

CURRICULUM VITAE

Isaac Emmanuel Sabat

Associate Professor

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ACADEMIC POSITIONS

Texas A&M University, College Station, TX

Associate Professor, Department of Psychology, 2022–Present

Member: Industrial-Organizational Psychology Graduate Training Area

Member: Diversity Sciences Cluster

Affiliated Faculty, Interdisciplinary program in Women and Gender Studies

Affiliated Faculty: Center on Disability and Development

Associate Head of Diversity, Climate, and Inclusion, 2021-Present

Assistant Professor, Department of Psychology, 2016–2022

EDUCATION

George Mason University, Fairfax, VA

Ph.D. in I/O Psychology, May 2016

M.A. in I/O Psychology, May 2014

Advisor: Eden King

Rice University, Houston, TX

B.A. in Psychology, May 2012

B.A. in Kinesiology, May 2012

FUNDED GRANTS

NSF IUSE/PFE: RED: RE-volutionizing Diversity Of Engineering (REDO-E) (Co-PI: \$1,999,999, 09/17-08/22 – Awarded)

TAMU CLLA: Seed Grant (PI: \$8,000, 04/17-10/18 – Awarded)

REFEREED PUBLICATIONS

*Authors contributed equally

^Author was a graduate student in my lab

#Author was an undergraduate student in my lab

**Author was my doctoral advisor

26. Costa, P., ^Walker, J., ^Brown, S., ^He, Y., ^Ikner, B., & **Sabat, I. E.** (2022). Microaggressions: Mega problems or micro issues? A meta-analysis. *Journal of Community Psychology*.
25. Dray, K., & **Sabat, I. E.** (2022). Confronting sexism: Identifying dimensions and exploring impact. *Journal of Applied Social Psychology*.
24. **Sabat, I. E.**, Botsford, W., Jones, K. P., & Walker, S. (2021). Across the pregnancy lifespan: Examining workplace outcomes of concealing across stages of pregnancy. *Gender in Management*.
23. *Ahmad, A. S., *Lindsey, A. P., ***King, E. B., ***Sabat, I. E.**, Anderson, A. J., & ^Phetmisy, C. (2021). Interpersonal implications of religious identity management in the workplace. *Journal of Management Studies* (Special issue: Diversity Perspective on Management).
22. Zhu, Z., Tomassetti, A. J., Dalal, R. S., Schrader, S., Loo, K., **Sabat, I.**, Alaybek, B., Zhou, Y., & Jones, C. (2021). A test-retest reliability generalization meta-analysis of judgments via the policy-capturing technique. *Organizational Research Methods*.
21. **Sabat, I. E.**, Goldberg, C., **King, E. B., Dawson, J., & Zhang, L. (2021). Pygmalion in the pipeline. How managers' perceptions influence racial differences in turnover. *Human Resource Management*, 60, 603-616.
20. *^Dray, K., #Smith, V. E., ^Kostecki, T. P., **Sabat, I. E.**, & #Thomson, C.R. (2020). Moving beyond the gender binary: Examining workplace perceptions of nonbinary and transgender employees. *Gender, Work, and Organizations*, 27, 1181-1191.
19. Follmer, K., **Sabat, I. E.**, & ^Siuta, R. (2020). Review of workplace outcomes of stigma disclosure. *Journal of Organizational Behavior*, 41, 169-184.
18. Arena, D. F., Jones, K. P., **Sabat, I. E.**, & **King, E. B. (2019). The intrapersonal experience of pregnancy at work: an exploratory study. *Journal of Business and Psychology*, 1-18.
17. Lindsey, A. P., **King, E. B., Amber, B., **Sabat, I. E.**, & Ahmad, A. S. (2019). Examining why and for whom reflection diversity training works. *Personnel Assessment and Decisions*, 5, 82-90.
16. **Sabat, I. E.**, Lindsey, A. P., **King, E. B., Winslow, C., Jones, K. P., Membere, A., & Smith, N. A. (2019). Stigma expression outcomes and boundary conditions: A meta-analysis. *Journal of Business and Psychology*, 35, 171-186.

15. Winslow, C. J., **Sabat, I. E.**, Anderson, A. J., Kaplan, S. A., & ^Miller, S. J. (2019). Development of a measure of informal workplace social interactions. *Frontiers in Psychology, 10*, 2043.
14. Lindsey, A., **King, E. B., Gilmer, D., **Sabat, I. E.**, & Ahmad, A. (2019). The benefits of identity integration across life domains. *Journal of Homosexuality, 67*, 1164-1172.
13. ^Liu, S.-N. C., ^Brown, S. E., & **Sabat, I. E.**, (2019). Patching the “Leaking pipeline”: Interventions for women of color faculty in STEM Academia. *Archives of Scientific Psychology, 7*, 32-39.
12. Ahmad, A. S., **Sabat, I. E.**, Trump-Steele, R., & **King, E. B. (2019). Evidence-based strategies for improving diversity and inclusion in undergraduate research labs. *Frontiers in Psychology 10*, 1305.
11. **Sabat, I. E.**, Lindsey, A. P., **King, E. B., Ahmad, A. S., Membere, A., & Arena, D. F. (2017). How prior knowledge of LGB identities alters the effects of workplace disclosure. *Journal of Vocational Behavior, 103*, 56-70.
10. Martinez, L. R., Hebl, M. R., Smith, N. A., & **Sabat, I. E.** (2017). Standing up and speaking out against prejudice toward gay men in the workplace. *Journal of Vocational Behavior, 103*, 71-85.
9. Jones, K. P., **Sabat, I. E.**, Ahmad, A. S., **King, E. B., McCausland, T., Chen, T., & Chen, L. A. (2017). Isms and schisms: Meta-analytic exploration of the prejudice-workplace discrimination relationship across racism, sexism, and ageism. *Journal of Organizational Behavior, 38*, 1076-1110.
8. *Smith, N. A., *Martinez, L. R., & ***Sabat, I. E.** (2016). Weight and gender in service jobs: The importance of warmth in predicting customer service. *Cornell Hospitality Quarterly, 57*, 314-328.
7. Smith, N. A., **Sabat, I. E.**, Martinez, L. R., Weaver, K., & Xu, S. X. (2015) A convenient solution: Using MTurk to sample from hard-to-reach populations. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 8*, 220-228.
6. **Sabat, I. E.**, Morgan, W. B., Perry, S. J., & Wang, Y. C. (2015). Developing management students’ twenty-first century skills through a service-learning project. *Journal of Learning in Higher Education, 11*, 23-32.
5. **Sabat, I. E.**, #Trump, R., & **King, E. (2014). Interpersonal, contextual, and individual factors relating to disclosure decisions of lesbian, gay, and bisexual individuals. *Journal of Sexual Orientation and Gender Diversity, 1*, 431-440.

4. **Sabat, I. E.**, Lindsey, A. P., Membere, A., Anderson, A., Ahmad, A. S., **King, E. B., & #Bolunmez, B. (2014). Invisible disabilities: Unique strategies for workplace allies. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 259-265.
3. 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*, 28, 455-466.
2. **Sabat, I. E.**, Martinez, L. M., & 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.
1. DeGrassi, S. W., *Botsford Morgan, W., *Singletary Walker, S. *Wang, Y., & **Sabat, I. E.** (2012). Ethical decision-making: Group diversity holds the key. *Journal of Leadership, Accountability and Ethics*. 9, 51-65.

OTHER PUBLICATIONS

7. Ahmad, A., **Sabat, I.**, & **King, E. B. (2018). The upsides of disclosing your religion, sexual orientation, or parental status at work. *Harvard Business Review*. Available online: <https://hbr.org/2018/03/research-the-upsides-of-disclosing-your-religion-sexualorientation-or-parental-status-at-work>
6. Ruggs, E. R., & **Sabat, I. E.** (2016). Identity management strategies. In S. G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology* (Vol. 2). SAGE.
5. **Sabat, I. E.**, Lindsey, A. P., **King, E. B., & Jones, K. P. (2016). Understanding and overcoming challenges faced by working mothers: A theoretical and empirical review. In R. Matthews & C. Spitzmueller (Eds.) *Research perspectives on work and the transition to motherhood* (pp. 9-31). New York, NY: Springer.
4. Ahmad, A. S., Anderson, A., **Sabat, I. E.**, Membere, A. A., & **King, E. (2015). Women in organizations: Understanding barriers to advancement of female employees. In C. Viswesvaran, N. Anderson, D. Ones, & H. K. Sinangil (Eds), *Handbook of industrial, work & organizational psychology*. SAGE.
3. Membere, A. A., Ahmad, A. S., Anderson, A. J., Lindsey, A. P., **Sabat, I. E.**, & **King, E. B. (2015). Individual, interpersonal, and organizational outcomes of workplace bullying. In M. Paludi (Ed.), *Bullies at work* (pp.175-192). Praeger.
2. **Sabat, I. E.**, Lindsey, A. P., & **King, E. B. (2014). Antecedents, outcomes, prevention, and coping strategies for lesbian, gay, and bisexual workplace stress. In P. L. Perrewe, J. Halbesleben, & C. C. Rosen (Eds.) *The role of demographics*

in occupational stress and well-being: Research in occupational stress and well-being, (Vol. 12, pp. 173-198), Emerald Group Publishing Limited.

1. Anderson, A. J., Membere, A. A., **Sabat, I. E.** & **King, E.B. (2014). Employment discrimination. In J. Stone, R. Dennis, P. Rizova, A. Smith, & X. Hou (Eds.), *Encyclopedia of race, ethnicity and nationalism*. Hoboken, NJ: Wiley-Blackwell

MANUSCRIPTS UNDER REVIEW

Sabat, I. E., ^He, Y., ^Nguyen, D. M., ^Nault, E., & ^Liu, S. C. (revise and resubmit). The antecedents, outcomes, and moderators of diversity climate in the workplace: A meta-analytic review. *Journal of Business and Psychology*

Sabat, I. E., Miller, S. J., ^He, Y., ^Dray, K. D., ^Sin-Ning, C. L., ^Martin, R. C., & Carter-Sowell, A. (revise and resubmit). Out in the cold: The buffering effects of diversity climate on workplace ostracism. *Equality, Diversity, and Inclusion*.

Cheung, H. K., Lindsey, A. P., **Sabat, I. E.**, **King, E. B., & Ahmad, A. S. (reject and resubmit). Timing matters: When gay men and lesbian women disclose their sexual orientation influences salary. Target Journal: *Journal of Occupational and Organizational Psychology*.

Arena Jr., D. F., Jones, K. P., Tripathy, S. C., Lindsey, A. P., & **Sabat, I. E.** (under review). Contagion effects of witnessing incivility toward women at work. *Journal of Organizational Behavior*.

Sabat, I. E. & **King, E. B. (under review). Disclosure dissonance: The impact of behavioral, attitudinal, and environmental inconsistencies on identity management outcomes. *Journal of Homosexuality*.

^Brown, S. E. V., **Sabat, I. E.**, Follmer, K. B. (under review). The impact of different-versus same-sex sexual harassment on bystander intervention. *Journal of Applied Social Psychology*. (Special issue: Gender at Work).

MANUSCRIPTS IN PREPARATION

Membere, A. A., **Sabat, I. E.**, Bolunmez, B., **King, E. B., Kravitz, D. A., Lindsey, A. P., & Amber, B. (in preparation). The intersection of trainee characteristics and design in diversity training: Reaching resistant trainees through authority endorsement. Target journal: *Journal of Vocational Behavior*.

Martinez, L. R., **Sabat, I. E.**, Bergman, M., Ruggs, E., & ^Dray, K. (in preparation). Organization-ALLY competent: How employees become allies in the workplace". Target journal: *Personality and Social Psychology Bulletin*.

- Jones, K. P., Lindsey, A. P., Arena, D. F., **Sabat, I. E.**, & Ahmad, A. S. (in preparation). Trajectories of depletion following witnessing incivility: A time-lagged study". Target journal: *Journal of Vocational Behavior*.
- ^Dray, K. K., **Sabat, I. E.**, #Lehman, S., ^Walker, J., & Brown, S. (in preparation). Confronting workplace prejudice: Review of positive outcomes and boundary conditions. Target journal: *Journal of Organizational Behavior*.
- ^Dray, K. & **Sabat, I. E.** (in preparation). Applying an identity management framework to the understanding of allies. Target journal: *Journal of Occupational and Organizational Psychology*..
- Lindsey, A. P., Jones. K. P., & **Sabat, I. E.** (in preparation). The dimensionality of discrimination: A unifying framework. Target journal: *Journal of Management*.
- ^Walla, J., **Sabat, I. E.**, & ^Hagen, E. (in preparation). Bisecting the B from LGB: Exploring unique barriers and boundary conditions of bisexual employees in organizations. Target Journal: *Psychology of Sexual Orientation and Gender Diversity*.
- ^hernandez, t. r., ^He, Y., **Sabat, I. E.**, ^Hagen, E., ^Brown, S., ^Liu, & Cindy, Membere, A. (in preparation). When do identities intersect? Exploring the compounding effects of stigmatized identities in workplace contexts. Target Journal: *Journal of Social Issues*.

PRESENTATIONS OF RESEARCH

- Robinson, A. N., Sabat, I. E., & Lindsey, A. P. (2021), April). The Impact of an Intersectional Identity in the Workplace: Race, Gender & Atheism. In D. Burrows and D. King (Co-Chairs), *Intersectionality at Work: Navigating Multiple Stigmatized Identities*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. (Conference moved to virtual format due to COVID-19)
- Griswold, K. R., Martinez, L. R., Hebl, M., Conjar, E. A., Grimaldi, E. MP., & **Sabat, I. E.**, (2021, April). *Building allied organizations: Concrete strategies for engaging employees in allyship*. Panel discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans, LA. (Conference moved to virtual format due to COVID-19)
- Shryock, K. J., Stroud, H. R., Freud, J., **Dray, K. K.**, & Sabat, I. E. (2020, June). *Potential influences of non-traditional applications of aerospace engineering on student interest in aerospace engineering as a major*. Poster presented at the

- American Society for Engineering Education Conference, Montréal, Québec, Canada. (Conference moved to virtual format due to COVID-19)
- Robinson, A., Amber, B., Lindsey, A., **Sabat, I. E.**, ^Liu, S.-N. C., & Ahmad, A. (2020, April). The impact of expressing an atheist identity at work. In L. Park & A. Ahmad (Co-Chairs), *Ye of any and no faith: Perspectives on faith identity management in the workplace*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference moved to virtual format due to COVID-19)
- ^Dray, K. K., **Sabat, I. E.**, Keith, M. G., DeSimone, J. A., Nimon, K., Lindsey, A. P., & ^Bailey, J. K. (2020, April). *How should I/O psychologists collect data via MTurk?: A discussion*. Panel discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference moved to virtual format due to COVID-19)
- ^Dray, K. K. & **Sabat, I. E.** (2020, April). *A target-centered approach for determining how to confront workplace sexism*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference moved to virtual format due to COVID-19)
- ^hernandez, t. r., ^Bailey, J. K., & **Sabat, I. E.** (2020, April). My pronouns are ____: How organizations can support gender diversity. In Hamilton, K. M. & Smith, N. A. (Co-chairs), *Doing gender and undoing stereotypes: Persistent issues in gender expression at work*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference moved to virtual format due to COVID-19)
- ^Martin, R. C., ^Jenkins, E. D., ^Siuta, R. L., ^Capuchino, B. G., & **Sabat, I. E.**, (2020, April). Obesity stereotype awareness and organizational outcomes. In ^E. D. Jenkins & **I. E. Sabat** (Co-Chairs), *Talking taboos: Stigmatized topics in I/O research*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference moved to virtual format due to COVID-19)
- ^Jenkins, E. D., ^Bailey, J. K., ^Liu, S.-N.C., & **Sabat, I. E.** (2020, April). The impact of drug testing on employees. In ^E. D. Jenkins & **I. E. Sabat** (Co-Chairs), *Talking taboos: Stigmatized topics in I/O research*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference moved to virtual format due to COVID-19)
- Volpone, S. V., Ruggs, E. N., Lyons, B., Jones, K. P., **Sabat, I. E.**, & Wessel, J. (2020, April) *Research incubator: The future of stigma identity management research*. Panel discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference moved to virtual format due to COVID-19)

- ^Liu, S.-N. C., ^Dray, K. K., Miller, S., Phetmisy, C., & **Sabat, I. E.** (2020, April). *Do you look like you belong? The outcomes of appearing foreign in the US workplace*. Poster to be presented at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference moved to virtual format due to COVID-19)
- Phetmisy, C., ^Liu, S.-N. C., ^He, Y., & **Sabat, I. E.** (2020, April). *Shouldn't you sound American by now? The negative work experiences of US immigrants*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference moved to virtual format due to COVID-19)
- ^Brown, S. E. V., Paetzold, R. L., & **Sabat, I. E.** (2019, August). Bystander intervention in same sex sexual harassment. In A. Chen and L. Treviño (Chairs), *Sexual harassment in and around organizations: A broader scope*. Symposium presented at the annual conference of the Academy of Management, Boston, MA.
- ^Dray, K. K., ^Martin, R. C., ^Liu, S.-N. C., ^He, Y., **Sabat, I. E.**, & Carter-Sowell, A. (2019, August). It's cold outside: The effects of workplace ostracism and diversity climate on workplace outcomes. In D. Nag and K. P. Jones (Co-Chairs), *Novel advances on the impact of diversity climate on employee behavior*. Symposium presented at the Academy of Management annual conference, Boston, MA.
- ^Jenkins, E., ^Martin, R. C., ^Siuta, R., ^Capuchino, B. G., & **Sabat, I. E.** (2019, April). *The weight of it all: The impact of stigma consciousness on workplace outcomes*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, National Harbor, MD.
- #Lehman, S. R., ^Dray, K. K., & **Sabat, I. E.** (2019, April). The impact of leadership gender on sexual harassment in organizations. In W. Shen (Chair), *Women leaders: Challenges and opportunities in attaining and maintaining leadership*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- ^Dray, K. K., **Sabat, I. E.**, & ^hernandez, t. r. (2019, April). Workplace sexism: Identifying dimensions and differential outcomes. In D. N. Burrows & A. Lindsey (Co-Chairs), *Novel perspectives on leveraging diversity in organizations*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Carter, D. R., Caylor, J., England, K., **Sabat, I. E.** (2019, April). *We're here, we're queer, and we're on your team: Studying LGBT issues in teams*. Panel discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

- #Smith, V. E., ^Dray, K. K., **Sabat, I. E.**, & Thompson, C. (2019, April). Beyond the gender binary: Workplace perceptions of nonbinary and transgender employees. In N. A. Smith & A. H. Huffman (Co-Chairs), *Beyond the binary: Extending I-O research for trans and nonbinary workers*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- ^Dray, K. K., ^Capuchino, B. G., ^Liu, S.-N. C., & **Sabat, I. E.** (2019, April). Applying an identity management framework to the understanding of allies. In S.-N. Liu, K. K. Dray, and **I. E. Sabat** (Chairs), *Building better workplace allies: Where are we lacking and how can we get there?*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- ^Capuchino, B. G., ^Siuta, R., ^Jenkins, E., & **Sabat, I. E.** (2019, April). *The impact of family leave on coworker support and incivility*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, National Harbor, MD.
- ^Liu, S.-N. C., ^He, Y., Nguyen, D. M., & **Sabat, I. E.** (2019, April). *Antecedents, outcomes, and moderators of workplace diversity climate: A meta-analysis*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, National Harbor, MD.
- ^Siuta, R., ^Capuchino, B. G., ^Martin, R. C., ^Jenkins, E., & **Sabat, I. E.** (2019, April). *Effects of gender, self-objectification, and body image on job outcomes*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, National Harbor, MD.
- ^Kostecki, A. & **Sabat, I. E.** (2019, April). *The effects of same-gender partners' disclosure on work-family facilitation*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, National Harbor, MD.
- ^Walla, J. & **Sabat, I. E.** (2019, April). *LG vs. B: How differences in sexuality disclosure explain outcome discrepancies*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, National Harbor, MD.
- Sabat, I. E.** & **King, E. B. (2018, April). *Disclosure dissonance: Conflicting LGB attitudes, behaviors, and environments*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Chicago, IL.
- ^Dray, K. K. & **Sabat, I. E.** (2018, April). Confronting sexism: Identifying dimensions and exploring impact. In K. K. Dray & Sabat, I. E. (Chairs), *Workplace allies: exploring the process of becoming an effective and vocal ally*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Chicago, IL.

- ^Walker, J. M., ^Dray, K. K., **Sabat, I. E.**, & Lindsey, A. P. (2018, April). Political identity management: Team outcomes of political orientation diversity. In A. Lindsey & K. Jones (Chairs), *Novel perspectives on stigma identity management in the workplace*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Chicago, IL.
- Amber, B., Lindsey, A. P., **Sabat, I. E.**, Ahmad, A. S., Burrows, D., & ^Liu, S. C. (2018, April). The consequences of managing an intersectional atheist identity at work. In A. Lindsey & K. Jones (Chairs), *Novel perspectives on stigma identity management in the workplace*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Chicago, IL.
- ^Brown, S. E. V., & **Sabat, I. E.**, Martinez, L. R., Follmer, K. G., & ^Jenkins, E. (2018, April). *At the intersection of sex and heterosexism: Perceptions of same sex harassment*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Chicago, IL.
- ^Liu, S. C. & **Sabat, I. E.**, ^Dray, K. K., & Nguyen, D. M. (2018, April). *Where are you really from? Effects of voice-appearance incongruities in the workplace*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Chicago, IL.
- ^Liu, S. C. & **Sabat, I. E.**, (2018, April). Patching the “Leaky Pipeline”: Targeted strategies for women of color faculty in STEM. In J. Madera & A. Tsai (Chairs), *Organizational diversity: Understanding recruitment, development and retention*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Chicago, IL.
- Nguyen, D. M., **Sabat, I. E.**, ^Liu, S., Lindsey, A. P. & Ahmad, A. S. (2018, April). *No faith, no trust: Examining workplace experiences of atheist employees*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Chicago, IL.
- ^Hagen, E. **Sabat, I. E.**, ^Walla, J. (2018, April). *Bisecting the B from LGB: Exploring unique barriers faced by bisexual employees*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Chicago, IL.
- Stroud, H. R., Shryock, K. J., ^Dray, K. K., & **Sabat, I. E.** (2019, October). *Unconventional applications of aerospace engineering: Effects of a design elective on perceptions of aerospace*. Poster presented at the American Society for Engineering Education conference, Tampa, FL.
- Hurst, C., Beaver, G., Livingston, B., Kammeyer-Mueller, J., Leavitt, K., **Sabat, I. E.**, Sawyer, K., Volpone, S., Pichler, S., Martinez, L., Ahmad, A. (2017, August). Building effective allyship in organizational and educational contexts.

- Professional development workshop presented at the annual conference of the Academy of Management, Atlanta, GA.
- Cheung, H. K., Lindsey, A. P., Sabat, I. E., & Ahmad, A. S. (2017, August). *When gay men and lesbian women disclose their sexual orientation influences salary*. Paper presented at the annual conference of the Academy of Management, Atlanta, GA.
- Martinez, L. R., Lee, S., & Sabat, I. E. (2017, August). LGBT diversity initiatives and firm performance: Does firm size matter? In C. Cox & G. Pool (Chairs), *Bigotry's bad for business: Consequences of observed aggression and discrimination*. Symposium presented at the annual conference of the Academy of Management, Atlanta, GA.
- Lindsey, A., Bezrukova, Y., Spell, C. S., Shore, D., Sabat, I. E., & **King, E. (2017, August). Faultlines, pressure, and when things matter. In K. Lyness & M. Judiesch (Chairs), *Diversity interface challenges – intersectionality, faultlines, and subtle discrimination*. Symposium presented at the annual conference of the Academy of Management, Atlanta, GA.
- Sabat, I. E., Martinez, L., Ruggs, E. N., & Bergman, M. (2017, April). Applying an identity management framework to the understanding of allies. In B. Lyons & S. Volpone (Chairs), *Don't ask, I'll tell: New considerations in stigma disclosure research*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Orlando, FL.
- Sabat, I. E. & Lindsey, A. (2017, April). *Novel workplace diversity interventions: Field experiments with promising results* (Chairs). Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Orlando, FL.
- Lindsey, A., Bezrukova, K., Spell, C., Sabat, I. E., Shore, D., & **King, E. (2017, April). Cracking under pressure: A context-centered perspective on team faultlines. In A. Lindsey (Chair), *Enhancing understanding of team diversity through the lens of faultlines*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Orlando, FL.
- Sabat, I. E., Goldberg, C., & **King, E. (2016, April). *Pygmalion in the pipeline: How managers' perceptions influence minority turnover*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Anaheim, CA.
- Sabat, I. E., Bolunmez, B., **King, E., Lindsey, A., Gulick, L., & #Choos, L. (2016, April). Recognizing bias about bias can improve diversity training effectiveness. In A. Lindsey and V. Gilrane (Chairs), *Novel approaches for enhancing diversity training effectiveness in the workplace*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Anaheim, CA.

- Jones, K., **Sabat, I. E.**, Lindsey, A., Ahmad, A., & Arena, D. (2016, April). Killing me softly: How subtle discrimination pushes minority women out. In K. P. Jones (Chair), *The trouble with subtle: Boundary conditions of subtle discrimination outcomes*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Anaheim, CA.
- Nag, D., Botsford, W., **Sabat, I. E.**, & Walker, S. (2016, April). Effects of pregnancy disclosure and timing on evaluations of competence. In K. Jones (Chair), *Exploring pregnancy bias in field settings: Emergence, consequences, and remediation*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Anaheim, CA.
- Arena, D., Jones, K., **King, E., & **Sabat, I. E.** (2016, April). The effect of observing subtle discrimination on bystander creativity. In K. P. Jones (Chair), *The trouble with subtle: Boundary conditions of subtle discrimination outcomes*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Anaheim, CA.
- Ahmad, A. S., Lindsey, A. P., **King, E. B., **Sabat, I. E.**, Anderson, A. J., Trump, R. & Keeler, K. (2016, April). *Interpersonal implications of religious identity management in selection*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Anaheim, CA.
- Smith, N., Martinez, L. R., & **Sabat, I. E.** (2015, August). *Obesity and gender in service jobs: The importance of warmth in predicting customer satisfaction*. Paper presented at the annual conference of the Academy of Management, Vancouver, CA.
- Sabat, I. E.**, Martinez, L. R., Smith, N., & Weaver, K. (2015, April). Auditory cues driving sexual orientation discrimination. In **I. E. Sabat** and K. P. Jones (Chairs), *New methods in examining workplace outcomes of LGB identity management*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Philadelphia, PA.
- Sabat, I. E.**, Lindsey, A. P., Ahmad, A. S., Membere, A. A., **King, E. B., & #Arena, D. (2015, April). Prior knowledge of disclosures and interpersonal discrimination in the workplace. In **I. E. Sabat** and L. R. Martinez (Chairs), *Intra- and interpersonal antecedents and outcomes of stigmatized identity management*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Philadelphia, PA.
- Sabat, I. E.**, Lindsey, A. P., Winslow, C., **King, E. B., Jones, K. P., Membere, A. A., Smith, N., & #Arena, D. (2015, April). *Stigma disclosure outcomes and boundary conditions: A meta-analysis*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Philadelphia, PA.

- Winslow, C. Anderson, A., **Sabat, I. E.**, & Kaplan, S. (2015, April). *Development of a measure of social connectedness in work organizations*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Philadelphia, PA.
- Bradburn, J. ****King, E. B.**, & **Sabat, I. E.** (2015, April). *Community and occupational unemployment influence sole earners' job satisfaction*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Philadelphia, PA.
- Ahmad, A. S., ****King, E. B.**, Lindsey, A. P., **Sabat, I. E.**, Anderson, A. **#Trump, R.**, **#Keeler, K.**, & **#Moore, J.** (2015, April). Interpersonal implications of religious identity management in interviews. In **I. E. Sabat** and L. R. Martinez (Chairs), *Intra- and interpersonal antecedents and outcomes of stigmatized identity management*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Philadelphia, PA.
- #Arena, D.**, ****King, E.**, & **Sabat, I. E.**, (2015, April), *Racial microaggressions, the modern day racial slur*. Poster presented at the George Mason University Undergraduate Research Symposium, Fairfax, VA.
- Sabat, I. E.**, Morgan, W. B., Perry, S. J., & Wang, Y. C. (2014, July). Developing management students' twenty-first century skills through a service-learning project. Paper presented at the annual conference of the Academy of Management, Philadelphia, PA.
- Sabat, I. E.** & Martinez, L. R. (2014, May). *The queen's speech: Auditory sexual orientation cues in interview contexts*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Honolulu, HI.
- Sabat, I. E.**, ****King, E.**, Lindsey, A. P., Ahmad, A. S., & Anderson, A. (2014, May). Prior knowledge of invisible stigmas: Come out or be outed. In A. P. Lindsey and L. Finkelstein (Chairs), *New perspectives on workplace experiences of sexual orientation minorities*, Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Honolulu, HI.
- Lindsey, A. P., ****King, E. B.**, Ahmad, A. S., **Sabat, I. E.**, & Dong, Y. (2014, May) Examining the Wage Gap between Gay and Straight Employees. In A. P. Lindsey and L. Finkelstein (Chairs), *New perspectives on workplace experiences of sexual orientation minorities*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Honolulu, HI.
- Ahmad, A. S., ****King, E. B.**, Lindsey, A. P., **Sabat, I. E.**, Anderson, A., **#Keeler, K.**, & **#Trump, R.** (2014, May). Religious identity management and discrimination: A field experiment. In A. Zelin and J. Wessel (Chairs), *Express yourself: Advances*

- in stigma identity management research*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Honolulu, HI.
- Jones, K., McCausland, T. C., Chen, T., **King, E. B., **Sabat, I. E.**, Chen, L., & Ahmad, A. (2014, May). *The battle of the "ISMs": Racism vs. sexism vs. ageism*. Poster presented at the annual conference of the Society for Industrial Organizational Psychology, Honolulu, HI.
- Binggeli, S., Ruggs E. N., Bachman, K. O., Martinez, L. M., **Sabat, I. E.**, & Hebl, M. R. (2013, April). Who is perpetuating gender roles among hispanics: ¿Papá o Mamá? In E. N. Ruggs, S. Bingelli, and L. R. Martinez (Chairs), *The current status of gender inequality in the workplace*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Houston, TX.
- Ahmad, A., **King, E., Lindsey A., Anderson, A., & **Sabat, I. E.** (2013, April). Religious identity management and discrimination: A field experiment. In E. B. King and A. S. Ahmad (Chairs), *Understanding identity management of stigmatized individuals in the workplace*. Symposium presented at the annual conference of the Society for Industrial Organizational Psychology, Houston, TX.
- Sabat, I. E.**, Nadeau, M., David, G., Mosby, & S., Logan, J. (2011, November). *The identification and discrimination of male voices based on perceptions of femininity and sexuality*. Poster presented at the Rice Undergraduate Research Symposium, Houston, TX.

UNFUNDED GRANTS/FELLOWSHIPS

APF: Wayne F. Placek Grant (Co-PI: \$10,000, 04/18-04/19)

TAMU: X-Grant (Co-PI: variable amount)

T3: Seed Grant (Co-PI: variable amount)

LSF: Lyle-Spencer Foundation (Co-PI: variable amount)

TAMU CEHD: Seed Grant (Co-PI: \$30,000)

APF: Wayne F. Placek Grant (PI: \$10,000, 04/17-04/18)

EGOS: Grigor McClelland Doctoral Dissertation Award (PI: £5,000, 07/17)

TAMU CLLA: Innovations in Inclusion, Diversity, Equity, and Accountability (IIDEA) Grant (PI: \$5,000, 04/17-05/18)

APS: 2016 APS Fund for the Public Understanding of Psychological Science (PI: \$5,000, 12/16)

AWARDS AND HONORS

Achieving Climate and Inclusion Award, 2020, \$750
Recipient of the Best LGBT Research Award, 2019, \$1,000
Recipient of the Best International Poster Award, 2018
SIOP Hebl Grant for Reducing Gender Inequities, 2018, \$3,000
Emerald/EFMD Outstanding Doctoral Research Award
Recipient of the Best LGBT Research Award, 2015, \$1,000
Recipient of the SIOP Student Travel Award, 2015, \$500
Nominee for the Career Connection Faculty Award, 2015
Nominee for the SIOP Student Travel Award, 2014
Undergraduate Research Scholars Program Mentor 2014, \$500
Nominee for the Career Connection Faculty Award, 2014

INVITED TALKS

Sabat, I. E. (February, 2019). *Disclosure dilemmas: Hidden benefits of revealing not so hidden stigmas at work*. Presentation given at the Interdisciplinary Committee on Organizational Studies, Ann Arbor, MI.

Sabat, I. E. (April, 2017). *Disclosure dilemmas: Hidden benefits of revealing not so hidden stigmas at work*. Presentation given at the graduate student colloquium at Rice University, Houston, TX.

Sabat, I. E. (March, 2017). *Disclosure dilemmas: Hidden benefits of revealing not so hidden stigmas at work*. Presentation given at the graduate student colloquium at Texas A&M University, College Station, TX.

Sabat, I. E. (November, 2016). *Summary of workplace diversity lab*. Presentation given at the graduate student colloquium at Texas A&M University, College Station, TX.

Sabat, I. E. (October, 2016). *Summary of workplace diversity lab*. Presentation given at the undergraduate psychology club at Texas A&M University, College Station,

TEACHING EXPERIENCE

Designed and implemented the following courses. Responsible for every aspect of the classes, including lecturing, project construction, and grading.

Department of Psychology, Texas A&M University

Diversity and Inclusion in Organizations, Spring 2021
Organizational Psychology, Fall 2020
Graduate Seminar in Organizational Psychology, Fall 2020
Graduate Seminar in Organizational Psychology, Fall 2019 (4.31/5.00)
Organizational Psychology, Fall 2019 (4.45/5.00)
Graduate Seminar in Workplace Diversity, Spring 2019 (4.90/5.00)
Organizational Psychology, Fall 2018 (4.88/5.00)
Graduate Seminar in Organizational Psychology, Fall 2018 (4.8/5.00)
Diversity and Inclusion in Organizations, Spring 2018 (4.95/5.00)
Psychology of Human Sexuality, Fall 2017 (4.72/5.00)
Psychology of Human Sexuality, Spring 2017 (4.81/5.00)

Department of Psychology, George Mason University

Psychology of Gender (Online), Spring 2016 (Rating: 4.83/5.00)
Psychology of Gender (Online), Fall 2015 (Rating: 4.93/5.00)
Psychology of Groups and Teams (Online), Fall 2015 (Rating: 4.33/5.00)
Psychology of Gender (Online), Summer 2015 (Rating: 4.53/5.00)
Research Methods Lab, Spring 2015 (Rating: 5.00/5.00)
Research Methods Lab, Spring 2015 (Rating: 4.33/5.00)
Mystery, Madness, & Murder, Fall 2014 (Rating: 4.46/5.00)
Psychology of Gender (Online), Summer 2014 (Rating: 4.42/5.00)
Introduction to Industrial/Organizational Psychology, Spring 2014 (Rating: 4.46/5.00)
Introduction to Industrial/Organizational Psychology, Spring 2014 (Rating: 4.33/5.00)
Introduction to Industrial/Organizational Psychology, Fall 2013 (Rating: 4.18/5.00)
Introduction to Industrial/Organizational Psychology, Fall 2013 (Rating: 4.07/5.00)

GRADUATE STUDENT MENTORSHIP

Masters Chaired

Kelly Dray, MA (2019)
Stephanie Brown, MA (2019)
Sin-Ning Cindy Liu, MA (2019)
Toni Kostecki, MA (2020)
Jacob Walla, MA (2020)
Jon-Kyle Bailey, MA (expected 2021)
theresa hernandez, MA (expected 2021)

Dissertations Chaired

Kelly Dray, PhD (expected, 2021)
Toni Kostecki (Co-Chair), PhD (expected, 2022)
Jacob Walla (Co-Chair), PhD (expected 2022)
Jessica Walker, PhD (expected, 2022)

Additional Committee Memberships

Jessica Walker, MA (2017)

Paula Costa, PhD (2019)

Yimin He, PhD (2019)

Current employer: *University of Nebraska Omaha*

Robert Martin, MA (2020)

Megan Dunn, MA (2020)

Cristal Lopez, PhD (2020)

Stephanie Brown, PhD (expected 2021)

Sin-Ning Cindy Liu, PhD (expected, 2021)

Rose Siuta, PhD (expected, 2022)

Elizabeth Jenkins, MA (2020), PhD (expected, 2022)

Felix George, PhD (expected 2022)

Linden Wooderson, PhD (expected 2022)

UNDERGRADUATE STUDENT MENTORSHIP

Texas A&M University

Brenn Holcombe (Fall 2020)

Tabitha Jones (Fall 2020)

Ellery Allen (Fall 2020)

Yazbel Rodriguez (Fall 2020)

Chloe Oberkirch (Fall 2020)

Paola Flotte (Fall 2020)

Kaela Babbitt (Fall 2020)

Carlin Fox (Summer 2020)

Carson Clifton (Summer 2020)

Dana Duarte (Summer 2020)

Deicy de la Ossa (Summer 2020-Fall 2020)

Alejandra Limon (Spring 2020-Fall 2020)

Macy Land (Spring 2020-Summer 2020)

Natalie Burkett (Spring 2020)

Haleigh Broucher (Spring 2019)

Rebecca Hambrick (Spring 2019)

Chandler Glenn (Spring 2019- Fall 2019)

Princess Draine (Spring 2019-Fall 2019)

Ravali Reddy (Spring 2019 – Fall 2019)

Riley Cloud (Spring 2019-Spring 2020)

Sierra Stryker (Summer 2019)

Jonathan Mendez (Summer 2019 – Fall 2019)

Olivia Nault (Summer 2019 – Spring 2020)

Fatima Akhtar (Summer 2019 – Spring 2020)

Natalie Burkett (Summer 2019 – Spring 2020)

Nicole Giacomello (Fall 2019)

Kourtney Segura (Fall 2019 – Spring 2020)

Fatemah Younus (Fall 2019 – Spring 2020)

Amy Prescott (Spring 2018-Fall 2018)

Brylee Hendricks (Spring 2018-Fall 2018)
Cassie Lewis (Spring 2018-Fall 2018)
Adrian Leos (Summer 2018-Spring 2019)
Alex Cook (Summer 2018-Fall 2019)
Tanner Allen (Summer 2018-Fall 2019)
Emily Flynt (Fall 2018-Spring 2020)
Zan Asante (Spring 2017-Summer 2017)
Lela Beal (Spring 2017-Summer 2017)
Whitney Berry (Spring 2017)
Morgan Johnson (Spring 2017-Fall 2017)
Summer Lehman (Spring 2017-Spring 2019)
Alexandra Vela (Summer 2017-Fall 2017)
Katelyn Clapp (Summer 2017-Fall 2017)
Cody McKenzie (Summer 2017-Spring 2018)
Jessica Mason (Summer 2017-Spring 2018)
Lei Xu (Fall 2017)
Stephanie Espinal (Fall 2017)
Alyssa Concepcion (Fall 2017-Fall 2018)
Cassidy Thomson (Fall 2017-Spring 2018)
Jorge Johnson (Fall 2017-Fall 2018)
Kaitlyn Salinas (Fall 2017-Spring 2018)
Nicole Platamone (Fall 2017-Fall 2018)
Rachel (Vaughn) Smith (Fall 2016-Spring 2019)
Dan Nguyen (Fall 2016-Spring 2017)
Katherine Sawczyn (Fall 2016-Spring 2017)
Dominique Smith (Fall 2016-Spring 2017)
Greg Maggard (Fall 2016)
Gaylyn Keener (Fall 2016)
Rami Muhtaseb (Fall 2016)
Carrigan Whiteley (Fall 2016)
Ellen Hagen (Fall 2016)

George Mason University

Dave Arena, Research Assistant (2013-14), Honors Thesis Co-advisor (2014-2015)
Rachel Trump (Spring 2014)
Nicole Campbell (Spring 2014-Fall 2015)
Samantha Riggs (Fall 2015)
Habiba Belguedj (Fall 2015)
Harman Kaur (Fall 2015)
Miranda Lapidés (Fall 2015)
Amie Sombunwana (Fall 2015)
Juan Daing (Fall 2015)
Fatima Arif (Spring 2015)
Natalia Acosta (Spring 2015-Fall 2015)
Alyssa Harris (Fall 2015-Fall 2016)
Glendybelld Calderon (Spring 2016)

Jessica Sorto (Spring 2016)
Laura Choos (Fall 2015-Spring 2016)
Isaac Kleckner (Fall 2015-Spring 2016)
Ivan Botov (Fall 2015-Spring 2016)

PROFESSIONAL SERVICE

Society for Industrial and Organizational Psychology

Chair of the LGBT Committee, 2021-Present
Chair of the LGBT Research Subcommittee, 2019-2020
Member of the CEMA Training Subcommittee, 2019-Present
Member of the Anti-Racism Grant Committee, 2020-Present

Texas A&M University

LGBTQ-PN President, 2017-2020
President's Council on Climate and Diversity, 2017-2019

Psychological and Brain Sciences Department

Associate Head for Diversity, Equity, and Inclusion, 2021-Present
Faculty Diversity, Equity, & Inclusion Committee, 2020-Present
Course Scheduler, 2018-Present
Student Psychology Diversity Committee Chair, 2016-Present
Faculty Psychology Diversity Committee Co-Chair, 2016-2020
Affective Science Search Committee, 2016

George Mason University

GMU I/O Psychology Student Association – Social Chair, 2014
Undergraduate Curriculum Committee – Graduate Student Representative, 2013

JOURNAL REVIEWING

Editorial Board

Journal of Business and Psychology

Ad-hoc reviewer

Academy of Management Review
Community Mental Health Journal
Equality, Diversity and Inclusion
International Journal of Human Resource Management
Journal of Applied Psychology
Journal of Business and Psychology
Journal of Management Education
Journal of Managerial Psychology
Journal of Military Psychology

Journal of Occupational and Organizational Psychology
Journal of Organizational Behavior
Journal of Personality Assessment
Journal of Sexual Orientation & Gender Diversity
Journal of Vocational Behavior
Occupational Health Science
Personnel Assessment and Decisions
Rationality and Society
Stress and Health
Violence and Gender

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology (SIOP)
Academy of Management (AOM)
European Association of Work and Organizational Psychology (EAWOP)

SPECIAL TRAINING

Difficult Dialogues – August, 2017
Universal Design for Learning – August, 2017
ROADMAP Workshop – March, 2017
Aggie Ally Training – August, 2016

This CV is most current and correct as of the date of this signature.

Signature: *Isaac Emmanuel Sabit*

Date: September 1, 2021