

CLARISSA ISABEL CORTLAND

CONTACT INFORMATION

UCL School of Management
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 Canary Wharf, London, E14 5AA

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ACADEMIC EMPLOYMENT

2020-present	Assistant Professor, Organisations & Innovation University College London (UCL) School of Management, London, UK
2017-2020	Post-Doctoral Research Fellow, INSEAD (Asia Campus), Singapore <i>Department of Organisational Behaviour / INSEAD Gender Initiative</i>

EDUCATION

2011-2017	University of California, Los Angeles (UCLA), Los Angeles, CA <i>Ph.D.: Psychology (Social Area) / Minor: Quantitative Psychology</i> <i>Dissertation: Are Ingroup Members Helpful or Harmful under Conditions of Stereotype Threat?</i> <i>Primary Advisor: Jenessa Shapiro</i>	June 2017
2009-2011	Columbia University, New York, NY <i>M.A.: Quantitative Methods in the Social Sciences</i>	May 2011
2003-2007	Cornell University, Ithaca, NY <i>B.A.: Psychology (Concentration: French Studies)</i>	May 2007

FELLOWSHIPS/AWARDS/HONORS

2025	AOM OB Division Award for Best Symposium (runner-up)
2023-present	Fellow, Society of Experimental Social Psychology (SESP)
2017	Harold H. Kelley Award for Best Basic Research Paper, UCLA Psychology
2016-2017	Dissertation Year Fellowship, UCLA
2016	Bertram H. Raven Award for Best Social Issues Research Paper, UCLA Psychology
2015	SPSP 2015 Summer Institute in Social and Personality Psychology
2014	SPSSI Graduate Student Diversity Travel Award
2014	SPSP Student Poster Award Winner (runner-up)
2013-2014	Graduate Research Mentorship Program award, UCLA
Summer 2012/2013	Graduate Summer Research Mentorship Program award, UCLA
2011-2015	Eugene V. Cota-Robles Fellowship, UCLA
2003-2007	Dean's List, College of Arts & Sciences, Cornell University

PUBLICATIONS

Peer-Reviewed Journal Articles:

Brands, R. A., Ozgumus, E., Huang, L., Rattan, A., & **Cortland, C. I.** (2025). When form leads to function: Network closure and social identity threat among women entrepreneurs. *Personnel Psychology*, 78(4): 452-472.

Cortland, C. I., & Kinias, Z. (2025). Adding fuel to the collective fire: Stereotype threat, solidarity, and support for change. *Personality and Social Psychology Bulletin*, 51(5): 808-827.

Adbi, A., Chatterjee, C., **Cortland, C. I.**, Kinias, Z., & Singh, J. (2021). Women's disempowerment and preferences for skin lightening products that reinforce colorism: Experimental evidence from India. *Psychology of Women Quarterly*, 45(2): 178-193. [author names in alphabetical order]

Cortland, C. I., & Kinias, Z. (2019). Stereotype threat and women's work satisfaction: The importance of role models. *APA Archives of Scientific Psychology, Special Section: Advancing Gender Equality in the Workplace*, 7(1): 81-89.

Cortland, C. I., Shapiro, J. R., Guzman, I. Y., & Ray, L. A. (2019). The ironic effects of stigmatizing smoking: Combining stereotype threat theory with behavioral pharmacology. *Addiction*, 114(10): 1842-1848.

Cortland, C. I., Craig, M. A., Shapiro, J. R., Richeson, J. A., Neel, R., & Goldstein, N. J. (2017). Solidarity through shared disadvantage: Highlighting shared experiences of discrimination improves relations between stigmatized groups. *Journal of Personality and Social Psychology*, 113(4): 547-567.

Lick, D. J., **Cortland, C. I.**, & Johnson, K. L. (2016). The pupils are the windows to sexuality: Pupil dilation as a visual cue to others' sexual interest. *Evolution and Human Behavior*, 37(2): 117-124.

Cutler, J.L., Harding, K.J., Epstein, L.A., **Cortland, C.I.**, & Graham, M.J. (2012). Reducing medical students' stigmatization of people with chronic mental illness: A field intervention at the "Living Museum" State Hospital Art Studio. *Academic Psychiatry*, 36(3): 191-196.

Curry, S., **Cortland, C.I.**, & Graham, M.J. (2011). Role-modeling in the operating room: Medical student observations of exemplary behavior. *Medical Education*, 45(9): 946-957.

Manuscripts Under Review/In Preparation:

Cortland, C. I., & Klotz, A. (invited revision). Non-mother stigmatization at work.

Cortland, C. I., & Kinias, Z. (in prep). Leveraging social impact leadership identity centrality to increase organizational gender equity.

Cortland, C. I., Brands, R. A., & Rattan, A. (in prep). A Process Theory of Social Identity Threat Generated by Ingroup Members

Cortland, C. I., & Shapiro, J. R. (in prep). Are ingroup members helpful or harmful under conditions of stereotype threat?

Cortland, C. I., Ma, A., & Savani, K. (in prep). Changing the definition of agentic leadership to undercut stereotype threat for women leaders.

Cortland, C. I., Tsay, C.-J. (in prep). Gender and race differences in depicting the self as a natural vs. striver in leadership success narratives.

Writings for Non-Academic Audiences & Media Mentions:

BBC Worklife (May 22, 2023). Why People Reward Innate Talent Over Hard Work.

<https://www.bbc.com/worklife/article/20230517-why-people-reward-innate-talent-over-hard-work>

UCL School of Management: News (May 23, 2022). UCL School of Management's First Annual UCL Diversity Research Day. https://www.mgmt.ucl.ac.uk/news/ucl-school-managements-first-annual-ucl-diversity-research-day?fbclid=IwAR0m1u_13snzthZabeopyPMp4uXfT5KMOzkjMpTv4l9LXK-YMAv8ir4c2TY

Business Graduates Association (July 5, 2021). Addressing Hidden Identity Threats in the Diverse Workplace. <https://businessgraduatesassociation.com/addressing-hidden-identity-threats-in-the-diverse-workplace/>

UCL School of Management: Blog (March 8, 2021). What Has 2020 Meant for Women's Equality.

<https://www.mgmt.ucl.ac.uk/blog/what-has-2020-meant-women%E2%80%99s-equality>

The Wall Street Journal (June 8, 2020). Shaming Smokers Can Backfire.

<https://www.wsj.com/articles/shaming-smokers-can-backfire-11591640792>

UCLA Anderson Review (November 13, 2019). Being Stigmatized by Stereotypes Feeds Anxiety and Depletes Self-Control. https://www.anderson.ucla.edu/faculty-and-research/anderson-review/smoking-stereotype?fbclid=IwAR2QXfkgbRQiiPoAK0_SZg28fqAtWlocVVC_1ZtifDyf9-V2gBNlzd_mzUM

INSEAD Hoffmann Global Institute for Business and Society (June 12, 2019). Global Impact Survey Shows Transformative Potential of INSEAD Community. <https://www.insead.edu/centres/the-hoffmann-global-institute-for-business-and-society/stories/global-impact-survey-shows-transformative-potential-of-insead-community>

INSEAD Knowledge (May 3, 2019). Building Gender Balance Against the Odds.

<https://knowledge.insead.edu/leadership-organisations/building-gender-balance-against-the-odds-11456>

INSEAD Knowledge (April 15, 2019). What Makes for Inclusive Working Cultures?

<https://knowledge.insead.edu/leadership-organisations/what-makes-for-inclusive-working-cultures-11351>

INSEAD Knowledge (March 29, 2019). Creating More Economic Equality for Women.

<https://knowledge.insead.edu/blog/insead-blog/creating-more-economic-equality-for-women-11256>

INSEAD Knowledge (March 8, 2019). Freeing Women – and Men – From Gender Stereotypes.

<https://knowledge.insead.edu/blog/insead-blog/freeing-women-and-men-from-gender-stereotypes-11136>

INSEAD Knowledge (October 29, 2018). Building Gender Balance Through Behavioural Design.
<https://knowledge.insead.edu/blog/insead-blog/building-gender-balance-through-behavioural-design-10331>

INSEAD Knowledge (May 15, 2018). Social Support Sets Women Up for Success at Work.
<https://knowledge.insead.edu/blog/insead-blog/social-support-sets-women-up-for-success-at-work-9111>

INSEAD Knowledge (April 27, 2018). Gender Balance: Moving From Awareness to Action.
<https://knowledge.insead.edu/leadership-organisations/gender-balance-moving-from-awareness-to-action-8976>

INSEAD Knowledge (April 12, 2018). Three Ways to Build Resilience Against Gender Bias.
<https://knowledge.insead.edu/leadership-organisations/three-ways-to-build-resilience-against-gender-bias-8861>

INSEAD Knowledge (March 21, 2018). The Truth About Gender Stereotypes.
<https://knowledge.insead.edu/leadership-organisations/the-truth-about-gender-stereotypes-8691>

INSEAD Knowledge (March 8, 2018). Promoting Gender Balance Wisely.
<https://knowledge.insead.edu/leadership-organisations/promoting-gender-balance-wisely-8546>

Behavioral Scientist (August 14, 2017). Looking for Similarities Can Bring Marginalized Groups Together.
<https://behavioralscientist.org/looking-similarities-can-bring-marginalized-groups-together/>

CONFERENCE PRESENTATIONS & INVITED TALKS

Cortland, C. I., & Tsay, C-J. (2025, July). *FATIGUE: A Framework of Activated Threats that are Ingroup-Generated among Underrepresented Employees*. Symposium talk presented at the annual meeting of the Academy of Management (Copenhagen, Denmark).

*** Symposium was runner-up for Best Symposium Award (OB Division)**

Cortland, C. I. (2025, July). *FATIGUE: A Framework of Activated Threats that are Ingroup-Generated among Underrepresented Employees*. Symposium talk presented at the annual meeting of the International Association for Conflict Management (Burlington, Vermont).

Cortland, C. I. (2024, June). *Leveraging a Social Impact Leader Identity to Increase Gender Equity Advocacy*. Symposium talk presented at the annual meeting of the International Association for Conflict Management (Singapore).

Cortland, C. I., & Tsay, C-J. (2023, August). *Social Identity and Motivated Attributions for Leadership Success*. Symposium talk presented at the annual meeting of the Academy of Management (Boston, Massachusetts).

Cortland, C. I. (2023, July). *Helpful or Harmful? The Role of Ingroup Member Evaluators in Stereotype Threat Contexts*. Symposium talk presented at the annual meeting of the International Association for Conflict Management (Thessaloniki, Greece).

***Co-organizer of Symposium: Nested Conflicts and Cooperation: Bridging Intragroup Processes and Intergroup Relations**

Cortland, C. I., & Tsay, C-J. (2023, February). *Motivated Attributions for Leadership Success: A Social Identity Account.* Symposium talk presented at the annual meeting of the Society for Personality and Social Psychology (Atlanta, Georgia).

***Co-organizer of Symposium: Lay Theories about Ability and Workplace Inequality: New Insights and Solutions.**

Cortland, C. I. (2022, May). *Adding Fuel to the Collective Fire: Stereotype Threat, Solidarity, and Support for Change.* Invited talk presented at Cornell University College of Business – ASQ Writing Workshop in New York City, New York.

Cortland, C. I., & Kinias, Z. (2021, August). *Stereotype Threat's Silver Lining: Predicting Women's Support for Gender Balance.* Symposium talk presented at the annual meeting of the Academy of Management (virtual meeting).

***Co-organizer of Presenter Symposium: Challenging Assumptions About What Works to Improve Organizational Gender Diversity.**

Cortland, C. I. (2021, April). *Leveraging Social Identities for Change: Research Insights into How to Increase Support for Diversity.* Invited talk presented as part of the UCL Faculty of Engineering EDI Brown Bag seminar series (virtual meeting).

Cortland, C. I., & Kinias, Z. (2020, August). *Self-Identifying as Social Impact Leaders Motivates Support for Organizational Gender Balance.* Symposium talk presented at the annual meeting of the Academy of Management (virtual meeting).

***Co-organizer of Presenter Symposium: Increasing Support for Gender Equity in Organizations: Predictors and Interventions.**

Cortland, C. I. (2020, March). *Stereotype Threat's Silver Lining: From Solidarity to Social Change.* Invited talk presented as part of the Organisations and Innovation Group's job talk seminar series at University College London's School of Management in London, UK.

Cortland, C. I. (2020, February). *Women's Disempowerment and Preference for Risky Skincare Products that Reinforce Colorism: Experimental Evidence from India.* Data blitz talk presented at the Gender Preconference as part of the annual conference of the Society for Personality and Social Psychology in New Orleans, Louisiana.

Cortland, C. I. (2019, October). *Stereotype Threat's Silver Lining: From Solidarity to Social Change.* Invited talk presented as part of the Organizational Behavior Group's ELI Talk series at Yale University's School of Management in New Haven, Connecticut.

Cortland, C. I., & Kinias, Z. (2019, October). *Stereotype Threat's Silver Lining: A Process for Change.* Symposium talk presented at the annual meeting of the Society for Experimental Social Psychology in Toronto, Ontario, Canada.

***Co-organizer of Symposium Session: Tipping the Scales: Understanding and Addressing Challenges to Gender Diversity in Organizations.**

- Cortland, C. I.,** & Kinias, Z. (2019, August). *Ameliorating Stereotype Threat to Increase Women's Work Satisfaction: The Importance of Role Models*. Symposium talk presented at the annual meeting of the Academy of Management in Boston, Massachusetts.
- Cortland, C. I.,** Tepla, L., & Kinias, Z. (2019, August). *Gender Differences in Efficiency of Teaching Loads at Business Schools: A Case Study and Implications for Driving Gender Balance*. Symposium talk presented at the annual meeting of the Academy of Management in Boston, Massachusetts.
- Cortland, C. I.,** & Kinias, Z. (2019, April). *Stereotype Threat's Silver Lining: Speaking Out for Change*. Flash talk presented at Harvard Business School for the 2019 Gender and Work Symposium in Boston, Massachusetts.
- Cortland, C. I.** (2019, March). *Culture Change in the Workplace: Mobilizing Mindsets toward Gender Balance*. Invited keynote and panel presentation at INSEAD's International Women's Day event on the INSEAD Middle East Campus in Abu Dhabi, United Arab Emirates.
- Cortland, C. I.,** & Kinias, Z. (2019, March). *Culture Transformation in Business Schools: Evidence from INSEAD's iW50 Campaign*. Conference talk presented at the INSEAD 2019 Women at Work Conference in Singapore.
- Cortland, C. I.** (2018, November). *Women's Leadership: Success in Asia*. Invited panel presentation at the INSEAD Women in Business Hong Kong Club Launch Event in Hong Kong.
- Cortland, C. I.,** & Kinias, Z. (2018, August). *Predicting Gender Balance Motivations and Actions among Global Leaders: The Role of Perceived Bias*. Showcase symposium talk presented at the annual meeting of the Academy of Management in Chicago, Illinois.
- *Co-organizer of Presenter Showcase Symposium: Novel Insights on Improving Gender Balance.**
- Cortland, C. I.** (2018, June). *Research and Gender Initiatives at B-Schools in a #TimesUp and #MeToo World*. Invited panel presentation at the Forté Foundation Annual Sponsor Meeting in Atlanta, Georgia.
- Cortland, C. I.,** & Kinias, Z. (2018, February). *Predicting Gender Balance Motivations and Actions among Global Business Leaders*. Conference talk presented at the INSEAD 2018 Women at Work Conference in Fontainebleau, France.
- Cortland, C. I.** (2017, February). Invited talk presented at a professional seminar focused on career development to undergraduate students majoring in Psychology at the American Jewish University in Los Angeles, California.
- Cortland, C. I.** (2014, November). *Stigma and Stereotype Threat*. Invited talk presented at a teaching seminar to graduate student teaching assistants in the Department of Mathematics at UCLA in Los Angeles, California.
- Cortland, C. I.,** Neel, R., & Goldstein, N. J., & Shapiro, J. R. (2014, June). *From Prejudice to Empathy: Shared Experiences with Stigma Reduce Anti-Gay Prejudice among African-Americans*. Symposium talk presented at the biennial conference of the Society for the Psychological Study of Social Issues in Portland, Oregon.

***Received Society for the Psychological Study of Social Issues (SPSSI) Graduate Student Diversity Travel Award**

Cortland, C. I., Guzman, I. Y., Shapiro, J. R., & Ray, L. A. (2014, May). *Stereotype Threat Reduces Smokers' Ability to Refrain from Smoking*. Poster presented at the annual convention of the Association for Psychological Science in San Francisco, California.

Cortland, C. I., Neel, R., Goldstein, N. J., & Shapiro, J. R. (2014, February). *From Prejudice to Empathy: Shared Experiences with Stigma can Lead to Positive Intergroup Relations*. Poster presented at the annual meeting of the Society for Personality and Social Psychology in Austin, Texas.

***Received Runner-Up Society for Personality and Social Psychology (SPSP) Student Poster Award**

Almaraz, S. M., Lick, D. J., **Cortland, C. I.**, Shapiro, J. R., Johnson, K. L. (2014, February). *Straight Until Proven Gay: Motivated Bias in Sexual Orientation Categorization*. Poster presented at the annual meeting of the Society for Personality and Social Psychology in Austin, Texas.

Mason, M., **Cortland, C. I.**, Devine, B., & Savani, K. (2012, January). *Miserly Monitor: Managing Trade-Offs in Attention to Current and Future Pursuits*. Talk presented at the annual meeting of the Society for Personality and Social Psychology in San Diego, California.

Cortland, C. I., Lee, W. W., Pecker, M.S., & Graham, M. J. (2010, March). *The Motivation of Internal Medicine Residents: An Evaluation of Individual Differences in Perceptions of Goals and Activities*. Talk presented at the Northeastern Group on Educational Affairs Annual Retreat in Farmington, Connecticut.

Graham, M. J., Johnson, S. B., **Cortland, C. I.**, & Bakken, S. (2009, November). *Characterizing Clinical and Translational Researchers and Their Research Needs: Survey Development and Psychometric Analysis*. Poster presented at the annual American Medical Informatics Association Symposium in San Francisco, California.

Cutler, J. L., Harding, K. J., Epstein, L. A., **Cortland, C. I.**, & Graham, M. J. (2009, June). *Changing Perspectives: Reducing the Stigma of Mental Illness in Medical Students Through the Living Museum Project*. Poster presented at the annual meeting of the Association of Directors of Medical Student Education in Psychiatry (ADMSEP) in Portsmouth, New Hampshire.

Cutler, J. L., Harding, K. J., Epstein, L. A., **Cortland, C. I.**, & Graham, M. J. (2009, May). *Changing Perspectives: Reducing the Stigma of Mental Illness in Medical Students Through the Living Museum Project*. Poster presented at the annual meeting of the American Psychiatric Association in San Francisco, California.

RESEARCH POSITIONS

2017-2020	Post-Doctoral Research Fellow INSEAD Gender Initiative, INSEAD (Asia Campus), Singapore Advisor: Zoe Kinias
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- 2011-2017 Ph.D. Student. Social Interaction and Social Stigma Lab, Department of Psychology, UCLA, Los Angeles, CA
Advisor: Jenessa Shapiro
- 2011-2017 Ph.D. Student. The Intergroup and Organizational Research Lab, UCLA Anderson School of Management, Los Angeles, CA
Advisors: Jenessa Shapiro, Miguel Unzueta, Margaret Shih, Gerardo Ramirez, Tiffany Brannon
- 2010-2011 Research Coordinator. Management Division, Columbia Business School, Columbia University, New York, NY
Supervisors: Professors Malia Mason & Daniel Ames
- 2008-2010 Program Coordinator for Education Research on grant for Collegia on Psychological Science and Student Learning (*The Teagle Foundation*). Center for Education Research and Evaluation (CERE), Office of Curricular Affairs, Columbia University College of Physicians and Surgeons, New York, NY.
Supervisor: Professor Mark Graham
- 2007-2008 Project Administrator. Research Foundation for Mental Hygiene, Department of Psychiatry, Columbia University Medical Center, New York, NY.
 Team Assistant for Evaluation and Data Analysis on Clinical Translational Science Award (CTSA) grant (*The National Institutes of Health*).
Supervisors: Drs. Phuong Huynh & Harold Pincus
- 2005-2007 Research Assistant. Department of Psychology, Cornell University, Ithaca, NY
Supervisors: Professors Melissa J. Ferguson & David Pizarro
- 2007 Research Assistant. Department of Management and Organizations, Johnson School of Business, Cornell University, Ithaca, NY
Supervisor: Professor Sandra E. Spataro

TEACHING AND MENTORING POSITIONS

- Fall 2022 –
 ongoing Faculty advisor to MRes/PhD students.
MRes/PhD supervisees: Martina Pizzinato, Chesta Ahuja
- Fall 2021 –
 ongoing Professor. Organisational Behaviour / Managing Diversity (masters-level courses)
 UCL School of Management
- Spring 2021 –
 ongoing Dissertation Supervisor. Management Sciences / Information Management for Business (masters-level), UCL School of Management
- Spring 2017 Instructor. Introduction to Social Psychology (undergraduate course)
 American Jewish University, Los Angeles, CA
- Fall 2011 –
 2017 Presenter. Professional Development Workshops for Undergraduate RAs
 UCLA Department of Psychology

Summer 2012 -	Teaching Assistant. Leadership Foundations Course (MBA/FEMBA)
Summer 2016	UCLA Anderson School of Management <i>Professor: Dr. Corinne Bendersky / Jennifer Whitson</i>
Summer 2016	Teaching Assistant/Guest Lecturer. Social Psychology Laboratory: Experimental Research Methods (undergraduate course), UCLA Department of Psychology <i>Professor: Dr. Julie Smurda</i>
Spring 2015	Teaching Assistant. Management in the 21 st Century (masters-level course) UCLA School of Public Affairs <i>Professor: Dr. Kimberly Ling Murtaugh</i>
Winter 2015	Teaching Assistant. Negotiation (undergraduate course) UCLA Department of Communication Studies <i>Professor: Dr. Kerri Johnson</i>
Fall 2014	Teaching Assistant. Optimizing Team Performance Course (MBA course) UCLA Anderson School of Management <i>Professor: Dr. Corinne Bendersky</i>
Winter 2014	Teaching Assistant. Leading Teams Course (MBA course) UCLA Anderson School of Management <i>Professor: Dr. Corinne Bendersky</i>
Spring 2013	Teaching Assistant/Guest Lecturer. Introduction to Social Psychology (undergraduate course) UCLA Department of Psychology <i>Professor: Dr. Jenessa Shapiro</i>
2012 – 2015	Independent Research Project Co-Mentor. Assisted in direction of undergraduate UCLA Psychology Research Opportunities Program research projects. <i>Undergraduate Student Mentees: Aerielle Allen, Rejoyce Green, Gissell Garcia</i>

INVITED MANUSCRIPT REVIEWS

Journal of Personality and Social Psychology
 Journal of Experimental Psychology: General
 Journal of Experimental Social Psychology
 Personality and Social Psychology Bulletin
 Organizational Behavior and Human Decision Processes
 Organization Science
 Organization Studies
 Social and Personality Psychology Compass
 Archives of Scientific Psychology
 Group Processes & Intergroup Relations

PROFESSIONAL MEMBERSHIPS

Academy of Management
Society for Personality and Social Psychology
Society of Experimental Social Psychology
Society for the Psychological Study of Social Issues