

Kecia M. Thomas, Ph.D.

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Work

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EDUCATION

- 1993 Ph.D. Psychology** [Industrial/Organizational Psychology Emphasis]
Minor area: Organization and Management [Smeal College of Business Administration]
The Pennsylvania State University, University Park, PA
- 1990 M.S. Psychology** [Industrial/Organizational Psychology Emphasis]
The Pennsylvania State University, University Park, PA
- 1988 B.A. Psychology and Spanish, minor in Educational Administration**
Bucknell University, Lewisburg, PA

ACADEMIC APPOINTMENTS & LEADERSHIP

- 2016- **Senior Associate Dean**, Faculty Affairs, Franklin College of Arts and Sciences, UGA.
Portfolio involves all aspects of faculty affairs including recruitment, promotion and tenure, annual evaluation, graduate faculty appointments, leadership development, awards, and grievances. Portfolio also includes management and implementation of the college's diversity strategy and supporting the five social and behavioral science units in addition to the Inst. for African American Studies, the Inst. for Women's Studies and the Criminal Justice Program (offered in collaboration with the School of Public & International Affairs).
- 2014-2016 **Associate Dean**, Faculty Leadership Development & Diversity, Franklin College of Arts and Sciences, UGA.
Portfolio includes serving as a liaison to the Graduate School, supporting the social and behavioral science units, leading the college's diversity and inclusion efforts, and supporting faculty leadership development.
- 2013-2014 **Interim Associate Dean**, Franklin College of Arts and Sciences, UGA
Portfolio includes curriculum, college liaison to faculty senate, and management of all leaves, liaison to social and behavioral sciences, and college diversity and inclusion efforts.
- 2007-2013 **Senior Advisor to the Dean** [Franklin College, UGA] and **Director of the Office for Inclusion & Diversity Leadership** & Founding Director of the Center for Research & Engagement in Diversity (RED) (www.uga.edu/red/)
- 2006-2007 **Interim Director of the Institute for African American Studies** [UGA]
- 2006 Promoted to the rank of **Full Professor**

- 2003-2006 **Coordinator for Graduate Education**, Department of Psychology [UGA]
- 2000 Promoted to **Associate Professor** with Tenure
- 1997-present **Graduate Faculty**, University of Georgia
- 1995-present **Honors Faculty**, University of Georgia
- 1995-present **Women’s Studies**, Faculty Affiliate, University of Georgia
- 1993-2000 **Assistant Professor**, Department of Psychology [Applied Psychology Ph.D. Program] and the Institute for African-American Studies. University of Georgia
- 1988-1993 **Staff Member**, Center for Applied Behavioral Sciences/Institute for Policy Research and Evaluation, The Pennsylvania State University. Provided consultation services to clients that included Boeing Helicopters (Philadelphia, PA), Corning Glass (State College, PA), PA State Patrol (Harrisburg, PA), PA State Teachers Union (Harrisburg, PA), Applied Technological Laboratories (Seattle, WA), and United States Department of Agriculture (Washington, DC).

Post-Graduate Fellowships & Professional Development

- 2018-2019 University System of Georgia Executive Leadership Institute (ELI)
- 2015-2016 SEC Academic Leadership Development Program (ALDP)
- 2011 Sherpa Executive Coaching Certification
- 2006-2007 Higher Education Resource Service (HERS). Women’s Leadership Development Program. Wellesley College
- 1996-1997 Grant-Writing Fellows Program, Institute of Behavioral Research, University of Georgia
- 1994-1995 Lilly Teaching Fellowship, Office of Instructional Development and Support, University of Georgia

PUBLICATIONS

Books Authored

1. **Thomas, K. M.** (2005). [*Diversity Dynamics in the Workplace*](#). San Francisco: Wadsworth-Thomson.

Volumes Edited

1. **Thomas, K.M.** (in progress). Diversity Resistance in Organizations, Volume 2 [Applied Psychology Series]. NYC: Routledge.

2. **Thomas, K.M.** & Ashburno-Nardo, L. (2017). [Broadening the conversation: Why Black lives matter](#). A special issue of *Equality, Diversity, and Inclusion: An International Journal*, 36(8). UK: Emerald Publishing.
3. Plaut, V., **Thomas, K.M.**, & Hebl, M. (2014). [Race and ethnicity in the workplace: Spotlights the perspectives of historically marginalized groups](#). A special issue of, *Cultural Diversity and Ethnic Minority Psychology*, 20(4). Washington, DC: APA.
4. **Thomas, K.M.**, Plaut, V.C., & Tran, N.M. (2014). [Diversity Ideologies in Organizations](#). [Applied Psychology Series]. NYC: Routledge-Taylor Francis.
5. **Thomas, K.M.** (2008). [Diversity Resistance in Organizations](#). [Applied Psychology Series]. NYC: LEA-Taylor Francis.
6. **Thomas, K.M.** & Proudford, K.L. (eds.) (1999). [Organizational Outsiders Within](#) . A special issue of *Journal of Career Development*, 26 (1). NYC: NY: Kluwer Academic/Human Sciences Press.

Book Chapters in Edited Volumes

1. Johnson-Bailey, J., **Thomas, K.M.**, & Phelps, R.E. (in progress). The mentoring narratives of Black Women administrators. In D. Cobb-Roberts & T. Esnard (Eds.), *Mentoring as critically engaged praxis: Storying the lives and contributions of Black women administrators*.
2. Robinson, A.J., **Thomas, K.M.**, Brown, B.L. & Provolt, L. (2019). When Black leaders leave: Costs and consequences (pp. 341-358). In Laura Morgan-Roberts and David Thomas' (Eds.), *Race, Work and Leadership in the 21st Century*. Cambridge, MA: Harvard Business School.
3. Brown, L.B., Manolescu, A.M., Provolt, L., Robinson, A.J., & **Thomas, K.M.** (in press). Understanding barriers to diversifying STEM through uncovering ideological conflicts. In W. Robinson & E. McGee's (Eds.), *Injecting multidisciplinary perspectives of race and gender for the diversification of STEM*. New Brunswick, NJ: Rutgers University Press.
4. **Thomas, K.M.**, Plaut, V.C., Volpone, S., Brown, B.L., & Sleight, R. (2017). Group-based experiences of discrimination: Moving beyond cognitive theories. In A. Colella and E. King's (Eds.), *The Oxford Handbook of Discrimination at Work* (pp 25-40). Oxford, UK: Oxford University Press.
5. Johnson, L., Brown, L. & **Thomas, K.M.** (2016). Women of the Color in the Academic STEM Workplace (pgs 39-56). In B. Polnick, B. Irby, & J. Ballenger. (Eds.). *Girls and women of color in STEM: Navigating the double bind*. Charlotte, NC: Information Age Publishing Inc.
6. **Thomas, K.M.** (2015). Forward. In Hughes, C. (2015). *Impact of Diversity on Organization and Career Development*. (xiii-xiv) Hershey, PA: IGI Global. doi:10.4018/978-1-4666-7324-3.
7. **Thomas, K.M.** (2014). Invited Comment (for V. Plaut's Models of Success in the Academy). In S. Fryberg & E. Martinez (ed.). *The Truly Diverse Faculty: New Dialogues in American Higher Education*. (pp 61-67). Palgrave Macmillan.

8. Plaut, V.C., **Thomas, K.M.**, Tran, N.M., & Bazemore, C.M. (2014). Diversity ideologies in organizations: An introduction. In K.M. Thomas, V.C. Plaut, and N.M. Tran's (Eds). *Diversity Ideologies in Organizations* [Applied Psychology Series] (pp1-18). NYC: Routledge-Taylor Francis.
9. Tran, N.M., **Thomas, K.M.**, & George, K.E. (2014). The intersection of organizational and individual diversity ideology on diverse employees' perceptions of inclusion and organizational justice. In K.M. Thomas, V.C. Plaut, and N.M. Tran's (Eds). *Diversity Ideologies in Organizations* [Applied Psychology Series] (pp205-232). NYC: Routledge-Taylor Francis.
10. Volpone, S., **Thomas, K.M.**, Sinisterra, P. & Johnson, L. (2013). Targeted recruiting: Identifying Future Employees. In D. Cable & T. Yu's (Eds.).*Oxford Handbook of Recruitment* (pg 110-125). Oxford, England: Oxford University Press.
11. **Thomas, K.M.**, Downing, S., & George, K. (2013). I-O Psychology Education and the Nonprofit Context. In J. Olson's (Ed).*Using I-O Psychology for the Greater Good: Helping Those Who Help Others* [SIOP Frontiers series] (325-350). NYC: Routledge / Psychology Press.
12. **Thomas, K.M.** Dawson, B., & Goren, M. (2013). Career development. In Q. Roberson's (Ed.). *Oxford Handbook of Diversity* (p 300-314). Oxford, England: Oxford University Press.
13. **Thomas, K.M.**, Johnson-Bailey, J., Phelps, R.E., Tran, N.M., & Johnson, L. (2013). Moving from Pet to Threat: Narratives of Professional Black Women. In L. Comas-Diaz & B. Green (Eds.).*The Psychological Health of Women of Color: Intersections, Challenges, and Opportunities* (pp275-286). Westport, CT: Praeger.
14. Harrison, M.S., Reynolds-Dobbs, W., & **Thomas, K.M.** (2008). Skin color bias in the workplace: The media's role and implications towards preference (p 47-62). In R. Hall's (Ed.), *Racism in the 21st Century: An empirical Analysis of Skin Color*. Lewiston, NY: The Edwin Mellon Press.
15. Munoz, C & **Thomas, K.M.** (2006). LGBTQ Issues in Organizational Settings: What HRD Professionals Need to Know and Do. In R. Hill's (Ed).*Challenging Homophobia and Heterosexism in Organizational Settings* (New Directions for Adult and Continuing Education p. (85-96). San Francisco, CA: Jossey-Bass.
16. **Thomas, K.M.** & Davis, J.L. (2006). Best practices in diversity management. In M. Karsten's (Ed.), *Gender, Race, & Ethnicity in the Workplace: Issues and Challenges for Today's Organizations*, vol 3, 69-84. Praeger/Greenwood.
17. **Thomas, K.M.** (2006). Diversity in organizations. In J. Greenhaus & G. Callanan's (Eds.), *Encyclopedia of Career Development* (p. 236-243). Thousand Oaks, CA: Sage.
18. **Thomas, K.M.** & Chrobot-Mason, D. (2005). Demographic group based discrimination: Theories and conclusions. In R. Diboye & A. Colella's (Eds.), *Discrimination at Work: The Psychological and Organizational Bases* (p 63-88) [**part of the Society for Industrial-Organizational Psychology's Frontiers Series**]. Mahwah, NJ: LEA.

19. **Thomas, K. M.**, Mack, D.A., & Montagliani, A. (2004). Challenging diversity myths: A critical analysis of backlash. In P. Stockdale's & F. Crosby's (Eds.), *The Psychology and Management of Diversity in Organizations* (p 31-51). Blackwell Publishers.
20. Button, S.B., & **Thomas, K. M.** (1997). Subordinate homophobia. In R. Golembiewski, J. Stevenson, & M. White (Eds.). *Cases in public management*, 163-166. Itasca, IL: F.E. Peacock.
21. **Thomas, K. M.** & Button, S. B. (1997). Mixed effects of a demonstration project. In R. Golembiewski, J. Stevenson, & M. White (Eds.). *Cases in public management*, 129-138. Itasca, IL: F.E. Peacock.

Peer-Reviewed Articles

1. **Thomas, K.M.** (in press). Leading as the other. *Journal of Leadership and Organizational Studies*.
2. Plaut, V.C., **Thomas, K.M.**, Hurd, K. & Romano, C. (2018). Do colorblindness and multiculturalism remedy or foster discrimination? *Current directions in psychological science*, 27(3), 2000-2006.
3. Ashburn-Nardo, L., **Thomas, K.M.**, & Robinson, A.L. (2017). Broadening the conversation: Why Black lives matter to equality, diversity, and inclusion. *Equality, Diversity, and Inclusion: An International Journal*. 36(8), 698-706.
4. Downey, S.L., van der Werff, L., **Thomas, K.M.**, & Plaut, V.C. (2015). The roles of diversity practices and inclusion in the promotion trust and employee engagement. *Journal of Applied Social Psychology*, 45(1), 35-44.
5. Plaut, V.C., **Thomas, K.M.**, & Hebl, M.R. (2014). Race and ethnicity in the workplace: Spotlighting the perspectives of historically stigmatized groups. *Cultural diversity and ethnic minority psychology*. 20(4), 479-482.
6. Johnson, L. & **Thomas, K.M.** (2012). A similar, marginal place in the academy: Contextualizing the leadership strategies of Black women in the United States and South Africa. *Advances in Developing Human Resources*, 14(2), 156-171.
7. **Thomas, K.M.**, Tran, N.M., & Dawson, B. (2010). An inclusive strategy of teaching diversity. *Advances in Human Resources*, 12 (3), 295-311.
8. Plaut, V.C., **Thomas, K.M.**, & Goren, M.J. (2009). Is multiculturalism or colorblindness better for minorities? *Psychological Science*, 20(4), 444-446.
9. Harrison, M.S. & **Thomas, K.M.** (2009). The hidden prejudice in selection: A research investigation on skin color bias. *Journal of Applied Social Psychology*, 39(6), 727-744.
10. Hu, C., **Thomas, K.M.**, & Lance, C.E. (2008). Intentions to initiate mentoring relationships: Understanding the impact of race, proactivity, feelings of deprivation, and relationship roles. *Journal of Social Psychology*, 148(2), 727-744.

11. Reynolds-Dobbs, W., **Thomas, K.M.**, & Harrison, M.S. (2008). From mammy to superwoman: Images that hinder Black women's career development. *Journal of Career Development*, 35 (2), 129-150.
12. Avery, D. R., Tonidandel, S., **Thomas, K. M.**, Mack, D. A., & Johnson, C. D. (2007). The MEIM & ME: Assessing the multigroup ethnic identity measure for measurement equivalence. *Educational and Psychological Measurement*, 67(5), 877-888.
13. **Thomas, K.M.**, Willis, L.A., & Davis, J.L. (2007). Mentoring minority graduate students: Issues and strategies for institutions, faculty, and students. *Equal Opportunities International*, 26(3), 178-192.
14. **Thomas, K.M.**, Hu, C.Y., Gewin, A.G., Bingham, K.L., & Yanchus, N. (2005). The roles of protégé race, gender, and proactive socialization attempts on peer mentoring. *Advances in Human Resource Development*, 7(1), 540-555.
15. **Thomas, K.M.** & Lambert, T.A. (2005). The importance of service learning in doctoral education and training. *Academic Exchange Quarterly*, 9(1), 238-242.
16. **Thomas, K.M.**, Bierema, L., & Landau, H.I. (2004). Advancing women's leadership in academe: New directions for research and HRD practice. *Equal Opportunities International* 7/8, 62-77.
17. Avery, D. R., & **Thomas, K. M.** (2004). Blending content and contact: The roles of diversity curriculum and campus heterogeneity in fostering diversity management competency. *Academy of Management Learning & Education*, 3, 380-396.
18. Chrobot-Mason, D.L. & **Thomas, K.M.** (2002). Minority employees in majority organizations: The intersection of individual and organizational racial identity in the workplace. *Human Resource Development Review*, 1(3), 323-344.
19. **Thomas, K. M.** & Landau, H. (2002). OD students as engaged learners and reflective practitioners: The roles of service-learning. *Organizational Development Journal*, 20(3), 88-99.
20. **Thomas, K.M.** (2002). An unintended lesson in diversity: Black and White Students' reactions to September 11, 2001 [9/11 montage]. *Academy of Management Learning and Education*, 1(1), 32.
21. Mack, D. A., Johnson, C. D., Green, T. D., Parisi, A. G., & **Thomas, K. M.** (2002). Motivation to control prejudice as a mediator of Whites' ethnic identity and affirmative action attitudes. *Journal of Applied Social Psychology*, 32(1), 1-33.
22. Wayne, J. H., Riordan, C. M., & **Thomas, K. M.** (2001). Is all sexual harassment viewed the same? The effects of the harasser's and target's race and gender on mock juror decisions. *Journal of Applied Psychology*, 86, 179-187.
23. Dean, K., **Thomas, K. M.**, Holliday-Wayne, J., & Mack, D. (2000). An examination of happiness, racism, and demographics on judgments of guilt. *Journal of Applied Social Psychology*, 30(4), 814-832.

24. Perkins, L. A, **Thomas, K. M.**, & Taylor, G. A. (2000). Advertising and recruitment: marketing to minorities. *Psychology and Marketing*. [Special Issue on Emerging Topics in Marketing], 17(3), 1-21.
25. Proudford, K. L., & **Thomas, K. M.**, (1999). Organizational Outsiders Within. *Journal of Career Development*, 26(1), 3-6.
26. **Thomas, K. M.**, Mack, D. A., Williams, K. L., & Perkins, L. A. (1999). Career development strategies and experiences of “Outsiders Within” in academe. *Journal of Career Development*, 26(1), 51-68.
27. **Thomas, K. M.**, Proudford, K. L., & Cader, J. (1999). Global outsiders within: Informal roles of women of colour. *International Review of Women and Leadership*, 5(2), 14-25.
28. **Thomas, K. M.**, & Wise, P. G. (1999). Organizational attractiveness and individual differences: Are diverse applicants attracted by different factors? *Journal of Business & Psychology*, 13(3), 375-390.
29. **Thomas, K. M.** (1998). Psychological readiness for multicultural leadership. *Management Development Forum*, 1(2), 99-112.
30. **Thomas, K. M.**, Phillips, L. D., & Brown, S. (1998). Redefining race in the workplace: Insights from ethnic identity theory, *Journal of Black Psychology*, 24 (1), 76-92.
31. **Thomas, K. M.** (1996). Psychological privilege and ethnocentrism as barriers to cross-cultural adjustment and effective intercultural interactions. *Leadership Quarterly: An International Journal of Political, Social and Behavioral Science*, 7 [Special Issue: Leadership and Diversity], 217-230.
32. **Thomas, K. M.** & Mathieu, J.E. (1994). The role of causal attributions in dynamic self-regulation and goal processes. *Journal of Applied Psychology*, 79, 812-818.

Book Reviews

1. **Thomas, K.M.** (2003). [Review of the book, *A Broken Silence: Voices of African American Women in the Academy*]. *Gender and Society*, 17(4), 650-651.
2. **Thomas, K. M.** (1997). [Review of the book *Managing Stress*]. *Management Learning*, 28 (1), [Special Issue: Emotions and Organizations], 98-100.
3. **Thomas, K. M.** (1997). [Review of the book *Management of a Multicultural Workforce*]. *Management Learning*, 28 (3), 376-378.

Articles in Practitioner Publications & Online

1. **Thomas, K.M.** (2018, August 1). Colorblindness as ideology: How good intentions derail diversity in STEM education. *ASBMBTODAY*, American Society for Biochemistry and Molecular Biology.
<http://www.asbmb.org/asbmbtoday/201808/Essay/Colorblindness/>
2. **Thomas, K.M.** (2018). Four ways that good intentions and well-meaning behaviors derail inclusion. *Eye on Psi Chi*. Chattanooga, TN: Psi Chi International Honor Society.
http://www.ourdigitalmags.com/publication/?i=449999#%22issue_id%22:449999,%22page%22:34

3. Davis, J. & **Thomas, K.M.** (2009). Ethnic minority leadership. *Communique*. Accessed 4/4/2012, <http://www.apa.org/pi/oema/resources/communique/2009/08/minority-leader.aspx>
4. **Thomas, K.M.** & Landau, H.I. (2003). Fairness and justice from an I/O perspective. ERIC DOCUMENT CE084598 (Clearinghouse on Adult, Career, and Vocational Education)
5. **Thomas, K.M.** (2002). A narrative report on the service-learning incubator. American Psychological Association's Science Directorate website. http://www.apa.org/science/seedrep_georgia.html
6. **Thomas, K. M.** (2002). The Role of Service-Learning in Training Industrial-Organizational Psychologists. American Psychological Association's website on Service Learning and Civic Engagement. <http://www.apa.org/ed/slce/home.html>
7. **Thomas, K. M.**, Phelps, R. E., & Grantham, T. (2002). The Role of Service Learning in Preparing Future Faculty: The UGA Model. American Psychological Association's website on Service Learning and Civic Engagement. <http://www.apa.org/ed/slce/home.html>
8. Proudford, K. L., & **Thomas, K. M.** (1999). Black women as outsiders within: A new set of challenges. *The Diversity Factor*, 7(3), 22-27.

Articles in Professional Association Newsletters

1. **Thomas, K.M.** (2008, August). Nooses (invited). *Communique* (Special Issue on Psychology and Racism). APA's Office of Ethnic Minority Affairs. X-XIII.
2. Burke, M., Landis, R., & **Thomas, K.M.** (2004). The Institute for the Teaching of Industrial-Organizational Psychology. *The Industrial-Organizational Psychologist*, 41(4), 79-82
3. **Thomas, K.M.** & Clark, C.C. (2003). Barriers and bridges to inclusion: A graduate student perspective. *The Industrial-Organizational Psychologist*, 41(1), 155-159.

Published Conference Proceedings/Abstracts

1. **Thomas, K. M.**, Drey, J., & Kuhnert, K. (1996). Leadership development for the 21st century: Developing the multicultural leader. *Proceedings of the Leaders and Change conference sponsored by the National Leadership Institute*. College Park, MD: National Leadership Institute.
2. **Thomas, K. M.**, Brown, S., Perkins, L.A., & Williams, K. L. (1995). Competing for diversity. *Proceedings of the International Association of Management Conference*. Vancouver, British Columbia, Canada. Maximilian Press.
3. **Thomas, K. M.**, Williams, K. L., Ringenbach, K., Moran, S. K., & Landy, F. J. (1995). The role of burnout on organizational attachment and career mobility. *Proceedings of the APA/NIOSH conference, "Work, stress, and health '95: Creating Healthier Workplaces."* Washington, DC: American Psychological Association.

4. **Thomas, K. M.** (1994). Recruiting workforce 2000: A policy-capturing study. Dissertation Abstract International: Section B: The Sciences and Engineering. 54 (7-B). 3886.
5. **Thomas, K. M.** (1992). Time urgency in lawyers: A field study. In F.J. Landy's (Chair). The role of time urgency in workplace stress. *Proceedings of the APA/NIOSH conference on "Stress in the 90's: A changing workforce in a changing workplace."* Washington, DC: American Psychological Association.

Technical Reports

1. **Thomas, K.M.** (2004) Final report on the UGA Diversity Research Forum. Submitted to the American Psychological Association. See page 43, <http://www.apa.org/pi/oema/resources/success-challenge.pdf> . Program identified as exemplary.
2. **Thomas, K.M.** & Eby, L. (2003) *Formative Assessment of Bellsouth's ExCHANGE Program*. Technical Report. Technical Report.
3. **Thomas, K.M.** & Eby, L. (2003) *Formative Assessment of The American Cancer Society's Mentoring Program*. Technical Report.
4. **Thomas, K.M.** (2002). The development of the Diversity Research Forum at UGA. Committee for Ethnic Minority Recruitment, Retention, and Training. [Technical report]. American Psychological Association.
5. **Thomas, K.M.** (2002). *The development of the Diversity Research Forum at UGA*. Committee for Ethnic Minority Recruitment, Retention, and Training. American Psychological Association.
6. Lambert, T.A., Yanchus, N., & **Thomas, K.M.** (2002). *Guidelines for Service Learning in I/O Psychology Graduate Curriculum*. University of Georgia, Athens, GA.
7. **Thomas, K.M.** & Duffy, D.K. (2002). *Principles for Engaged Learning in Doctoral Education*. Campus Compact.
8. **Thomas, K.M.** (2001). Summary Report: *Service Learning in Psychology*. Office of the Vice President for Public Service and Outreach. University of Georgia, Athens, GA.
9. **Thomas, K.M.** (2001). Summary Report: *Service Learning in Academe (Supplemental Grant)*. Office of the Vice President for Public Service and Outreach. University of Georgia, Athens, GA.
10. **Thomas, K.M.** (2001). Summary Report: *A Service Learning Incubator*. American Psychological Association. Washington, DC.
11. **Thomas, K.M.**, Phelps, R.E., & Grantham, T. (2001). *UGA PFF Progress Report*. American Psychological Association, Washington, DC.
12. **Thomas, K.M.**, Mongtagliani, A., Hecht, J. (2000). *A study of the College of Education's*

Multicultural Initiative at the University of Georgia: A Formative Assessment. University of Georgia College of Education: Athens, GA.

13. **Thomas, K.M.**, & Eby, L. (1999). *Summary Report: Program evaluation of the Center for Undergraduate Research Opportunities (CURO).* Fund to Improve Post Secondary Education: Washington, DC.
14. Mark, M., Feller, I., Findeis, J., Landy, F., Musser, W., Shotland, L., Stevens, J., **Thomas, K.**, Landy, A., Rastegary, H., Button, S., & Hyers, L. (1993). *US Department of Agriculture demonstration project: Second annual evaluation report* (Cooperative Agreement No. 58-3244-9-6). Washington, DC: United States Department of Agriculture.
15. Feller, I., Landy, F., Mark, M., Findeis, J., Musser, W., Shotland, L., Stevens, Button, S., Landy, A., Rastegary, H., & **Thomas, K.** (1991). *US Department of Agriculture demonstration project: First annual evaluation report* (Cooperative Agreement No. 58-3244-9-6). Washington, DC: United States Department of Agriculture.

Creative Contributions Other Than Formal Publications

Society for I/O Psychology (1998). *Graduate Training Programs in Industrial/Organizational Psychology and Related Fields.* Bowling Green, OH.

Society for I/O Psychology (1999). *Guidelines for Education and Training at the Doctoral Level in Industrial/Organizational Psychology.* Bowling Green, OH.

Reports developed by the Society for I/O Psychology's Education and Training Committee of which I was a member.

UNRESTRICTED GIFTS

1. *AGL Foundation Gift of \$5,000.00* to UGA on behalf of Kecia M. Thomas' research program July 2015.
2. *National Radio Astronomy Observatory Gift of \$1,000.00* to UGA on behalf of Kecia M. Thomas' research program. October, 2014.
3. *AGL Foundation Gift of \$5,000.00* to UGA on behalf of Kecia M. Thomas' research program. July 2014.

FUNDED GRANTS/CONTRACTS FOR RESEARCH, INSTRUCTION, AND OUTREACH

1. *Summer Psychology Research Institute*. Dickens, D., Jackson, D., **Thomas, K.M.**, & Phelps, R.E. American Psychological Foundation/F.I.S.H. Foundation Visionary Grant to Decrease Ethnic and Racial Discrimination in Education. March 2016-Dec. 2017. \$20,000. [Collaboration among Morehouse College, Spelman College, and UGA; Institute implemented summer 2017]. Proposal co-authors, Thomas and Phelps, are UGA site partners and officially serve on the grant as consultants <http://www.spelman.edu/academics/faculty/highlights/faculty-highlights/2016/04/08/danielle-dickens>.
2. *Organizational Assessment*. Cline, R., Rawls, R., & **Thomas, K.M.** Peoples Industries, Savannah, GA. Dec. 2015-Dec. 2016. Contract awarded to the Fanning Institute for Leadership Development, UGA for \$8500 (\$3k to RED).
3. *An Assessment of the Climate for Employee Engagement*. **Thomas, K.M.** Subcontractor for Dr. Reyna Henderson, Amount \$6136. Oct. 2012-July 2013. Contract with the Franklin College's RED program.
4. *Understanding the Climate for Diversity for Teachers, Staff, and Students*. **Thomas, K.M.** & Plaut, V. Lakota Local Schools (OH). Amount: \$2802.50 Jan. 2010—August 2010. Contract with the Franklin College's RED program.
5. *Diversity training analysis at CCHMC*. Plaut, V. & **Thomas, K.M.** Cincinnati Children's Hospital and Medical Center. Amount awarded: \$3402.00 April 2009-May 2009
6. *Benchmarks for Diversity Training in Healthcare*. Plaut, V. & **Thomas, K.M.** Cincinnati Children's Hospital and Medical Center. Amount awarded: \$1229.00 May 2009-August 2009
7. *Contextual Processes and Rural African American Emerging Adults*. Brody, G., Beach, S., Murry, V., & **Thomas, K.M.** National Institute of Child Health and Human Development. Amount awarded: \$ 841,000. April 2008-March 2013.
8. *Enhancing participation and quality of the undergraduate experience for minorities in food agricultural sciences*. L. Wicker, **K.M. Thomas**, J. Bertrand, R. Walcott, P. Thomas, W. Vencill, J. Mulligan, J. Johnson, J.C. Diaz-Perez. USDA (HEC). Amount awarded: \$149, 313. August 2008- July 2010.
9. *Diversity Climate Assessment*. **Thomas, K.M.** & Plaut, V.C. Cincinnati Children's Hospital Medical Center. Amount awarded: \$8123.18
10. *Black & Brown Bridges Conference*. **Thomas, K.M.** UGA Parents and Families Fund. Amount awarded: \$750.00. **Grant written on behalf of IAAS.

11. *Financial & Economic Empowerment Program ('07-'08 ay)*. **Thomas, K.M.**, Dawkins, M., UGA Career Center. UGA Parents and Families Fund. Amount awarded: \$2000.00. **Grant written on behalf of IAAS.
12. *Black and Brown Bridges Conference*. Berlin, B. & **Thomas, K.M.** UGA President's Venture Fund. Amount awarded: \$2000.00. (2006-2008). ** Grant written on behalf of IAAS.
13. *Graduate Students for Research and Engagement in Diversity [G-RED] Fellowships*. Reynolds-Dobbs, W. & **Thomas, K.M.** American Psychological Association, Committee on Ethnic Minority Recruitment, Retention, and Training [CEMRRAT]. Amount awarded: \$500.00. (2007-2008).
14. *Seed Grants for Graduate Student Diversity Research: Research and Engagement in Diversity [RED] Fellowships*. **Thomas, K.M.** UGA President's Venture Fund. Amount awarded: \$3000.00. (2006-2008).
15. *Seed Grants for Graduate Student Diversity Research: Research and Engagement in Diversity [RED] Fellowships*. **Thomas, K.M.** American Psychological Association, Committee on Ethnic Minority Recruitment, Retention, and Training [CEMRRAT]. Amount awarded: \$4000.00. (2006-2008).
16. *The Intersection of Diversity and Learning: A National Conference*. Hill, J., **Thomas, K.M.**, Fecho, R., Guy, T., & Oliver, J.P., National Science Foundation. Amount awarded: \$47, 593. (2005-2006).
17. *Enhancing the climate for diversity and ethnic minority psychology*. **Thomas, K. M.**, Bingham, K., & Hu, C.Y. Granting agency: Committee for Ethnic Minority Recruitment, Retention, and Training, American Psychological Association. Amount awarded: \$4000.00 (2002-2003).
18. *Guidelines for service learning in I/O psychology*. **Thomas, K. M.**, Lambert, T. A., & Yanchus, N. Granting agency: Office of the Vice President for Public Service and Outreach. Amount awarded: \$2500.00. (2002).
19. *Guidelines for preparing engaged scholars: A model for faculty development in psychology*. Nelson, P., Duffy, D., & **Thomas, K. M.** Granting agency: Campus Compact. Amount awarded: \$5000.00. (2002).
20. *Service learning in industrial/organizational psychology*. **Thomas, K. M.** Granting agency: UGA Vice President for Public Service and Outreach, UGA. Amount awarded: \$800.00. (2001).
21. *Supporting service learning in applied psychology*. **Thomas, K. M.**. Granting agency: UGA Vice President for Public Service and Outreach. Amount awarded: \$500.00. (2001).
22. *A new model of training in psychology: A service-learning incubator*. **Thomas, K. M.**, Phelps, R. E., Grantham, T., & Hu, C.Y. Granting agency: Science directorate, American Psychology Association & the National Science Foundation. Amount awarded: \$1500.00. (2001).

23. *Preparing future psychology faculty.* Phelps, R. E., **Thomas, K. M.** & Grantham, T. Granting agency: American Psychological Association/Preparing Future Faculty Foundation. Amount awarded: \$41,000. (2000). Dates: 6/2000-5/2003.
24. *A formative assessment of the multicultural initiative.* **Thomas, K. M.** Granting agency: College of Education, University of Georgia. Amount awarded: \$15,000.00. (1999). Dates: June 1999-June 2000.
25. *Cross-regional study of diversity resistance.* **Thomas, K. M.** Awarding agency: Franklin College of Arts and Sciences, University of Georgia. [Grant awarded as part of the M.G. Michael Award]. Amount awarded: \$2,500.00. (1999). Dates: April 1999-June 2000.
26. *Evaluation of the Center for Undergraduate Research Opportunities at the University of Georgia.* **Thomas, K. M.** & Eby, L. Granting agency: Supplemental grant from the Fund to Improve Post-Secondary Education (FIPSE). Amount awarded: \$12,000.00. (1997). Dates: September 1997-May 2000.
27. *Ethnocentrism as a barrier to intercultural success.* **Thomas, K. M.** Granting agency: Institute for Behavioral Research, University of Georgia. [Grant awarded as part of the IBR Mentoring Program]. Amount awarded: \$3000.00. (1996). Dates: Sept. 1996-June 1997.
28. *The role of qualitative research in Industrial/Organizational Psychology.* **Thomas, K. M.** Awarding agency: Office of Instructional Support and Development, University of Georgia. [Grant awarded as part of the Lilly Teaching Fellowship]. Amount awarded: \$3000.00. (1994). Dates: Sept. 1994-June 1995.

INVITED WORKSHOP FACILITATION/CONSULTATION

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| 2018 | Publishing Race Research for Academic and General Audiences. Gender and Work Symposium. Harvard Business School. Cambridge, MA. March. (Canceled participation due to inclement weather). |
| 2017 | How Well-Meaning Behaviors and Good Intentions Derail Inclusion. Georgia Department of Libraries. Athens, GA. September. |
| 2017 | Diversity 101. Ethicon (a division of Johnson & Johnson Inc.). Athens, GA. September. |
| 2017 | Creating Inclusive Climates. Association of Medical Illustrators. Austin, TX. July. |
| 2016 | Creating Engaged and Inclusive Staff. Department of Detention and Correction/Liberty Healthcare Corporation. Rushville, IL. June. |
| 2016 | Invited speaker and panelist. Mentoring workshop on diversity & STEM. Vanderbilt University. Nashville, TN. June. |

- 2016 Creating Engaged and Inclusive Faculties. Department of English, **University of Wisconsin-Lacrosse**. Lacrosse, WI. May.
- 2015 Content Expert. **Personnel Decisions Research Institute (PDRI)**'s contract with the US Army, "Framework for Leader Actions for Creating an Inclusive Climate."
- 2015 *Building Diversity Literacy*. **Toca Boca** (of Sweden). Santa Fe, CA. October.
- 2015 *Strategic Diversity Recruitment*. **College of Charleston**, Charleston, SC. June.
- 2014 Strategic Faculty Recruitment. **University of North Carolina-Wilmington**. Wilmington, NC. November, 2014.
- 2014 **University System of Georgia's Executive Leadership Institute**. January, 2014. Atlanta, GA.
- 2006 Department head workshop on campus diversity at **Rice University**, Houston, TX.
- 2005 Invited by the Executive Vice President/Provost of **Middle Tennessee State University** to consult with university vice presidents and deans regarding campus diversity issues.

INVITED ADDRESSES

- 2017 Invited speaker. "How well-meaning behaviors and good intentions derail inclusion." **Association of Medical Illustrators**. Austin, TX: July.
- 2016 Panelist. "Diversity in STEM." Annual meeting of **Sigma Xi**. Atlanta, GA. November.
- 2016 Panelist. "Communicating about underrepresented groups in STEM." Society to Advance Chicanos/Latinos and Native Americans in Science (**SACNAS**). Long Beach, CA. October.
- 2015 Invited speaker on Institutional Discrimination for the, *Learning from Social Science Research to Drive Behavior Change* symposium, **American Association for the Advancement of Science (AAAS)**. Washington, DC. June.
- 2014 Invited Speaker. "Barriers to Diversity and Inclusion in the STEM Workplace." **Council for STEM Society Presidents (CSSP)**. Washington DC. November, 2014.
- 2014 Invited Speaker. **Purdue University's** Center for Research on Diversity and Inclusion. October, 2014. West Lafayette, IN.
- 2014 Keynote Speaker. **Society of STEM Women of Color**. June, 2014. Washington, DC.
- 2014 Invited Speaker. **Midwestern Psychological Association**. May, 2014. Chicago, IL.

- 2013 Invited Speaker. **Third International Gender Summit—North America**. Talk titled, “Social Psychology Research on Women of Color in the STEM Disciplines.” Washington, DC: Nov. 2013. <http://www.gender-summit.com/index.php/speakers2013>.
- 2013 Invited Speaker. **Institute for Policy Research on Women’s** conference. “Accelerating Change for Women of Color in STEM”. Talk titled, “Women of Color in Academic STEM Workplaces. Washington DC, May 2013. <http://www.iwpr.org/initiatives/women-of-color-in-stem/acceleratingchange>
- 2012 Invited Lecture. **Austin Peay State University** (Clarkesville, TN). “Diversity Resistance.”
- 2010 Invited lecture. Department of Psychology. **Penn State University**, University Park, PA. “Diversity Resistance.”
- 2006 Keynote speaker for Women’s History Month, **Wofford College**, Spartanberg, SC.
- 2009 Keynote address. Women’s Studies and Psychology Ph.D. programs. **University of Michigan**, Ann Arbor, MI. “Images of Black Working Women: Mammies, Sapphires, Pets, and Threats”
- 2004 Invited address to the I/O Graduate Program at **Middle Tennessee State University** [April, 2005].
- 2004 **Invited speaker** for the I/O Psychology track of the 2005 meeting of the Southeastern Psychological Association [April, 2005].
- 2001 Invited to deliver an invited address to the Department of Psychology, **Spelman College**, Atlanta, GA. April 2001.
- 2000 Invited to deliver an invited address on I/O Psychology at **Morehouse College**, Atlanta, GA. November 2000.
- SERVICE AS DIVERSITY SCIENCE EXPERT IN NATIONAL MEDIA**
- 2018 Interviewed by **Entrepreneur.com** for an upcoming article on resolving conflict and problem-solving in start-ups. In progress.
- 2018 Best practices for **Johnson & Johnson’s “Playbook on Retention & Engagement,”** informed by Downey, van der Werff, Thomas & Plaut (2015)
- 2015 Quoted in the article, “Does Faculty Diversity Need Targets?” **InsideHigherEd.com**. April 6, 2015. <https://www.insidehighered.com/news/2015/04/06/brown-u-declares-it-will-double-faculty-diversity-2025>

- 2014 Quoted in the article, “Black and Not Feeling Welcomed.” **InsideHigherEd.Com**. November, 2014. <https://www.insidehighered.com/news/2014/12/03/vassar-professors-essays-about-racial-profiling-and-racism-attract-attention>
- 2014 Quoted in the article, “Affirmative Action Ending?” **Diverse Issues in Higher Education**, October 9, 2014.
- 2013 Networking Expert for **Minnesota Public Radio**. Podcast available at: <http://minnesota.publicradio.org/display/web/2013/03/13/daily-circuit-networking-young-minorities>
- 2009 Diversity Resistance Expert for online radio show “**Diversity Matters.**” Podcast available at <http://www.podcast-directory.co.uk/episodes/diversity-matters-diversity-resistance-7761232.html>
- 2004 Highlighted in an article in the American Psychology Association’s publication **Monitor on Psychology** for efforts to recruit underrepresented graduate students to the field of I/O Psychology [<http://www.apa.org/monitor/julaugo4/diversify.html>]

RECOGNITIONS, HONORS, AND AWARDS

- 2013 Department of Psychology: **Rich Marsh Award for Outstanding Graduate Research Mentoring.**
<https://docs.google.com/document/d/1EOyGZbC3hs1iUezBRuvLX6cctFcFTzv3WgtG9hPIONE/edit>
- 2013 Department of Psychology: **Outstanding Graduate Instruction**
<https://docs.google.com/document/d/1EOyGZbC3hs1iUezBRuvLX6cctFcFTzv3WgtG9hPIONE/edit>
- 2013 Department of Psychology. Industrial-Organizational Psychology Ph.D. Program.: **Faculty Award for I-O Program Citizenship.**
<https://docs.google.com/document/d/1EOyGZbC3hs1iUezBRuvLX6cctFcFTzv3WgtG9hPIONE/edit>
- 2011 Department of Psychology. Award for “**Outstanding Undergraduate Teaching**” UGA Chapter of Psi Chi (Psychology National Honor Society).
- 2010 Received Faculty “**Embracing Diversity Award**” from the University of Georgia.
- 2009 **Elected Fellow** of the Society for Industrial-Organizational Psychology (SIOP).
- 2009 **Elected Fellow** of the American Psychological Association (APA)

- 2009 Awarded the **Janet Chusmir Award for Distinguished Service** by the Gender and Diversity in Organizations division of the **Academy of Management**.
- 2008 **Highly Commended Paper Award** for the 2007 journal article, “Mentoring Minority Graduate Students: Issues and Strategies for Institutions, Faculty, and Students,” published in *Equal Opportunities International* with Leigh Willis and Jimmy Davis
- 2004 Awarded **UGA’s first embracing diversity award** for “exemplary efforts toward advancing the university’s diversity mission and academic achievement.
[<http://www.uga.edu/news/artman/publish/040903diversityawards.shtml>]
- 2003 **Elected to the Executive Committee** of the 700+ member **Gender and Diversity in Organizations division** of the national **Academy of Management**
- 2003 **Business Advisory Council**, Aequus Group.
- 2002 **Diversity Expert** for the Hay Group’s (Virginia office) Corporate Advisory Board.
- 2002 Paper awarded, **Best Graduate Paper**, at the UGA Psi Chi 2002 conference to Eric Popp, Chang Ya Hu, and Kecia Thomas
- 2002 Featured in the first edition of the VP for Public Service and Outreach bi-annual magazine, **Prism**, for work in service-learning in graduate education.
- 2002 Appointed **Chair of the Committee for Ethnic Minority Affairs (CEMA)** for the Society for I-O Psychology.
- 2002 Invited to submit an article on my experience teaching I/O Graduate Students through Service-Learning for the **APA website** on “**Service Learning and Civic Engagement.**”
- 2001 Invited by the **American Psychological Society** to address the pre-conference *Teaching Institute* on “Preparing Future Faculty.”
- 2001 Invited by the **American Psychological Association** to represent the field of Industrial/Organizational Psychology on a panel dedicated to “Fairness.”
- 2001 Nominated and inducted into the **University of Georgia’s Teaching Academy**.
- 2001 Invited to attend the UGA VP for Academic Affairs Administrator’s Workshop on Doctoral Student Education.
- 2000, 2001 Invited to join the **Society for I/O Psychology’s Strategic Planning Committee**.

- 1999 Invited to deliver a colloquium to the Psychology department at **the University of West Florida** during the spring of 2000.
- 1999 Invited to serve in the **Southeastern Psychology Association's (SEPA) "Visiting Scholars"** program. Visiting Scholars are outstanding female and/or minority Psychology faculty working at southeastern universities. Colleges and universities throughout the Southeast are encouraged by SEPA to invite these scholars to deliver guest lectures at their institutions in order to promote the diversity of Psychology faculty and research conducted across the region.
- 1999 **Elected executive board member, Gender and Diversity in Organizations** research division of the Academy of Management. Elected for a three-year term beginning Fall 1999.
- 1999 **M.G. Michael Award for Excellence in Research**, Franklin College of Arts and Sciences, University of Georgia. First Psychologist to be awarded this honor in over 35 years.
- 1998 Award for **"Session Having the Most Far Reaching Impact"** presented by Gender and Diversity in Organizations research division of the Academy of Management for a symposium chaired in 1996.
- 1997 **Citation of Excellence in Research**, ANBAR Management Intelligence, for 1996 *Leadership Quarterly* article.
- 1996 **Best Paper Award** (\$3000.00) presented to Kim Williams (student supervised by K. Thomas) and Kecia Thomas for paper on minority work stress presented at the 1996 meeting of the National Black MBA Association
- Graduate
- 1992 Travel Award, Science Directorate, American Psychological Association.
- 1988-1990 Minority Student Fellowship, The Pennsylvania State University.

Undergraduate

- 1984-1988 Academic Scholarship, Bucknell University.

SUPERVISION OF STUDENT RESEARCH

Honors Theses Supervised:

1. Brown, M. (2012). *Media images of African Americans and Intercultural Contact*. Honor's Thesis is Psychology. University of Georgia.

2. Baker, C. (2005). *Diversity in Higher Education: Economic Class, Language, and Geographic Region*. Honor's Thesis in African American Studies. University of Georgia.
3. Dean, K. (1996). *Stereotypes, prejudice, and disposition: Analysis of a social problem*. Honors Thesis in Psychology. University of Georgia.

Master's Theses Supervised

1. Povolt, Laura (2015). *The role of mindfulness in reducing aversive prejudice and rating bias*. Master of Science Thesis. University of Georgia.
2. Bazemore, C. (2015). *The moderating roles of ethnic identity and locus of control on the organizational attachment of ethnic minority tokens in the workplace*. Master of Science Thesis. University of Georgia.
3. Downey, S. (2013). *The roles of diversity practices and inclusion on employee authenticity*. Master of Science Thesis. University of Georgia.
4. Tran, N.M. (2010). *Does saying "I do," mean that I won't: The role of interracial marriage in career development*. Master of Science Thesis. University of Georgia.
5. Gora, P. (2009). *Organizational frameworks of diversity*. Master of Science thesis. University of Georgia.
6. Roote, B. (2007). *Free to be me? The roles of target and participant racial identity*. Master of Science Thesis. University of Georgia.
7. Harrison, M. (2005). *The impact of color and gender on selection decisions*. Master of Science Thesis. University of Georgia.
8. Reynolds-Dobbs, W. (2005). *The Roles of Leadership Race, Diversity Statement, and Language on Organizational Attraction*. Master of Science Thesis. University of Georgia.
9. Hudgies, K. (2004). *The Roles of Telecommuting, Gender, and Personality on Organizational Attraction*. Master of Science Thesis. University of Georgia.
10. Bingham, K. (2004). *The Roles of FMLA Use and Gender in Promotion Decisions*. Master of Science Thesis. University of Georgia.
11. Davis, J.L. (2004). *The Relationship between Candidate Race and Gender on Promotions and Developmental Job Opportunities to Senior Level Management Positions*. Master of Science Thesis. University of Georgia.
12. Munoz, C. (2003). *Intergroup anxiety and willingness to partner: Heterosexual responses to sexual minority co-workers*. Master of Science Thesis. University of Georgia.
13. Gray, A. (2003). *Reactions to employee "diversity" benefits*. Master of Science Thesis. University of Georgia.

14. Landau, H. (2002). *The roles of procedural and distributive justice on job satisfaction*. Master of Science Thesis. University of Georgia.
15. Brink, K. (2000). *Role of performance feedback on the goal-efficacy-performance dynamic*. Master of Science Thesis. University of Georgia. **Winner of the Don Grant Award for Outstanding MS thesis.**
16. Morrow, K. (2000). *Psychological antecedents of attitudes toward language diversity*. Master of Science Thesis. University of Georgia.
17. Drey, J. (1999). *The role of personality and ethnocentrism on intercultural adjustment*. Master of Science Thesis. University of Georgia.
18. Sarabia, C.L. (1998). *Psychological antecedents to career planning: The roles of efficacy, stress, and locus of control*. Master of Science Thesis. University of Georgia.
19. Perkins, L.A. (1997). *The role of consumer's identity and attitude concerning organizational efforts to recruit*. Master of Science Thesis. University of Georgia. **Winner of the Don Grant Award for Outstanding MS thesis.**
20. Parisi, A.G. (1997). *Evaluation of temporal match: A comparison of time urgency among lawyers and their substantive areas of practice*. Master of Science Thesis. University of Georgia.
21. Williams, K.L. (1996). *Unique sources of job stress for female and minority professionals*. Master of Science Thesis. University of Georgia. **Winner of the Don Grant Award for Outstanding MS thesis.**
22. Wayne, J.H. (1996). *The effects of leadership style and subordinate characteristics on evaluations of female leaders: A policy-capturing study*. Master of Science Thesis. University of Georgia.

Doctoral Dissertations Supervised:

1. Brown, B.L. (in progress). *Black Wolves, White Sheep? A Multilevel Examination of the Effects of Officer and Community Factors on Police Withdrawal and Work Behaviors*. Doctoral dissertation. University of Georgia.
2. Provolt, L. (in progress). *Opting back in: The roles of network exclusion on women's career re-entry*. Doctoral dissertation. University of Georgia.
3. Eckhart, R. (2018). *Diversity faultlines: Exploring the relationship to individual-level employee engagement and employee perceptions of organizational HRM practices*. Doctoral dissertation. University of Georgia.
4. Sleight, R. (2016). *Employee sexual identity and organizational affirmation at work*. Doctoral dissertation. University of Georgia. [co-chair with G. Lautenschlager].

5. Downey, S. (2015). Sick of hiding: Exploring the antecedents, moderators, and outcomes of an invisible chronic illness at work. Doctoral Dissertation. University of Georgia.
6. Tran, N.M. (2015). The roles of race and gender in the glass cliff phenomenon. Doctoral dissertation. University of Georgia.
7. Johnson, L.N. (2013). Incongruent paths: The differentiating impact of gender on role congruence, identity, efficacy and climate perceptions in STEM career persistence. University of Georgia. [co-chair with G. Lautenschlager].
8. Dawson, B. (2011). Pioneers and settlers: Understanding the roles of race and gender in succession planning. Doctoral dissertation. University of Georgia.
9. Roote, B. (2008). Understanding performance evaluation bias in evaluations of gay managers. Doctoral dissertation. University of Georgia.
10. Harrison, M. (2008). The role of affirmative action stigma on minority professionals' personal and professional identities. Doctoral dissertation. University of Georgia.
11. Hudgies-Smith, K. (2007). The role of compressed work scheduling on work-life balance and perceptions of organizational support. Doctoral dissertation. University of Georgia.
12. Reynolds Dobbs, W. (2007). The differential role of ethnicity on women's workplace experiences. Doctoral dissertation. University of Georgia.
13. Davis, J.L. (2006). Does who I am determine how I develop? A two-stage study of promotion and development decisions. Doctoral dissertation, University of Georgia.
14. Gewin, A.G. (2005). *Emotional intelligence: An examination of current issues*. Doctoral dissertation. University of Georgia.
15. Munoz, C. (2005). *A multi-level examination of career development barriers for gay and lesbian employees*. Doctoral dissertation, University of Georgia.
16. Landau, H. (2004). *Multicultural readiness and emotional intelligence in recruitment*. Doctoral dissertation. University of Georgia.
17. Sarabia, C.L. (2002). *The Role of Career development influences on organizational attachment*. Doctoral Dissertation. University of Georgia.
18. Perkins, L.A. (2001). *A two stage examination of minority attraction*. Doctoral dissertation. University of Georgia.
19. Williams, K.L. (1999). *The role of employees' perceptions and attitudes on organizational productivity*. Doctoral Dissertation, University of Georgia.

20. Mack, D.A. (1999). *Understanding the complexities of Whites' Affirmative Action Attitudes: The role of values, receptiveness to dissimilar others, other group orientation, and gender*. Doctoral Dissertation. University of Georgia.
21. Wayne, J.H. (1998). *The effects of cross-race and same-gender interactions on juror decisions in a sexual harassment case*. Doctoral Dissertation. University of Georgia.
22. Brown, S.A. (1997). *Intergroup anxiety in Whites: The impact of the motivation to control prejudice and black ethnic identity*. Doctoral Dissertation. University of Georgia.
23. Chrobot, D.L. (1997). *The role of ethnic identity on the quality of cross-race relationships: A study of supervisory psychosocial support and subordinate perceptions of psychological empowerment*. Doctoral Dissertation. University of Georgia.

ACADEMIC PAPERS DELIVERED AT SCIENTIFIC MEETINGS

International

- Thomas, K.M.** (2019-July). The evolving nature of diversity resistance (keynote address). Equality, Diversity and Inclusion International conference. Rottingham, Netherlands.
- Tran, N.M. & **Thomas, K.M.** (2015). Who's on the executive glass cliff? Using policy capturing to examine race, gender, and leadership in times of crisis. Presented at the Equality, Diversity and Inclusion International Conference (EDI), Tel Aviv, Israel.
- Johnson, L.N., **Thomas, K. M.** (2011, October). Fluid Standpoints & Dual Statuses: The social and cultural context of leadership development among Black women in higher education. Paper presented as part of panel discussion at 13th Annual International Leadership Association conference in London, UK.
- Thomas, K. M.** (1996, Aug.). *Managing international and domestic diversity*. International Association for Cross-Cultural Psychology XIII Congress. Montreal, Quebec, Canada.
- Thomas, K. M.**, Williams, K.L., Perkins, L., & Brown, S. (1995, Aug.). *Competing for diversity*. International Association of Management, Vancouver, Canada.
- Thomas, K. M.** (1995, Jan.). *An examination of minority attraction and organizational choice: A qualitative study of minority MBA candidates*. Seventh International Qualitative Research in Education Conference, Athens, GA.

National

- Nieman, Y., Akibar, A., Bazemore-James, C., **Thomas, K.M.** (2017). *Tokenism and its Impacts on Work Engagement and Burnout*. National Multicultural Conference and Summit. Portland, Oregon.
- Brown, B.L. & **Thomas, K.M.** (Co-Chairs; April, 2016). *Teaching during times of turbulence: A SIOP Teach-in*. Society for Industrial and Organizational Psychology: Anaheim, CA.

- Guan, L., Lautenschlager, G. J., Bazemore-James, M. C., & **Thomas, K.M.** (April, 2016). Measurement Equivalence in Perceived Tokenism and Non-tokenism Populations. In Carter, N.T., (Chair) & Guan, L., (Co-Chair), *Measurement Equivalence of Psychological Measures: Gender, Culture, and Sampling Sources*. Society for Industrial and Organizational Psychology: Anaheim, CA.
- Provolt, L. & **Thomas, K.M.** (April, 2016). First-Generation Faculty. In Cho, I., & Miner, K. (Co-Chairs), *Diversity and difference in the trenches: Findings from the trenches*. Society for Industrial and Organizational Psychology: Anaheim, CA.
- Provolt, L., **Thomas, K.M.**, & Mahan, R.M. (April, 2016). The Impact of Mindfulness on the Evaluation of Diverse Applicants. Poster presented at the Society for Industrial and Organizational Psychology: Anaheim, CA.
- Thomas, K.M.** (April, 2016). Panelist. Jimenez-Rodriguez, M. (Chair). *Putting the 'I' in team: Unlocking team potential through inclusion*. Society for Industrial and Organizational Psychology: Anaheim, CA.
- Tran, N.M., **Thomas, K.M.**, & Johnson, L.N. (2014). Going from Pet to Threat: Fight or Flight? Underrepresented minority women's career dilemmas. In Sliter, K. (Chair), *(Not) Movin' on Up: Dilemmas in Women's Career Advancement*. Presented at the Society for Industrial/Organizational Psychology (SIOP) Conference, Honolulu, HI.
- Downey, S., van der Werff, L., **Thomas, K.M.**, & Plaut, P. (2013, April). The roles of inclusion and a climate of trust on employee engagement. In Winny Shen's (chair), *Understanding and Promoting Inclusion in the Workplace*. Society for Industrial-Organizational Psychology, Houston, TX.
- Thomas, K.M.** (Presenter). (2013, April). In J. Williams's *I've Got Tenure Now What? Advancing Women Past the Midpoint*. Society for Industrial-Organizational Psychology, Houston, TX.
- Dawson, B.L. & **Thomas, K.M.** (2010). Bias in mock juror decisions: Harassment of Blacks and Latinas. Poster presented at the Society for Industrial/Organizational Psychology. Atlanta, GA.
- Dawson, B.L. & **Thomas, K.M.** (2010). Racial bias in mock juror perceptions. In K. Miner-Rubino & L. Cortina's (Chairs), *The Power of Sex: The Gendered Nature of Workplace Maltreatment*. The Society for Industrial/Organizational Psychology. Atlanta, GA.
- Dreyer, M.J. & **Thomas, K.M.** (2010). Hosts. *Diversity and Inclusion*. Community of Interest session presented at the Society for Industrial/Organizational Psychology (SIOP) Conference, Atlanta, GA.
- Harrison, M.S. & **Thomas, K.M.** (2010). The role of relational demography on affirmative action stigma. In B. Lyons & J. Raver (Chairs) *Relational influences on race and sex discrimination in organizations*. Society for Industrial/Organizational Psychology. Atlanta, GA.

- Thomas, K.M.** (2010). Discussant. In B. Roote & L. Baranik (Chairs). *LGBT working professionals: Perceptions, policies, and enhancing engagement*. Society for Industrial/Organizational Psychology. Atlanta, GA.
- Thomas, K.M.** (2010). Panelist. In B. Ferdman, N.M. Tran, & M.J. Dreyer's (Chairs), *Let's Talk: Bridging the gap between diversity researchers and practitioners*. Society for Industrial/Organizational Psychology. Atlanta, GA.
- Tran, N.M., George, K.E. Lewis, C.A., & **Thomas, K.M.** (2010). In K.M. Thomas & N.M. Tran (Chairs). *Diversity Ideology of Choice: Multiculturalism or Colorblindness*. Symposium presented at the Society for Industrial/Organizational Psychology. Atlanta, GA.
- Roote, B. D., Gora, P., **Thomas, K. M.**, Plaut, V. (August 2009). Is there room at the table for white men? Roundtable presented at the annual meeting of the American Psychological Association, Ontario, Canada.
- Tran, N.M. & **Thomas, K.M.** (2009). If "We Do" Then "I Can't": Career and Employment Discrimination of Interracially Married Applicants. In C.D. Johnson (Chair), *If I Do, Then I Can't: Yet Another Diversity Dilemma and Career Paradox..* Symposium presented at the Academy of Management (AOM) 2009 Conference in the Gender and Diversity in Organizations (GDO), Chicago, IL.
- Thomas, K.M.**, Dawson, B.L., Tran, N.M., Johnson, L.N., & Lewis, C. (2009). National origins and acceptance rates: Implications for class based affirmative action. In Q. Roberson (Chair), *Removing the guesswork from diversity management: An analysis of diversity policies and implications*. Symposium presented at the Academy of Management (AOM) 2009 Conference in Human Resources (HR) Division, Chicago, IL.
- Harrison, M.S. & **Thomas, K.M.** (2009). The role of colorism on Blacks in corporate America. In L. Offerman (Chair). *Slights, snubs, and slurs: Examining subtle forms of organizational discrimination*. Symposium presented at the Society for Industrial/Organizational Psychology (SIOP) Conference, New Orleans, LA.
- Thomas, K.M.** (2009). Panelist. In L. Leslie (Chair). *Racioethnicity in organizations: Do scientific methods reflect practical realities?* Panel presented at the Society for Industrial/Organizational Psychology (SIOP) Conference, New Orleans, LA.
- Thomas, K.M.** (2009). Discussant. In L. Offerman (Chair). *Slights, snubs, and slurs: Examining subtle forms of organizational discrimination*. Symposium presented at the Society for Industrial/Organizational Psychology (SIOP) Conference, New Orleans, LA.

- Thomas, K. M.**, Johnson-Bailey, J., Phelps, R. & Tran, N.M., (2009). *Going from Pet to Threat: Reflections from Mid-Career Women*. In Minor-Rubino, K. (Chair), Threatened and threatening: Unique issues facing women at work. Symposium presented at the Society for Industrial/Organizational Psychology (SIOP) Conference, New Orleans, LA.
- Roote, B. & **Thomas, K.M.** (2008, April). Assessing an inclusive climate measure. Society for Industrial/Organizational Psychology. San Francisco.
- Roote, B. & **Thomas, K.M.** (2008, April). The role of racial identity and gender in selection decisions. Society for Industrial/Organizational Psychology. San Francisco.
- Thomas, K.M.** (2008, April). [discussant]. Service learning as an I/O teaching method: Stakeholders' lessons learned. Society for Industrial/Organizational Psychology. San Francisco.
- Tran, N.M. & **Thomas, K.M.** (2008). *Stigma by Association: The Career Mobility and Implications for White, Interracially Married Applicants*. Poster presented at the Annual River Cities I-O Psychology Conference, Chattanooga, TN.
- Reynolds-Dobbs, W. & **Thomas, K.M.** (2007, April). Differential reactions to diversity recruitment. Society for Industrial/Organizational Psychology, NYC.
- Reynolds-Dobbs, W. & **Thomas, K.M.** (2007, April). Developing Black women leaders: A discussion of workplace barriers and health implications. In K. Miner-Rubino's (Chair), *Organizations Behaving Badly: Factors Affecting Women's Well-Being at Work*. Society for Industrial/Organizational Psychology, NYC.
- Thomas, K.M.** (2007, April). Discussant. In E. King (Chair), *Individual and Organizational Strategies for the Reduction of Discrimination*. Society for Industrial/Organizational Psychology, NYC.
- Thomas, K.M.**, Harrison, M.S., Roote, B., & Gora, P. (2007, April). The relationship of diversity climate to employee commitment and engagement in D. Major's (chair), *Advancing diversity research: Understanding inclusion and exclusion in organizations*. Society for Industrial/Organizational Psychology, NYC.
- Harrison, M. & **Thomas, K.M.** (2006, August). Colorism in the Job Selection Process: Are there preferential differences within the Black race. Academy of Management, Atlanta, GA.
- Munoz, C. & **Thomas, K.M.** (2006, August). Concealable Stigma and Organizational Climate: Perspectives of Gay and Lesbian Employees. In C.D. Johnson's (Chair). Shhh! There are stigmas associated with those topics: Potential diversity hotbeds. Academy of Management. Atlanta, GA.
- Thomas, K.M.** (2006, August). Discussant. In C.D. Johnson's (Chair). Shhh! There are stigmas associated with those topics: Potential diversity hotbeds. Academy of Management. Atlanta, GA.

- Thomas, K.M.** (2006, August). Panelist. Katrina: Social issues raised by natural disasters. Academy of Management, Atlanta, GA.
- Thomas, K.M.** & Harrison, M. (2006, August).(Co-chairs). Diversity resistance revisited. Academy of Management, Atlanta, GA.
- Munoz, C., Harris, L.S., Grelle, D. &**Thomas, K.M.** (2006) Poster. Heterosexuals' responses to gay co-workers: Incorporating gender differences. Annual Meeting of the Society for I/O Psychology. Dallas, TX
- Munoz, C. &**Thomas, K.M.** Presenter.(2006). In J. Cleveland's (Chair), Perceptions of discrimination at work. . Annual Meeting of the Society for I/O Psychology. Dallas, TX
- Thomas, K.M.** (2006, May). Roundtable participant. Creating inclusive graduate program cultures: UGA and UCF Models Annual Meeting of the Society for I/O Psychology. Dallas, TX.
- Thomas, K.M.** (2006, May). Roundtable participant. The advancement and success of women of color in organizations. Annual Meeting of the Society for I/O Psychology. Dallas, TX.
- Harrison, M. S. & **Thomas, K. M.** (2005, November).Colorism in the Job Selection Process: Are There Preferential Differences Within the Black Race? Southern Management Association (SMA) Conference, Charleston, SC.
- Harrison, M. S., Reynolds-Dobbs, W., &**Thomas, K. M.** (2005, October). Diversity Education: Examining Identity and Responses to Multicultural Curriculum. 5th Annual Diversity Challenge: "Making Race and Culture Work in the World of Work." Boston, MA.
- Harrison, M. S. &**Thomas, K. M.** (2005, October). The Hidden Prejudice in Selection: A Research Agenda on Skin Color Bias. Southern Industrial Relations and Human Resources Conference (SIRHRC). Savannah, GA.
- Thomas, K.M.** (2005). A taxonomy of diversity resistance in the workplace. Diversity as a Competitive Advantage in the Global Economy conference. Sponsored by the Martin J. Whitman School of Management at Syracuse University and the Organizational Behavior Division of the Academy of Management.
- Bingham, K. &**Thomas, K.M.** (2005, April). Promotional bias and use of the family medical leave act. Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Ferdman, B. &**Thomas, K.M.** (2005, April). *Diversity Management: Moving Past the Buzzwords to Best Practices*. Invited Pre-Conference Workshop for the Society for Industrial and Organizational Psychology, Los Angeles, CA.

- Munoz, C. & **Thomas, K.M.** (2005, April). Anxiety and experience in heterosexuals' responses to gay co-workers. Poster to be presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Reynolds-Dobbs, W., Gewin, A.G., & **Thomas, K.M.** (2005, April). Confronting diversity resistance: Identifying diversity related fears and hopes. Paper to be presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Thomas, K.M.** (2005, April). Discussant in L. Wolfe's (Chair), *Teaching I/O concepts More Effectively: Experiential and Service-Learning Pedagogy*. Symposium to be presented at the meeting for the Society for Industrial and Organizational Psychology, Los Angeles.
- Thomas, K.M.** (2005, April). Panelist in A. Colella and R. Daboye (Chairs). *Frontiers Volume Discrimination at Work*. Symposium to be presented at the meeting for the Society for Industrial and Organizational Psychology, Los Angeles.
- Thomas, K.M.** (2005, April). Panelist in K. Ehrhart and J. Gillespie (Chairs), *Scaling the Slippery Slope: Toe Holds for Women in Academe*. Symposium to be presented at the meeting for the Society for Industrial and Organizational Psychology, Los Angeles
- Thomas, K.M.** (2005, April). (Chair). Teaching diversity: Building multicultural competence for the next 20 years. Symposium to be presented at the meeting of the Society of the Industrial and Organizational Psychology, Los Angeles.
- Davis, J.L. & **Thomas, K. M.** (2004, August). The roles of race and gender on access to developmental job opportunities: Is there a double whammy? Academy of Management, New Orleans, LA.
- Gewin, A.G. & **Thomas, K.M.** (2004). The roles of diversity benefits in organizational image and compatibility. Academy of Management, New Orleans, LA.
- Hu, C.Y., **Thomas, K.M.**, Lance, C. (2004). The impact of individual difference variables on informal mentorship initiations. Academy of Management, New Orleans, LA.
- Thomas, K.M.** (2004, August). Valuing diversity in the Academy of Management. Session facilitator. Academy of Management, New Orleans, LA.
- Clark, C., Davis, J., & **Thomas, K.M.** (2003, April). Barriers and bridges to inclusion: The minority graduate student perspective (Conversation hour). Society for Industrial-Organizational Psychology, Orlando, FL.
- Hu, C.Y., Popp, E.C. & **Thomas, K.M.** (2003, April). Information seeking patterns in oldtimer and newcomer internationals (poster). Society for Industrial-Organizational Psychology, Orlando, FL.

- Thomas, K.M.** (2003, April) Panelist. In S. Button's (Chair). *Sexual-orientation diversity in the broader context: Issues and avenues*. Society for Industrial-Organizational Psychology, Orlando, FL.
- Thomas, K.M.**, Hu, C.Y., Gerwin, A.G., Bingham, K.L., & Yanchus, N. (2003, April). The roles of newcomer race, gender, and proactivity on oldtimers' willingness to mentor: A policy-capturing study. In R.G. Jones' (Chair), *Beyond mere compliance: Applying psychology to reducing discrimination*. Society for Industrial-Organizational Psychology, Orlando, FL.
- Thomas, K. M.** & Landau, H. (2002, Aug). *The Industrial-Organizational Psychology perspective on fairness: From justice to privilege*. American Psychological Association. Chicago.
- Thomas, K. M.** (2002, Aug). *Diversity Resistance*. In K.M. Thomas's (Chair) Diversity resistance: Subtle and overt, individual and institutional (symposium). Academy of Management, Denver.
- Thomas, K. M.** (2002, June). *Preparing for faculty positions in Psychology*. American Psychological Society [invited pre-conference teaching institute workshop]. New Orleans.
- Perkins, L.A. & **Thomas, K. M.** (2002, April). *The spillover effects of demography on organizational efforts to recruit*. In Lesley Perkins and Joan Ratz's (co-chairs), Do common recruitment strategies effectively increase organizational workforce diversity. Society for Industrial-Organizational Psychology. Toronto, Canada.
- Thomas, K. M.**, & Landau, H. (2002, Jan.). *The role of student engagement in doctoral level education: Reflections from an engaged scholar and student*. American Association of Higher Education's conference on Faculty Roles and Rewards. Phoenix, AZ.
- Thomas, K. M.** (2001, Oct.). *Teaching Diversity in Organizations: To Contextualize or Decontextualize?* Institute for the Study and Promotion of Race and Culture's "How to Survive Teaching Courses on Race and Culture." Boston, MA. [**not presented**]
- Thomas, K. M.** (2001, June). *Taking advantage of on campus programs*. Preparing Future Faculty Institute Conference. Boston, MA.
- Brink, K.E. & **Thomas, K. M.** (2001). *The Variable Effects of Goal-Performance Discrepancies on Future Goal Setting: A Test of Three Moderators*. Society for I/O Psychology. San Diego, CA.
- Chrobot-Mason, D., & **Thomas, K. M.** (2000). *The Intersection of Individual and Organizational Multicultural Identity Development*. In B. Chung (Chair), Understanding the Multicultural Organization: An Examination of Climate, Identity Development, and Stereotypes. Society for I/O Psychology. New Orleans, LA.
- Johnson, C.D., Mack, D.A., **Thomas, K. M.**, Parisi, A.G., and Green, T.D. (2000). *Looking at Ethnic Identity Across Groups for Measurement Equivalence*. In C. Johnson and D. Chrobot-Mason (Co-Chairs), Considering the Role of Identity in Organizations from Diverse Vantage Points: Different Types, Different Levels of Analysis. Society for I/O Psychology. New Orleans, LA.

- Montagliani, A. J., Baxter, D., Hecht, J. E., Drey, J., and **Thomas, K. M.** (2000). *Evaluating the climate for diversity: The use of focus groups*. Paper presented at the International Conference on Qualitative Research in Education, Athens, Georgia.
- Thomas, K. M.** (2000). *The African American Organizational Experience: A New Research Agenda*. In M. Zickar (Chair). *On the Margins: Studying Neglected Populations in I-O Psychology*. Society for I/O Psychology. New Orleans, LA.
- Thomas, K. M.** (2000). Discussant. In C. Johnson and D. Chrobot-Mason (Co-Chairs), *Considering the Role of Identity in Organizations from Diverse Vantage Points: Different Types, Different Levels of Analysis*. Society for I/O Psychology. New Orleans, LA.
- Thomas, K. M.**, Mack, D.A., & Montagliani, A. (1999, Aug.). *Challenging diversity myths and eradicating resistance: A critical analysis of backlash*. Gender and Diversity research division of the Academy of Management. Chicago, IL.
- Mack, D.A., Johnson, C.D., Green, T.D., Parisi, A.G., & **Thomas, K. M.** (1999, April). *Relationship of ethnic and racial identity to affirmative action and motivation to control prejudice*. In K. Thomas (Chair) *Exploring White racial identity and "De-centering Whiteness": New Directions for Diversity Research*. Society for Industrial/Organizational Psychology. Atlanta, GA.
- Wayne, J.H., **Thomas, K. M.**, & Riordan, C.M. (1999, April). *Cross-race and same-gender interactions: Bias in sexual harassment cases?* Society for Industrial/Organizational Psychology. Atlanta, GA.
- Proudford, K.L. & **Thomas, K. M.** (1999, April). *The symposium is over, now what? Proposing a journal special issue*. Society for Industrial/Organizational Psychology. Atlanta, GA.
- Johnson, C.D., Parisi, A.G., Mack, D., Green, T., **Thomas, K. M.**, & Button, S.B. (1998, Aug.). *Are highly identified African-Americans really "better off?"* American Psychological Association. San Francisco, CA.
- Perkins, L.A., & **Thomas, K. M.** (1998, April). *Say it with pictures: Recruiting in a diverse workforce*. In D. Day and E. Ringseis (Co-chairs). *From Affirmative Action to Understanding Diversity and Identity at Work*. Society for Industrial/Organizational Psychology. Dallas, TX.
- Thomas, K. M.** (1998, March). *Bringing all of ourselves to work: Professional development for a diverse workplace*. Annual Industrial/Organizational Psychology and Organizational Behavior Student Conference: "Bridging Boundaries:" Excellence in Diverse and Dynamic Organizations. San Diego, CA.
- Thomas, K. M.** & Proudford, K.L. (1997, Aug.). *Integrating theory and practice: Notes from Outsiders Within*. Women in Management Pre-conference Meeting, Academy of Management. Boston, MA.

- Thomas, K.M.**, Williams, K.L., Perkins, L.A., &Barroso, C. (1997, April). *Attitudes Toward affirmative action: Looking beyond race and gender*. In K. Thomas (Chair) *New Directions for Diversity Research: Insights from Ethnic Identity Theory*. Society for Industrial/Organizational Psychology. St. Louis, MO.
- Thomas, K. M.** & Boyle, B.E.(1996, Nov.).*Work-family conflict and diversity from an I/O perspective*. In K.M. Thomas (Chair) *Work/Family Conflict: A Question of Class, Race, and/or Gender*. Kunz Center for the Study of Work & Family's Conference "Agenda for the 21st Century Labor Force: Implications of Changing Family Structure, Diversity and Jobs." Cincinnati, OH.
- Williams, K.L., &**Thomas, K. M.** (1996, Sept.).*Identifying unique sources of stress for minority and female professionals: A comprehensive framework*. National Black MBA Association. New Orleans, LA.
- Parisi, A.G., Holliday Wayne, J., Williams, K., **Thomas, K. M.**,& Ringenbach, K. (1996, Sept.) *Perceived stress for workplace women insiders, outsiders, and tokens in the military*. American Psychological Association's conference on Psychosocial and Behavioral Factors in Women's Health. Washington, DC.
- Williams, K.L., Holliday Wayne, J., **Thomas, K.**, & Ringenbach, K. (1996, Sept.).*A re-examination of stress: Experiences of workgroup insiders and outsiders*. American Psychological Association conference on Psychosocial and Behavioral Factors in Women's Health. Washington, DC.
- Thomas, K. M.**, Drey, J., & Kuhnert, K. (1996, Sept.)*Leadership development for the 21st century*. National Leadership Institute's Conference on Leadership. College Park, MD.
- Thomas, K. M.**, Perkins, L.A. & Williams, K.L. (1996, Aug.)*Using one's Outsider Within status as a career development strategy in academe: Self-affirmation or self-marginalization?* In K.M. Thomas& K. Proudford's (Co-Chairs) *Working and Living as Outsiders Within: Our Research and Our Careers*. Academy of Management, Cincinnati, OH.
- Thomas, K. M.** (1996, April). *Doing diversity research: A political process*. In L. Robertson's (Chair) *Diversity Research in Organizations*. (Roundtable). Society for Industrial/Organizational Psychology. San Diego, CA.
- Thomas, K. M.** & Wise, P.G. (1996, April).*Maintaining applicant pool diversity: A cross level examination of applicant reactions to recruitment*. Society for Industrial/Organizational Psychology, San Diego, CA.
- Perkins, L.A., &**Thomas, K. M.** (1996, March). *The applicant as the consumer and the use of ethnic identity theory*. Seventeenth Annual Industrial/Organizational Psychology and Organizational Behavior Conference, Bowling Green, OH.
- Taylor, J., Wall, V., &**Thomas, K. M.** (1996, March). *Multicultural consulting: Creating and redefining inclusive campus climates*. National Association of Student Personnel Administrators. Atlanta, GA.

Thomas, K. M., Williams, K.L., Ringenbach, K., Moran, S.K., & Landy, F.J. (1995, Sept.). *The role of burnout on organizational attachment and career mobility*. American Psychological Association and The National Institute of Occupational Safety and Health. Washington, DC.

Thomas, K. M., Phillips, L.D., & Brown, S. (1995, Aug.). *Three psychological perspectives on the importance of ethnic identity*. American Psychological Association, New York, NY.

Thomas, K. M. (1995, May). *Attracting workforce 2000 professionals*. Society for Industrial/Organizational Psychology. Orlando, FL.

Thomas, K. M. (1994, May). *An examination of burnout and time urgency among women in traditional and non-traditional careers*. American Psychological Association's Conference on Psychosocial and Behavioral Factors in Women's Health. Washington, D.C.

Thomas, K. M. (1993, Aug.). *Time urgency and burnout across career stages*. In F.J. Landy (Chair), *Time Urgency and Burnout*. Symposium conducted at the 1993 American Psychological Convention. Toronto, Canada.

Thomas, K. M. (1992, Nov.). *Time urgency and work stress in the Law industry*. In F.J. Landy (Chair), *Time Urgency and Work Stress*. Symposium conducted at the Second Conference of the American Psychological Association & National Institute for Occupational Safety and Health, Washington, D.C.

Thomas, K. M. & Mathieu, J.E. (1992, Aug.). *The moderating influence of attributions in the goal-performance relationship*. Centennial convention of the American Psychological Association, Washington, D.C.

Regional

Reynolds-Dobbs, W., Harris, M., & **Thomas, K.M.** (2005, April). Diversity education: Examining Identity and Responses to Diversity Curriculum. 12th Georgia Conference on College and University Teaching. Kennesaw, GA.

Brink, K.E., Landau, H., Popp, E., & **Thomas, K. M.** (2002, March). Resistance and its Correlates. Southeastern Psychology Association, Orlando, FL.

Landau, H., Popp, E., Brink, K.E., & **Thomas, K. M.** (2002, March) Shades of White. Southeastern Psychology Association, Orlando, FL.

Grantham, T., **Thomas, K. M.**, & Phelps, R.E. (2002, March). Service Learning in Preparing Future Faculty. Southeastern Psychology Association, Orlando, FL.

Thomas, K. M. (2001, Dec.). *Preparing Future Faculty in Psychology: A UGA Initiative*. Association of Department Heads in Psychology Meeting. Atlanta, GA.

Parisi, A.G., Johnson, C.D., Mack, DA, Green, T.D., **Thomas, K. M.**, & Button, S.B. (1998, March). *Relationship of ethnic identity to well-being and achievement: An exploratory study.* Southeastern Psychology Association. Mobile, AL.

Johnson, C.D., **Thomas, K. M.**, Phelps, R., Cokley, K., & Brown, S. (1998, March). *Scholars and students talk ethnic identity.* Southeastern Psychology Association. Mobile, AL.

Dean, K., **Thomas, K.**, Holliday Wayne, J., & Mack, D. (1997, April). *Stereotypes, prejudice, and disposition: Analysis of a social problem.* 1997 Annual Psi Chi Convention for the Behavioral Sciences. Athens, GA.

Perkins, L.A. & **Thomas, K. M.** (1997, April). *The role of prior experience in diverse environments on reactions to affirmative action: Implications for recruitment and selection.* Southeastern Psychology Association. Atlanta, GA.

Parisi, A.G. & **Thomas, K. M.** (1997, April). *The significance of time urgency in career choice.* Southeastern Psychology Association. Atlanta, GA.

Thomas, K. M. (1996, March). *To be young, Black, and tenure-track: The joys and perils of teaching within a multicultural curriculum.* Eighth Southeastern Conference on the Teaching of Psychology. Kennesaw, GA.

Local

Thomas, K. M. (1999, April). *Recruiting for diversity in academe: An I/O Psychologist's perspective.* Sixth Annual Multicultural Education Conference, College of Education, University of Georgia, Athens, GA.

Thomas, K. M. (1995, June). *Managing diversity.* Robbins Air Force Base. Warner Robbins, GA.

Thomas, K. M. (1995, June). *The importance of attending to diversity.* The Atlanta Society for Applied Psychology. Lawrenceville, GA.

Thomas, K. M. (1995, March). *Female relationships as a source of motivation and empowerment.* First Annual Black Women's Focus Conference, University of Georgia, Athens, GA.

Thomas, K. M. (1994, Nov.). *Burnout and the professional woman: The case of female lawyers.* Sponsored by the University of Georgia's School of Law and the Women's Studies Department, Athens, GA.