

# Jacob W. Roberson

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## EDUCATION

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PhD Student – 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

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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.

† F. Gino was not involved in data collection or analysis for any of the published studies.

See OSF page for details here: <http://tinyurl.com/OSFDifferentRoots>

**Roberson, J. W.** (2019). Falling from grace: From celebration to condemnation. In S. T. Allison (Ed.), *Core concepts in heroism science*. Richmond: Palsgrove

## PROJECTS IN PROGRESS

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**Tost, L. P., Osborne, M. R., & Roberson, J. W. (targeting OBHDP submission).** Grappling with the diversity-validity tradeoff in job task assignments

**Roberson, J. W., Tost, L. P., & Frey, E. L.** Racial differences in psychological entitlement

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

**OB Research in collaboration with Dr. Scott Wiltermuth and Dr. Laura Neimi**

- Exploring whether people seek out more moral opinions when in more diverse environments

**OB Research in collaboration with Dr. Sarah Townsend and Modupe Akinola**

- Investigating how individuals with privileged identities navigate social threat and allyship

## RESEARCH INTERESTS

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| ▪ Race, Bias, Discrimination                    | ▪ Corporate Sociopolitical Activism          |
| ▪ Interracial Interactions                      | ▪ Multiracial Individuals, Identity and Self |
| ▪ Multidimensional Diversity, Intersectionality | ▪ Field Research, Interventions              |
| ▪ Inclusion, Belonging, Marginalization         | ▪ Student Athletes, Sociology of Sport       |

## CONFERENCES & PRESENTATIONS

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(\* designates primary presenter of presentation)

- **\*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.**, & Gino, F. (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.
- Tost, L. P., **\*Osborne, M. R.**, **Roberson, J. W.**, & Gino, F. (2021). *Sending the wrong signal: Representation goals can unintentionally disadvantage those they are intended to help*. Academy of Management (AOM) Annual Conference, 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.

## CONFERENCE SYMPOSIA

(\* 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.  
[symposium accepted]

**\*Osborne, M. R.,** Tost, L. P., **Roberson, J. W.,** & Gino, F. (2021). *The Path to Gender Representation: Finding the Way and Avoiding the Pitfalls*. Academy of Management (AOM) Annual Conference.

- *Selected as a Showcase Symposium*

## GRANTS & FELLOWSHIPS

<b>Marshall School Dean's Fellowship</b>	<b>2021 – 2024</b>
<b>Marshall School Diversity, Inclusion, and Access Fellowship</b>	<b>2021 – 2024</b>
<b>Psi Chi 2018-19 Winter Unrestricted Travel Grant – \$1,281</b>	<b>2019</b>
<b>University of Richmond School of Arts and Sciences Undergraduate Research Travel Grant – \$750</b>	<b>2019</b>
<b>SPSP Diversity Undergraduate Registration Award – \$160</b>	<b>2019</b>
<b>The Race and Racism Project at the University of Richmond, Summer Fellowship – \$4,000</b>	<b>2018</b>

## EXPERIENCE

<b>Lab Manager – University of Southern California, Marshall School of Business</b>	<b>September 2019 – July 2021</b>
<i>PI: Leigh Tost, PhD – Department of Management &amp; Organization</i>	
<b>Teaching Assistant – University of Southern California, Marshall School of Business</b>	
<i>Instructor: Scott Wiltermuth, PhD, Management and Organization</i>	<b>Fall 2023</b>
<i>Course Title: MOR 598: Leadership and Improvisation (MBA)</i>	
<i>Instructor: Leigh Tost, PhD, Management and Organization</i>	<b>Spring 2021</b>
<i>Course Title: MOR 569: Negotiation and Deal-Making (MBA)</i>	
<i>Instructor: Peter Carnevale, PhD, Management and Organization</i>	<b>Fall 2020</b>
<i>Course Title: MOR 469: Negotiation and Persuasion (Undergraduate)</i>	
<i>Instructor: Leigh Tost, PhD, Management and Organization</i>	<b>Spring 2020</b>
<i>Course Title: MOR 569: Negotiation and Deal-Making (MBA)</i>	

## SERVICE

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**Ad-hoc reviewer in training** (i.e., informal reviewing of submitted works alongside formal reviewers) – **AMJ**  
**Conference reviewer** – **Academy of Management Conference 2023**

## PAST RESEARCH EXPERIENCE – *University of Richmond*

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**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*

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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

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**Anti-Racist Resource Spreadsheet, University of Southern California**

**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

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

## SKILLS

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**Research:** SPSS, R, Qualtrics, Prolific, Mechanical Turk (MTurk), Turk Prime, Microsoft Office Suite, Google Suite, Hindenburg Radio Editing Software. Strong in-person oral presenter and facilitator, and ever-improving skills in online instructing and moderating (e.g. Zoom, Microsoft Teams, Google Hangouts, Slack)

**Languages:** English (fluent), Spanish (working proficiency)

**Miscellaneous:** Dancing, Hying people up, Poetry, Sports, Weightlifting, Curating playlists, Handstands

## MEMBERSHIP

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**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)**