

**Elizabeth D. Jenkins**  
*Curriculum Vitae*  
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**EDUCATION**

**Texas A&M University**

Ph.D. in Industrial/Organizational Psychology

M.S. in Industrial/Organizational Psychology

**College Station, TX**

Expected May 2023

May 2020

**Howard University**

B.S. in Psychology

Minor in Political Science

Honors Thesis: *The Effect of Confidence in Past Performance on Future Performance*

Honors: Phi Beta Kappa, Dean's List, Psi Chi

**Washington, DC**

May 2016

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**CERTIFICATIONS**

**Texas A&M University**

Africana Studies

**College Station, TX**

May 2022

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**HONORS, AWARDS, AND GRANTS**

- National Science Foundation's Taking Action: COVID-19 Diversity, Equity, and Inclusion Challenge, 2022, Honorable Mention
- Texas A&M University Women's and Gender Dissertation Grant, 2022, \$500
- Texas A&M University Women's and Gender Studies Graduate Travel Award, 2022, \$500
- *Insecurity, Inequality, and Academia: The Differential Impacts of COVID-19 on Work Conditions and Work-Life Balance among the Texas A&M Academic Community*, Texas A&M University School of Innovation, InnovationX COVID-19 Grant (Co-Investigator), 2020, \$20,000
  - Co-funded by Texas A&M University College of Liberal Arts, SEED Grant, 2020, \$5,000 and the Office for Diversity's 2020-2022 Diversity Matters Seed Grant, 2021, \$7,000
- *Work reentry after incarceration: The roles of race, sex, and impression management*, Texas A&M University's College of Liberal Arts, SEED Grant (Co-Investigator), 2019, \$2,000
- Ford Foundation Predoctoral Fellowship, 2019, Honorable Mention
- Texas A&M University Department of Psychological & Brain Sciences Travel Award, 2019, \$400
- Texas A&M University Department of Psychological & Brain Sciences Poster Award, 3rd place, 2018, \$150
- Texas A&M University Department of Psychological & Brain Sciences Travel Award, 2018, \$625

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**RESEARCH EXPERIENCE**

**Texas A&M University ADVANCE**

*Co-Principal Investigator*

April 2020 - Present

- Investigate differential impacts of COVID-19 on work conditions and work-life balance among 100 Texas A&M faculty and students via qualitative interviews
- Partner with and cultivate a team of 60 faculty, graduate students, and undergraduate students to facilitate data collection, data analysis, and reporting to university officials and stakeholders
- Conduct literature searches and reviews regarding faculty experiences during COVID-19 while paying special attention to differences in experience due to diversity, equity, and inclusion issues
- Designed and supervise a large undergraduate research lab, which improved the efficiency of the coding process by 133%

- Collaborated in the procurement of \$32,000 in grant funds by identifying potential funding opportunities and preparing grant submissions to finance compensation for 100 participants as well as pay 15 graduate and undergraduate students for their project contributions
- Create and disseminate data-driven recommendations regarding university policy impacting the wellbeing of current and future faculty to university executive leadership and stakeholders

*Graduate Research Assistant*

August 2019 - Present

- Implement and manage initiatives that focus on the improvement of workplace climate as well as recruitment, retention, and success of diverse faculty at the ADVANCE director
- Conduct literature reviews and mixed-methods research regarding retention and resilience of women and minority faculty
- Developed and maintain the ADVANCE website in partnership with ADVANCE staff

**National Science Foundation CCE: Cultivating Culture of Ethical STEM Research Grant**

*Lead Graduate Research Assistant*

September 2018 - May 2019

- Conducted literature reviews on best practices in sexual harassment prevention and remediation in various sectors, including private industry, the military, and the government
- Conducted a mixed-methods study to obtain data on ethical infrastructure in STEM
- Developed a self-assessment tool that institutions can use to evaluate the ethical infrastructure related to avoiding and addressing sexual harassment in STEM

**Texas A&M University Department of Psychological and Brain Sciences**

*Graduate Research Assistant*

August 2017- Present

- Design and lead survey-based research projects on topics related to workplace diversity and inclusion
- Analyze qualitative and quantitative data with various statistical software
- Acquired \$4,568 in grant funding to compensate approximately 2,000 participants over two separate studies
- Summarize research findings to submit for peer-reviewed publication and presentation at national conferences

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**MANUSCRIPTS IN PREPARATION**

Undergraduate students are indicated by \*.

**Jenkins, E.D.**, hernandez, t., Bergman, M.E., & Zhang, Bo. Work reentry after incarceration: The roles of race, sex, and impression management. Stage: Data collection. Target journal: *Journal of Applied Psychology*.

**Jenkins, E.D.**, Land, M. M., Edoga, E.I., & Bergman, M.E. Endorsement of the Strong Black Woman Stereotype and Occupational Outcomes. Stage: Data Collection. Target journal: *Journal of Applied Psychology*.

**Jenkins, E. D.**, Liu, S.-N. C., & Sabat, I. E. Going Up in Smoke: The Impact of Drug Testing on Recruitment. Stage: Writing. Target journal: *Psychology, Public Policy, & Law*.

**Jenkins, E. D.**, Martin, R. C., Siuta, R. L., Capuchino, B. G., & Sabat, I. E. Examining the impact of weight stigma consciousness in the workplace. Stage: Writing. Target journal: *Equality, Diversity, & Inclusion*.

**Jenkins, E.D.,** Miner, K.N., Bergman, M.E., & Allen, E.\* Takin' it to the streets: The examination of street harassment on women's workplace outcomes. Stage: Writing. Target journal: *Journal of Occupational Health Psychology*.

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## **PRESENTATIONS**

Undergraduate students are indicated by \*.

**Jenkins, E.D.,** Edoga, E. I., & Bergman, M. E. (Co-chairs; 2022, April). Superwoman and the office b\*tch: An examination of black women's stereotypes at work. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

**Jenkins, E. D.** Edoga, E.I., Land, M.\* & Bergman, M.E. (2022, April). Endorsement of the strong black woman stereotype and occupational outcomes. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

Allen, E.\*, **Jenkins, E. D.,** Bergman, M. E. & hernandez, t. r. (2022, March). What's in a name: The (in)accuracy of racial and gender identification. Poster presented at Texas A&M University's Student Research Week, College Station, TX.

Werner, C., **Jenkins, E.D.** & Nevarez Maes, A. (2021, May) Differential impacts of Covid-19 on scholars at Texas A&M: Preliminary findings from the ADVANCE Covid-19 study. Public presentation to the Texas A&M University, College Station, TX.

hernandez, t. r., **Jenkins, E. D.,** Bergman, M. E., George, F., & Edoga, E (2021, April). Are we alike? How race and gender similarity influence hiring decisions for previously incarcerated job applicants. Paper presented at the Society for Industrial and Organizational Psychology annual conference, New Orleans, LA.

**Jenkins, E.D.,** Bergman, M.E., Feaster, B.\*, & Miner, K. (2021, April). Takin' it to the streets: Street harassment's impact on women. Paper presented at the Society for Industrial and Organizational Psychology annual conference, New Orleans, LA.

**Jenkins, E. D.,** hernandez, t. r., & Bergman, M. E. (Co-Chairs; 2021, April). Imprisoned by stigma: The selection of previously incarcerated individuals. Symposium presented at the Society for Industrial and Organizational Psychology annual conference, New Orleans, LA.

**Jenkins, E. D.,** hernandez, t. r., Bergman, M. E., Flynt, E.\*, & George, F. (2021, April). The impact of ex-offenders' race, gender, and impression management tactics in hiring decisions. Paper presented at the Society for Industrial and Organizational Psychology annual conference, New Orleans, LA.

**Jenkins, E.D.** & Nevarez Maes, A. (2021, April). Insecurity and Inequality in academia: The differential impacts of COVID-19 on work conditions and work-life balance among the Texas A&M academic community. Poster presented for the Texas A&M School of Innovation, College Station, TX.

- Feaster, B. \*, **Jenkins, E.D.**, & Bergman, M. E. (2021, March). The impact of sexual assault on street harassment and occupational well-being. Poster presented at Texas A&M University's Student Research Week, College Station, TX.
- Paul, M.J.\*, **Jenkins, E.D.**, & Bergman, M. E. (2021, March). Work fatigue among victims of street harassment. Poster presented at Texas A&M University's Student Research Week, College Station, TX.
- Jenkins, E.D.** & Sabat, I.E. (Co-Chairs; 2020, June 16-30). Talking taboos: Stigmatized topics in I/O research. Symposium accepted for presentation at the Society for Industrial and Organizational Psychology annual conference, Austin, TX.
- Jenkins, E.D.**, Bailey, J.K., Liu, S.-N.C., Sabat, I.E. (2020, June 16-30). The impact of drug testing on employees. Paper accepted for presentation at the Society for Industrial and Organizational Psychology annual conference, Austin, TX.
- Martin, R.C., **Jenkins, E.D.**, Siuta, R.L., Capuchino, B.G., Sabat, I.E. (2020, June 16-30). Obesity stereotype awareness and organizational outcomes. Paper accepted for presentation at the Society for Industrial and Organizational Psychology annual conference, Austin, TX.
- Capuchino, B. G., Siuta, R. L., **Jenkins, E. D.**, & Sabat, I. E. (2019, April). The impact of family leave on coworker support and incivility. Poster accepted for presentation at the Society for Industrial and Organizational Psychology annual conference, National Harbor, MD.
- Jenkins, E. D.**, Martin, R. C., Siuta, R. L., Capuchino, B. G., & Sabat, I. E. (2019, April). The weight of it all: The impact of stigma consciousness on workplace outcomes. Poster accepted for presentation at the Society for Industrial and Organizational Psychology annual conference, National Harbor, MD.
- Siuta, R. L., Capuchino, B. G., Martin, R. C., **Jenkins, E. D.**, & Sabat, I. E. (2019, April). Effects of gender, self-objectification, and body image on job outcomes. Poster accepted for presentation at the Society for Industrial and Organizational Psychology annual conference, National Harbor, MD.
- Brown, S.E.V., Sabat, I. E., Martinez, L. R., Follmer, K. B., & **Jenkins, E. D.** (2018, April). At the intersection of sex and heterosexism: Perceptions of same-sex harassment. Poster presented at the Society for Industrial and Organizational Psychology Convention, Chicago, IL.

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### **INVITED TALKS & LECTURES**

- Jenkins, E.D.** (2022, February). The Impact of the Strong Black Woman Stereotype on Black Women's Occupational Wellbeing. Presentation for Department of Psychological & Brain Sciences Diversity and Inclusion Committee Black History Month Graduate Speaker, College Station, TX.
- Jenkins, E.D.** (2021, October). Navigating your mental health in the workplace: A self-care guide for women of color in the workplace. Presentation for the National Alliance of Mental Illness – Brazos Valley, College Station, TX.

**Jenkins, E.D.** (2019, October). Managing research projects as a 1<sup>st</sup> year Ph.D. student. Panel conducted by Department of Psychological & Brain Sciences First-Year Seminar, College Station, TX.

**Jenkins, E.D.** (2018, February, March). Navigating graduate school with an underrepresented identity. Panel presentation conducted by the Diversity & Inclusion (DIVE-IN) Committee of Texas A&M University Department of Psychological & Brain Sciences, College Station, TX.

**Jenkins, E.D.** (2017, November). How to apply to graduate school. Panel presentation conducted by the Texas A&M University Department of Psychological & Brain Sciences Undergraduate Advisors, College Station, TX.

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### **RELEVANT COURSEWORK**

Organizational Psychology	Experimental Design	Occupational Health Psychology
Experimental Psychology	Personnel Psychology	Methods of Inquiry into Africana Studies
Organizational Commitment	Social Psychology	Structural Equation Modeling (SEM)
Advanced Research Methods	Psychometrics	Technology in Personnel Systems
Black Feminist Theory	Individual Differences	Moderation & Mediation Analysis

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### **TEACHING ASSISTANTSHIP EXPERIENCE**

#### **Department of Psychology, Texas A&M University**

<i>Lab Instructor</i> , Research Methods	Spring 2019
<i>Lab Instructor</i> , Research Methods	Fall 2018
<i>Grader</i> , Research Methods	Spring 2018
<i>Grader</i> , Personnel Psychology	Spring 2018
<i>Grader</i> , Sensation and Perception	Spring 2018
<i>Grader</i> , Social Psychology	Fall 2017

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### **COMMUNITY ENGAGEMENT**

*Volunteer*, North Bryan Community Center August 2018 – May 2019

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### **PROFESSIONAL SERVICE**

#### **Texas A&M University**

<i>Secretary</i> , Black Graduate Student Association	April 2019 - May 2020
<i>Delegate</i> , Graduate and Professional Student Council	August 2018 - May 2019
<b>Department of Psychological and Brain Sciences, Texas A&amp;M University</b>	
<i>Student Representative</i> , Industrial/Organizational Psychology Area	August 2019 - August 2021
<i>Member</i> , Diversity, and Inclusion Student Committee	August 2017 - Present

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### **PROFESSIONAL AFFILIATIONS**

Blacks in I/O Psychology  
 Society for Industrial-Organizational Psychology  
 Texas A&M University's Black Graduate Student Association  
 Texas A&M University's Department of Psychological and Brain Sciences Diversity and Inclusion Cluster

Texas A&M University's Department of Psychological and Brain Sciences Organization of Graduate Students