

Jennifer L. Wessel
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ACADEMIC APPOINTMENTS

The University of Maryland, College Park, MD *2021 -*
Associate Professor of Psychology

The University of Maryland, College Park, MD *2014 - 2021*
Assistant Professor of Psychology

The University of Akron, Akron, OH *2012 - 2014*
Assistant Professor of Psychology

EDUCATION

Michigan State University, East Lansing, MI *May, 2012*
Doctor of Philosophy, Organizational Psychology
Dissertation Title: “The company you keep: A target-driven
model of invisible identity disclosure at work”
Dissertation Chair: Dr. Ann Marie Ryan, Ph.D.

Université de Nice – Sophia-Antopolis, Nice, France *Summer, 2009*
Visiting Research Assistant under Professor Dirk Steiner,
Organizational Psychology

Michigan State University, East Lansing, MI *November, 2008*
Master of Arts
Organizational Psychology
Thesis Title: “Fairness information and fairness evaluations:
When indirect information matters”
Thesis Chair: Dr. Ann Marie Ryan, Ph.D.

Rice University, Houston, TX *May, 2006*
Bachelor of Arts, Psychology, cum laude

AWARDS AND HONORS

UMD College of Behavioral and Social Sciences Excellence in Mentorship Award	2025
Psychology Department Outstanding Faculty Research Mentor Award	2018
UMD Research and Scholarship Award	2017-2018
Best of 2014 Women's Leadership Research (for 2015 PWQ article), Coles College of Business Women's Leadership Center at Kennesaw State University	2014
The University of Akron Outstanding Feminist Mentor Award	2013
Michigan State University Research Enhancement Award (\$1000)	2011
Michigan State University Distinguished Fellowship	2006-2011
Michigan State University Department Fellowship	2008-2009

ADVISEE AWARDS AND HONORS

<i>Alyssa Aggarwal, undergraduate research assistant: UMD Dean's Research Initiative BSOS Summer Scholars Award (awarded to faculty-mentored undergraduate project, \$3000)</i>	2026
<i>Ella Chen, undergraduate research assistant: UMD Dean's Research Initiative BSOS Summer Scholars Award (\$3000)</i>	2026
<i>Precious McQuade, graduate advisee: UMD BSOS Dean's Research Initiative Dissertation Project Award (\$1815)</i>	2026
<i>Precious McQuade, graduate advisee: University of Maryland Autism Research Consortium Small Grant Fund, BSOS, UMD (\$2500)</i>	2025
<i>Chloe Neuman, Jazmin Argueta-Rivera, Kayla Kellner, Emmet Ryan, Ella Chen; undergraduate research assistants: Silver Award at the Psychology Research Fair for their poster: "Qualitative Study on the Barriers Experienced by Autistic Adults in the Workplace"</i>	2022
<i>Sara Barth, graduate student advisee: UMD BSOS Dean's Research Initiative Dissertation Project Award (\$1875)</i>	2019
<i>Jaeun Lee, graduate student advisee: UMD BSOS Dean's Research Initiative Master's Thesis Project Award (\$620)</i>	2019
<i>Sara Barth, graduate student advisee: UMD BSOS Dean's Research Initiative Master's Thesis Project Award (\$800)</i>	2017
<i>Emily Forgo, undergraduate research assistant: UMD Dean's Research Initiative BSOS Summer Scholars Award (awarded to faculty-mentored undergraduate project, \$3000)</i>	2017
<i>Keana Richards, undergraduate research assistant UMD Dean's Research Initiative BSOS Summer Scholars Award (awarded to faculty-mentored undergraduate project, \$3000)</i>	2016

FUNDING (AWARDED)

<i>University of Maryland Autism Research Consortium Small Grant Fund, BSOS, UMD (\$1,700)</i>	2025-2026
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Status: **Awarded** Role: **PI**
Dean's Research Initiative, BSOS, UMD (\$19,436) w/ Elizabeth Redcay, Kathy Dow-Burger, Veronica Kang, Shevaun Lewis, Dawn Culpepper, Nancy Forsythe 2023-2024

Status: **Awarded** Role: **PI (multiple)**
The National Science Foundation: Education and Human Resources (\$987,764) w/ KerryAnn O'Meara (co-PI) and Damani White-Lewis (co-PI) 2021-2025

Status: **Awarded** Role: **PI**
Hewlett Foundation and Democracy Fund Grant (\$250,000; co-funded, inter-disciplinary grant) 2018-2019
w/ Paul Hanges, Frances Lee (co-PI), Wayne McIntosh (co-PI), & Kris Miler

Status: **Awarded** Role: **co-PI**
Social Science Research Council Negotiating Agreement in Congress Grant (\$10,000) w/ Paul Hanges and Wayne McIntosh 2017

Status: **Awarded** Role: **PI**
Society of Human Resource Management Foundation Grant (\$100,000) w/ Eden King 2016- 2017

Status: **Awarded** Role: **PI**

FUNDING (AWAITING DECISION OR NOT FUNDED)

Grand Challenge Team Grant, UMD (\$876,531) w/ Shevaun Lewis (PI), Susannah Paletz, & Stephanie Valencia 2026
Status: **Under Review**
Role: **Co-I**

The National Science Foundation: INCLUDES (\$597,988) w/ Elizabeth Redcay, Kathy Dow-Burger, Veronica Kang, Shevaun Lewis, Dawn Culpepper, Nancy Forsythe 2025
Status: **Returned due to NSF priority changes, Scored Highly Competitive**
Role: **PI**

The National Science Foundation: Education and Human Resources (\$1,480,550) w/ Dawn Culpepper (PI), Stephanie Goodwin, Alysya Clyne, Akua Asa-Awuku 2024
Status: **Not Funded** Role: **co-PI**

Organization for Autism Research (\$40,000) 2022
Status: **Advanced to Final Round, Not Funded**
Role: corresponding PI in multiple PI project

Dean's Research Initiative, BSOS, UMD (\$19,995) 2022
Status: **Not Funded**
Role: co-PI

The National Science Foundation: Science of Organizations (\$177,740) 2019
Status: **Reviewed by Panel, Not Funded (scored Competitive Minus)**

Role: PI
The John Templeton Foundation (\$165,000) 2019
 Status: **Not Funded** Role: PI
Russell Sage Foundation (\$165,000) 2019
 Status: **Not Funded** Role: PI
William T. Grant Foundation (\$162,000) 2019
 Status: **Not Funded** Role: PI

PEER-REVIEWED PUBLICATIONS * indicates equal contribution, *italics indicates UMD graduate student author*, underline indicates UMD undergraduate or post-bac student author

- Wessel, J. L., Williams, A. D., McQuade*, P. S., Robinson*, E., Culpepper**, D. K., Daley**, G. A., Dow-Burger**, K., Kang**, V. Y., Lewis*, S., & Redcay**, E., (2025).** Identifying Faculty Learning Needs for Autism Inclusion in STEM Research Labs. *Journal of STEM Education*, 26, 4, 58-67.
- White-Lewis, D., O'Meara, K, **Wessel, J. L.**, Anderson, J., Culpepper, D., & Templeton, L. (2024). Making the band: Constructing competitiveness in faculty hiring decisions. *Research in Higher Education*, 65, 1137-1162.
- Bedemariam, R. & Wessel, J.L.* (2023). The roles of outcome and race on applicant reactions to artificial intelligence selection systems. *Computers in Human Behavior*. 148, Advance Online Publication.
- Wessel, J. L.**, Lemay, E., & Barth, S. E. (2023) You(r behaviors) are racist: The effects of confrontation focus on reactions of the confronted. *Journal of Business and Psychology*. 38, 109-134.
- Barth, S. E., Wessel, J. L., King, E. B., & Agrawal, D.* (2023) Managing one's age in age-dissimilar mentoring relationships. *International Journal of Aging and Human Development*, 96, 376-394.
- Lee, J. & Wessel, J. L.* (2022). Is feminist identity beneficial for women's career aspirations? Examining feminist identity profiles, *Psychology of Women Quarterly*, 46(1), 27-49.
- Barth, S. E. & Wessel, J. L.* (2022). Mental illness disclosure in organizations: Defining and predicting (un)supportive responses, *Journal of Business and Psychology*, 37, 407-428.
- Wessel, J. L., Barth, S. E., & Bryant, C.** (2020) Authentically different: Authenticity as a diversity management issue. In D. Stone, J. H. Dulebohn, & K. M. Lukaszewski (Eds.), *Research in Human Resource Management: Diversity and Inclusion in Organizations*. Charlotte, NC: Information Age Publishing Inc. p 103 - 135.
- Wessel, J. L., Huth, M., Park, J. Y., & Welle, B.** (2020). The importance of role-based and collective authenticity on well-being and withdrawal. *Social Psychological and Personality Science*, 11, 207-216.
- Samuelson, H., Levine, B., Barth, S. E., Wessel, J. L., & Grand, J. A.* (2019) Exploring women's leadership labyrinth: effects of hiring and developmental opportunities on gender stratification. *The Leadership Quarterly*.

- Gilrane, V., **Wessel, J. L.**, King, E. B., Cheung, H. K. (2019). The consequences of making the right impressions for STEM women: Meta-stereotypes, impression management, and supervisor ratings. *Archives of Scientific Psychology, 7*, 22-31.
- Lyons, B., Pek, S.,* & **Wessel, J. L.*** (2017) Towards a “sunlit path”: Stigma identity management as a source of localized social change through interaction. *Academy of Management Review, 42*, 618-636.
- Lyons, B., Volpone, S. D., **Wessel, J. L.**, & Alonso, N. (2017) Disclosing a disability: Do strategy type and onset controllability make a difference? *Journal of Applied Psychology, 102*, 1375-1383.
- Wessel, J. L.** (2017) The importance of allies and allied organizations: Sexual orientation disclosure and concealment at work. *Journal of Social Issues, 73*, 240-254.
- Ali, A., Ryan, A. M., Lyons, B., Erhart, M., & **Wessel, J. L.** (2016) The long road to employment: Incivility experienced by job-seekers. *Journal of Applied Psychology, 101*, 333-349.
- Wessel, J. L.**, Hagiwara, N., Ryan, A. M., and Kermond, C.M.Y. (2015) Should women ‘man up’ in traditionally-male hiring contexts? Effectiveness of two verbal identity management strategies. *Psychology of Women Quarterly, 39*, 243-255.
- Ryan, A. M. and **Wessel, J. L.** (2015) Implications of a changing workforce and workplace for justice perceptions and expectations. *Human Resource Management Review, 25*, 162-175.
- Wessel, J. L.** and Steiner, D. L. (2015) Surface acting in service: A two-context examination of customer power and politeness. *Human Relations, 68*, 709-730.
- Lyons, B., **Wessel, J. L.**, Tai, Y. C., and Ryan, A. M. (2014) Strategies of job seekers to combat age-related stereotypes. *Journal of Managerial Psychology, 29*, 1009-1027.
- Lyons, B., **Wessel, J. L.**, Ghumman, S., Ryan, A. M, and Kim, S. (2014) Applying models of employee identity management across cultures: Christianity in the USA and South Korea, *Journal of Organizational Behavior, 35*, 678-704.
- Sabat, I. E., Martinez, L. R., & **Wessel, J. L.** (2013) Neo-Activism: engaging allies in modern workplace discrimination reduction. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 6*, 480-485.
- Gabriel, A. S. and **Wessel, J. L.** (2013) A step too far? Why publishing raw datasets may hinder data collection. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 6*, 287-290.
- Hagiwara, N., **Wessel, J. L.**, and Ryan, A. M. (2012) How Do People React to Stigma Acknowledgment? Race and Gender Acknowledgment in the Context of the 2008 Presidential Election, *Journal of Applied Social Psychology, 42*, 2191–2212.
- Ryan, A. M. and **Wessel, J. L.** (2012) Sexual orientation harassment in the workplace: When do observers intervene? *Journal of Organizational Behavior, 33*, 488–509.
- Wessel, J. L.** and Ryan, A. M. (2012) Supportive when not supported? Male responses to negative climates for women. *Sex Roles, 66*, 94-104.
- Wessel, J. L.** and Ryan, A. M. (2008) Past the first encounter: The role of stereotypes. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 1*, 409 - 411.
- Wessel, J. L.**, Ryan, A. M., and Oswald, F. O. (2008) The relationship between objective and perceived fit with an academic major, adaptability, and major-related outcomes. *Journal of Vocational Behavior, 72*, 363-376.

OTHER PUBLICATIONS * indicates equal contribution, *italics indicates UMD graduate student author*, underline indicates UMD undergraduate student author

- Wessel, J. L.** (in press). Reducing Backlash Through Emphasizing Authenticity, Competence, and Connection. In E. King, Q. Roberson, & M. Hebl (Eds.) *Research in Social Issues in Management: A Call to Action Part 2: Advancing Diversity, Equity, and Inclusion through Systems, Institutions, and Policy Levers*, Emerald Publishing Limited, Leeds, 273-280.
- Samuelson, H.L.**, *Lee, J.**, **Wessel, J.L.**, & Grand, J.A. (2023). Computational modeling in organizational diversity and inclusion. In J.B. Vancouver, M. Wang, & J. Weinhardt (Eds.), *Computational modeling for industrial-organizational psychologists*.
- Hanges, P. J.**,* Lee, F. E.**,* Miler, K.**,* and **Wessel, J. L.*** (2019). Report on the organizational climates of Congress. Executive Summary published online: <https://bsos.umd.edu/sites/bsos.umd.edu/files/files/Organizational%20Climate%20of%20Congress%20-%20Executive%20Summary.pdf>
- Ryan, A. M. and **Wessel, J. L.** (2008) Fairness in selection and recruitment: A stigma theory perspective In Susan Cartwright and Cary L. Cooper (Eds.) *Oxford Handbook of Personnel Psychology*, Oxford University Press, Oxford, 517 – 542.

PUBLICATIONS IN REVISION OR UNDER FIRST REVIEW * indicates equal contribution, *italics indicates UMD graduate student author*, underline indicates UMD undergraduate student author

- McQuade, P. M.**, *Tronetti, A. C.**, & **Wessel, J. L.** (revise and resubmit). Beyond boxes: The role of multiracial identity in organizational attraction.
- Wessel, J. L.**, Shen, W., & McGuire, K. (under review). Seeking support, evading stigma, and combating stigmatization: A model of infertility disclosure decision-making at work.
- Wessel, J. L.**, Kuvaeva, A., O’Meara, K., & White-Lewis, D. (under review). What do we count in faculty tenure evaluations? An experiment in two STEM fields
- Barth, S. E.* & **Wessel, J. L.** (under review). Not so accommodating: Third-party perceptions of mental illness accommodations.

INVITED TALKS * indicates equal contribution, *italics indicates UMD graduate student author*

- Wessel, J. L. (March, 2024). In our own backyard: Psychology-based interventions to promote inclusion in the academy. An invited presentation at Michigan State University, East Lansing, MI.
- Wessel, J. L. (May, 2023). Diversity Issues in Workplace Well-Being. Invited panelist at the 2023 Association for Psychological Science Annual Convention. Washington, D. C.

- Wessel, J. L.* & Bryant, C. M.* (November, 2021) Bringing her whole self to work: Building an inclusive and authentic workplace. An invited presentation as part of SIOP Bridge Builder's quarterly I/O Psych Informational Webinar, online.
- Wessel, J. L. (March, 2021) The dreaded "R" word: Confronting and labeling racism. An invited talk (virtual) at Wayne State University, Detroit, MI.
- Wessel, J. L. (January, 2020) The dreaded "R" word: Confronting and labeling racism. An invited talk at the George Washington University School of Business, Washington, D.C.
- Wessel, J. L.* & Lee, F. E.* (January, 2020) Report on the organizational climate of Congress. An invited talk at the National Budget Roundtable at the Brookings Institution, Washington, D. C.
- Wessel, J. L. & Barth, S. E. (October, 2019) Disability disclosure: Research and best practices. An invited talk at the U.S. Securities and Exchange Commission, Washington, D.C.
- Wessel, J. L. (October, 2018) You(r behaviors) are racist: The effect of confrontation focus. An invited talk at the University of Delaware, Newark, DE.
- Wessel, J. L. (April, 2017) Diversity and Identity: Two Analytical Approaches. An invited talk at Georgetown University Psi Chi meeting, Washington, D.C.
- Wessel, J. L. (August, 2016) The role of gender identity management in gender-based biases. An invited talk at Coles College of Business, Kennesaw State University, Atlanta, GA.
- Wessel, J. L. (August, 2016) The experiences of women in traditionally male fields: Focus on bias and helping behaviors. An invited talk at the Executive Roundtable Meeting associated with the Coles College of Business Women's Leadership Center, Kennesaw State University, Atlanta, GA.
- Wessel, J. L. (August, 2016) Bias in Advertising and Communications. An invited talk at the National Association of State and Provincial Lotteries Professional Development Seminar, Pittsburgh, PA.
- Wessel, J. L. (June, 2016) Mountains out of molehills? An invited talk at the UMD ADVANCE Faculty Workload and Rewards Workshop, Baltimore, MD.
- Wessel, J. L. (November, 2015) Reducing biased messaging and promoting inclusion in PR communication. An invited talk at the Richmond chapter of the Public Relations Society of America, Richmond, VA.
- Wessel, J. L. (July, 2015) The role of gender identity management in gender-based biases. An invited talk at UMD's 2015 Summer Diversity Conference, College Park, MD.
- Wessel, J. L. (February, 2015) The role of gender identity management in gender-based biases. An invited talk at George Mason University, Fairfax, VA.
- Wessel, J. L. (October, 2014) The experiences of women in traditionally male fields: Focus on bias and helping behaviors. An invited talk at the Government and Politics Women's Group at the University of Maryland, College Park, MD.
- Wessel, J. L. (October, 2013) Contextual elements of invisible identity disclosure: Target, network, and organization. An invited talk at Bowling Green State University, OH.
- Wessel, J. L. (March, 2010) This is who I am: Managing identities in evaluative contexts. An invited talk at Wayne State University, Detroit, MI.

CONFERENCE PRESENTATIONS *indicates equal contribution, *italics indicates UMD graduate student author*, underline indicates UMD undergraduate student author

- McQuade, P. S. W.*, Wessel, J. L., Phetmisy, C.N. (2026). Examining Organizational and Life Outcomes with SES Profiles. A poster presented at the 41st Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA.
- Shen, W., Wessel, J. L., McGuire, K., & Sharif-Esfahani, P. (2026). Cultivating Care: Understanding Managers' Willingness to Support Working Women through Fertility Challenges. A symposium paper presented at the 41st Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA.
- Wessel, J. L., & Jenkins, M. (2025). Future of Diversity at Work: Challenges in Research and Teaching. A panel presented at the American Psychological Association 2025 Annual Conference, Denver, CO.
- McQuade, P. S. W.*, Wessel, J. L., Chen, E.V., Adenuga, H.L., & Griffiths, G.M. (2025). DEI Conversations: The Influence of Scripting to Improve Confidence. A poster presented at the 40th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Denver, CO.
- McQuade, P. S. W.* & Wessel, J. L. (2025). Socioeconomic Status as a Predictor of Commitment: The Role of Community in Predicting Work and Life Outcomes of Low SES Workers. A symposium paper presented at the 40th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Denver, CO. (Co-chairs: J. Phillips & D. Chatterjee)
- Volpone, S. D., Sevilla, M., Matthews, R. A., Nittrouer, C. L., Vogas, T. Wayne, J. H., & Wessel, J. L. (2025). The role of I-O psychologists in enriching the future of neurodiversity research. A panel presented at the 40th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Denver, CO. (Co-chairs: S. Volpone & M. Sevilla)
- Wessel, J. L., King, D., Bryant, C., Hamill, L., & Kuntz, J. (2025). Is Resilience Always the Goal?: Thoughtful Considerations and Practical Recommendations Concerning Stigma. A panel presented at the 40th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Denver, CO. (Co-chairs: J. Wessel & D. King)
- Wessel, J. L., Shen, W., & McGuire, K. (2025). A typology of how women navigate workplace disclosures involving fertility challenges. A symposium paper presented at the 40th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Denver, CO. (Co-chairs: A. Grotto & J. Ladge)
- Wessel*, J. L. & *Williams**, A. D. (2024). Developing an Autism-Affirming Training: A Case Study of STEM Faculty Training. A workshop presented at the Kennedy Krieger Institute Neurodiversity in the Workplace: A Collaborative Conference, Washington, D.C.
- Wessel, J. L., *Williams, A. D.*, Culpepper*, D. K., Daley*, G. A., Dow-Burger*, K., Forsythe*, A. N., Kang*, V., Lewis*, S., *McQuade**, P. S., Redcay*, E., & Robinson*, E. (2024). Promoting Autism Inclusion and Representation in STEM: A Faculty Training. A paper presented at the Neurodiversity at Work Research Conference, College Park, MD.
- Kuvaeva, A., White-Lewis, D., O'Meara, K., & Wessel, J. L., (2024). Do DEI efforts count in tenure evaluations? An experiment in two STEM fields. A symposium paper presented at

- the 39th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL. (Co-chairs: J.L. Wessel & A. Kuvaeva)
- Robertson, M. M., Kendrick, M. K., Dimoff, J., Finkelstein, L., McGonagle, A., Santuzzi, A., Wessel, J.L., & Whelpley, C. (2024). Supporting employees with chronic health conditions and disabilities. An alternative panel session be presented at the 39th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL. (role: panelist)
- Woo, S., Robertson, M. M., Derricks, V., Jones, K., Perry, J., & Wessel, J. (April, 2023). Authentic allyship in the workplace. A panel to be presented at the 38th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Boston, MA. (role: panelist)
- Wessel, J. L. & Lee, J. (April, 2023). Counterfactual Thinking and Labeling Racist Incidents. A symposium paper to be presented at the 38th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Boston, MA. (Co-chairs: J.L. Wessel & T. J. Rich)
- Chawla, N., Wessel, J. L., & Cheng, S.K. (April, 2023). Community of Interest: Navigating the post-Dobbs world in the U.S.: What supporting role can SIOP play? A COI session to be presented at the 38th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Boston, MA. (role: Co-chair)
- Lee, J. & Wessel, J. L. (April, 2023). The Role of Accent on East Asians' Leadership. A symposium paper to be presented at the 38th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Boston, MA
- Bedemariam, R. & Wessel, J. (April, 2022). Applicant Reaction to AI Selection Systems. A poster presented at the 37th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Seattle, WA.
- Houston, L.,* Volpone, S.,* & Wessel, J. L.* (April 2021). Promoting Anti-Racist Education and Training: Brainstorming with CEMA and E&T. An Executive Board Session presented at the 36th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA.
- Wessel, J. L., Samuelson, H., Hanges, P. J., Epistola, J., & Forgo, E. (June 2019) Work identity and coepetition in the U.S. Congress. A symposium paper presented at the 14th Annual Interdisciplinary Network for Group Research (INGRoup) Conference, Lisbon, Portugal.
- Lee, J., Barth, S. E., & Wessel, J. L. (May 2019) Does prior identity-related knowledge affect perceptions of a lesbian task partner? A poster presented at the 31st Association of Psychological Science (APS) Conference, Washington, D.C.
- Barth, S. E., Wheeler, J., & Wessel, J. L. (April 2019) Intersectionality of employee voice: Interrupting or interrupted? A symposium paper presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), National Harbor, MD.
- Barth, S. E. & Wessel, J. L. (April 2019). Responses to mental illness disclosure: Are all responses equal? A symposium paper presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), National Harbor, MD.
- Samuelson, H., Wessel, J. L., Hanges, P. J., Epistola, J., & Forgo, E. (April 2019) Gender differences in Congressional leaders' discussion of bipartisanship. A symposium paper

- presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), National Harbor, MD.
- Wessel, J. L., Huth, M. L., & Welle, B. (April 2019) The importance of role-based and collective authenticity on well-being and withdrawal A symposium paper presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), National Harbor, MD. (Co-chairs: Bryant, C. M. & Wessel, J. L.)
- Wessel, J. L., *Samuelson, H.*, Hanges, P. J., *Epistola, J.*, & *Forgo, E.* (April 2019) The relationship between identity and bipartisanship for elected leaders of Congress. A symposium paper presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), National Harbor, MD.
- Wessel, J. L. (April 2019) Moderator for *Authentically different: Merging authenticity with diversity management*. A panel presented at the 34th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), National Harbor, MD.
- Barth, S. E.* & Wessel, J. L. (April 2018) What is support? A typology of workplace support to mental illness disclosure. A poster presented at the 33rd Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Chicago, IL.
- Markell, H., *Barth, S.E.*, King, E. B., & Wessel, J. L. (April 2018) Enhancing perspective and authenticity to improve age-diverse mentoring relationships. A poster presented at the 33rd Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Chicago, IL.
- Richards, K. & Wessel, J. L. (April 2018) *Perspective taking and guilt during interpersonal confrontation against prejudice*. A poster presented at the 33rd Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Chicago, IL.
- Barth, S. E.*, Lemay, E. P., & Wessel, J. L. (August, 2017) You(r behaviors) are racist: The effects of confrontation focus. A symposium paper presented at the 2017 Academy of Management (AOM) Conference, Atlanta, GA. (Co-chairs: Sawyer, K., & Wessel, J. L.)
- Barth, S. E.*, Markell, H., King, E. B., & Wessel, J. L. (May, 2017) *Mind the (Age) Gap? Age and Mentoring Outcomes*. A poster presented at the 29th Association of Psychological Science (APS) Conference, Boston, MA.
- Wessel, J. L., Gabriel, A. S., & *Park, J. Y.* (April, 2017) Methodological and Analytical Advances in Diversity and Inclusion Research. A symposium paper presented at the 32nd Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Orlando, FL. (Co-chairs: Wessel, J. L. & *Barth, S. E.*)
- Park, J. Y.*, Wessel, J. L., & Huth, M. L. (April, 2017) *Authentic Expression of Key Self-Aspects: A Scale Validation Study*. A poster presented at the 32nd Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Orlando, FL.
- Lyons, B., Volpone, S. D., Wessel, J. L., & Alonso, N. (April, 2017) Disability Disclosure and Onset Controllability in Selection Contexts. A symposium paper presented at the 32nd Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Orlando, FL.
- Levine, B.*, *Barth, S.*, *Samuelson, H.*, Wessel, J. L., & Grand, J. A. (April, 2017) Underneath the Glass Ceiling: Modeling Gender Stratification in Organizations. A symposium paper presented at the 32nd Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Orlando, FL.

- Lyons, B. J., Pek, S., & Wessel, J. L. (August, 2016) *Agents with stigma: Social change through identity management*. A symposium paper presented at the 2016 Academy of Management (AOM) Conference, Anaheim, CA.
- Alonso, N. M., Wessel, J. L., Lyons, B. J., & Volpone, S. D. (April, 2016) *Disclosing concealable disabilities: Effects of origin and strategy type*. A poster presented at the 31st Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Anaheim, CA.
- Wessel, J. L. (January, 2016) *Should women talk about being a woman when they apply to graduate school? Differential implications for the STEM vs. Social Science fields*. A poster presented at the Society for Personality and Social Psychology (SPSP) Conference, San Diego, CA.
- Wessel, J. L., Johnson, N. S., Huth, M. L., & Welle, B. (May, 2015) *Whole-self authenticity and well-being: An integrative framework*. A symposium paper presented at the 30th Annual Conference for the Society of Industrial and Organizational Psychology (SIOP), Philadelphia, PA.
- Wessel, J. L., Ryan, A. M., & Zelin, A. (January, 2015) *Gaining Entry into STEM fields: The Effectiveness of Self-Presentation Tactics*. A poster presented at the Society for Personality and Social Psychology (SPSP) Conference, Long Beach, CA.
- Wessel, J. L. (May, 2014) *The 'insiders': Felt status and support of STEM women*. A symposium paper presented at the 29th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.
- Dinh, P. V. and Wessel, J. L. (May, 2014) *When Words Speak Louder than Actions- Indirect Information and Fairness Evaluations*. A poster presented at the 29th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.
- Wessel, J. L. (May 2014) Panelist on *Gender beyond the binary: Implications for I/O research and practice*. A panel presented at the 29th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.
- Zelin, A. I., Wessel, J. L., and Ryan, A. M. (May, 2014) *Do Feminine Traits "Fit" in an Interview for Masculine-Typed Jobs?* A symposium paper presented at the 29th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Honolulu, HI.
- Ali, A. A., Ryan, A. M., Ehrhat, M. G., and Wessel, J. L. (April, 2013) *Buffering the negative effects of discrimination on job seekers*. A poster presented at the 28th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Houston, TX.
- Keegan, M. M., Wessel, J. L., and Ryan, A. M. (April, 2013) *Are you man enough? Evaluations of gendered information in academia*. A poster presented at the 28th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Houston, TX.
- Volpone, S. D., Lyons, B. J., and Wessel, J. L. (April, 2013) *Organizational diversity initiatives and abusive supervision*. A symposium paper presented at the 28th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Houston, TX.
- Wessel, J. L. (April, 2013) *Coworker relationship perceptions and depression disclosure*. A symposium paper presented at the 28th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Houston, TX.

- Wessel, J. L. (August, 2012) *Sexual Orientation Disclosure: Examination of Target Characteristics*. A symposium paper presented at the 72nd Annual Meeting of the Academy of Management (AOM), Boston, MA.
- Ali A. A., Ryan, A. M., and Wessel, J. L. (April, 2012) *Examining the effects of interpersonal discrimination on job seeking*. A poster presented at the 27th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA.
- Keegin, M., Ryan, A. M., and Wessel, J. L. (April, 2012) *Affirming One's Gender in the Workplace: Wise or Risky?* A poster presented at the 27th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA.
- Lyons, B., Ghumman, S., Ryan, A. M., and Wessel, J. L. (April, 2012) *Applying models of identity management to Christianity in the workplace*. A symposium paper presented at the 27th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA.
- Wessel, J. L., Hagiwara, N. and Ryan, A. M. (April, 2012) *The right woman for the job: Compensatory strategies in interviews*. A poster presented at the 27th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA.
- Wessel, J. L., Lyons, B., Tai, Y. C., and Ryan, A. M. (April, 2012) *Too old, too young? Age-related identity management strategies*. A poster presented at the 27th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA.
- Wessel, J. L. (April, 2011) *I've heard about you! Indirect information and fairness evaluations*. A poster presented at the 26th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.
- Kim, S., Lyons, B., Ryan, A. M., Ghumman, S., and Wessel, J. L. (April, 2011) *Extending models of invisible identity management: Religion in the workplace*. A poster presented at the 26th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.
- Lyons, B., Wessel, J. L., Ryan, A. M., and Ghumman, S. (August, 2010) *Stereotypes and Identity Management Strategies of Christians in the Workplace*. A symposium paper presented at the 71st Annual Meeting of the Academy of Management, Montreal, CA.
- Steiner, D. and Wessel, J. L. (April, 2010) *The roles of customer power and justice in emotional labor*. A symposium paper presented at the 25th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Atlanta, GA.
- Groggins, A., Ryan, A. M., Wessel, J. L., and Lyons, B. (April, 2010) *Observers' Responses to Racial Harassment in the Workplace*. A poster presented at the 25th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Atlanta, GA.
- Wessel, J. L., Hagiwara, N. and Ryan, A. M. (January, 2010) *Stigma acknowledgement in graduate applications: Too personal for the personal statement?* A poster presented at the 11th Annual Conference for the Society for Personality and Social Psychology (SPSP), Las Vegas, NV.
- Hagiwara, N., Wessel, J. L., and Ryan, A. M. (January, 2010) *Race and Gender Acknowledgment in the Presidential Election 2008: When Did a Stigma Acknowledgment Hurt or Benefit the Candidates?* A poster presented at the 11th Annual Conference for the Society for Personality and Social Psychology (SPSP), Las Vegas, NV.
- Wessel, J. L. and Ryan, A. M. (April, 2009) *Climate Perceptions: The (Dis)similar Experiences of Minority and Majority Individuals*. A symposium paper presented at the 24th Annual

- Conference for the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA.
- Wessel, J. L. and Ryan, A. M. (April, 2008) *Sexual Orientation Harassment: When Do Observers Intervene?* A symposium paper presented at the 23rd Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), San Francisco, CA.
- Wessel, J. L., Ryan, A. M., and Oswald, F. L. (April, 2008) *Occupational Fit and the Role of Adaptability.* A poster presented at the 23rd Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), San Francisco, CA.
- Wessel, J. L., Hebl, M. R., and King, E. B. (August, 2007) *Diversity training effectiveness: An examination of training and trainee effectiveness.* A poster presented at the Annual American Psychological Association (APA) Convention, San Francisco, CA.

TEACHING EXPERIENCE

University of Maryland- graduate
 Diversity in Organizations (PSYC 7980)
 Industrial/Organizational Psychology (PSYC 603)

University of Maryland- undergraduate
 Diversity in Organizations (PSYC 498E, PSYC 447)
 Industrial/Organizational Psychology (PSYC 361)
 Social Psychology (PSYC 221)

Other Institutions

I/O Psychology graduate seminar (3750:751) – <i>The University of Akron</i>	<i>Spring, 2012</i>
Tests and Measures (3750:410) – <i>The University of Akron</i>	<i>Spring, 2012, 2013</i>
Social Psychology (3750:340) – <i>The University of Akron</i>	<i>Fall, 2012, 2013</i>
Introduction to Psychology (PSY 101)- <i>Michigan State University</i>	<i>Summer, 2010</i>
Psychology of Women (PSY 239) - <i>Michigan State University</i>	<i>Fall, 2009</i>

ADVISING

<i>Post-doctoral advisees</i> Alexandra Kuvaeva (Post-doctoral Associate, SUNY-Downstate)	<i>2022-2024</i>
<i>Ph.D. student advisees</i> David Xiao (co-advising w/ L. Zou)	<i>2024-present</i>
Precious McQuade	<i>2023-present</i>
Rewina Bedemariam (People Analytics, Netflix)	<i>2019 – 2025</i>

Jaeun Lee (Assistant Professor of Psychology, Augsburg University) 2017 – 2022
 Sara Barth (Personnel Psychologist at U.S. Small Business Administration) 2015 – 2020

UMD Ph.D. students conducting research in my lab (not primary advisor)

Hannah Samuelson 2016-2019
 Joo Park 2015-2018

Undergraduate students advising (indicates lab manager)*

Ella Chen, Mars Connell, Evelyn Greenberg*, India Harsley, Naomi Shroge*, Ena Song, Aretha Were 2025-2026
 Anna Ascherio-Victoria, Ella Chen*, Prem Doshi, Evelyn Greenberg, India Harsley, Trisha Raghuram, Naomi Shroge, Ena Song 2024-2025
 Haleemat Adenuga, Lulu Arteaga Baeza, Sky Bloomer, Ella Chen*, Joel Friebaum, Gwen Griffiths, Chloe Neuman* 2023-2024
 Alyssa Asad, Lulu Arteaga Baeza, Sky Bloomer, Ella Chen, Joel Friebaum, Gwen Griffiths, Zoe Hill, Chloe Neuman* 2022-2023
 Zenab Abubakari (2021 SRI Scholar)*, Jazmin Argueta-Rivera, Alyssa Asad, Kayla Kellner, Yusol Kim, Chloe Neuman, Jaime Lavarias, Samuel Ngum, Rumi Petrova, 2021-2022
 Zenab Abubakari, Kobe Adolph, Caroline Adkins, Yusol Kim, Rumi Petrova, Nirmeen Shumpert*, Michael Spooner 2020-2021
 Zenab Abubakari, Kobe Adolph (2019 SRI Scholar), Caroline Adkins, Grace Chen, Morgan Grizzle*, Matthew Hailemariam, Yihua Lee, Yusol Kim, Reyan Sheikh, Nirmeen Shumpert, Michael Spooner 2019-2020
 Olivia Antezana, Korie Broadwater-Allen, Grace Chen, Maddie Gresh*, Morgan Grizzle, Chisom Onwuegbu, Abby Ridgeway, Reyan Sheikh 2018-2019
 Lubna Barakat, Emily Forgo* (2017 BSOS Summer Scholar), Maddie Gresh, Tenni Idler, Aliyyah Johnson, Kim Krueger, Alison Venooker, Rose Villatoro 2017 - 2018
 Lubna Barakat, Romulus Castelo, Emily Forgo, Maddie Gresh, Taniyia Harvey, Nia-Imani Heslop, Emily Kim, Erin Koppel, Tenni Idler, Sam Lipsky, Keana Richards (2016 BSOS Summer Scholar), Allison Venooker, Rose Villatoro 2016-2017
 Romulus Castelo, Emily Forgo, Amanda Gray, Emily Kim, Erin Koppel, Tenni Idler, Michael Stavros 2015-2016

APPLIED WORK

The Department of Fraternity and Sorority Life Spring 2015 – Spring 2020
 Assisting in evaluating newcomers and advising on diversity training program

The Christman Company: Fall, 2008 – Summer, 2009
 Assisted in the redesigning of a company-wide training program for incoming employees at all levels of the organization.

Great Lakes Industries: *Spring, 2008*
Assisting in the conducting of interviews of top managers concerning issues of organizational change.

Kappa Alpha Theta Sorority: *Spring, 2008*
Developed a survey evaluating the process for nominating officers and associated perceptions of justice.
Technical Report: Wessel, J. L. (2008) Nominating Process Survey Results, Chicago, IL.

Michigan State University National Superconducting Cyclotron Laboratory: *Fall, 2007 – Spring, 2008*
Developed a work climate survey and analyzed results, focusing on climate for female lab members.
Technical Report: Wessel, J. L. and Ryan, A. M. (2008) National Superconducting Cyclotron Laboratory Work Climate Survey Results, Lansing, MI.

PROFESSIONAL AFFILIATIONS

Member, Society for Industrial and Organizational Psychology
Member, American Psychological Association

REVIEWING EXPERIENCE

Journal of Organizational Behavior, Guest Editor (special issue on women's reproductive health and work, 2024-2026)

Organizational Psychology Review, Editorial Board, 2020 – present
Journal of Management, Editorial Board, 2020 – present
Journal of Business and Psychology, Editorial Board, 2021-present
Journal of Applied Psychology, Editorial Board, 2020 – 2023

Ad-hoc Experience:

Society for Human Resource Management Foundation Grant, 2016-2017
Academy of Management Review
Journal of Applied Psychology
Organizational Behavior and Human Decision Processes
Human Relations
Journal of Social Issues
Sex Roles
Psychology of Women Quarterly
Journal of Business and Psychology

*Journal of Vocational Behavior**Journal of Homosexuality**European Journal of Psychology of Education**Society for Industrial and Organizational Psychology Annual Conferences***UMD SERVICE**

Psychology Department Director of Graduate Studies	2025 -
Psychology Department Graduate Committee, chair	2023 -
Psychology Department Enter the Ph.D. workshop, co-chair	2019 -
BSOS Charles A. Caramello Distinguished Dissertation Award, college review committee member	2026
Psychology Department Diversity Committee, member and creator of Enter the Ph.D. Workshop	2018 - 2025
Psychology Department FAMILIE search, chair	2024
Psychology Department Hiring Committee, member	2022 - 2023
UMD Rankin Climate focus groups, invited participant	2023
Psychology Department Merit Review Committee, member	2023
Psychology Department Graduate Committee, member	2023
Anti-Black Racism Initiative, committee member	2020 – 2022
Psychology Department APT policy revision ad-hoc committee, member	2021-2022
Co-Organizer (w/ Dawn Dow, Sociology) of a session (“Building a More Racially Inclusive and Anti-Racist Workplace: Removing Barriers and Creating Bridges”) in the University-Industry Partnerships Workshop at UMD	2021-2022
Psychology Department Executive Committee	2019 – 2021
Summer Research Institute Faculty Mentor (mentees: Kobe Adolph, Zenab Abubakari)	2019, 2021
Co-Organizer of the BSOS Conference on the Organizational Climate of Congress	2019
Represented Psychology Department in East Coast Holistic Review Institute on Holistic Evaluations of Graduate Student Applications	2018
Psi-Chi Faculty Advisor	2016 – 2021
Social Psychology Hiring Committee	2018-2019
Represented Psychology Department in NSF Alliances for Graduate Education and the Professoriate (AGEP) Diversity Focus Groups at UMD	2018
Neuroscience Hiring Committee	2016-2017
Maryland Unites Service Project	2015
Reviewer for University of Maryland’s ADVANCE seed grant	2014

PROFESSIONAL SERVICE

Neurodiversity at Work Research Conference: Program Committee Member	2024
Society for Industrial and Organizational Psychology: APA Program Chair	2023-2025
Society for Industrial and Organizational Psychology: APA Program Chair-in-Training	2022-2023

Society for Industrial and Organizational Psychology: Education and Training Committee Chair	2020-2022
Society for Industrial and Organizational Psychology: Education and Training Committee Chair-in-Training	2019-2020
Society for Industrial and Organizational Psychology: Mentor of a graduate student for the Committee of Ethnic Minority Affairs Mentor Program	2019-2020
Society for Industrial and Organizational Psychology: Government Relations Advocacy Team member	2016 – 2018
Society for Industrial and Organizational Psychology: Education and Training Committee member	2016 – 2018
Society for Industrial and Organizational Psychology: Reviewer for James L. Outtz Grant for Student Research on Diversity	2018
Society for Industrial and Organizational Psychology: Reviewer for LGBT Student Award	2015, 2018
Society for Industrial and Organizational Psychology: Student Travel Award Committee Chair	2013-2016