CLARISSA ISABEL CORTLAND

CONTACT INFORMATION

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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 *Department of Organisational Behaviour / INSEAD Gender Initiative*

EDUCATION

2013-2017	University of California, Los Angeles (UCLA), Los Angeles, CA *Ph.D.: Psychology (Social Area) / Minor: Quantitative Psychology* *Dissertation: Are Ingroup Members Helpful or Harmful under Conditions of* *Stereotype Threat?* *Primary Advisor: Jenessa Shapiro*	June 2017
2011-2013	University of California, Los Angeles (UCLA), Los Angeles, CA *M.A.: Psychology (Social Area)* *Masters Thesis: From Prejudice to Compassion: How Perceiving Shared* *Experiences with Stigma can Lead to Positive Intergroup Relations* *Primary Advisor: Jenessa Shapiro*	June 2013
2009-2011	Columbia University, New York, NY *M.A.: Quantitative Methods in the Social Sciences*	May 2011
2003-2007	Cornell University, Ithaca, NY *B.A.: Psychology (Concentration: French Studies)*	May 2007

FELLOWSHIPS/AWARDS/HONORS

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:

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.

Guiahi, M., **Cortland, C.I.**, Graham, M.J., Heraty, S., Lukens, M., Trester, M., Summers, S., & Kenton, K. (2011). Addressing OB/GYN family planning educational objectives at a faith-based institution using the TEACH program. *Contraception, 83*(4): 367-372.

Manuscripts Under Review/In Preparation:

Cortland, C. I., & Kinias, Z. (under review). Stereotype threat's silver lining: From solidarity to social change.

Cortland, C. I., & Kinias, Z. (in prep). Leveraging a Social Impact Leadership Identity to Increase Support for Gender Balance.

Cortland, C. I., Akinola, M., & Kinias, Z. (in prep). Disclosing family financial support at work.

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

Writings for Non-Academic Audiences:

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_lZtifDyf9-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 Balance. 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/

PRESENTATIONS & POSTERS

Cortland, C. I., & Kinias, Z. (2021, August). *Stereotype Threat's Silver Lining: Predicting Women's Support for Gender Balance*. Presenter symposium talk to be 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*. Presenter 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

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 2021	Professor. Organisational Behaviour (masters-level course) 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 - Summer 2016	Teaching Assistant. Leadership Foundations Course (MBA/FEMBA) UCLA Anderson School of Management *Professor: Dr. Corinne Bendersky / Jennifer Whitson*

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

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 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 for the Psychological Study of Social Issues
Association for Psychological Science