

Jennifer L. Wessel
 The University of Akron
 304 College of Arts and Sciences Building
 Akron, Ohio 44325
 Phone: (330) 972-6705
 Email: jwessel@uakron.edu

ACADEMIC APPOINTMENTS

The University of Akron , Akron, OH	2012 - present
Assistant Professor of Psychology	

EDUCATION

Michigan State University , East Lansing, MI	<i>May, 2012</i>
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	<i>Summer, 2009</i>
Visiting Research Assistant under Professor Dirk Steiner, Organizational Psychology	

Michigan State University , East Lansing, MI	<i>November, 2008</i>
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	<i>May, 2006</i>
Bachelor of Arts, Psychology, cum laude	

AWARDS AND HONORS

Michigan State University Research Enhancement Award (\$1000)	<i>2011</i>
Michigan State University Distinguished Fellowship	<i>2006-2011</i>
Michigan State University Department Fellowship	<i>2008-2009</i>
William C. Howell Award for Excellence in Undergraduate Research and Scholarship, Rice University	<i>2006</i>
Rice Undergraduate Scholars Program, Rice University	<i>2005-2006</i>

PUBLICATIONS

- Ryan, A. M. and Wessel, J. L. (accepted at *Human Resource Management Review*) Implications of a changing workforce and workplace for justice perceptions and expectations.
- Hagiwara, N., Wessel, J. L., and Ryan, A. M. (2012) Race and gender acknowledgement in the Presidential Election 2008: When did stigma acknowledgement hurt or benefit the candidates? *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.
- 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.
- 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.

MANUSCRIPTS UNDER REVIEW

- Lyons, B., Wessel, J. L., Tai, Y. C., and Ryan, A. M. (revise and resubmit at *Journal of Managerial Psychology*) Strategies of job seekers to combat age-related stereotypes.
- Lyons, B., Wessel, J. L., Ghumman, S., Ryan, A. M., and Kim, S. (under review) Extending models of identity management: Christianity in the workplace.
- Wessel, J. L. and Steiner, D. L. (under review) *The roles of customer power and justice in emotional labor*.
- Wessel, J. L. (under review) *Contextual elements of sexual orientation disclosure: Target, network, and organization*.

RESEARCH PROJECTS IN PROGRESS

Invisible Stigma Disclosure in the Workplace

Examining when individuals with invisible stigmatizing identities, focusing on gay and lesbian individuals and individuals diagnosed with clinical depression, disclose their invisible stigma in the workplace, focusing on relationship quality as it relates to disclosure to coworkers.

Gender Identity Management in Job Interviews

Examining reactions to different strategies women use during interviews for traditionally-male positions, using a role congruent perspective. Future plans to examine contrast effects from the interviewer perspective on evaluations of female applicants.

Religious Identity Management in the Workplace

Examining how individuals discuss their religious identities with coworkers and supervisors, focusing on various strategies unique to Christian employees. Current research is examining specific Christian identities (i.e. Catholic) and future studies are planned to study other non-majority religious identities.

Gender in Academia

Exploring the employment of different strategies of discussing gender in the university classroom and the reactions of students, using both qualitative and quantitative data. Future project planned to examine the experiences of junior female faculty in the hard sciences, in partnership with colleagues at Rice University.

Arab Job-Seekers Project

In partnership with a non-profit employment center, examining the perceptions of informal discrimination and attributions of non-employment for Arab job seekers.

PRESENTATIONS

- 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. (March, 2010) *This is who I am: Managing identities in evaluative contexts*. An invited talk at Wayne State University, Detroit, MI.
- 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

Tests and Measures – <i>The University of Akron</i>	<i>Spring, 2012</i>
Social Psychology – <i>The University of Akron</i>	<i>Fall, 2012</i>
Introduction to Psychology - <i>Michigan State University</i> Sole creator of all course materials, including lectures, assignments, activities, and exams Instructor Ratings (1 to 5 scale, <i>superior to inferior</i>): Instructor Involvement: 1.33; Student Interest: 1.82; Student-Instructor Interaction: 1.47; Course Demands: 1.73; Course Organization: 1.43	<i>Summer, 2010</i>
Psychology of Women - <i>Michigan State University</i> Co-creator (with another graduate student) of all course materials, including lectures, assignments, activities, and exams. Instructor Ratings (1 to 5 scale, <i>superior to inferior</i>): Instructor Involvement: 1.74; Student Interest: 2.46; Student-Instructor Interaction: 1.73; Course Demands: 2.26; Course Organization: 2.14	<i>Fall, 2009</i>
Lifespan Development Across Cultures (online) – Teaching Assistant: <i>Michigan State University</i>	<i>Summer, 2011</i>
Introduction to Industrial/Organizational Psychology – Teaching Assistant: <i>Michigan State University</i>	<i>Spring, 2010</i>
Introduction to Industrial/Organizational Psychology – Teaching Assistant: <i>Rice University</i>	<i>Spring, 2006</i>

APPLIED WORK

<i>The Christman Company:</i> Assisted in the redesigning of a company-wide training program for incoming employees at all levels of the organization.	<i>Fall, 2008 – Summer, 2009</i>
<i>Great Lakes Industries:</i> Assisting in the conducting of interviews of top managers concerning issues of organizational change.	<i>Spring, 2008</i>
<i>Kappa Alpha Theta Sorority:</i> Developed a survey evaluating the process for nominating officers and associated perceptions of justice. Technical Report: Wessel, J. L. Nominating Process Survey Results, Chicago, IL.	<i>Spring, 2008</i>

*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

Student Affiliate, Society for Industrial and Organizational Psychology

Student Affiliate, American Psychological Association

REVIEWING EXPERIENCE

Journal of Vocational Behavior

European Journal of Psychology of Education

SERVICE TO DEPARTMENT

Library Committee