

theresa r. hernandez

Industrial/Organizational Psychology | Texas A&M University | (979) 739-5063 | thernandez@tamu.edu

EDUCATION

- PhD in Industrial/Organizational Psychology** Anticipated 2023
MS in Industrial/Organizational Psychology August 2022
Texas A&M University
Merit Fellowship
- Bachelor of Arts with Honors, Psychology** August 2018
Portland State University
- Certificate, Teaching English as a Foreign/Second Language** August 2014
Concordia University
- Bachelor of Fine Arts with Honors, Dramatic Writing** January 2002
New York University, Tisch School of the Arts

PUBLICATIONS

- hernandez, t. r.**, Bergman, M. E., & Liu, S. N. C. (2020). Why is training the only answer? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13(2), 147-153.
- Liu, S. C., Bergman, M. E. & **hernandez, t. r.** (2020). Recommendation: Add a competency on diversity and inclusion. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13(1), 84-89.
- hernandez, t. r.**, Bernard, L., & Martinez, L. R. (2018). Let the pigs fly: What we say and how we say it when we talk about gender. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11(3), 419-427. DOI:10.1017/iop.2018.93

MANUSCRIPTS IN PREPARATION

- Jenkins, E., **hernandez, t. r.**, Bergman, M. E., Zhang, B., & Edoga, E. The impact of race, gender, and impression management tactics in hiring decisions for previously incarcerated people (working title). Stage: Writing. Targeted for: *JAP*

MANUSCRIPTS NOT ACCEPTED

- hernandez, t. r.**, Bergman, M. E., & Jenkins, E. D. We need more: An argument for universal health care in addition to basic income in the US. Submitted to *Industrial and Organizational Psychology: Perspectives on Science and Practice*
- hernandez, t. r.** & Bergman, M. E. How the coffee gets made: The humanist case for sexual harassment and racial discrimination training. *Industrial and Organizational Psychology: Perspectives on Science and Practice*

CONFERENCE PRESENTATIONS, POSTERS, & PANELS

- Hamilton, B., Hall, R. J., Smith, N. A., Martinez, L. R., **hernandez, t. r.**, & Kristof, C. (2022, August). From the fringes: A theoretical framework for sustained organizational diversity. [Poster presentation]. American Psychological Association Annual Convention, New Orleans, LA.

- hernandez, t. r.**, Jenkins, E., Bergman, M. E., George, F., & Edoga, E. (2021, April). Are we alike? How race and gender similarity influence hiring decisions for previously incarcerated job applicants. In Jenkins, E., **hernandez, t. r.**, & Bergman, M. E. (Co-chairs), *Imprisoned by stigma: The selection of previously incarcerated individuals* [Virtual symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.
- Jenkins, E., **hernandez, t. r.**, Bergman, M. E., Flynt, E., & George, F. (2021, April). The impact of ex-offenders' race, gender, and impression management tactics in hiring decisions. In Jenkins, E., **hernandez, t. r.**, & Bergman, M. E. (Co-chairs), *Imprisoned by stigma: The selection of previously incarcerated individuals*. [Virtual symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.
- Rowley, S., Cheng, S., Boykin, C. M., Chung, B., Collier-Spruel, L., **hernandez, t. r.**, & Caridad Rabelo, V. (2021, April). *What does it mean to be inclusive? Considerations for our research practices* [Virtual panel presentation]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.
- hernandez, t. r.**, Bailey, J. K., & Sabat, I. E. (2020, April). My pronouns are ____: How organizations can support gender diversity. In Hamilton, K. M. & Smith, N. A. (Co-chairs), *Doing gender and undoing stereotypes: Persistent issues in gender expression at work* [Symposium canceled due to Covid-19]. Society for Industrial and Organizational Psychology Annual Conference, Austin, TX.
- Dray, K. K., Sabat, I. E., & **hernandez, t. r.** (2019, April). Workplace sexism: Identifying dimensions and differential outcomes. In D. N. Burrows & A. Lindsay (Co-Chairs), *Novel Perspectives on Leveraging Diversity in Organizations* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, National Harbor, MD.
- Smith, N. A., **hernandez, t. r.**, & Martinez, L. R. (2018, April). Unlikely hero: Graphic novels elicit prejudice confrontation better than video. In Macoukji, F., & Martinez, L. R. (Co-chairs), *Beyond surveys and experiments: Innovations in workplace diversity research methodology* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Brown, N. D., Smith, N. A., Martinez, L. R., **hernandez, t. r.**, & Park, L. S. (2018, April). *Now you see me: Using identity-based diversity management in organizations* [Poster presentation]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- hernandez, t. r.** & Martinez, L. R. (2018, March). *Renegotiating the trans parent-child relationship* [Poster presentation]. Society for Personality and Social Psychology Annual Convention, Atlanta, GA.

UNIVERSITY PRESENTATIONS & POSTERS

- Allen, E., Jenkins, E. D., Bergman, M. E., & **hernandez, t. r.** (2022). *What's in a name: The (in)accuracy of racial and gender identification* [Poster presentation]. Texas A&M University Student Research Week, College Station, TX.
- hernandez, t. r.** & Sabat, I. E. (2019, October). *My pronouns are ____: How organizations can support gender diversity* [Poster presentation]. Texas A&M University Department of Psychological and Brain Sciences First Year Poster Session, College Station, TX.
- hernandez, t. r.**, & Martinez, L. R. (2018, May). *Anticipating loss: The trans*parent - child relationship*

[Paper presentation]. Portland State University Student Research Symposium, Portland, OR.

hernandez, t. r., Martinez, L. R., Smith, N. A., Brown, N. D., & Park, L. S. (2017, May). *Bringing yourself to work (every) day: Authenticity as an approach to diversity* [Paper presentation]. Portland State University Student Research Symposium, Portland, OR.

GRANTS AWARDED

Work reentry after incarceration: The roles of race, sex, and impression management, Texas A&M University College of Liberal Arts SEED Grant (PI: Mindy Bergman), 2019. [\$4,568]

GRANTS/FELLOWSHIPS SUBMITTED

Work-life stress of caregivers of returning citizens. Ford Foundation Fellowship. (Submitted December 2019).

HONORS & AWARDS

2021 Division 45 Conference scholarship

RESEARCH EXPERIENCE

Diversity, Equity, & Inclusion Graduate Research Assistant January – August 2022

Supervisor: Isaac Sabat, Ph.D.

Department of Psychological & Brain Sciences, Texas A&M University

- Administered department climate survey; analyzed quantitative and qualitative data and prepared presentation disseminating findings to faculty and graduate students
- Created inclusive mentorship guide intended to improve faculty advising practices
- Developed agenda and drafted materials for diversity recruitment event
- Analyzed evaluation documentation to determine ways for incorporating DEI criteria

Diversity, Equity, & Inclusion Graduate Research Assistant June – August 2021

Supervisor: Adrienne Carter-Sowell, Ph.D.

Department of Psychological & Brain Sciences, Texas A&M University

- Collated research records of diversity and workplace psychologists for recruitment to taskforce on COVID workplace challenges
- Managed technical aspects of panel discussion on innovative DEI leadership, including coordinating intra-panelist communications, preparing slides, and facilitating presentation over Zoom

Graduate Research Assistant August 2018 – present

PRIDE Lab, Isaac Sabat, Ph.D.

Department of Psychological & Brain Sciences, Texas A&M University

Current projects:

- Thesis: Gender expression in the workplace
- Perceptions of hireability of previously incarcerated people
 - *Study 1.2*: How people assign race and gender to names (data analyzed)
 - *Study 2*: The influence of race, gender, and impression management tactics (data analyzed)

- *Study 3:* The influence of manager-applicant race and gender similarity (collecting data)

Lab Manager

Diversity, Allies, Stereotypes, & Health (DASH) Lab,
Larry Martinez, Ph.D.
Department of Psychology, Portland State University

April 2017 – June 2018

Research Assistant

Diversity, Allies, Stereotypes, & Health (DASH) Lab,
Larry Martinez, Ph.D.
Department of Psychology, Portland State University

Jan. 2017 – June 2018

TEACHING ASSISTANTSHIP EXPERIENCE

PSYC 301, Elementary Statistics for Psychology, Lab
Supervisor: Patrick Bolger, Ph.D.

Fall 2021

PSYC 301, Elementary Statistics for Psychology, Lab
Supervisor: Yumiko Mochinushi, Ph.D.

Spring 2021

PSYC 301, Elementary Statistics for Psychology, Lab
Supervisor: Patrick Bolger, Ph.D.

Fall 2020

UNIVERSITY SERVICE

President, Psychology Dept. Diversity and Inclusion Committee (DIVE IN)

June 2020 – Aug. 2022

Facilitator and Co-founder, Diversity, Advocacy, Anti-Racism, and Transformation (DAART) Committee

August 2020 – present

Panelist, Department of Residence Life graduate school peer panel

March 2021

Member, Psychology Dept. Diversity and Inclusion Committee (DIVE IN)

Aug. 2018 – May 2020

Panelist, Psychology Club graduate school meeting

November 2019

Presenter, Aggieland re: Psychology Programs at A&M

February 2019

Panelist, Psychology Department graduate school admissions event

October 2018

PROFESSIONAL AFFILIATIONS

Society for the Psychological Study of Social Issues

Society for Industrial and Organizational Psychology

Society for Personality and Social Psychology

PROFESSIONAL EXPERIENCE

Legal Editor, Law Offices of Nay & Friedenber

Sept. 2015 – July 2018

English & Science Teacher, Cofradia's Bilingual School, Honduras

Sept. 2014 – June 2015

Paralegal, Law Offices of Nay & Friedenber

June 2005 – June 2014

Grant Writer, CoHo Productions (\$25,000 awarded)

March 2011

Grant Writer, Portland Playhouse (\$25,000 awarded)

Jan. 2009 – June 2011