

## Select Papers on Diversity: Alan Witt

Johnson, L. U., Maneethai, D., Lopez, T., & Witt, L. A. (2021, April). *Antecedents of workplace code-switching*. To be presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.

Maneethai, D., Johnson, L. U., Witt, L. A., & Olson, M. (2020, June). *Racioethnic differences in the effect of diversity climate on emotional exhaustion*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.

Fedorowicz, N., Maneethai, D., Obasare, R., Wen, X., Olson, M., Zamanipour, T., Atwater, L. E., & Witt, L. A. (2019, May). *Effects of diversity climate on emotional exhaustion*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Baltimore.

Fedorowicz, N., Maneethai, D., & Witt, L. A. (2019, May). *Effects of diversity climate and unit cohesion on engagement*. Presented at the European Association of Work and Organizational Psychology, Turin, Italy.

Fedorowicz, N., Witt, L. A., Obasare, R., & Crepeau, L. (2018, April). *Workplace deviance as a function of discrimination climate and personality*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.

Fedorowicz, N., Tringale, A., Bisbey, T., Nordan, A., Palmer, A., Samaniego, C., & Witt, L. A. (2018, April). *Exit, voice, and loyalty among women faculty*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.

Witt, L. A., Farmer, B. A., & Harris, E. R. (2017, April). *Effects of diversity climate on cohesion and well-being*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.

Witt, L. A., Harris, E. R., & Farmer, B. A. (2017). *Effects of diversity climate on cohesion and well-being*. Technical Report, Patrick Air Force Base, Florida: Defense Equal Opportunity Management Institute Directorate of Research.

Witt, L. A., Joiner, L. C., & Johnson, L. U. (2016, December). *Looking to the future: A competency model for equal opportunity advisors*. Presented at the Defense Equal Opportunity Management Institute Collaborative Series conference, Patrick Air Force Base, FL.

Avery, D. A., Franklin, D. A., Blot, J. F., Edwards, M., & Witt, L. A. (2016, April). *Composition and compensation: How racial stigma-by-association affects salaries*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim.

Childers, O., Johnson, L. U., Stokes, S. M., Nordan, A. B., & Witt, L. A. (2016, April). *Effects of diversity management and ethical leadership on well-being*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim.

Virgetts, A., Farmer, B., Palmer, A. L., Bisbey, T., Boyes, A., Callison, K., McDonald, D. P., & Witt, L. A. (2015, April). *Leader cross-cultural competence and job attitudes*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia.

- Witt, L. A., Clark, L., Stokes, S., Roberts, Z., Childers, O., Palmer, A., Bisbey, T., Boyes, A., McDonald, D., Crepeau, L., Roth, L., & Callison, K. (2015, April). *Effects of supervisory inclusion behaviors on diversity citizenship behavior*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia.
- David, E., Avery, D., Witt, L. A., & McKay, P. (2015). A time-lagged investigation of the impact of coworker behavior on the effects of demographic dissimilarity. *Journal of Organizational Behavior*, *36*, 582-606.
- David, E. M., van Driel, M., Witt, L. A., & Crepeau, L. (2013, April). The effects of leader cross-cultural competence on cross-cultural compliance. In J. A. Gallus, M. R. Zbylut, and M. van Driel (Chair), *Come hell or high water: Leading in challenging cross-cultural contexts*. Presented at the conference of the Society for Industrial and Organizational Psychology, Houston.
- David, E., Avery, D. R., & Witt, L. A. (2011, April). *Standing out and blending in: Interactive effects predicting employee withdrawal*. Presented at the conference of the Society for Industrial and Organizational Psychology, Chicago.
- David, E. M., Elliott, M., Avery, D., & Witt, L. A. (2009, April). *How supervisor-subordinate racioethnic similarity and emotional exhaustion affect organizational commitment*. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New Orleans.
- Wilson, R. A., David, E. M., & Witt, L. A. (2008, November). *The effects of competency and diversity on goal congruence*. Presented at the annual conference of the Southern Management Association.
- Witt, L. A., & Farmer, W. L. (2001, March). *Age and job attitudes*. Presented at the annual conference of the Southwest Academy of Management, New Orleans.
- Witt, L. A., Silver, N. C., & Dansby, M. R. (1994, December). *Will equal opportunity come about in the DoD? Attitudes of DEOMI-trained EO advisors*. First Biennial Equal Opportunity Research Symposium, Defense Equal Opportunity Management Institute, Cocoa Beach, Florida.
- Myers, J. G., Witt, L. A., & Hilton, T. F. (1994, June). *Equal opportunity citizenship behaviors*. Presented at the annual conference of the American Psychological Society, Washington, D. C.
- Witt, L. A., & Nye, L. G. (1992). Gender and the relationship between perceived fairness of pay/promotion and job satisfaction. *Journal of Applied Psychology*, *77*, 910-917.
- Witt, L. A., & Dansby, M. R. (April, 1990). *Predictors of equal opportunity citizenship behaviors*. Presented at the Psychology in the Department of Defense Symposium, Colorado Springs.
- Witt, L. A., & Silver, N. C. (April, 1990). *Equal opportunity perceptions and job attitudes: When is fairness important?* Presented at the annual conference of the Southwestern Psychological Association, Dallas.
- Witt, L. A. (1988). Breadwinner vs. non-breadwinner differences in married women's job satisfaction and perceptions of organizational climate. *Human Relations*, *41*, 483-491.