

James T. Carter

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EDUCATION

Columbia Business School, Columbia University, New York, NY

Ph.D., *Management*

Expected May 2023

M.Phil., *Management*

February 2020

Rice University, Houston, TX

B.A. with Distinction in Research and Creative Works in Psychology with Honors & English

May 2017

AWARDS & HONORS

Linda Faye Williams Social Justice Prize, Rice University (2020)

OADI Research Collective Scholar, Columbia University (2019-2020)

BIG Ideas Doctoral Workshop, Harvard Business School (2019)

20 Under 30, Rice Magazine (2018)

Office of the Provost's Diversity Recruitment Fellowship, Columbia University (2017)

Jenessa Shapiro Award for Best Undergraduate Honors Thesis, Rice University (2017)

John W. Brelsford Award for Superior Scholarship, Leadership, or Service, Rice University (2017)

Student Association Peer Mentorship Award, Rice University (2017)

Paul & Ruth Pfeffer Award, Rice University (2017)

The Soorya Avali Memorial Award, Rice University (2016)

Segal AmeriCorps Education Award (2012 & 2013)

GRANTS & FUNDING

Grants:

NTR-INGRoup Grant for Research Contributing to the Understanding of Groups. Project Title:

Perceptions of Authenticity and Impression Management in Interracial Interactions. Co-PI with Rebecca Ponce de Leon (PI) and Ashleigh Rosette (Co-PI). Grant Amount: \$10,000 (2020)

Dr. Bill Wilson Student Initiative Grant. Project Title: *Diversity & Inclusion Dialogue Series*. Grant Amount: \$3,100 (2017)

Dr. Bill Wilson Student Initiative Grant. Project Title: *Channeling Passion into Action Conference on Black Liberation and Activism*. Grant Amount: \$3,000 (2016)

Social Sciences Undergraduate Research Enterprise Grant, Rice University. Project Title: *Weaves & Afros: An Investigation of Black Hairstyles on Hiring Processes*. Grant Amount: \$1,1000 (2015)

Other Funding:

Gateway Travel Award, Rice University (2017) \$250

Gateway Travel Award, Rice University (2015) \$250

PEER-REVIEWED PUBLICATIONS

Hall, E., Townsend, S., & **Carter, J.T.** (in press). What's in a Name? The Hidden Historical Ideologies Embedded in the Black and African American Racial Labels. *Psychological Science*.

*Boykin, C. M., *Brown, N. D., ***Carter, J. T.**, *Dukes, K., *Green, D., *Harrison, T., *Hebl, M., *McCleary-Gaddy, A., *Membere, A., *McJunkins, C., *Simmons, C., *Singletary Walker, S., *Smith, A.N., & *Williams, A. D. (2020). Anti-Racist Actions and Accountability: Not More Empty Promises. *Equality, Diversity and Inclusion: An International Journal*, 39(7), 775–786. <https://doi.org/10.1108/EDI-06-2020-0158>

Manuscripts Under Review:

*Bailey, E., ***Carter, J. T.**, Galinsky, A., & Iyengar, S. Status and Authenticity. Under Review at *Organizational Behavior and Human Decision Processes*

Carter, J. T., & Ponce de Leon, R. Double Jeopardy and Intersectional Invisibility. R&R at *Research in Social Issues in Management*.

Carter, J.T., & Mason, M. F. Previous Salaries & Diminishing Wage Gaps. Under Review at *Organizational Behavior and Human Decision Processes*

Carter, J.T., Cao, J., Phillips, K. W., & Galinsky, A. Team Diversity and Information Acquisition. Under Review at *Academy of Management Discoveries*.

King, D. D., Birch, A., Johnson, L., **Carter, J.T.**, Burrows, D., & Samuel, N. Anti-Black racism in organizational scholarship. Under Review at *Journal of Business & Psychology*.

Lewis, A.C., Marlow, S., Park, H., & **Carter, J. T.** Inclusive Entrepreneurial Ecosystems. R&R at *Academy of Management Review*.

Working Papers:

*Abraham, M. A., *Burbano, V. C., & ***Carter, J. T.** Diversity & Decoupling in Organizations. Manuscript in Preparation (*Target: Organization Science*).

Bailey, E., **Carter, J. T.**, Galinsky, A. Status & Benefits to Essential Workers. Manuscript in Preparation (*Target: Organizational Behavior and Human Decision Processes*).

Carter, J. T., Bailey, E., Galinsky, A. Gratitude & Scarcity During the Pandemic. Manuscript in Preparation (*Target: Science*).

Selected Research in Progress:

Abraham, M. A., Bothelo, T., & **Carter, J. T.** Placement & Evaluation. (*Data Collection*)

Akinola, M., Page-Gould, E., Miller, I., & **Carter, J. T.** Policing & Teams. (*Date Analysis*)

Carter, J.T.*, Yearwood, S.*, Block, C., & Phillips, K. W. Intersectionality & Performance Invisibility. (*Data Collection*)

Ponce de Leon, R., **Carter, J. T.**, & Rosette, A. Pandering in Interracial Interactions. (*Data Collection*)

Portocarrero, S. V., & **Carter, J. T.** Status Dynamics in Organizations. (*Abstract Accepted: RSF: The Russell Sage Foundation Journal of the Social Sciences*).

Mazzelli, A., Mai, K. M., & **Carter, J. T.** Racial Discrimination & Pro-group Behavior. (*Data Collection*)

OTHER PUBLICATIONS

Nabiullin, A., Lee, C., Ozseker, O., **Carter, J. T.**, Pang, K., & Huang, S. (July 2016). Past and Present Private-Sector Connections: A Cross-Cultural Examination of Business Professor's Career Transitions and Industry Engagement. Social Sciences Gateway, available: https://issuu.com/turningpoints/docs/gsl2016_draft_final

POSTERS & PRESENTATIONS

Carter J. T., Abraham, M. A., Burbano, V. C. (2021, August). *The Risky Business of Organizational Claims: Effects of (In)consistency Between Claims and Outcomes*. Paper presented at the at the 81st annual Academy of Management Conference, symposium on The Consequences of Self- and Other-Signaling on Diversity-Related Cognitions and Decisions (Co-Chairs, J. Carter & E. Kirgios)—Virtual.

Carter J. T., Mazzelli, A., Mai, M. K. (2021, August). *Together We Thrive: How Racial Discrimination Leads to Pro-group Helping and Voicing*. Paper presented at the at the 81st annual Academy of Management Conference, symposium on Strengths from Disadvantage: Toward a Broader Understanding of the Consequences of Social Inequality (Chair, G. Lopiano)—Virtual.

Carter J. T., Bailey, E. Iyengar, S. (2021, August). *The Risky Business of Organizational Claims: Effects of (In)consistency Between Claims and Outcomes*. Paper presented at the at the 81st annual Academy of Management Conference, symposium on The Structural, Organizational, and Societal Shape of Authenticity (Co-Chairs, E. Bailey & R. Ponce de Leon)—Virtual.

Carter J. T., & Mason, M. F. (2021, April). *Do Salary History Bans Make Way for More Equitable Wages? Insights from Experimental Research*. Paper presentation at the East Coast Doctoral Conference—New York City, New York.

Carter J. T., Abraham, M. A., Burbano, V. C. (2020, October). *What's the Value of Talking the Talk: Consequences of (In)Consistency between Social Claims and Actions on Stakeholder Perceptions*. Paper presentation at the inaugural Stanford GSB Rising Scholars Conference — Virtual; Stanford, CA

Carter J. T., Abraham, M. A., Burbano, V. C. (2020, March). *The Diversity Disconnect: The Effects of Diversity Decoupling in Organizations*. Paper presentation at the East Coast Doctoral Conference—New York City, New York.

Carter J. T., (2020, February). “An Ostrich Effect: Team Composition and Information Acquisition” Poster presented at the “Bringing Intragroup Processes Back to Social

Psychology” Preconference at the 21st annual Society of Personality and Social Psychology Conference—New Orleans, Louisiana.

Carter J. T., Abraham, M. A., Burbano, V. C. (2020, February). *The Diversity Disconnect: The Effects of Diversity Decoupling in Organizations*. Paper presented at the at the 21st annual Society of Personality and Social Psychology Conference, symposium on Diversity Perceptions and Decision-making are Shaped by Strategic Motives (Co-Chairs, E. Kirgios & C. J. He)—New Orleans, Louisiana.

“Integrate, Initiate, Innovate! Bridging the Gap in Diversity & Inclusion Field Research” (2019, August). Professional Development Workshop at the 79th annual Academy of Management Conference—Boston, MA. Co-Organizer.

“Moving Beyond the Conversation: Building a Research Agenda to Create More Inclusive Organizations” (2018, August). Professional Development Workshop at the 78th annual Academy of Management Conference—Chicago, IL. Co-Organizer.

Carter J. T., Carter, A. B., Phillips, K. W. (2018, May). *Think Diverse, Think Black: Perceived Diversity in Group Composition?* Data Blitz presentation at the East Coast Doctoral Conference—New York City, New York.

Corrington, A., Nitttrouer, C., Moreno, C., Mendoza, S., Hebl, M., **Carter, J.** (2018, April). *Perceptions of Organizations that Endorse Black Lives Matter: Not so Black and White?* Paper presented at the 33rd annual Society of Industrial and Organizational Psychology conference, symposium titled “Organizations’ Signals of Identity Safety Versus Threat for Underrepresented Groups” (Chair, L. Ashburn-Nardo)—Chicago, IL.

Carter J. T., Corrington A. R., Nitttrouer C. L., Trump-Steele R. E., Moreno C., & Hebl M. (2017, May). *Weaves and Afros: Do Hairstyles Influence Employers?* Poster presentation at the 29th Annual Association for Psychological Science (APS) Convention—Boston, Massachusetts. **Honorable Mention, APS RISE Award**

Carter J. T. (2016, November) *Organizational Justice and its Outcomes: Antecedents of Inclusion and Retention*. Research presentation presented at the 2016 Mellon Mays Undergraduate Fellowship Southeastern Regional Conference—Atlanta, Georgia.

Carter J. T. & Williams E. (2016, May) *Inclusion & Retention: An Exploration of Justice and its Outcomes*. Research presentation presented at the annual Organizational Science Summer Institute Research Symposium— Charlotte, North Carolina.

Carter J. T., Gardner D., Nitttrouer C., Trump R., & Hebl M. (2015, May). *What’s in a bi-gendered name? Are you too communal/ agentic for me to hire?* Poster presentation at the 27th Annual Association for Psychological Science (APS) Convention—New York, New York.

Carter J. T., Mautz S., & Pennebaker J.W. (2014, August). *Accessing Class Resources to No Avail: The Relationship Between Socioeconomic Class and Grades*. Poster presentation at the 9th Annual Summer Undergraduate Research Experience Symposium at the University of Texas at Austin – Austin, Texas.

INVITED PRESENTATIONS

Women's Business Leadership in Tech, Columbia Business School (2021)
Internal Management Seminar, Columbia Business School (2020)
Social & Moral Cognition Lab, Columbia University – PI, Larisa Heiphetz (2020)
Social Perception, Action, & Motivation Lab, New York University – PI, Emily Balcetus (2020)
Center for the Study of Wealth & Inequality, Columbia University – Faculty Directors, Seymour Spilerman & Thomas DiPrete (2020)

PROFESSIONAL ORGANIZATIONS & SERVICES

East Coast Doctoral Conference, Co-Organizer (2020)
Society for Personality and Social Psychology, Member (2019)
SPSP Student Committee, Member-at-Large (2020—2021)
Academy of Management, Member (2017-Present)
Conference Reviewer, GDO & OB (2018—Present)
The PhD Project, Participant (2016)
Management Doctoral Student Association (MDSA), (2017—Present)
Mellon Mays Undergraduate Fellowship, Fellow (2016-2017)
Association for Psychological Science (APS), Student Affiliate (2015—2018)
APS Student Caucus Student Grant Competition, Reviewer (2015)

LEADERSHIP EXPERIENCE & OTHER ASSOCIATIONS

<i>Columbia Business School</i> PhD Student Representative, Management Division	January 2020- January 2021
<i>Columbia Business School</i> CBS Reflects, Board Member	August 2020- Present
<i>Columbia Business School</i> PhD Council Member, Social Chair	October 2018- Present
<i>Columbia University</i> Race, Ethnicity, Inclusion Task Force	September 2017- May 2018
<i>Rice University</i> Associate Vice President, Rice Student Association	March 2016-March 2017
<i>Rice University</i> Center for Teaching Excellence Undergraduate Advisory Board	March 2016-March 2017

RESEARCH EXPERIENCE

<i>Rice University—Department of Psychology</i> Industrial/Organizational Psychology Research Assistant	August 2013—May 2017
<i>Rice University – Humanities Research Center</i>	June 2016 – August 2016

Summer Undergraduate Research Fellow

University of North Carolina, Charlotte—Department of Organizational Science
Organizational Science Summer Institute Fellow

May 2016

Rice University & University of Hawaii at Manoa

Research Assistant in the Public and Digital Humanities

June 2015 – January 2017

Rice University – School of Social Sciences

Gateway Study of Leadership Research Fellow

August 2015 – May 2016

University of Texas, Austin—Department of Psychology

Social/Personality Psychology Research Assistant

May 2014—August 2014

TEACHING EXPERIENCE

Columbia Business School

Power & Influence (MBA; Teaching Assistant)

- Spring 2021

Lead: People, Teams, and Organizations (MBA; Teaching Assistant)

- Fall 2017, Spring 2018, Fall 2018, Fall 2019, Spring 2020, Fall 2020

Managerial Negotiations (MBA, EMBA; Teaching Assistant)

- Spring 2018, Fall 2018, Spring 2019, Spring 2020

Executive Leadership (EMBA; Teaching Assistant & Guest Lecturer)

- Fall 2018, Fall 2019, Fall 2020

Leading Diversity in Organizations (MBA, EMBA; Teaching Assistant)

- Spring 2019

Rice University

Introduction to Industrial/Organizational Psychology (Undergraduate; Guest Lecturer)

- Summer 2020

Psychology of the Black Experience (Undergraduate; Instructor of Record)

- Spring 2014