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Jennifer Wessel
Assistant Professor of Psychology
College of Behavioral & Social
Sciences, University of Maryland

Τ e Role of Gender Identity Management in Gender-Based Biases

ABSTRACT

Women in traditionally-masculine industries (e.g. STEM elds) and positions (e.g. leadership roles) make decisions everyday as to how masculine/feminine they present themselves at work. is talk will cover three studies examining the e ects of gender identity management strategies on evaluations of women in traditionally-masculine domains. Studies 1 and 2 examine the e ectiveness of using stereotypically-masculine terms to describe oneself as a tactic for women to gain entry into STEM. Study 3 focuses on the role of perceived gender conformity in appearance as it relates to student evaluations of their instructors. Results point to a complicated picture for women trying to gain entry and advancement in traditionally-masculine contexts.

Are Overboarded CEOs More Capable?

ABSTRACT

Does board service promote managerial capability? e increasing trend of CEO overboardedness implores to understand whether serving in corporate boards is a symbolic mechanism that might lead to excessive time commitments and an inability to ful ll their duties or it indeed helps to heighten managerial capabilities by enabling access to diverse knowledge, skills, and connections. In this paper, we explore this phenomenon by analyzing the e ect of outside board service on managerial capability and nd support for the hypothesis that outside board service limits the capability of executives and this association is moderated by the quality of corporate governance.

Eliciting Societal Values for Cyberstalking Policy Decisions

ABSTRACT

Cyberstalking is a signi cant challenge in the era of Internet and technology. When dealing with cyberstalking institutions and governments alike have a problem in how to manage it and where to allocate resources. Henc it is important to understand how individuals feel about the problem of cyberstalking so it can be managed in the context of cybersecurity. To do this the problem question is twofold: First, what objectives are important based on the values of the general public with regard to the prevention of cyberstalking. Second, what are the possible scenarios for the implementation of these objectives that organizations, governments and society at large can look to that will guide their decision making process. In this paper we utilize Keeney's (1990) public value forum to elicit public values which can form the basis for the decision making process in preventing cyberstalking so institutions and governments can allocate resources prudently.

Evaluating Downstream Performance of Students:
A Propensity Score Model

ABSTRACT

Online learning continues to grow at a high rate. However, questions about quality of online education have been raised. As part of a large study involving over 30 state institutions in a university system, we present a unique and novel statistical approach to dealing with confounding variables and self-selection issues in the evaluation of online college courses. is approach involves the use of propensity score analysis and matching. We present our analysis model as well as preliminary results.