

# James T. Carter

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## EDUCATION

**Columbia Business School**, Columbia University, New York, NY

Ph.D., *Management*

Expected May 2023

M.Phil., *Management*

February 2020

**Rice University**, Houston, TX

*B.A. with Distinction in Research and Creative Works in Psychology with Honors & English*

May 2017

## AWARDS & HONORS

Paul and Sandra Montrone Doctoral Fellowship, Columbia Business School (2022)

Sixth-Year Doctoral Fellowship, Columbia Business School (2022)

Robert F. Smith '94 Scholar, Columbia Business School (2022)

Alex Woo MBA 1984 Doctoral Fellowship, Columbia Business School (2021)

The Eugene Lang Entrepreneurship Center PhD Fellowship, Columbia Business School (2021)

Linda Faye Williams Social Justice Prize, Rice University (2020)

OADI Research Collective Scholar, Columbia University (2019-2020)

BIG Ideas Doctoral Workshop, Harvard Business School (2019)

20 Under 30, Rice Magazine (2018)

Association for Psychological Science Rise Award, Honorable Mention (2017)

Office of the Provost's Diversity Recruitment Fellowship, Columbia University (2017)

Jenessa Shapiro Award for Best Undergraduate Honors Thesis, Rice University (2017)

John W. Brelsford Award for Superior Scholarship, Leadership, or Service, Rice University (2017)

Student Association Peer Mentorship Award, Rice University (2017)

Paul & Ruth Pfeiffer Award, Rice University (2017)

The Soorya Avali Memorial Award, Rice University (2016)

Organizational Science Summer Institute Fellow, University of North Carolina – Charlotte (2016)

Summer Undergraduate Research Fellow, Rice University (2016)

Gateway Study of Leadership Research Fellow, Rice University (2015-2016)

Segal AmeriCorps Education Award (2012 & 2013)

## GRANTS & FUNDING

### Grants:

The Sanford C. Bernstein & Co. Center Research Grant. Project Title: *Evaluator Placement and Peer Evaluations: Over and Under Placement Leads to Bias in Subsequent Evaluations*. Grant Amount: \$7,500 (2022)

The Sanford C. Bernstein & Co. Center Doctoral Research Grant. Project Title: *The Risky Business of Organizational Claims: Effects of (In)Consistency between Organizational Claims and Outcomes*. Grant Amount: \$5,000 (2021)

NTR-INGRoup Grant for Research Contributing to the Understanding of Groups. Project Title: *Perceptions of Authenticity and Impression Management in Interracial Interactions*. Co-PI with Rebecca Ponce de Leon (PI) and Ashleigh Rosette (Co-PI). Grant Amount: \$10,000 (2020)  
Dr. Bill Wilson Student Initiative Grant. Project Title: *Diversity & Inclusion Dialogue Series*. Grant Amount: \$3,100 (2017)  
Dr. Bill Wilson Student Initiative Grant. Project Title: *Channeling Passion into Action Conference on Black Liberation and Activism*. Grant Amount: \$3,000 (2016)  
Social Sciences Undergraduate Research Enterprise Grant, Rice University. Grant Amount: \$1,1000 (2015)

### **Other Funding:**

Gateway Travel Award, Rice University (2017) \$250  
Gateway Travel Award, Rice University (2015) \$250

### **PEER-REVIEWED PUBLICATIONS**

\* denotes equal authorship

Portocarrero, S., & **Carter, J. T.** (2022). “But the Fellows Are Simply Diversity Hires!” How Organizational Contexts Influence Status Beliefs. *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 8(7), 172-191.

- *Nominee, Best Paper on Environmental or Social Practices – Academy of Management, OMT Division*

Portocarrero, S., & **Carter, J. T.** (2022). Diversity initiatives in the US workplace: A brief history, their intended and unintended consequences. *Sociology Compass*, 16(7), e13001.

King, D. D., Hall, A. V., Johnson, L., **Carter, J.**, Burrows, D., & Samuel, N. (2023). Research on anti-Black racism in organizations: Insights, ideas, and considerations. *Journal of Business and Psychology*, 38(1), 145-162.

**Carter, J. T.**, & Ponce de Leon, R. (2022). Double Jeopardy or Intersectional Invisibility? Reconciling (Seemingly) Opposing Perspectives. In M. Hebl, E. King, & Q. Roberson Connally (Eds.), *The Future of Diversity & Inclusion*. Charlotte, NC: Information Age Publishing.

Hall, E. V., Townsend, S. S. M., & **Carter, J. T.** (2021). What’s in a name? The hidden historical ideologies embedded in the Black and African-American racial labels. *Psychological Science*, 09567976211018435.

- *Select Media Coverage: BNC News, APS Observer, Emory Business Insights, Journal of Blacks in Higher Education, Character & Context*

\*Boykin, C. M., \*Brown, N. D., \***Carter, J. T.**, \*Dukes, K., \*Green, D., \*Harrison, T., \*Hebl, M., \*McCleary-Gaddy, A., \*Membere, A., \*McJunkins, C., \*Simmons, C., \*Singletary Walker, S., \*Smith, A.N., & \*Williams, A. D. (2020). Anti-Racist Actions and Accountability: Not More Empty Promises. *Equality, Diversity and Inclusion: An International Journal*, 39(7), 775–786.

- *Winner, Outstanding Paper Award: Emerald Literati Awards*

Manuscripts Under Review:

Ponce de Leon, R., **Carter, J. T.**, & Rosette, A. Signaling & Allyship Perceptions. R&R at *Organizational Behavior and Human Decision Processes*.

Lewis, A.C., Diaz Ferraro, C., Marlow, S., Park, H., & **Carter, J. T.** Inclusion in Entrepreneurship. R&R at *Journal of Management*.

Mazzelli, A., Nason, R., & **Carter, J. T.** Race and Minority Entrepreneurship. Under Review at *Academy of Management Journal*.

### Working Papers:

\*Abraham, M. A., \*Botelho, T., & \***Carter, J. T.** Placement & Evaluation. (Target: *Administrative Science Quarterly*).

**Carter, J. T.**, Nguyen, C., & Mason, M. F. Previous Salaries, Race, & Diminishing Wage Gaps. (Target: *Journal of Experimental Social Psychology*).

\*Bailey, E., \***Carter, J. T.**, Galinsky, A., & Iyengar, S. Status and Authenticity. Manuscript in Preparation (Target: *Academy of Management Journal*).

**Carter, J. T.**, \*Abraham, M. A., & \*Burbano, V. C. Diversity Decoupling in Organizations. Manuscript in Preparation (Target: *Organization Science*).

**Carter, J. T.\***, & Ponce de Leon, R\*. Racialized Expertise & Diversity Managers. (Target: *Organizational Science*).

### POSTERS & PRESENTATIONS

**Carter J. T.**, & Ponce de Leon, R. (2023, February). *Sincere Solidarity or Performative Pretense?* Data Blitz presentation at the Authenticity Preconference at the 24<sup>th</sup> annual Society of Personality and Social Psychology Conference—Atlanta, GA.

**Carter J. T.**, Abraham, M. A., Burbano, V. C. (2022, August). *The Risky Business of Organizational Claims: Effects of (In)consistency Between Claims and Outcomes*. Paper presented at the at the 82<sup>nd</sup> annual Academy of Management Conference, symposium on I Meant What I Said, and I Said What I Meant?: Organizational Rhetoric Around Social Justice Issues (Co-Chairs, P. Vani & X. Zhao)—Seattle, WA.

**Carter J. T.**, (2022, April). *Sincere Solidarity or Performative Pretense? Perceptions of Organizational Allyship Displays*. Paper presented at the Boston University Questrom School of Business Emerging Scholars Research Symposium—Boston, MA.

**Carter J. T.**, Abraham, M. A., Burbano, V. C. (2021, August). *The Risky Business of Organizational Claims: Effects of (In)consistency Between Claims and Outcomes*. Paper presented at the at the 81<sup>st</sup> annual Academy of Management Conference, symposium on The Consequences of Self- and

Other-Signaling on Diversity-Related Cognitions and Decisions (Co-Chairs, J. Carter & E. Kirgios)—Virtual.

**Carter J. T.**, Mazzelli, A., Mai, M. K. (2021, August). *Together We Thrive: How Racial Discrimination Leads to Pro-group Helping and Voicing*. Paper presented at the at the 81<sup>st</sup> annual Academy of Management Conference, symposium on Strengths from Disadvantage: Toward a Broader Understanding of the Consequences of Social Inequality (Chair, G. Lopiano)—Virtual.

**Carter J. T.**, Bailey, E. Iyengar, S. (2021, August). *The Privilege To Be Yourself: How Status—more so than Power—Predicts Authenticity*. Paper presented at the at the 81<sup>st</sup> annual Academy of Management Conference, symposium on The Structural, Organizational, and Societal Shape of Authenticity (Co-Chairs, E. Bailey & R. Ponce de Leon)—Virtual.

**Carter J. T.**, & Mason, M. F. (2021, April). *Do Salary History Bans Make Way for More Equitable Wages? Insights from Experimental Research*. Paper presentation at the East Coast Doctoral Conference—New York City, New York.

**Carter J. T.**, Abraham, M. A., Burbano, V. C. (2020, October). *What's the Value of Talking the Talk: Consequences of (In)Consistency between Social Claims and Actions on Stakeholder Perceptions*. Paper presentation at the inaugural Stanford GSB Rising Scholars Conference — Virtual; Stanford, California.

**Carter J. T.**, Abraham, M. A., Burbano, V. C. (2020, March). *The Diversity Disconnect: The Effects of Diversity Decoupling in Organizations*. Paper presentation at the East Coast Doctoral Conference—New York City, New York.

**Carter J. T.**, (2020, February). “An Ostrich Effect: Team Composition and Information Acquisition” Poster presented at the “Bringing Intragroup Processes Back to Social Psychology” Preconference at the 21<sup>st</sup> annual Society of Personality and Social Psychology Conference—New Orleans, Louisiana.

**Carter J. T.**, Abraham, M. A., Burbano, V. C. (2020, February). *The Diversity Disconnect: The Effects of Diversity Decoupling in Organizations*. Paper presented at the at the 21<sup>st</sup> annual Society of Personality and Social Psychology Conference, symposium on Diversity Perceptions and Decision-making are Shaped by Strategic Motives (Co-Chairs, E. Kirgios & C. J. He)—New Orleans, Louisiana.

“Integrate, Initiate, Innovate! Bridging the Gap in Diversity & Inclusion Field Research” (2019, August). Professional Development Workshop at the 79<sup>th</sup> annual Academy of Management Conference—Boston, Massachusetts. Co-Organizer.

“Moving Beyond the Conversation: Building a Research Agenda to Create More Inclusive Organizations” (2018, August). Professional Development Workshop at the 78<sup>th</sup> annual Academy of Management Conference—Chicago, Illinois. Co-Organizer.

**Carter J. T.**, Carter, A. B., Phillips, K. W. (2018, May). *Think Diverse, Think Black: Perceived Diversity in Group Composition?* Data Blitz presentation at the East Coast Doctoral Conference—New York City, New York.

**Carter J. T.**, Corrington A. R., Nittrouer C. L., Trump-Steele R. E., Moreno C., & Hebl M. (2017, May). *Weaves and Afros: Do Hairstyles Influence Employers?* Poster presentation at the 29<sup>th</sup> Annual Association for Psychological Science (APS) Convention—Boston, Massachusetts. **Honorable Mention, APS RISE Award**

## **INVITED PRESENTATIONS**

Paul Merage School of Business, University of California, Irvine (2022)  
Marshall School of Business, University of Southern California (2022)  
Industrial and Labor Relations, Cornell University (2022)  
Sauder School of Business, University of British Columbia (2022)  
Sanford C. Bernstein & Co. Center, Columbia Business School (2022)  
Center for Cultural and Social Psychology, Université libre de Bruxelles (2022)  
Social Psychology Brown Bag, University of Virginia (2022)  
Emerging Scholars of Psychological Science, Princeton University (2021)  
Women's Business Leadership in Tech, Columbia Business School (2021)  
Internal Management Seminar, Columbia Business School (2020)  
Social & Moral Cognition Lab, Columbia University – PI, Larisa Heiphetz (2020)  
Social Perception, Action, & Motivation Lab, New York University – PI, Emily Balcetis (2020)  
Center for the Study of Wealth & Inequality, Columbia University – Faculty Directors, Seymour Spilerman & Thomas DiPrete (2020)

## **FACILITATED WORKSHOPS & SERVICES**

Power & Influence, Sanford C. Bernstein & Co Center (2023)  
CredColor Untownhall, Credera (2021)  
Leading Diversity in Organizations, Center for Curatorial Leadership (Co-Facilitator, 2021)  
Influence & Power, Center for Curatorial Leadership (Co-Facilitator, 2021)  
Managing Stress, Center for Curatorial Leadership (Co-Facilitator, 2021)

## **PROFESSIONAL ORGANIZATIONS & SERVICES**

*DEI & Expertise in Racialized Organizations Conference*, Co-Organizer (2023)  
*East Coast Doctoral Conference*, Co-Organizer (2020)  
*Society for Personality and Social Psychology*, Member (2019—Present)  
SPSP Student Committee, Member-at-Large (2020—2021)  
*Academy of Management*, Member (2017-Present)  
*The PhD Project*, Participant (2016)  
Management Doctoral Student Association (MDSA), (2017—Present)  
*Mellon Mays Undergraduate Fellowship*, Fellow (2016-2017)  
*Association for Psychological Science* (APS), Student Affiliate (2015—2018)  
APS Student Caucus Student Grant Competition, Reviewer (2015)

## **TEACHING EXPERIENCE**

*Columbia Business School*

**Cross-Cultural Seminar** (MBA; Preceptor)

- Fall 2022, Spring 2023

**Advanced Organizational Theory** (PhD; Teaching Assistant)

- Spring 2022

**Power & Influence** (MBA; Teaching Assistant)

- Spring 2021

**Lead: People, Teams, and Organizations** (MBA; Teaching Assistant)

- Fall 2017, Spring 2018, Fall 2018, Fall 2019, Spring 2020, Fall 2020; Fall 2021

**Managerial Negotiations** (MBA, EMBA; Teaching Assistant)

- Spring 2018, Fall 2018, Spring 2019, Spring 2020; Fall 2021

**Executive Leadership** (EMBA; Teaching Assistant & Guest Lecturer)

- Fall 2018, Fall 2019, Fall 2020; Fall 2021

**Leading Diversity in Organizations** (MBA, EMBA; Teaching Assistant)

- Spring 2019

*Rice University*

**Introduction to Industrial/Organizational Psychology** (Undergraduate; Guest Lecturer)

- Summer 2020

**Psychology of the Black Experience** (Undergraduate; Instructor of Record)

- 4.62/5 Course Evaluation, 4.12/5 Rice University Mean Evaluation; Spring 2015

- Qualitative comments:

- “Great class to open your eyes to various aspects of culture and society you may have never considered before. Not too much outside work--just a few reading assignments and journal entries plus a final paper--but a lot of good class (lecture/discussion) and a great classroom environment.”
- “The course was very well thought out and touched on issues that most university classes would never even approach. The topic was very honest and used a variety of different readings that were incredibly insightful.”