

James T. Carter

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EDUCATION

Columbia Business School, Columbia University, New York, NY

Ph.D., *Management*

Expected May 2022

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 Pfeiffer 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

*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*.

Manuscripts Under Review:

Bailey, E., **Carter, J. T.**, Galinsky, A. Status & Benefits to Essential Workers. Under Review at *Journal of Applied Psychology*.

*Bailey, E., ***Carter, J. T.**, Galinsky, A., & Iyengar, S. Status and Authenticity. Under Review at *Journal of Personality & Social Psychology*.

Hall, E., Townsend, S., & **Carter, J.T.** Racial Label Imprinting: Origins & Consequences. Under Review at *Psychological Science*.

Manuscripts in Preparation:

*Abraham, M. A., *Burbano, V. C., & ***Carter, J. T.** Diversity & Decoupling in Organizations. Manuscript in Preparation.

Carter, J.T., & Mason, M. F. Previous Offers & Diminishing Wage Gaps. Manuscript in Preparation.

Carter, J.T.*, Cao, J.*, Phillips, K. W., & Galinsky, A. Team Diversity and Information Acquisition. Manuscript in Preparation.

Lewis, A.C., Marlow, S., Park, H., **Carter, J. T.** Building Inclusive Entrepreneurial Ecosystems. Manuscript in Preparation.

Selected Research in Progress:

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

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

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

Carter, J. T., Corrington, A., Nittrouer, C. L., Trump-Steele, R. C. E., Moreno, C., & Hebl, M. Weaves and Afros: Do Hairstyles Influence Employers? (*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. (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.**, (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., Nittrouer, 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., Nittrouer 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., Nittrouer 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). *Assessing 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

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 Balcetis (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

Columbia Business School January 2020- January 2021
PhD Student Representative, Management Division

Columbia Business School August 2020- Present
CBS Reflects, Board Member

Columbia Business School October 2018- Present
PhD Council Member, Social Chair

Columbia University September 2017- May 2018
Race, Ethnicity, Inclusion Task Force

Rice University March 2016-March 2017
Associate Vice President, Rice Student Association

Rice University March 2016-March 2017
Center for Teaching Excellence Undergraduate Advisory Board

RESEARCH EXPERIENCE

Rice University—Department of Psychology August 2013—May 2017
Industrial/Organizational Psychology Research Assistant

Rice University – Humanities Research Center June 2016 – August 2016
Summer Undergraduate Research Fellow

University of North Carolina, Charlotte—Department of Organizational Science May 2016
Organizational Science Summer Institute Fellow

Rice University & University of Hawaii at Manoa June 2015 – January 2017
Research Assistant in the Public and Digital Humanities

Rice University – School of Social Sciences August 2015 – May 2016
Gateway Study of Leadership Research Fellow

University of Texas, Austin—Department of Psychology May 2014—August 2014
Social/Personality Psychology Research Assistant

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