

CURRICULUM VITAE

Larry Ross Martinez
Assistant Professor of Hospitality Management
The Pennsylvania State University
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EDUCATION

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|---|-----------------|
| B.A. in Psychology, 2007 | Rice University |
| M.A. in I/O Psychology, 2010
Thesis: <i>Workplace experiences of
childhood cancer survivors</i> | Rice University |
| Ph.D. in I/O Psychology, 2012
Dissertation: <i>Confronting bias: How targets and allies
can address prejudice against gay men in the workplace</i> | Rice University |

AWARDS AND HONORS

Graduate Fellowship, Rice University, 2007-2012
Social Sciences Research Institute Dissertation Improvement Grant, 2011, \$2,284
Hospitality Industry Diversity Institute Best Conceptual Paper Award, 2010, \$500
Gertrude Maurin Travel Award, 2010, 2011, 2012, \$400
SWE AWE Project Grant, 2008, \$600

RESEARCH INTERESTS

Stigmatization, prejudice, and discrimination across the spectrum of employment experiences (e.g., hiring, interviewing, conflict, turnover, climate, attitudes), particularly from the target's perspective and the role of nonstigmatized allies in reducing discrimination.

PUBLICATIONS

Saal, K., Smith, N. A., & **Martinez, L. R.** (in press). Visible disabilities: Acknowledging the utility of acknowledgment. *Industrial Organizational Psychology: Perspectives on Science and Practice*, 7.

Martinez, L. R., Sasso, T., & Salter, N. P. (in press). From the LGBT Committee: Open invitation to allies. *The Industrial-Organizational Psychologist*.

- Hebl, M. R., Martinez, L. R., Barron, L. G., King, E. B., & Skorinko, J. L. (2014). How diversity ideologies influence LGBT employees: To be or not to be; and to see or not to see. In K. M. Thomas, V. Plaut, & M. Tran (Eds.), *Diversity ideologies in organizations*. New York, NY: Taylor & Francis.
- Sasso, T., Sawyer, K., & **Martinez, L. R.** (2013). The repeal of DOMA: A brief history, and moving toward workplace equality. *The Industrial-Organizational Psychologist*, 51, 190-194. Stable URL: <http://www.siop.org/tip/oct13/512tip/512/>.
- Sabat, E. I., **Martinez, L. R.**, & Wessel, J. L., (2013). Neo-activism: Engaging allies in modern workplace discrimination reduction. *Industrial and Organizational Psychology*, 6, 491-496.
- ***Martinez, L. R.**, Ruggs, E. N., Sabat, I. E., Hebl, M. R., & Binggeli, S. (2013). The role of organizational leaders in sexual orientation equality at organizational and federal levels. *Journal of Business and Psychology*. doi: 10.1007/s10869-013-9293-x
- Hebl, M. R., Madera, J. M., & **Martinez, L. R.** (2013). Personnel selection. *Handbook of Multicultural Psychology*. Washington, DC: American Psychological Association.
- Martinez, L. R.**, Law, C. L., & Hebl, M. R. (2012). How sexuality information impacts attitudes and behaviors toward gay servicemembers. *Military Psychology*, 24, 461-472.
- #Law, C. L., **Martinez, L. R.**, Ruggs, E. N., Hebl, M. R., Akers, E. (2011). Transparency in the workplace: How the experiences of transsexual employees can be improved. *Journal of Vocational Behavior*, 79, 710-723.
- Ruggs, E. N., **Martinez, L. R.**, & Hebl, M. R. (2011). How individuals and organizations can reduce interpersonal discrimination. *Social and Personality Psychology Compass*, 5, 29-42.
- Roote, B., O'Shea, G., Kemp, D. C., **Martinez, L. R.**, Waldrup, J., Buxo, N., Allen, K. R., & Raad, J. (2011). LGBT Committee and allies outreach with The Night Ministry. *The Industrial/Organizational Psychologist*, 49, 113-116.
- Martinez, L. R.**, & Hebl, M. R. (2010). Additional agents of change in promoting LGBT inclusiveness in organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 3, 82-85.
- Hebl, M. R., **Martinez, L. R.**, Bachman, K. R. O., & Rittmayer, A. (2008). Girls' **experiences** in the classroom. *The SWE AWE Project and National Academy of Engineering: Center for the Advancement of Scholarship on Engineering Education*.

RESEARCH UNDER REVIEW

*Bachman, K. R. O., **Martinez, L. R.**, & Hebl, M. R. *Fleeing the Ivory Tower: Gender differences in reasons for turnover*. Manuscript being revised for resubmission at *Journal of Management*.

Bachman, K. R. O., **Martinez, L. R.**, Ruggs, E. N., Rinehart, J., & Hebl, M. *Policies that make a difference: A case study on bridging the work-family gap*. Manuscript being revised for resubmission at *Gender in Management: An International Journal*.

Martinez, L. R., White, C. D., Shapiro, J., & Hebl, M. R. *Meaning well but doing harm: Discrimination despite positive intentions in hiring cancer survivors*. Manuscript being revised for resubmission at *Journal of Applied Psychology*.

Martinez, L. R., & Hebl, M. R. *Surviving or thriving: Childhood cancer survivors' workplace experiences*. Manuscript submitted for publication at *Journal of Occupational Health Psychology*

Martinez, L. R., & Hebl, M. R. *Confronting bullying in the workplace: An observer's perspective*. Manuscript in submitted for publication at *Journal of Management*

*Lyons, B., **Martinez, L. R.**, Ruggs, E. N., Bachman, K. R. O., Hebl, M. R., & Ryan, A. M. *Disability identity management strategies in interpersonal contexts: Beyond acknowledgment*. Manuscript submitted for publication at *Journal of Management*.

SYMPOSIA

Martinez, L. R., Sawyer, K., Thoroughgood, C., & Ohle, L. (2014, May). Transitioning at work: Impact of gender realignment on workplace attitudes. In Lindsey, A. P., Finkelstein, L, & Jones, K. (Chairs), *New perspectives on workplace experiences of sexual orientation minorities*. Symposium conducted at the 29th Annual Conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.

Ashburn-Nardo, L., Hebl, M. R., **Martinez, L. R.**, & Moss, A. (2014, June). The power of confronting discrimination: How allies can strategically intervene. In A. Newheiser and M. Barreto (Chairs), *Strategies for promoting positive cross-group interactions*. Symposium conducted at the 17th General Meeting of the European Association of Social Psychology, Amsterdam, Netherlands.

Martinez, L. R. (2013, August) Confronting gay bias: How to address prejudice in the workplace. In V. C. Rabelo and L. M. Cortina (Chairs), *Sexuality, gender, and prejudice, Oh My! LGBQ experiences in organizations*. Symposium conducted at the 73rd Annual Meeting of the Academy of Management, Orlando, FL.

- Martinez, L. R.**, Hebl, M. R., & Law, C. L. (2013, August). How sexuality information impacts attitudes and behaviors toward gay service members. In A. X. Estrada (Chair), *Addressing clinical and policy issues related to LGBT service members*. Symposium conducted at the 121st Annual Meeting of the American Psychological Association, Honolulu, HI.
- Binggeli, S., Ruggs, E. N., Bachman, K. R. O., **Martinez, L. R.**, Sabat, I. E., & Hebl, M. R. (2013, April). Who is perpetuating gender roles among Hispanics? Mama' o Papa'? In E. N. Ruggs, S. Binggeli, and **L. R. Martinez** (Chairs), *The current status of gender inequality in the workplace*. Symposium conducted at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Martinez, L. R.**, Ruggs, E. N., Bachman, K. R. O., & Hebl, M. R. (2013, April). Disabling the stigma: Dual perspectives of acknowledgment behaviors concerning disability. In E. King & A. Ahmad (Chairs), *Understanding identity management of stigmatized individuals in the workplace*. Symposium conducted at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Martinez, L. R.**, White, C. D., Mover, K. E., & Hebl, M. R. (2012, August). Surviving the hiring process: Evidence of interpersonal discrimination in hiring cancer survivors. In L. Lomeli (Chair), *Explorations into the conundrums and complexities of workplace mistreatment*. Symposium conducted at the 72nd Annual Meeting of the Academy of Management, Boston, MA.
- Martinez, L. R.**, Ruggs, E. N., & Hebl, M. R. (2012, April). Trans-gressing in the workplace: The power of being informed and informing others. In C. Law (Chair), *Workplace experiences of lesbian, gay, bisexual, and transgender individuals*. Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Ruggs, E. N., **Martinez, L. R.**, Bachman, K. R. O., & Hebl, M. R. (2012, April). Benefits of the Civil Rights Act: Race and gender perceptions of those in STEM. In C. Cox (Chair), *Anti-discrimination law: Past successes, current concerns, and future directions*. Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Roote, B., **Martinez, L. R.**, Reichman, W., Wernersbach, M., Lambie, S., & Waldrup, J. (2012, April). *SIOP confronts LGBT employment discrimination*. Symposium conducted at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Roote, B., **Martinez, L. R.**, Cornwell, J. M., Salter, N., Kincaid, T., Desormeaux, L., et al. (2011, October). *Out and proud in 2011: Research, expertise, and the*

applied perspectives of LGBT professionals. Workshop held at the 2011 Out and Equal Workplace Summit, Dallas, TX.

Martinez, L. R., & Hebl, M. R. (2011, April). Surviving in the workplace: Childhood cancer survivors' workplace experiences. In A. McGonagle (Chair), *Pregnant, disabled, sick, surviving: Experiences and outcomes of workplace stigma*. Symposium conducted at the 26th Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Martinez, L. R., Law, C. L., & Hebl, M. R. (2010, April). Leaders' shifting reactions to subordinate gays in the military. In K. M. Thomas (Chair), *LGBT working professionals: Perceptions, policies, and enhancing engagement*. Symposium conducted at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

PAPER PRESENTATIONS

Xu, S. & **Martinez, L. R.** (2014, August). *When do abusive supervisors leave or stay?* Paper presented at the 2014 International Council on Hotel, Restaurant, and Institutional Education Conference, San Diego, CA.

McGinley, S., O'Neill, J., & **Martinez, L. R.** (2014, August). *The moderating role of career progression on job mobility: A study on career change and turnover*. Paper presented at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.

Martinez, L. R. (2013, July). *Employee disclosure of hidden stigmatized characteristics in the hospitality industry*. Paper presented at the 2103 International Council on Hotel, Restaurant, and Institutional Education Conference, St. Louis, MO.

Martinez, L. R., Ruggs, E. R., & Hebl, M. R. (2010, September). *How employees can reduce interpersonal discrimination in the workplace*. Paper presented at the 2nd Annual Hospitality Industry Diversity Institute Conference, Houston, TX.

Martinez, L. R., & Hebl, M. R. (2010, September). *Disclosure in the workplace*. Paper presented at the 2nd Annual Hospitality Industry Diversity Institute Conference, Houston, TX. Best Conceptual Paper Award, \$500.

Ruggs, E. N., **Martinez, L. R.**, & Hebl, M. R. (2010, September). *Whose burden is it anyway? Organizational strategies to reduce interpersonal discrimination*. Paper presented at the 2nd Annual Hospitality Industry Diversity Institute Conference, Houston, TX.

INVITED TALKS

- Martinez, L. R.** (2014, February). *Sampling from under-researched workplace populations*. Invited by the Pennsylvania State University Office of Research Protections; IRB 101 Brownbag Series – Workplace and Organizational Research.
- Martinez, L. R.** (2014, February). *Practical lessons in leadership*. Invited by the Pennsylvania State University Hillel.
- Martinez, L. R.** (2013, April). *Identity management strategies for stigmatized employees*. Invited by the Pennsylvania State University Alumni Affairs Diversity Council.
- Martinez, L. R.** (2013, March). *Allied troops: Engaging non-stigmatized allies in organizational diversity management initiatives*. Invited by the Pennsylvania State University Industrial/Organizational Psychology Department. Distinguished speaker Spring 2013.
- Martinez, L. R.** (2013, February). *Identity management strategies for stigmatized employees*. Invited by The Pennsylvania State University Psychology Department's BRIDGE Program.
- Martinez, L. R.** (2012, October). *Confrontation in the workplace*. Paper presented at the HRIM Graduate Roundtable.
- Salter, N., **Martinez, L. R.**, Lambie, S., & Sawyer, K. (2012, July). *July town call: What do you need to know? Current LGBT research efforts!* Presentation to Out&Equal Membership, online.
- Martinez, L. R.** (2012, April). *Confronting bias: How targets and allies can address prejudice against gay men in the workplace*. Paper presented at the I/O Brown Bag, Rice University, Houston, TX.
- Martinez, L. R.** (2011, January). *Surviving or thriving? Workplace experiences of childhood cancer survivors*. Paper presented at the I/O Brown Bag, Rice University, Houston, TX.
- Hebl, M. R., **Martinez, L. R.** (2010, March). *Childhood cancer survivors' workplace experiences: Theoretical justification*. Paper presented at the Pediatric Grand Rounds, MD Anderson Cancer Center, Houston, TX.
- Martinez, L. R.** (2009, March). *Childhood cancer survivors' workplace experiences: Theoretical justification*. Paper presented at the I/O Brown Bag, Rice University, Houston, TX.
- Martinez, L. R.** (2008, March). *Leader's shifting reactions to subordinate gays in the military*. Paper presented at the I/O Brown Bag, Rice University, Houston, TX.

EXPERT PANELS

Fisher, S. L., King, E. B., Wessel, J. L., **Martinez, L. R.**, Johnson, N. S., Ball, J. (2014, May). *Gender beyond the binary: Implications for I/O research and practice*. Expert panel at the 29th Annual Conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.

Sawyer, K., Roote, B., Cornwell, J. M., **Martinez, L. R.**, & Baillie, P. (2014, May). *LGBT research and practice: New avenues for creating safe workplaces*. Expert panel at the 29th Annual Conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.

POSTERS

White, C. D., **Martinez, L. R.**, Shapiro, J. R., & Hebl, M. R. (2014, May). *Positive intentions but discrimination toward hiring cancer survivors*. Poster presented at the 29th Annual Conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.

Sabat, I. E., & **Martinez, L. R.** (2014, May). *The queen's speech: Auditory sexual orientation cues in interview contexts*. Poster presented at the 29th Annual Conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.

Saal, K., & **Martinez, L. R.** (2014, January). *A house divided: Exploring discriminatory selection practices between front-of-house and back-of-house positions in the hospitality industry*. Poster presented at the 19th Annual Graduate Education & Graduate Student Research Conference in Hospitality & Tourism, Houston, TX.

Bachman, K. R. O., **Martinez, L. R.**, & Hebl, M. R. (2010, April). *Gender differences in faculty turnover: Disparate views and paths*. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Bachman, K. R. O., **Martinez, L. R.**, & Hebl, M. R. (2009, November). *Gender differences in faculty turnover: Disparate views and paths*. Poster presented at the NSF ADVANCE Poster Session, Houston, TX.

Martinez, L. R., Stapp, T., Brown, D., & Jarman, A. (2006, April). *Not that there's anything wrong with that: Discrimination in hiring with regard to sexual orientation*. Poster presented at the Rice Undergraduate Research Symposium, Houston, TX.

Martinez, L. R., Stapp, T., Brown, D., & Jarman, A. (2006, April). *Not that there's anything wrong with that: Discrimination in hiring with regard to sexual orientation*. Poster presented at the Undergraduate Research Methods Symposium, Houston, TX.

**The first two authors contributed equally.*

#The first three authors contributed equally.

MENTORING

Kayla Saal, PhD student, graduate advisor, candidacy exam committee chair
Shi (Tracy) Xu, PhD student, candidacy exam committee member
Sean McGinley, PhD student, candidacy exam committee member
Qing (Stephanie) Liu, PhD student, candidacy exam committee member
Aleí (Aileen) Fan, PhD student, candidacy exam committee member
Tiffany Johnson, PhD student, candidacy exam outside committee member
Lucy Song, BS student, Honors Thesis advisor, committee chair

REVIEWING APPOINTMENTS

Journal of Sexual Orientation and Gender Diversity, consulting reviewer (2013-present)
Journal of Homosexuality, ad-hoc reviewer (2013-present)

JOURNAL REVIEWS

Journal of Hospitality and Tourism Research, article on work/leisure conflict (2013, July)
Stress & Health, article on chronic illness (2013, March; 2013, July)
Journal of Hospitality and Tourism Research, article on job autonomy (2013, January;
2013, July)
Journal of Personality, article on LGBT personality stereotypes (2013, January)
Journal of Hospitality and Tourism Research, article on diversity management (2012,
October)
Military Psychology, article on DADT policy (2012, April)

CONFERENCE REVIEWS

International Council on Hotel, Restaurant, & Institutional Education Conference (2014-
present)
Graduate Education & Graduate Student Research Conference in Hospitality & Tourism
(2013-present)
Academy of Management Annual Conference (2013 – Present)
Society for Industrial & Organizational Psychology Annual Conference (2011-present)

PROFESSIONAL & DEVELOPMENTAL EXPERIENCE

Lodging Magazine HR + Diversity Summit attendee, Washington DC – October 2013.

Hyatt Regency McCormick Place, Chicago, IL – Summer 2013 – Faculty internship. Rotated through human resources, front desk, banquets, catering, food and beverage, convention services, guest services, and purchasing departments. Performed various tasks throughout the property.

Schreyer Institute for Teaching Effectiveness Course Design Academy attendee, University Park, PA – May 2013.

New York International Hotel/Motel & Restaurant Show attendee, New York, NY – November 2012.

Tour of Hilton Worldwide Headquarters, Tysons Corner, VA – November 2012.

Tour of Metz Culinary Management facility, Erie, PA – September 2012.

The Nittany Lion Inn and The Penn State Conference Hotel, State College, PA – Fall 2012 – Faculty internship at two hospitality properties. Rotated through human resources, housekeeping, maintenance, front desk/guest services, food and beverage, events, banquets, audio-visual, and catering/football concessions departments.

Rice University Fitness Program, Houston, TX – Spring 2011 – Conducted a study of undergraduate performance as a function of Lifetime Physical Activity Program involvement. Assessed physiological, cognitive, and psychosocial factors at the beginning and end of a 13-week training period. Provided a summary of results and advised future plans for the LPAP program.

I/O At Work, Atlanta, GA – Fall 2009-Fall 2010, Spring 2011-Spring 2012 – Reviewed scholarly articles in I/O, OB, and management and created simplified blog entries.

Night Ministry, Chicago, IL – Spring 2011 – Provided resume review and career coaching for homeless youth at Chicago's Night Ministry

Bocavox Software Solutions, Westin, FL – Fall 2010-Spring 2011 – Provided consultation regarding managerial/employee relations, interviewing, and termination.

Rice University Fitness Program, Houston, TX – Fall 2010 – Provided consultation regarding group fitness instructor evaluation process. Created new assessment tool for evaluating group fitness instructor effectiveness and outlined plan of analysis.

Rice University Fitness Program, Houston, TX – Fall 2010 – Conducted performance evaluations of group fitness instructors.

Rice University School Math Project, Houston, TX – Fall 2007 – Conducted performance evaluations of mathematics teachers.

Rice University Undergraduate Research Symposium, Houston, TX – Spring 2009. Judged undergraduate research projects in annual research symposium.

ICF International Consulting, Houston, TX – Summer 2007 – Job analysis. Responsible for interviewing and observing five CPS caseworkers and providing detailed accounts of their primary job activities, tasks, and associated KSAs to ICF International Consulting.

CLASSES TAUGHT

Organizational Behavior (2 sections), Spring 2014
Organizational Behavior (2 sections), Fall 2013
Human Resource Management (2 sections), Spring 2013
Human Resource Management, Fall 2012
Social Psychology, Summer, 2012
Social Psychology, Summer, 2011
Social Psychology, Summer, 2010
Introductory Psychology, Summer, 2009
Research Methods Lab, Fall, 2011

TEACHING ASSISTANTSHIPS

Social Psychology, Spring, 2008
Introductory Psychology, Fall, 2008
Research Methods, Spring, 2010
Psychology of Gender, Fall, 2010
Research Methods, Spring, 2011
Research Methods, Fall, 2011

INVITED LECTURES

Pre-tenure perspectives, The Pennsylvania State University. Invited by Hubert van Hoof 8/13
Interview Skills, The Pennsylvania State University. Invited by Rosemarie Hibbler 8/13
Interview Skills, The Pennsylvania State University. Invited by Rosemarie Hibbler 1/13
Finding a Dissertation Topic, The Pennsylvania State University. Invited by Michael Tews 1/13
Technology and Study Skills, The Pennsylvania State University. Invited by Rosemarie Hibbler 12/12
Groups and Teams, The Pennsylvania State University. Invited by Bart Bartlett 11/12
Psychology, Rice University. Invited by Rice IMPACT high school summer program. 6/12
Leadership, The Pennsylvania State University. Invited by Bart Bartlett 11/11
Ethics in Research, Rice University. Invited by Mikki Hebl. 9/11
Social Psychology, Rice University. Invited by Corinne Allen 7/11
Research and Technology, Rice University. Invited by Sandra Parsons 2/11
Male Psychology, Rice University. Invited by Mikki Hebl 10/10
Schemas, Rice University. Invited by Chandramallika Basak 10/10
Semantic Memory, Rice University. Invited by Chandramallika Basak 10/10
Ethics in Research, Rice University. Invited by Sandra Parsons. 2/10
Stress, Health, and Obesity. Rice University. Invited by Cody Cox. 11/08

Classical Conditioning. Rice University. Invited by Cody Cox. 10/08
Social Psychology and False Memories. Rice University. Invited by Mikki Hebl. 3/08

PROFESSIONAL MEMBERSHIPS

International Council on Hotel, Restaurant, and Institutional Education (2012-present)

Academy of Management (2012-present)
Gender & Diversity Special Interest Group
Organizational Behavior Division

Society for Industrial/Organizational Psychologists (2007-present)
LGBT Ad-hoc Committee

American Psychological Association (2012-present)
Division 44 – Society for the Psychological Study of LGBT Issues

Society for the Psychological Study of Social Issues (2007-present)

SERVICE

Society for Industrial/Organizational Psychologists
Member of the Lesbian/Gay/Bisexual/Transgender Ad hoc Committee (2008-present)
Sub-Committee Chair (2012-2013)
Chair (2013-present)

Academy of Management
Member of Organizational Behavior Division (2013-present)
Member of Gender and Diversity Division (2013-present)

PSU School of Hospitality Management committees
Chair of diversity committee (2013-present)
Member of graduate admissions committee (2013-present)
Member of the diversity committee (2012-2013)
Member of the graduate exam committee (2012-present)
Member of the graduate diversity recruitment subcommittee (2012-present)
Member of the curriculum assessment subcommittee (2013-present)
Member of the graduate 590 restructuring subcommittee (2013-present)

PSU College of Health and Human Development committees
Member of college diversity committee

Other PSU service
Member of President's Commission on Lesbian, Gay, Bisexual, and Transgender Equity
(2013-present)
Member of the BRIDGE diversity brown bag steering committee (2012-present)

OTHER DISTINCTIONS

Hyatt Faculty Internship Participant, 2013

SIOP Frank Landy 5K Mentor/Mentee winner, 2011, 2012

National finalist, American Pool Association 8-Ball Singles Championship, 2011

National finalist, American Pool Association 8-Ball Team Championship, 2011

Associate, Wiess Residential College, 2011

Guest panelist, Texas Diversity GLBT Summit, 2008