., Jones, A.M., Sawyer, K.B., Foo, S.C., & Hunter, S. (2009, April). *An emerging (work)force: Older women's work-life characteristics and perceptions*. Paper presented at The Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.
7. Chiaburu, D., Sawyer, K.B., & Thoroughgood, C.N. (2009, April). *Leader is for leniency, subordinate for self-enhancement? Overestimating training transfer*. Poster presented at The Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.
6. Jones, A.M., Foo, S., Sawyer, K.B., Cleveland, J.N., & Fisher, G. (2008, August). *The Effects of Social Support and Job Demands on Satisfaction and Health Among Older Workers*. Symposium chaired and paper presented at The Academy of Management Annual Meeting, Anaheim, CA.
5. Diamond, J.A., Sawyer, K.B., Shih, S., Unzueta, M.M., Slay, H.S. (2008, August). *Does Workplace Discrimination Influence Career Outcomes? The Importance of Coping Mechanisms*. Paper presented at The Academy of Management Annual Meeting, Anaheim, CA.
4. Sawyer, K.B. (2008, May). *AlieNation: Why do colonizers fear colonization?* Paper presented at the Feminist Theory Conference, University Park, PA.

3. Sawyer, K.B. (2008, March). *Gender Bias in Performance Appraisal: How Equal Ratings Result in Unequal Workplaces*. Paper presented at the Annual Women's Studies Graduate Organization Conference, University Park, PA.
2. Jones, A.M., Foo, S., Sawyer, K.B., Cleveland, J.N., & Fisher, G. (2007, August). *Non-Work Support, Job Demands, and Work-Life Outcomes Among Diverse Older Workers*. Paper presented at The Academy of Management Annual Meeting, Philadelphia, PA.
1. Sawyer, K.B. (2007, March). *A New Model for Selection: Taking Assertion, Time Urgency, and Polychronicity into Account*. Poster presented at the Industrial Organizational and Organizational Behavior Conference, Indiana University-Purdue University Indianapolis, Indianapolis, IN.

## RESEARCH AND TRAVEL GRANTS

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- **National Science Foundation** (2017) - Male Champions for Gender Inclusivity. Budget: \$212,000. Received grant to evaluate the the role of male champions in promoting gender inclusivity at work.
- **Society for Human Resource Management** (2017) – Male Champions for Gender Inclusivity. Budget: \$50,000. Received grant to create a measure of male champion behaviors in promoting gender inclusivity at work.
- **A&M University ADVANCE Workshop Travel Grant** (2014) – received coverage for all travel and meal expenses to the TAMU ADVANCE workshop for the advancement of female tenure-track faculty across university disciplines.
- **Villanova Faculty Development Grant** (2014) – received \$1,450.00 for travel to solidify research collaborations and to continue ongoing research projects
- **Villanova Summer Research Fellowship and Research Support Grants** (2014) – received \$12,100 in combined funds through these grant programs to support a large scale research project, as well as summer salary for Summer 2014.
- **SIOP Small Grants Award** (2014) – received \$7,000.00 to fund research to be conducted in 2014. Only three of these grants are awarded across the SIOP membership each year.
- **Villanova University Freshman Undergraduate Research Match Program** (2014) – received \$1,000 to fund a freshman research assistant for the Spring semester
- **American Psychological Association Early Career Travel Grant** (2013) –received \$1,000.00 to fund travel to the Annual American Psychological Association conference
- **Graddick-Weir Research Award** (2011) – received \$2,500.00 from the Pennsylvania State University to fund research projects
- **Williams Institute Travel and Workshop Grant** (2010) – received a travel grant to participate in an interdisciplinary LGBT research workshop at UCLA's Williams Institute

## TEACHING EXPERIENCE

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**Assistant Professor of Management, School of Business; George Washington University**  
(2018-present)

- *Courses Taught:* Diversity and Globalization (graduate and undergraduate), Strategic Human Capital (graduate)
- Received teaching ratings above department and school average (Average rating of 4.7/5 across all courses taught, for quality of instructor and course)
- *Tasks:* Teaching a 0:3 load. Coordinating and executing high quality research projects. Mentoring Ph.D. students.

**Assistant Professor of Psychology, Graduate Programs in Human Resource Development; Villanova University (2013-2018)**

- *Courses Taught:* Intro to Human Resources (graduate), Organizational Psychology (graduate), Intro I/O Psychology (undergraduate), Diversity and Globalization (graduate), Psychology of Gender (undergraduate and graduate).
- Consistently received teaching ratings above department and college average (Average rating of 4.8/5 across all courses taught, for quality of instructor and course)
- *Tasks:* Teaching a 2:3 load, plus summer course. Coordinating and executing research projects in my lab. Providing service to the program through recruitment, student mentoring/advising and coordinating mentoring/internship programs.

**Visiting Assistant Professor of Psychology, Graduate Programs in Human Resource Development; Villanova University (2011-2013)**

- *Courses Taught:* Intro to Human Resources (graduate), Organizational Psychology (graduate), Intro I/O Psychology (undergraduate), Diversity and Globalization (graduate), Psychology of Gender (graduate and undergraduate).
- Consistently received teaching ratings well above department and college average
- *Tasks:* Teaching a 3:3 course load, plus one summer course. Coordinating and executing research projects in my research lab, consisting of undergraduates and graduate students.

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**SERVICE ROLES**

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**Professional Service**

- Guest Editor, *Journal of Managerial Psychology*, Special Issue (“Women in Leadership”) (2019-2020)
- Guest Editor, *Journal of Vocational Behavior*, Special Issue (“Understanding the Experiences, Attitudes and Behaviors of Sexual Orientation and Gender Identity Minority Employees”) (2016-2018))
- Editorial Board, *Journal of Business and Psychology* (2015-present; Ad-hoc reviewer 2013-2015)
- Editorial Board, *Journal of Organizational Behavior* (2018-present; Ad-hoc reviewer 2017-2018)
- Editorial Board, *Occupational Health Sciences*, (2019-present; Ad-hoc reviewer, 2018-2019)
- Editorial Board, *Consulting Psychology Journal: Practice and Research* (2014-2019; Ad-hoc reviewer, 2019-present)
- Editorial Board, *The Industrial-Organizational Psychologist* (2015-2017)
- SIOP Committee on Ethnic and Minority Affairs Mentorship Program (served as mentor 2017-present)
- SIOP Theme Track Committee Member (2017-2018)
- SIOP Special Sessions Committee Chair (2018-present)
- Chair and Member of the SIOP LGBT Committee (2011-2018) (Research Subcommittee Chair (2012-2015); Committee Chair (2015-2017))
- Chair of the SIOP Humanitarian Award Committee (2016-present)
- Member of the SIOP Consortium Committee (2014-2017); Junior Faculty Consortium Co-Chair (2015-2017)
- Member of the SIOP Teaching Contributions Award Committee (2015-2016)
- Member of Philadelphia SHRM Emerging Leaders Committee (2011-2015)
- Chair of Communications (2013-2014)
- Philadelphia Society for People and Strategy (PSPS), Member (2012 –2019)
  - Board Member, Programming Co-Chair (2014-2016)
  - Board Member, Community Connections Co-Chair (2012-2019)
- Greater Valley Forge Human Resource Association, Member (2011-2018); Diversity Committee Chair (2013-2014)

### University Service

- Coordinator of GWSB Department of Management Research Seminar Series (2018-present)
- Editorial Board, *Concept*, Graduate Student Journal, Villanova (2014-2018)
- Member of Gender and Women's Studies Steering Committee (2015-2018)
- Member of VITAL Liberal Arts Advisory Committee (2014-2018)
- Member of Villanova Honor's College Advisory Board (2015-2018)
- Faculty Advisor to Villanova for Sexual Violence Awareness (2012-2018)
- Faculty Co-Advisor to Villanova SHRM (2011-2015)
- Reviewer for Villanova University Research Fellows Summer Program (2014)
- Member of Commission for LGBT Equity at Penn State (2010-2012)
- PSU I/O Recruitment Chair – (2008-2009)
- Women's Studies Graduate Organization Officer – (2008-2009)
- BRIDGE (Diversity in Psych) – Steering Committee (2010-2011), Member (2008-2012)

### PROFESSIONAL AFFILIATIONS

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- Society for Industrial Organizational Psychology (2006-present)
- Academy of Management (2007-present)
- National Women's Studies Association (2010-present)
- Philadelphia Society for People and Strategy (2012-2019)

### PHILANTHROPY

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- **Saint Basil Academy:** Jenkintown, PA (2017-present); Board Member
- **Dawn's Place:** Philadelphia, PA (2011-present); Volunteer (2011-present); Board Member (2016-present); Vice President of the Board (2017-present)
- **Women's Way:** Philadelphia, PA (2015-2018); Young Women's Initiative Advisory Board Member
- **Women of Tomorrow:** Philadelphia, PA (2014-2018); Mentor
- **Women's Resource Center:** Wayne, PA (2012-2018); Career Series Speaker Coordinator (2012-2015) and Strategic Planning Committee Member (2015-present)
- **Interview Skills Workshops for Inner City Youth:** Philadelphia, PA (2013-2015); Facilitator
- **Centre County Women's Resource Center:** State College, PA (2006-2011); General Volunteer
- **St. Barnabas Shelter for Battered Women and Children:** Philadelphia, PA (2003 - 2006); Evening Childcare Volunteer