

Jacob W. Roberson

jwrobers@usc.edu

804-912-6916

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. (targeting JAP submission). 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

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

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

Townsend, S. S. M., Hall, E. V., Roberson, J. W., & Nat, S. DEI Labels: How appropriation leads to aversion

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)

Roberson, J. W., Townsend, S. S. M., & Akinola, M. Is cognitive reappraisal an effective intervention to augment allyship?

Harper, S., Mada, A., & Roberson, J. W. Co-editing book, “Contemporary DEI Cases in Business”

RESEARCH INTERESTS

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| ▪ Race, Bias, Discrimination, Inequality | ▪ DEI, Belonging, Marginalization |
| ▪ Psychological Entitlement | ▪ Intersectionality, Interracial Interactions |
| ▪ Age, Generational Differences | ▪ Multiracial Individuals, Identity and Self |
| ▪ Corporate Sociopolitical Activism | ▪ Student Athletes, Sociology of Sport |

CONFERENCE PRESENTATIONS

(* designates primary presenter of presentation)

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- ***Roberson, J. W.**, Tost, L. P., & Frey, E. L. (2024). *The haves and the have nots: Attributions, fairness, and divergent pathways to high entitlement*. Academy of Management (AOM), Chicago, IL.
 - ***Roberson, J. W.**, Tost, L. P., & Frey, E. L. (2024). *The haves and the have nots: Attributions, fairness, and divergent pathways to high entitlement*. International Association for Conflict Management (IACM), 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 via cognitive appraisal: 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 & FELLOWSHIPS

(* designates symposium chair)

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 – \$1,500	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 – \$1,281	2019
University of Richmond School of Arts and Sciences Undergraduate Research Travel Grant – \$750	2019
SPSP Diversity Undergraduate Registration Award – \$160	2019
The Race and Racism Project at the University of Richmond, Summer Fellowship – \$4,000	2018

TEACHING EXPERIENCE

Instructor – University of Southern California, Marshall School of Business	
<i>Instructor:</i> Jacob W. Roberson, Management and Organization	Summer 2024
<i>Course Title:</i> BUAD 304: Organizational Behavior and Leadership (Undergraduate)	
Teaching Assistant – University of Southern California, Marshall School of Business	
<i>Instructor:</i> Shaun Harper, PhD, Management and Organization	Spring 2024
<i>Course Title:</i> MOR 534: Diversity, Equity, and Inclusion in Business (MBA)	
<i>Instructor:</i> Eric Anicich, PhD, Management and Organization	Spring 2024
<i>Course Title:</i> BUAD 304: Organizational Behavior and Leadership (Undergraduate)	
<i>Instructor:</i> Scott Wiltermuth, PhD, Management and Organization	Fall 2023
<i>Course Title:</i> MOR 598: Leadership and Improvisation (MBA)	
<i>Instructor:</i> Leigh Tost, PhD, Management and Organization	Spring 2021
<i>Course Title:</i> MOR 569: Negotiation and Deal-Making (MBA)	
<i>Instructor:</i> Peter Carnevale, PhD, Management and Organization	Fall 2020
<i>Course Title:</i> MOR 469: Negotiation and Persuasion (Undergraduate)	
<i>Instructor:</i> Leigh Tost, PhD, Management and Organization	Spring 2020
<i>Course Title:</i> MOR 569: Negotiation and Deal-Making (MBA)	

SERVICE

USC Marshall Department of Management and Organization OB Lab coordinator **Fall 2023 – Present**
Ad-hoc reviewer in training (i.e., informal reviewing of submitted works alongside formal reviewers)
• Academy of Management Journal, Organization Science
Conference reviewer – Academy of Management Conference 2023

PAST RESEARCH EXPERIENCE

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

University of Richmond:

Social Psychological Independent Research – Dr. Crystal Hoyt **January 2019 – February 2020**

- Drawing on an empathy framework, we tested an approach to reduce social dominance orientation and colorblind ideology finding initial support for leveraging empathy as a tool to weaken anti-egalitarian sentiment and promote social justice

Sociological Independent Research – Dr. Atiya Husain **August 2018 – May 2019**

- Conducted focus groups with current student athletes with the goal of analyzing how the student athlete experience differs across race, ethnicity, and culture

Social Psychological Independent Research – Dr. Crystal Hoyt **January 2018 – February 2019**

- Researched the role of pluralistic ignorance and anxiety in interracial interactions using an experimental, intervention research approach

The Race and Racism Project at the University of Richmond – Summer Fellowship **May 2018 – August 2018**

- Interdisciplinary research uncovering and analyzing original documents regarding the racial history of UR
 - Produced [inaugural collection](#) of an oral history specific to Black alumni from UR

Social Psychological Research – Dr. Kristjen Lundberg **August 2017 – December 2017**

- Researched the interaction of race and gender on individual's perceptions of anger

Sociological Policy Brief – Dr. Bedelia Richards **August 2017 – December 2017**

- Using existing data from University of Richmond archives and analyzing pre-existing policies from other institutions, I drafted and disseminated [a policy brief](#) directed toward University of Richmond administration with recommendations to reduce the feelings of marginalization of Black students at the University of Richmond

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 , <i>University of Southern California</i>	June 2020
▪ 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 <i>Scholar-Athlete, Defensive Back</i>	June 2015 – December 2018
Dean’s Student Advisory Board (DSAB) , <i>University of Richmond</i> <i>School of Arts and Sciences (A&S), Appointed Student Representative</i>	January 2018 – May 2019
UR Mentoring Network , <i>University of Richmond, Armstrong High School</i> <i>Vice President, Co-Founder, August 2017 through May 2019</i>	August 2017 – May 2019
Student-Athlete Advisory Committee (SAAC) , <i>University of Richmond</i>	October 2016 – May 2019
Education Subcommittee of the President’s Advisory Committee (PAC) <i>University of Richmond, Office of the President, Appointed Student Representative</i>	September 2017 – May 2018
University of Richmond Varsity Football Team Leadership Council	January 2016 – March 2017
Students Engaging in and Enacting a Dialogue on Service (SEEDS) , <i>University of Richmond</i> <i>Dulac and New Orleans, Louisiana</i>	March 2017

SKILLS

Research:

- 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, Hying people up, Poetry, Sports, Weightlifting, Curating playlists, Karaoke, Improv, Handstands

MEMBERSHIP

The PhD Project: Management Doctoral Student Association (MDSA)

Academy of Management (AOM)

Society for Personality and Social Psychology (SPSP)

Society for Psychological Study of Social Issues (SPSSI)

International Association for Conflict Management (IACM)