

Jacob W. Roberson

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EDUCATION

PhD Candidate – University of Southern California, Marshall School of Business, Los Angeles, CA **August 2021 –**
Magna cum laude – University of Richmond, Richmond, VA **August 2015 – May 2019**
Double Major: Psychology and Sociology (B.A.)

PUBLICATIONS

Tost, L. P., Hardin, A. E., **Roberson, J. W.**, & Gino, F. (2022). Different roots, different fruits: Gender-Based differences in cultural narratives about perceived discrimination produce divergent psychological consequences. *Academy of Management Journal*, 65: 1804-1834.

PROJECTS IN PROGRESS

Osborne, M. R.,* Roberson, J. W.,* & Tost, L. P. (target: Organizational Behavior and Human Decision Processes).
Delegating for diversity: Advancing diversity or imposing diversity work? Representation goals can lead managers to set aside other criteria in task assignment.

* Denotes equal contribution to first authorship. Names listed in alphabetical order.

Roberson, J. W., Townsend, S. S. M., Hall, E. V. (target: Nature Communications or Psychological Science).
Same, same, but different: Similar labels and dissimilar ideologies impact DEI support

- **Dissertation**

Roberson, J. W., Tost, L. P., & Frey, E. L. Divergent pathways to psychological entitlement

Roberson, J. W., Frey, E. L., Tost, L. P., & Vincent, L. Perceptions of intergenerational tensions and disparate expectations in multigenerational workforces

Roberson, J. W., Frey, E. L., & Tost, L. P. The effect of political ideology and generational differences on employee attitudes about corporate sociopolitical activism (CSA)

RESEARCH INTERESTS

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| ▪ Race, Bias, Discrimination | ▪ DEI, Belonging, Marginalization |
| ▪ Identity, Narratives, Organizational Framing | ▪ Intersectionality, Political Ideology |
| ▪ Entitlement and Deservingness | ▪ Corporate Sociopolitical Activism |
| ▪ Age, Generational Differences | ▪ Student Athletes, Sociology of Sport |

CONFERENCE PRESENTATIONS

(* designates primary presenter of presentation)

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- Osborne, M. R., ***Roberson, J. W.**, & Tost, L. P. (2025). *Delegating for diversity: Advancing diversity or imposing diversity work? Representation goals can lead managers to set aside other criteria in task assignment.* Academy of Management (AOM) Annual Meeting, Copenhagen, DK.
 - Osborne, M. R., ***Roberson, J. W.**, & Tost, L. P. (2025). *Delegating for diversity: Advancing diversity or imposing diversity work? Representation goals can lead managers to set aside other criteria in task assignment.* Transatlantic Doctoral Conference (TADC) Annual Conference, London, UK.
 - ***Roberson, J. W.**, Tost, L. P., & Frey, E. L. (2024). *The haves and the have nots: Divergent pathways to high entitlement.* Academy of Management (AOM) Annual Meeting, Chicago, IL.
 - ***Roberson, J. W.**, Townsend, S. S. M., & Akinola, M. N. (2024). *Overcoming barriers to allyship: Is cognitive reappraisal an effective approach?* Academy of Management (AOM) Annual Meeting, Chicago, IL.
 - ***Roberson, J. W.**, Tost, L. P., & Frey, E. L. (2024). *The haves and the have nots: Divergent pathways to high entitlement.* International Association for Conflict Management (IACM) Annual Conference, INSEAD, Singapore.
 - ***Roberson, J. W.**, Tost, L. P., & Frey, E. L. (2024). *The haves and the have nots: Attributions, fairness, and divergent pathways to high entitlement.* East Coast Doctoral Conference (ECDC), New York, NY.
 - ***Roberson, J. W.**, Townsend, S. S. M., & Akinola, M. N. (2024). *Overcoming barriers to allyship: Is cognitive reappraisal an effective approach?* Society for Personality and Social Psychology (SPSP) Annual Convention, San Diego, CA.
 - Osborne, M. R., **Roberson, J. W.**,* & Tost, L. P. (2023). *Grappling with the diversity-validity tradeoff in job task assignments.* Diversity in Management and Organizations (DMO) conference, Virtual.

- ***Roberson, J. W.**, Townsend, S. S. M., & Akinola, M. N. (2023). *Motivating allyship behavior: Overcoming barriers to allyship via cognitive appraisal*. DEI & Expertise in Racialized Organizations Mini-Conference and Paper Development Workshop, Columbia Business School, New York, NY.
- Tost, L. P., Osborne, M. R., & ***Roberson, J. W.** (2022). *Sending the wrong signal: The dysfunctional effects of using representation goals in the presence of a pipeline problem*. East Coast Doctoral Conference (ECDC), Virtual.
- ***Roberson, J. W.** & Hoyt, C. L. (2020). *Leveraging empathy to reduce social dominance orientation and colorblind ideology*. Society for Personality and Social Psychology (SPSP) Annual Convention, New Orleans, LA.
- **Roberson, J. W.** (2019). *The new age plantation: The NCAA's effect on the black student experience at university*. University of Richmond Undergraduate Research Symposium, Richmond, VA.
- d'Almeida, A., Perry, M. & ***Roberson, J. W.** (2019). *UR's hidden history: Bringing light to marginalized voices*. University of Richmond Undergraduate Research Symposium, Richmond, VA.
- ***Roberson, J. W.** & Hoyt, C. L. (2019). *Promoting positive interracial interactions: An experimental intervention*. University of Richmond Undergraduate Research Symposium, Richmond, VA.
- ***Roberson, J. W.** & Hoyt, C. L. (2019). *Promoting positive interracial interactions: An experimental intervention*. Jepson School of Leadership Student Research Symposium, Richmond, VA.
- ***Roberson, J. W.** & Hoyt, C. L. (2019). *Promoting positive interracial interactions: An experimental intervention*. Society for Personality and Social Psychology (SPSP) Annual Convention, Portland, OR.
- **Roberson, J. W.** (2019). *Reflections of our past: A 50-year legacy*. Black Student Athlete Summit, Austin, TX.
- d'Almeida, A., Perry, M., ***Roberson, J. W.**, Wolfer, E., & Xiao, R. (2018). *Team oral history: Conducting interviews with black alumni*. University of Richmond Summer Fellowship Experience, Richmond, VA.
- **Roberson, J. W.** (2018). *Rating facial expressions of anger: Negative implications of the "Mad Black Woman" stereotype*. University of Richmond Undergraduate Research Symposium, Richmond, VA.
- **Roberson, J. W.** (2018). *Reducing feelings of marginalization for black students*. University of Richmond Undergraduate Research Symposium, Richmond, VA.

CHAired CONFERENCE SYMPOSIA & INVITATIONS

(* designates symposium chair)

DEI Thought Leaders Soirée (2025). **Invited attendee** – Tuck Initiative on Workplace Inclusion, Hanover, NH

Chadha, A., Darby, C., Osborne, M. R., ***Roberson, J. W.** (2024). *Rethinking allyship: How self-awareness impacts ally motivations*. Society for Personality and Social Psychology (SPSP) Annual Convention, San Diego, CA.

GRANTS & FELLOWSHIPS

USC Graduate School Travel / Research Award	2024
Marshall School Dean's Fellowship	2021 – 2024
Marshall School Diversity, Inclusion, and Access Fellowship	2021 – 2024
Psi Chi 2018-19 Winter Unrestricted Travel Grant	2019
University of Richmond School of Arts and Sciences Undergraduate Research Travel Grant	2019
SPSP Diversity Undergraduate Registration Award	2019
The Race and Racism Project at the University of Richmond, Summer Fellowship	2018

TEACHING EXPERIENCE

Instructor – University of Southern California, Marshall School of Business

Instructor: Jacob W. Roberson, Management and Organization

Summer 2024

Course Title: BUAD 304: Organizational Behavior and Leadership (Undergraduate)

- 4.0 out of 4.0 average student eval. rating; Class Enrollment, N = 10

Teaching Assistant – University of Southern California, Marshall School of Business

Instructor: Shaun Harper, PhD, Management and Organization

Spring 2024

Course Title: MOR 534: Diversity, Equity, and Inclusion in Business (MBA)

Instructor: Eric Anicich, PhD, Management and Organization

Spring 2024

Course Title: BUAD 304: Organizational Behavior and Leadership (Undergraduate)

Instructor: Scott Wiltermuth, PhD, Management and Organization

Fall 2023

Course Title: MOR 598: Leadership and Improvisation (MBA)

<i>Instructor:</i> Leigh Tost, PhD, Management and Organization <i>Course Title:</i> MOR 569: Negotiation and Deal-Making (MBA)	Spring 2021
<i>Instructor:</i> Peter Carnevale, PhD, Management and Organization <i>Course Title:</i> MOR 469: Negotiation and Persuasion (Undergraduate)	Fall 2020
<i>Instructor:</i> Leigh Tost, PhD, Management and Organization <i>Course Title:</i> MOR 569: Negotiation and Deal-Making (MBA)	Spring 2020

PAST RESEARCH EXPERIENCE

Lab Manager – University of Southern California, Marshall School of Business <i>PI:</i> Leigh Tost, PhD – Department of Management & Organization	September 2019 – July 2021
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SERVICE

USC Marshall Department of Management and Organization	
<ul style="list-style-type: none"> Multi-Level Field Study Data Collection <i>co-coordinator</i> OB Lab <i>coordinator</i> PhD Project (MDSA) <i>student representative</i> <ul style="list-style-type: none"> <i>Represent USC Marshall in Chicago at annual recruiting conference</i> 	Spring 2022 – Present Fall 2023 – Present Fall 2021 to Present
Ad-hoc reviewer in training (i.e., informal reviewing of submitted works alongside formal reviewers)	
<ul style="list-style-type: none"> Academy of Management Journal, Organization Science 	
Conference reviewer – Academy of Management Conference, 2023	

SKILLS

Research:	
<ul style="list-style-type: none"> SPSS, R, Qualtrics, Prolific, Mechanical Turk (MTurk), Connect Research Public speaking: Strong in-person (and online) oral presenter and facilitator 	
Languages: English (fluent), Spanish (working proficiency)	
Miscellaneous: Dancing, Hyping people up, Poetry, Sports, Weightlifting, Curating playlists, Karaoke, Improv, Handstands	

MEMBERSHIP

Academy of Management (AOM)	
International Association for Conflict Management (IACM)	
The PhD Project: Management Doctoral Student Association (MDSA)	
Society for Personality and Social Psychology (SPSP)	
Society for Psychological Study of Social Issues (SPSSI)	
University of Richmond:	
Social Psychological Independent Research – Dr. Crystal Hoyt	January 2019 – February 2020
<ul style="list-style-type: none"> <i>Leveraging empathy to reduce social dominance orientation and colorblind ideology</i> 	
Sociological Independent Research – Dr. Atiya Husain	August 2018 – May 2019
<ul style="list-style-type: none"> <i>The new age plantation: The NCAA's effect on the black student experience at university</i> 	
Social Psychological Independent Research – Dr. Crystal Hoyt	January 2018 – February 2019
<ul style="list-style-type: none"> <i>Promoting positive interracial interactions: An experimental intervention</i> 	
The Race and Racism Project at the University of Richmond – Summer Fellowship	May 2018 – August 2018
<ul style="list-style-type: none"> <i>UR's hidden history: Bringing light to marginalized voices</i> 	
Social Psychological Research – Dr. Kristjen Lundberg	August 2017 – December 2017
<ul style="list-style-type: none"> <i>Rating facial expressions of anger: Negative implications of the “Mad Black Woman” stereotype</i> 	
Sociological Policy Brief – Dr. Bedelia Richards	August 2017 – December 2017
<ul style="list-style-type: none"> <i>Reducing feelings of marginalization for Black students at the University of Richmond</i> 	

HONORS & AWARDS – University of Richmond

The Mace Award	2019
The Presidential Citation Award	2019
Outstanding Civic Engagement Award	2019

Austin E. Grigg and Helen W. Grigg Award	2019
James A. Sartain Award	2019
Scholar-Athlete of the Year, School of Arts and Sciences	2018
Hunter B. Keck Presidential Scholarship	2018
UR Class of 1964 Scholarship	2018
Sociology Henry H. Stewart Scholarship	2018
The Omicron Delta Kappa Society, Inc.	2018
Mortar Board	2018
Psi Chi	2018
Alpha Kappa Delta	2018
Sigma Alpha Pi	2018
Phi Eta Sigma	2016
Dean's List	Spring 2016 - Spring 2020
The Richmond College Medal	2019
Richmond College's Pinchbeck Prize	2018
Richmond College's Metcalf Prize	2017

ACTIVITIES & EXTRACURRICULARS

Anti-Racist Resource Spreadsheet	June 2020
<ul style="list-style-type: none"> ▪ Resource collection curated in the wake of perpetual anti-Black violence sweeping the nation and worldwide in the spring and summer of 2020 	
University of Richmond Varsity Football Team	June 2015 – December 2018
<i>Scholar-Athlete, Defensive Back</i>	
Dean's Student Advisory Board (DSAB), University of Richmond	January 2018 – May 2019
<i>School of Arts and Sciences (A&S), Appointed Student Representative</i>	
UR Mentoring Network, University of Richmond, Armstrong High School	August 2017 – May 2019
<i>Vice President, Co-Founder, August 2017 through May 2019</i>	
Student-Athlete Advisory Committee (SAAC), University of Richmond	October 2016 – May 2019
Education Subcommittee of the President's Advisory Committee (PAC)	September 2017 – May 2018
<i>University of Richmond, Office of the President, Appointed Student Representative</i>	
University of Richmond Varsity Football Team Leadership Council	January 2016 – March 2017
Students Engaging in and Enacting a Dialogue on Service (SEEDS), University of Richmond	March 2017
<i>Dulac and New Orleans, Louisiana</i>	