

Myrtle P. Bell Curriculum Vitae

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OVERVIEW

Myrtle P. Bell is Professor of Management and an affiliate of the Center for African American Studies and the Center for Women's and Gender Studies at the University of Texas at Arlington. Her research, focusing on diversity, social issues, and human resources appears in outlets such as *Academy of Management Journal*; *Academy of Management Learning & Education*; *Gender, Work and Organization*; *Human Resource Management*; *Human Resource Management Review*; *International Journal of Selection and Assessment*; *International Journal of Management Reviews*; *Journal of Applied Psychology*; *Journal of Managerial Psychology*; *Journal of Organizational Behavior*; *Journal of Vocational Behavior*, and in numerous edited volumes. Her book, *Diversity in Organizations*, is a comprehensive, research-based book for teaching and learning about diversity (3E, forthcoming). She has served as associate editor of *Journal of Management Education* (2000-2003), section editor of *Equality, Diversity and Inclusion* (2006-2010), and associate editor of *Academy of Management Learning & Education* (2008-2011). She co-edited *AMLE's* special issue on diversity education and training (2011), and is co-editing a special issue on diversity in *Academy of Management Review*. She was elected to the leadership of the Academy of Management's Gender and Diversity in Organizations (GDO) division (2002-2007) and as representative at large of the Academy of Management's Board of Governors (2009 – 2012). She has received numerous diversity-related honors, including the DiversityFIRST™ Award, Texas Diversity Council (2009); GDO's Janet Chusmir Service Award, (2008); PhD Project Management Doctoral Students "Trailblazer Award" (2008); and was twice selected by the Society for Human Resource Management as one of 100 distinguished global thought leaders from business, education, and government (2008, 2010). She received the Outstanding Undergraduate Teaching Award for the UT-Arlington College of Business (2014) and the Humanities and Social Sciences Distinguished Visiting Fellowship at Queen Mary, University of London (2015).

BACKGROUND

Academic Experience

University of Texas at Arlington, Department of Management
Professor, 2009
Associate Professor, 2001
Assistant Professor, 1996

M. S. in Human Resources Program Advisor, 2000–2004

Center for African American Studies, Affiliate, 2012 – present

Women's and Gender Studies, Affiliate Faculty, 2014 – present

Industry Experience

IBM Corporation, various Finance and Human Resources positions, Austin and Dallas, Texas.

Education

Ph.D. in Management, University of Texas at Arlington, Arlington, TX.

Major: Human resources and organizational behavior. Minor: Sociology.

Dissertation: Attitudes toward affirmative action: Tests of a comprehensive framework.

MBA, Louisiana State University, Baton Rouge, LA.

BBA, University of Notre Dame, South Bend, IN.

Major: Finance.

Undergraduate Spanish coursework at UT-Arlington, 2009 – 2013; Level 4 Spanish completed.

RESEARCH

Books

Bell, M. P. (forthcoming). *Diversity in Organizations*, Third Edition. Mason, OH: Cengage.

Bell, M. P. (2012). *Diversity in Organizations*, Second Edition. Mason, OH: Cengage. (Formerly South-Western).

Bell, M. P. (2007). *Diversity in Organizations*. Mason, OH: South-Western.

Gallos, J., Ramsey, V. J., & Associates. (1996). *Listening to the soul and speaking from the heart: The joys and complexities of teaching about workplace diversity*. San Francisco: Jossey-Bass.

Journal Articles

Cocchiara, F. K., **Bell, M. P.**, & Casper, W. J. (in press) Sounding Different: The role of sociolinguistic cues in evaluating job candidates. *Human Resource Management*.

Bell, M. P., Marquardt, D., & Berry, D. (2014). "Diversity", immigration, and the new American multi-racial hierarchy. *Journal of Managerial Psychology*, Vol. 29 (3): 285-303.

Bell, M. P., Berry, D. P., Marquardt, D., Green, T. G. (2013). Introducing discriminatory job loss: Antecedents, consequences, and complexities. *Journal of Managerial Psychology*, Vol. 28 (6): 584-605.

This article was selected as a 2013 Emerald Highly Commended Paper.

Jonsen, K., Tatli, A., Özbilgin, M. and **Bell, M.P.** (2013). The tragedy of the (un)commons: Reframing workforce diversity. *Human Relations*, 66(2): 271-294.

- Heslin, P. A, **Bell, M. P.**, & Fletcher, P. O. (2012). The devil without and within: A conceptual model of social cognitive processes whereby discrimination leads stigmatized minorities to become discouraged workers. *Journal of Organizational Behavior*, 33: 840-862.
- Berry, D. P. & **Bell, M. P.** (2012). Inequality in organizations: Stereotyping, discrimination, and labor law exclusions. *Equality, Diversity and Inclusion*, 31(3): 236-248.
- Berry, D. P. & **Bell, M. P.** (2012). “Expatriates”: Gender, race, and class distinctions in International Management. *Gender, Work and Organization*, 19 (1): 10-28.
- Özbilgin, M., Beauregard, T. A., Tatli, A., & **Bell, M. P.** (2011). Work-life, diversity and intersectionality: A critical review and research agenda. *International Journal of Management Reviews*, 13(2), 177-198.
- Bell, M. P.**, Özbilgin, M., Beauregard, T. A., & Sürgevil, O. (2011). Voice, silence, and diversity in 21st century organizations: Strategies for inclusion of gay, lesbian, bisexual, and transgender employees. *Human Resource Management*, 50(1): 131-146.
- Cocchiara, F. K., Connerley, M. L., & **Bell, M. P.** (2010). “A-GEM” for increasing the effectiveness of diversity training. *Human Resource Management*, 49(4): 1093-1111.
- Bell, M. P.**, Kwesiga, E., & Berry, D. P. (2010). Immigrants: The new “Invisible men and women” in diversity research. *Journal of Managerial Psychology*, 25(2): 177-188.
- Cocchiara, F. K., Kwesiga, E., & **Bell, M. P.**, & Baruch, Y. (2010). Who benefits from graduate degrees? Effects of sex and perceived discrimination on human capital. *Career Development International*, 15(1): 39-58.
- Bell, M. P.**, Connerley, M. L., & Cocchiara, F. (2009). The case for mandatory diversity education. *Academy of Management Learning & Education*, 8(4): 597-609.
- King, J. E., **Bell, M. P.**, & Lawrence, E. (2009). Religion as an aspect of workplace diversity: An examination of the U.S. context and a call for international research. *Journal of Management, Spirituality & Religion*, 6(1): 43-57.
- Beauregard, T. A., Özbilgin, M., & **Bell, M. P.** (2009). Revisiting the social construction of work and family. *Journal of Managerial Psychology*, 24 (1): 46-65.
- Bell, M. P.** & Berry, D. P. (2007). Viewing diversity through different lenses: Avoiding a few blind spots. *Academy of Management Perspectives*, 21(4): 21-25.
- Kwesiga, E., **Bell, M. P.**, Pattie, M. & Moe, A. M. (2007). Exploring the literature on relationships between gender roles, intimate partner violence, occupational status, and organizational benefits. *Journal of Interpersonal Violence*, 22: 263-267.
- Bell, M. P.** (2007). A conversation with Joan Acker on her work, motivations, and suggestions for future researchers. *Equal Opportunities International*, 26 (3): 241-249.
- Cocchiara, F. K., **Bell, M. P.**, & Berry, D. P. (2006). Latinas and Black women: Key factors for a growing proportion of the U.S. workforce. *Equal Opportunities International*, 25(4): 272-284.

- Baruch, Y., **Bell, M. P.**, & Gray, D. (2005). Generalist and specialist graduate business degrees: Tangible and intangible value. *Journal of Vocational Behavior*, 67 (1)51-68.
- Kwesiga, E. & **Bell, M.P.** (2004). Back to organizational socialization: Building a case for the advancement of women in organizations. *Equal Opportunities International*, 23 (7/8), 3-20.
- McLaughlin, M. E., **Bell, M. P.**, & Stringer, D. Y. (2004). Stigma and acceptance of coworkers with disabilities: Understudied aspects of workforce diversity. *Group & Organization Management*, 29: 302-333.
- Moe, A. M., & **Bell, M. P.** (2004). Abject economics: Effects of battering and violence on women's work and employability. *Violence Against Women*, 10 (1): 29-55.
- Bell, M. P., Quick, J. C., & Cycyota, C. (2002). Assessment and prevention of sexual harassment: Creating healthy organizations. *International Journal of Selection and Assessment*, 21: 160-167.
- Bell, M. P.**, McLaughlin, M. E., & Sequeira, J. M. (2002). Discrimination, harassment, and the glass ceiling: Women executives as change agents. *Journal of Business Ethics*, 37: 65-76.
- Reprinted in Gibson, K. (2006). *Business Ethics: People, Profits, and the Planet*. McGraw-Hill.
- Shaffer, M. A., Joplin, J. R. W., **Bell, M. P.**, Oguz, C., & Lau, T. (2000). Gender discrimination and job-related outcomes: A cross-cultural comparison of working women in the United States and China. *Journal of Vocational Behavior*, 57: 395-427.
- Shaffer, M. A., Joplin, J. R. W., **Bell, M. P.**, Oguz, C., & Lau, T. (2000). Disruptions to women's social identity: A comparative study of workplace stress experienced by women in three geographic regions. *Journal of Occupational Health Psychology*, 5: 441-456.
- Bell, M. P.**, Harrison, D. A., & McLaughlin, M. E. (2000). Forming, changing, and acting on attitude toward affirmative action in employment: A theory-based approach. *Journal of Applied Psychology*, 85: 784-798.
- This article was a finalist for the 2000 Owens Scholarly Achievement Award, Society for Industrial-Organizational Psychology (SIOP) and received the 2001 Distinguished Research Publication Award from the College of Business at the University of Texas at Arlington.
- McMahan, G. C., **Bell, M. P.**, & Virick, M. (1998). Strategic human resource management: Employee involvement, diversity, and international issues. *Human Resource Management Review*, 8: 193-214.
- Reprinted in International Library of Essays on Business and Management, K. Hutchings & H. DeCieri (Eds.) *International Human Resource Management*. Ashgate Publishing Limited.
- Harrison, D. A., Price, K. H., & **Bell, M. P.** (1998). Beyond relational demography: Time and the effects of surface-versus deep-level diversity on work groups. *Academy of Management Journal*, 41: 96-107.
- Bell, M. P.**, Harrison, D. A., & McLaughlin, M. E. (1997). Asian-American attitudes toward affirmative action in employment: Implications for the model minority myth. *Journal of Applied Behavioral Science*, 33: 356-377.
- Bell, M. P.**, & Harrison, D. A. (1996). Using intra-national diversity for international assignments: A model of bicultural competence and expatriate adjustment. *Human Resource Management Review*, 6: 47-74.

Reprinted in Redding, G., & Stening, B. W. (2002). *Cross-Cultural Management*. Northampton, MA: Elgar Publishing.

Chapters in Edited Volumes

- Henderson, D., & **Bell, M. P.** (Forthcoming). Racial Socialization and Resilience of Minority Group Members. In Roberts, L. M., Wooten, L. P., & Davidson, M., *Positive Organizing in a Global Society*, Routledge.
- Lambert, J.R., & **Bell, M.P.** (2013). "Diverse forms of difference." In Q. Roberson (Ed.) *Oxford Handbook of Diversity and Work*, pp. 13-31.
- Bell, M. P.** (2010). Teaching diversity in a "conservative" state: Using who I am and empirical evidence to contradict erroneous perceptions. In S. Katila, S. Meriläinen, & J. Tienari (Eds.) *Working for Inclusion and Diversity: Positive Experiences from Academics Across the World*, pp. 65-77.
- Cocchiara, F. K., & **Bell, M. P.** (2010). Gender and work stress: Unique stressors, unique responses. In J.C. Quick, M. J. Schabracq, and C.L. Cooper (Eds.). *Work and Health Psychology Handbook. 3rd ed.* John Wiley & Sons/Blackwell Publishers, pp. 123-145.
- Bell, M. P.** (2009). Effects of the experience of inequality, exclusion, and discrimination on scholarship. M. Özbilgin, (Ed.), *Equality, Diversity, and Inclusion*, Palgrave.
- Bell, M. P.**, Özbilgin, M. O., & Karataş-Özkan, M. (2009). Diversity in the context of lifelong learning. In S. Armstrong & C. Fukami (Eds). *Handbook of Management Learning, Education, and Development*. Thousand Oaks, Sage, pp. 288-300.
- Özbilgin, M. & **Bell, M. P.** (2008). The rise of Cartesian dualism and marketization in academia. In H. Hansen & D. Barry (Eds.). *The New and Emerging in Management and Organization*. Thousand Oaks, Sage, pp. 268-269.
- Sequeira, J. M. & **Bell, M. P.** (2007). The value of the MBA education and its role in entrepreneurship for women and minorities, pp 527-547. In Özbilgin, M. & Malach-Pines, A. (Eds). *Career Choice in Management and Entrepreneurship*. Cheltenham, UK: Elgar.
- Bell, M. P.**, & McLaughlin, M. E. (2005). Obesity, appearance, and organizational outcomes. Pp. 455-474. In A. M. Konrad, P. Prasad, & J. K. Pringle (Eds.), *Handbook of Organizational Diversity*. Sage.
- Bell, M. P.**, McLaughlin, M. E., & Sequeira, J. M. (2003). Age, disability, and obesity: Similarities, differences, and common threads. In M. Stockdale and F. Crosby (Eds.), *The Psychology and Management of Diversity in Organizations*. Blackwell.
- Bell, M. P.**, & McLaughlin, M. E. (2002). Sexual harassment and women's advancement: Issues, challenges, and directions. In R. J. Burke & D. L. Nelson (Eds.), *Advancing Women in Management*. Oxford, UK: Blackwell Publishers: 83-96.
- Bell, M. P.**, Cocyota, C., & Quick, J. C. (2002). Affirmative defense: The prevention of sexual harassment. In D. L. Nelson and R. J. Burke (Eds.), *Gender, Work Stress, and Health: Current Research Issues*. Washington, DC: American Psychological Association: 191-210.

Editorials and Other Publications

- Bell, M. P.** (2014). Review of *Presumed Incompetent: The Intersections of Race and Class for Women in Academia*, by Gabriella Gutiérrez y Muhs, Yolanda Flores Niemann, Carmen G. González, and Angela P. Harris (Eds.). Boulder, CO: University Press of Colorado, 2012. Reviewed in *Academy of Management Learning & Education*, 13(4): 670-674.
- Bell, M. P.** (2014). Review of *Cabin Pressure: African American Pilots, Flight Attendants, and Emotional Labor*", in *Equality, Diversity and Inclusion: An International Journal*, 33(7): 681 – 686.
- Bell, M. P.** (2011). Inspiring and Enabling a Better World. *Academy of Management Learning & Education*. 10(4).
- Bell, M. P.** (2011). The Perfect Storm and Broadened Portals—Benefits of Diversity and Inclusion in Business Schools. *Academy of Management Learning & Education*. 10(2): 322.
- Bell, M. P.** (2011). Key Competencies, Humble Inquiry, and Departing the Road to Abilene. *Academy of Management Learning & Education*. 10(1): 130.
- Bell, M. P.** (2010). Learning from the past. *Academy of Management Learning & Education*. 9(4): 696.
- Bell, M. P.** (2010). Special Section: Self-assessment of knowledge. *Academy of Management Learning & Education*. 9(2): 299.
- Bell, M. P.** (2010). *What if . . . ?* Diversity, scholarship, and impact. *Academy of Management Learning & Education*. 9(1): 5-10.
- Bell, M. P.** (2009). Changing the world through how and what we teach. *Academy of Management Learning & Education*. 8(4): 574-575.
- Bell, M. P.** (2009). On evidence, ethics, values, and corruption. *Academy of Management Learning & Education*. 8(2): 252-254.
- Bell, M. P.** (2009). Doing work that matters. *Academy of Management Learning & Education*. 8(1), 96-98.
- Bell, M. P.** & Kravitz, D. A. (2008). What do we know and need to learn about diversity education and training? *Academy of Management Learning & Education*. 7(3), 301-308.
- Bell, M. P.** (2006). The continued need for civil rights efforts and research. *Equal Opportunities International*, 25 (6).
- Bell, M. P.** (2006). Insights on professional insights. *Equal Opportunities International*, 25 (2): 141.
- Bell, M. P.** (2002). Contributor to 9/11 Montage: Professors remember, coping through content. *Academy of Management Learning & Education*, 1: 20.
- Gray, D. A., Wheeler, K. G., McMahan, G. C., **Bell, M. P.**, & Farnsworth, S. R. (1997). *Human Resources Management: Ideas and Trends in Personnel*, Issue 408, Riverwoods, IL: CCH, Inc.

Refereed Proceedings

- Bell, M. P.**, Heslin, P., & Fletcher, P. (2010). Daring to care about hidden unemployment:

Discrimination and discouragement in minority communities. *Academy of Management Best Paper Proceedings*.

- Bell, M. P.,** Moe, A., & Schweinle, W. (2002). Partner violence and work: Not just a domestic issue. *Academy of Management Best Papers Proceedings* (top 10% of accepted papers).
- Bell, M. P.** & Woods, M. J. (2001). Sexual harassment of women: An application of contact hypothesis to inter-gender contact. *Proceedings of the Southwest Academy of Management*.
- Shaffer, M. A., Lau, T., Oguz, C., Joplin, J. R. W., & **Bell, M. P.** (1998). Job-related attitudes, cognitions and experiences: A comparative analysis of female employees in the United States, Hong Kong and the People's Republic of China. *Proceedings of the 3rd International Conference on Management*. Shanghai, China.
- Bell, M. P.** (1997). Changing attitudes toward affirmative action: A current issue that calls for action. *Academy of Management Best Papers Proceedings* (top 10% of accepted papers), 438-442.
- Bell, M. P.** (1994). A case for the selection of ethnic minorities as expatriates. *Proceedings of the Southwest Academy of Management*: 122-126.

Refereed Conference Presentations and Symposia

- Lambert, J. R., Basuil, D. A., **Bell, M. P.**, & Marquardt, D. (2013). Work Visas, Perceived Cultural Diversity, and Organizational Attractiveness: Immigrant Job Seekers' Perceptions during Early Recruitment. Paper presented at the 2013 Southern Management Association Meeting, New Orleans, LA, USA.
- Bell, M. P.**, McIntosh, C., Casper, W. J., Yang, T., Harris, C. (2013). Bilingualism and Employment Decisions: Do Employers Prefer Hispanic or Non-Hispanic Bilinguals? Paper presented at the 2013 Southern Management Association Meeting, New Orleans, LA, USA.
- Bell, M. P.**, Marquardt, D., & Berry, D. (2012). "Diversity" and The New American Multi-Racial Hierarchy. Paper presented at the 2012 Southern Management Association meeting, Fort Lauderdale, FL.
- Bell, M. P.**, Berry, D. P., Green, T. G. (2011). Discriminatory Job Loss: Outcomes of Multiple Negative Employment Events. Paper presented at the 2011 Academy of Management meeting, San Antonio, TX.
- Bell, M. P.**, Coombs, J., Gilley, K.M., & Kluemper, D. (2010). Board gender diversity, stakeholder performance, and CEO compensation. Manuscript presented at the 2010 Southern Management Association meeting, St. Petersburg, FL.
- Bell, M. P.**, Heslin, P., & Fletcher, P. (2010). Daring to care about hidden unemployment: Discrimination and discouragement in minority communities. Manuscript presented at the 2010 Academy of Management meeting, Montreal, and published in the *Best Paper Proceedings* (top 10% of accepted papers).
- Bell, M. P.**, Randle, N., Lambert, J. Opie, T., & Fletcher, P. (2010). An investigation of fat attitudes, social dominance, and health information on size discrimination. Symposium paper included in the All Academy Symposium "Emerging issues in research on diversity and unfair discrimination" presented at the 2010 Academy of Management meeting, Montreal, Quebec.
- Jonsen, K., Özbilgin, M., Tatli, A., & **Bell, M. P.** (2010). The tragedy of the uncommons: Reframing

workforce diversity. Paper presented at the 2010 EURAM conference, Rome, Italy.

- Randle, N. W., & **Bell, M. P.** (2009). Is weight the new race?: Implications for workplace weight discrimination. Symposium presented at the 2009 meetings of the Academy of Management, Chicago.
- Opie, T., **Bell, M. P.**, & Randle, N. (2009). Shifting the paradigm: A focus on overall health to reduce workplace discrimination against obese individuals. Symposium paper presented at the 2009 meetings of the Academy of Management, Chicago.
- Beauregard, A., Özbilgin, M., & **Bell, M. P.** (2009). A critical review of theory and methods in the work-life balance literature. Manuscript presented at the 2009 meetings of the Academy of Management, Chicago.
- Bell, M. P.**, Özbilgin, M., Surgevil, O., & Beauregard, T. A. (2009) Diversity, voice, and silence in 21st century organizations. Paper presented at the 25th annual EGOS Colloquium, Barcelona.
- Hurst, C., **Bell, M. P.**, Livingston, B., & Berry, D. (2008). Why are low wage workers invisible in the study of work and family? Symposium paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- Bell, M. P.** & Connerley, M. (2008). A question we should ask: Why isn't diversity a required course for management students? Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.
- King, J. E., **Bell, M. P.**, & Lawrence, E. (2007). Religion versus other diversity: Similarities, differences, and a call for research. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Johnson, C. D., & **Bell, M. P.** (2006). Session Co-chair of symposium: Shh!!! There are stigmas associated with those topics: Potential diversity hotbeds.
- Cocchiara, F. K., Kwesiga, E., & **Bell, M. P.** (2006). Who benefits from graduate degrees? Effects of sex and perceived discrimination on human capital. Paper presented at the annual meeting of the Academy of Management, Atlanta.
- Kwesiga, E., **Bell, M. P.**, & Casper, W. J. (2006). Knowledge, action, and the public concern: Younger workers and diversity in organizations. Symposium paper presented at the annual meeting of the Academy of Management, Atlanta.
- Pattie, M., **Bell, M. P.**, & Kwesiga, E. (2006). Intimate partner violence and organizational support: Determinants of access to and receipt of support. Paper presented at the American Psychological Association's Work, Stress, and Health Conference, Miami, FL.
- Bell, M. P.** (2005). A new vision of management: Career choice and diversity issues for young workers. Paper presented at the annual meeting of the Academy of Management, Honolulu.
- Henley, A., Benson, G., McMahan, G. C., & **Bell, M.P.** (2004). Creating salary inequity: Investigating the impacts of pay compression on individual outcomes. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA.

- Stringer, D.Y, **Bell, M.P.**, McMahan, G.C., & Davis, J.L. (2004). Onset controllability and its effect on acceptance outcomes for individuals with disabilities. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA.
- Bell, M. P.** (2004). Valuing diversity in the Academy of Management. Facilitator, Professional development workshop. Annual meeting of the Academy of Management, New Orleans, LA.
- Sequeira, J.M., & **Bell, M.P.** (2004). Diversity and small businesses: Filling the void. United States Association for Small Business and Entrepreneurship (USASBE) Conference, Dallas, TX.
- Baruch, Y., & **Bell, M. P.** (2003). Graduate degrees in business: Tangible and intangible added value of management education. Paper presented at the Academy of Management meeting, Seattle, WA.
- Bell, M. P.**, Gilley, K. M., & Coombs, J. (2003). Diversity at the top: Effects of CEO and board member diversity on organizational diversity. Paper presented at the Academy of Management meeting, Seattle.
- Bell, M. P.**, & McLaughlin, M.E. (2003). Obesity, appearance, and organizational outcomes: Health, performance, or discrimination? Symposium paper presented at the Academy of Management meeting, Seattle.
- Moe, A., & **Bell, M. P.** (2002). The climate of violence, women, and work. Paper presented at the American Society of Criminology Annual Meeting, Chicago, IL.
- Bell, M. P.**, Moe, A., & Schweinle, W. (2002). Partner violence and work: Not just a domestic issue. Paper presented at the meetings of the Academy of Management, Denver, CO.
- Bell, M. P.**, McLaughlin, M. E., & Sequeira, J. M. (2002). Age, disability, and obesity: Diversity within diversity. Paper presented at the meetings of the Academy of Management, Denver, CO.
- McLaughlin, M. E., **Bell, M. P.**, & Stringer, D. Y. (2001). Employee acceptance of coworkers with disabilities: The roles of stigma, acceptance, and employee characteristics. Paper presented at the meetings of the Academy of Management, Washington, D.C.
- Bell, M. P.**, & Woods, M. J. (2001). Sexual harassment of women: An application of contact hypothesis to inter-gender contact. Paper presented at the meetings of the Southwest Academy of Management, New Orleans, LA.
- Shaffer, M. A., Lau, T., Oguz, C., Joplin, J. R. W., & **Bell, M. P.** (1999). Disruptions to women's social identity: A comparative study of workplace stress experienced by women in three geographic regions. Paper presented at the meetings of the Academy of Management, Chicago, IL.
- Cycyota, C., **Bell, M. P.**, & Quick, J. C. (1999). Integrating a public health model with sexual harassment as a chronic psycho-social problem. Paper presented at the Work, Stress, and Gender conference, Baltimore, MD.
- Lovett, S., & **Bell, M. P.** (1999). Supervisores y supervisoras: Bias against female supervisors on the U. S./ Mexican border. Paper presented at the Association for Borderlands Studies conference, Fort Worth, TX.

- Shaffer, M. A., Lau, T., Oguz, C., Joplin, J. R. W., & **Bell, M. P.** (1998). Women and sexual harassment in the United States, Hong Kong, and People's Republic of China: Antecedents and moderating effects of nation. Paper presented at the meeting of the Academy of Management, San Diego, CA.
- Shaffer, M. A., Lau, T., Oguz, C., Joplin, J. R. W., & **Bell, M. P.** (1998). Job-related attitudes, cognitions and experiences: A comparative analysis of female employees in the United States, Hong Kong and the People's Republic of China. Paper presented at the 3rd International Conference on Management, Shanghai, China.
- Bell, M. P.** (1997). Changing attitudes toward affirmative action: A current issue that calls for action. Paper presented at the meetings of the Academy of Management, Boston, MA.
- McMahan, G. C., Gray, D. A., Wheeler, K. G., **Bell, M. P.**, & Farnsworth, S. R. (1997). Creating value: An analysis of how HR adds value to an organization. Symposium presented at the meetings of the Academy of Management, Boston, MA.
- Bell, M. P.**, McLaughlin, M. E., & Harrison, D. A. (1996). The belief structure of attitudes toward affirmative action: Sex, race, and population differences. Paper presented at the meetings of the Academy of Management, Cincinnati, OH.
- Harrison, D. A., & **Bell, M. P.** (1995). Social expectations and attendance decisions: Implications for absence control. Symposium presented at the meetings of the Academy of Management, Vancouver, BC.
- Bell, M. P.** (1994). Biculturalism and expatriate adjustment: An integration and conceptual model. Paper presented at the meetings of the Academy of Management, Dallas, TX.

Professional development workshops and other conference participation

- Bell, M. P.**, (2008). Facilitator, Immigration: Unexplored issues in the academy. Presenters: McKinney, A. P., Miles, A., James, M. S. L., Nelson, M. F., & James, C. D., at the annual meeting of the Academy of Management, Anaheim, CA.
- Bell, M. P.** (2008). Participant, All-Academy Professional development workshop entitled: "The questions we ask and don't ask: Where do we go from here in our research?" focusing on questions relevant to our contributions to society through our research questions at the annual meeting of the Academy of Management, Anaheim, CA.
- Bell, M. P.** (2008). Participant, in caucuses entitled: "How racial ideologies frame the questions we ask in diversity research" and "The reality, fallacy, and morality of immigration: Where do we go from here?" at the annual meeting of the Academy of Management, Anaheim, CA.
- Bell, M. P.** (2008). Organizer, Professional development workshop on "Teaching diversity and building a business diversity minor" at the annual meeting of the Academy of Management, Anaheim, CA.
- Bell, M. P.** (2007). Facilitator, "How to create a 'safe space' so all students/trainees can speak openly and without fear" and "dealing with resistance and backlash from majority and minority class/training participants" at the George Mason conference on Teaching and Training Workplace Diversity: Best Practices and Research.
- Bell, M. P.** (2006). Presenter, "Teaching diversity to graduate students," Professional development workshop, Academy of Management annual meeting, August 13, 2006.

Bell, M. P. (2004). What diversity counts most: When and why? Does gender trump race, ethnicity, age, and other identities? Presenter, Professional development workshop. Annual meeting of the Academy of Management, New Orleans, LA.

Bell, M. P. (1999). Attitude toward affirmative action: Who, what, and why? Invited presentation to the Women in Management division professional development workshop at the meetings of the Academy of Management, Chicago, IL.

AWARDS AND HONORS

- 2015 Humanities and Social Sciences Distinguished Visiting Fellowship, Queen Mary, University of London.
- 2014 Outstanding Undergraduate Teaching Award, College of Business, University of Texas at Arlington, 2013-2014.
- 2010 Selected as one of 100 distinguished global thought leaders from business, education, and government to participate in the Society for Human Resource Management's second Global Leadership Summit on Diversity and Inclusion, March 4-5, Washington, DC.
- 2009 DiversityFIRST™ Award, Texas Diversity Council, recognizing individual achievement in being an advocacy leader for diversity and inclusion.
- 2009 Elected to Academy of Management Board of Governors for three-year term as Representative-at-Large.
- 2009 Faculty Award, Honoring Our Sisters. Community of Brothers and Men. University of Texas at Arlington.
- 2008 Janet Chusmir Service Award, Gender and Diversity in Organizations Division, Academy of Management. This award is presented to one who has "made an outstanding contribution to division and who has personally served as a mentor and role model for others in the field."
- 2008 PhD Project Management Doctoral Students "Trailblazer Award". The PhD Project is an organization designed to increase the numbers of underrepresented minorities as faculty in colleges of business. This annual award recognizes one who has mentored others and served as a role model to management doctoral students of color.
- 2008 Selected as one of 100 distinguished global thought leaders from business, education, and government to participate in the Society for Human Resource Management's first Global Leadership Summit on Diversity and Inclusion, April 7-8, Washington, DC, and featured in the executive summary of the event distributed to SHRM members worldwide.
- 2007 Mary McLeod Bethune Heritage Award for Education, NAACP Arlington, TX.
- 2006 UT Arlington Ambassadors "Campus Kahuna" Award, in recognition of "exceptional work and enthusiastic efforts...outstanding support, dedication, and contributions to the University and surrounding community."
- 2005 Awarded Faculty Development Leave to write *Diversity in Organizations* and manage the 2005 conference program for the Gender and Diversity in Organizations division of the Academy of Management; one of 12 faculty awarded leave in a university-wide competitive process.

- 2003 Elected to leadership progression in the Gender and Diversity in Organizations division (1,244 members) of the Academy of Management (18,657 members). Position progression: Professional Development Workshop Chair (2004), Program Chair (2005), Chair¹ Elect (2006), Chair (2007), Immediate Past Chair (2008).
- 2003 Presenter and panel discussant at Congressional Briefing on affirmative action at the Senate Hart Building on Capitol Hill prior to the April 1 arguments on the University of Michigan cases before U. S. Supreme Court.
- 2001 Distinguished Research Publication Award, University of Texas at Arlington, College of Business, for “Forming, changing, and acting on attitudes toward affirmative action” with David A. Harrison and Mary E. McLaughlin, published in the *Journal of Applied Psychology*.
- 2000 Finalist, Owens Scholarly Achievement Award, Society for Industrial-Organizational Psychology (SIOP), for “Forming, changing, and acting on attitudes toward affirmative action” with David A. Harrison and Mary E. McLaughlin, published in the *Journal of Applied Psychology*.
- 1997 Sage Best Paper Based on a Dissertation Award, Women in Management Division, Academy of Management.

TEACHING AND SERVICE

Courses Taught

Seminar in Human Resources Management (PhD)
 Strategic Human Resources (MBA/MS)
 Compensation and Benefits (MBA)
 Staffing and Selection (MBA/MS)
 Human Resources Management (Undergraduate)
 Organizational Behavior (Undergraduate; MBA/MS)
 Principles of Management (Undergraduate)
 Women in Organizations (Undergraduate)
 Careers and Managing in a Diverse Environment (MBA/MS/MA)
 Diversity in Organizations² (All levels, including Goolsby Leadership Academy students)
 Human Resources Law (Independent Study, MBA)
 Applied Research (Independent Study, MBA)

Selected Invited Presentations

“Diversity Education for Change: Diversity Hats,” Center for Research in Equality and Diversity, Queen Mary, University of London, 10th anniversary Keynote Speaker, April 23, 2015.

¹ Chair is equivalent to the position of President.

² Developed Diversity in Organizations course for college of business and teach it regularly to graduate and undergraduate students in business and from outside the college. This course is a capstone course in the university-wide Diversity Certificate Program and an elective for the undergraduate *Disability Studies* minor.

“Diversity Hats and Diversity Lenses,” Keynote Speaker, Arkansas State University Diversity Excellence Awards Luncheon, April 16, 2104.

“Diversity Hats”, TEDxUTA 2014, March 22, 2014.

“The Merit of Humility,” Keynote Speaker, Center for African American Studies Community Connections Dinner, UT Arlington, March 18, 2014.

“Seeing the World Through Diversity Lenses”, ADVANCE speaker, Texas A&M University, October 30, 2013.

Strategies for Survival and Success, University of North Texas La Colectiva Symposium, October 18, 2013.

“Factors Affecting Acceptance of Co-Workers with Disabilities: Changing Misperceptions about Performance”, Inaugural Disability Studies Conference, University of Texas at Arlington, October 17, 2013.

Black Leadership Institute, University of Texas at Arlington, Keynote address, “Finding Your Destiny,” February 23, 2013.

“On ‘Diversity in Organizations’” Center for African American Studies, UT-Arlington, “An Evening with Authors,” Dec. 5, 2012.

University of Paris-Dauphine, Paris, France, “The Case for Mandatory Diversity Education,” October 20, 2011.

UT-Arlington Advising Association, 2010 annual conference, “Advising for student success: How important is earning that degree?” February 9, 2010.

UT-Arlington Black Students Association’s 3rd annual women’s conference, “Keys to academic and work success for black women,” March 7, 2009.

Texas Christian University, Leadership Week 2009, “Gendered workplaces: What research shows and what we can do about it,” February 3, 2009.

UT-Arlington, Focus on Faculty, “Diversity in organizations: what the research says,” November 12, 2008.

Equal Employment Opportunity Commission, Panelist, “Overcoming barriers to inclusion,” at the EEOC training session for employers, Dallas, TX, August 18, 2008.

PhD Project Management Doctoral Students Trailblazer award dinner, Featured speaker, “Finding our work, and doing it,” August 8, 2008.

U. of East Anglia, Norwich, UK, Norwich Business School, Keynote speaker, “Equality, diversity, and inclusion: Where have we been, and where are we going?” Equal Opportunities Conference, England, July 3, 2008.

Radboud University, Nijmegen, The Netherlands, Keynote speaker, “Diversity and social issues at work,” International Employment Relations Association annual conference. July 1, 2008.

UT-Arlington, Guest lecturer, “Diversity in educational settings,” Educational leadership graduate class, April 14, 2008.

Notre Dame Club of Dallas, Featured speaker, “Diversity: What you need to know, but probably don’t,” Feb. 20, 2008.

University of North Texas, Guest lecturer, “The meaning of diversity”. Family relationships and diversity graduate class, November, 2007.

George Mason University, Keynote speaker, “Diversity education and training: What do we know?” July 13, 2007, Teaching and Training Workplace Diversity Conference.

Southern Methodist University, Featured speaker, “Diversity 101,” brown bag luncheon, April, 20, 2007.

Tarrant County College, Featured speaker, “The benefits of education for African American women,” for Women in the NAACP seminar, April 16, 2007.

Radford University (VA), Featured speaker, “Creativity, justice, and diversity in organizations,” March 22, 2007. Women’s Studies Month, Weavers of Hope: Women, Creativity, Justice, and Peace.

UT-Arlington, Featured speaker, “Education, employment, and income: The benefits of finishing your degree,” College of Business Mentoring Luncheon, September 13, 2006.

City of Irving, TX and Community Bible Fellowship, Speaker, Teen Summit, “Why do I need an education?” June 24, 2006.

St. Monica Catholic School, Featured speaker, “You Go Girl,” Junior DeCats, (3rd graders), Dallas, June 15, 2006.

UT-Arlington, Featured speaker, “Diversity in organizations,” College of Business Advisory Council meeting, May, 2006.

Arlington City Managers Meeting, Featured speaker, “Diversity in organizations,” March 29, 2006.

UT-Arlington, Featured speaker, “African Americans at UT Arlington,” African American Faculty and Staff Association, March 30, 2006.

UT-Arlington, Featured speaker, “The importance of finishing your degree,” Omega Fraternity Town Hall Meeting, March 30, 2006.

UT-Arlington, Brown Bag Speaker, “Success in a male-dominated field,” College of Nursing, November 18, 2005, Ph.D. student brown bag luncheon.

UT-Dallas, Featured speaker, Doctoral Colloquium, “Diversity at the top,” Spring, 2005.

Media Contributions and Citations

Quoted in “Racial issues make headlines” by Rebecca Hastings, August 9, 2010, Society for Human Resource Management Online.

Interviewed by Katherine Blake, CBS news, DFW, for story on “Women in the Workplace” September 3, 2009.

Quoted in “How to keep the training budget alive in an unstable economy” by Jessica Tremayne, July, 2009, SmartBusiness Dallas,
http://www.sbnonline.com/Local/Article/17651/71/0/Multiple_choice.aspx.

Quoted in msnbc.com article entitled “Furloughs raise questions about worker rights,” by Eve Tahmincioglu, June 1, 2009. <http://www.msnbc.msn.com/id/30966653/> .

Quoted in the *New York Times* in an article entitled “Tips for over-40 workers in today’s job market”, May 26, 2009.

Quoted in *HRMagazine* article entitled “Obama election a boost for diversity,” by Rebecca Hastings, December, 2008, p.23.

Interviewed by ABC news, Channel 8, DFW, for story on whether affirmative action is still needed, on 11/10/08, after election of Barack Obama as President-elect.

Quoted in *HRMagazine* online article entitled “Obama election seen as a watershed for diversity,” by Rebecca Hastings, November 6, 2008.

Quoted in Diversity Central article entitled “Do employers have a reason to be concerned about obesity?”, by Jessica Bray, July 2008. http://www.diversityhotwire.com/business/recruitment_retention.html.

Quoted in *HRMagazine* online article entitled “Diversity leadership in academia: Same message, different approach,” by Rebecca Hastings, July, 2008.

Interviewed on “Insights” weekly Fox 4 television program, April 1, 2007; April 15, 2007; Nov. 18, 2007; Feb. 2, 2008; November 2, 2008; discussed diversity related topics, including racism, politics, and race and sex and the 2008 election.

Quoted in “Racial harassment still infecting the workplace,” msnbc.com, Eve Tamincioglu, Jan 13, 2008.

Comment on job opportunities for convicted felons, Fox 4 News (television), August 21 and 23, 2006.

Quoted in “Promise fulfilled? Has the Civil Rights Act reached its goals?” Scott Westcott, *Human Resource Executive*, May, 2006.

Interviewed in “Author says working women penalized for kids,” NBC5i (television), May 1, 2006.

Quoted in “Diversity in the laboratory,” by Bob Calandra, *The Scientist*, Nov. 24, 2004.

Service to Journals and Conference Programs

Academy of Management Review,

Special Issue Co-Editor, Diversity at a Critical Juncture: New Theories for a Complex Phenomenon
Special issue approved, July 2015; submission deadline February, 2017.

Human Resource Management,

Editorial Board, 2015 – present

British Journal of Management,

Editorial Board, 2010 – present

Journal of Management, Spirituality and Religion

Editorial Board, 2009 – 2013

Group & Organization Management

Editorial Board, 2003 – 2010

Academy of Management Learning & Education

Editorial Board, 2011 – present

Associate Editor, 2008 – 2011

Special Issue Co-Editor (with David Kravitz), 2008, “Diversity Education and Training: What We Know and Need to Learn,” 7(3)

Equal Opportunities International, retitled as *Equality, Diversity & Inclusion* (from 2010)

Professional Insights Editor, 2006 – 2010

Journal of Management Education

Associate Editor, 2000 – 2003

Gender and Diversity in Organizations Division reviewer, Academy of Management, 1997 – 2012

Social Issues in Management, Critical Management Studies, and Careers reviewer, periodically

Southwest Academy of Management reviewer, periodically, and distinguished Paper Selection Committee, 2006

Southern Management Association outstanding reviewer, 2012

Professional Service

Chair, Best Dissertation Award Committee, Gender & Diversity in Organizations Division, Academy of Management, 2014.

Research Affiliate, Institute for Inclusiveness and Diversity in Organizations, San Diego State University, July, 2011 – present.

Elected to Academy of Management Board of Governors, as Representative-at-Large. Term 2009 – 2012.

Member, Graduate Management Admissions Council (GMAC®) Research Committee for the Management Education Research Institute—an initiative of the Council aimed at creating new knowledge about graduate management education. 2008 – present.

Society for Human Resource Management (SHRM) task force on identifying required competencies for diversity professionals. 2008.

Gender and Diversity in Organizations (GDO) division) of the Academy of Management leadership:

Immediate Past Chair (2007-2008)

Chair (2006-2007)

Chair-Elect (2005-2006)

Program Chair (2004-2005)

Professional Development Workshop Chair (2003-2004)

Executive Committee Member (2003-2004)

Division representative to the Academy of Management Council (2000-2002)

Committees: Dissertation Award Committee, 1998

Membership Committee, 1997 – 1998

Janet Chusmir Award Committee, 2009
 Best Dissertation Paper Award Committee (Chair), 2014

Service to the University

Affiliate, Center for Women's and Gender Studies, University of Texas at Arlington, August, 2014 – Present

Affiliate, Center for African American Studies, University of Texas at Arlington, September, 2012 – present.

Dean of Libraries Search Committee, 2010 – 2011, 2011 – 2012

Graduate Assembly, 2009 – 2012.

Program Creation Sub-Committee, 2009 – 2012.

Diversity Lecture Series Committee, 2009, 2010

Special Advisory Committee to Dean of Graduate School, 2006

Committee on Diversity and Inclusion (formerly, Status of Women and Minorities Committee), 2001–present.

Co-chair: 2001 – 2003; 2005 – 2006.

Faculty Fellowship Sub-Committee, chair, 2008 – 2009. Researched and designed university's Faculty Fellowships program announcement and advertisements. Communicated with all applicants and coordinated receipt of applicant materials and dissemination to colleges and schools.

Member, 2009 – present.

Diversity Sub-Committee, 2007 – 2009.

Mentoring Program Design, 2003 – 2004, program chair. Researched, developed, and implemented successful university-wide mentoring program.

Mentor: Served as formal mentor to at least one assistant professor from 2004 – 2009.

Developed and presented Human Resources Module for Mastering Small Business Advancement at Arlington Chamber of Commerce, 2001.

Board of Directors, Women's Center of Tarrant County (domestic violence and career assistance non-profit organization), 2000.

Dean Search Committee, College of Business, 1997–1998.

Mexican American Studies Director Search Committee, 1996–1997.

Dean Search Committee, College of Business, 1994–1995.

Service to the College of Business

Featured Speaker, “Diversity in Organizations,” College of Business Advisory Board, 2006.

Retention Committee, College of Business, 1997–1999.

Recruiter, Ph.D. Project Conference, Chicago, IL. 1996–1998.

Honors Program Committee, College of Business. 1996–1997.

Service to the Department of Management

Chair, Promotion and Tenure Committee, 2012–present

Grade Appeals Committee, 2011–2012

Program Director, Master of Science in Human Resource Management; program enrollment more than doubled under leadership. 2000–2004.

Member of each Faculty and Chair Search committee from 1996–2008.

PhD admissions committee. Served as active member from 1999 to 2004. Continue to serve in advisory and recruitment role.

Dissertation, Thesis, and Honors Project Committees

Chair:

Marquardt, D. 2015. Reducing the bad while increasing the good: Analyzing the interplay of goal orientation and ethical leadership in predicting OCB’s and unethical behavior. (Co-chair with Wendy J. Casper.)

Lambert, J. 2012. The Moderating Effect Of Instrumental Job Attributes On The Relationship Between a Firm's Perceived Value Of Diversity and its Organizational Attractiveness. Defended July, 2012. Now employed at St. Xavier University, Chicago, Assistant Professor.

Radeva, E. 2011– present. Women in the Boardroom.

Tokan-Lawal, T. 2008. Honors Thesis Advisor (undergraduate). Level of education not a major factor in the employment rate of immigrants in the United States.

Cocchiara, F. 2006 – 2007. Sociolinguistic cues as an antecedent to aversive racist behaviors in the employment selection process. Defended April, 2007. Now employed at Arkansas State University, Associate Professor, and Interim Chief Diversity Officer.

Moore, T. A. 2006 – 2007. The effects of religious fundamentalism on individual belonging. Defended July, 2007. Now employed at East Tennessee State University, Associate Professor.

Kwesiga, E. 2005 – 2006, Antecedents and effects of age discrimination against employees under 40. Defended April, 2006. Now employed at Bryant University, RI, Associate Professor.

Member:

- Manegold, J. G. 2014. Negative Exchange Spirals: A Process Model of Incivility among Coworkers. Defended June, 2014.
- Pointer, R. 2007. Master final exam committee member, Communication department.
- Macik-Frey, M. 2007. Communication-centered approach to leadership: The relationship of interpersonal communication competence to transformational leadership and emotional intelligence. Defended April, 2007.
- Wilkins, V. N. 2006. (Jackson State University, Jackson, MS). The moderating effects of generalized self-efficacy on the relationship between perceived weight discrimination and employee attitudes and behaviors.
- Dodd-Walker, E. D. 2005. Differences between women and minority businesses and non-minority businesses: A culture based explanation.
- Stringer, D. Y. 2004. The impact of disability type, onset controllability, and gender on disability stigma in the workplace.
- Sequeira, J. M. 2004. Effects of network ties and entrepreneurial self-efficacy on immigrant new venture intentions.
- Clerk-Brown, S. 2003. (UT-Arlington, School of Urban and Public Affairs). Get out of the wagon and go where: Corporate social responsibility as a key determinant in corporations' decision to participate in welfare-to-work initiatives.
- Virick, M. 2002. Managing a virtual workplace: An investigation of processes in virtual work. Defended
- Gavin, J. 2002. Transcendent decision-making: Defining the role of virtue-based character in the decision-making process.
- Lilly, J. D. 2001. The effect of self-threat and self-serving bias on perceptions of procedural and distributive fairness.

Other Skills

Moderate Spanish speaking, reading, and writing ability.