

**Isabel Maria Bilotta**  
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## EDUCATION

<b>Ph.D. in I-O Psychology</b>	<b>Rice University</b> Houston, TX	May 2022 (anticipated)
<ul style="list-style-type: none"><li>- Cumulative GPA: 3.88</li><li>- Proposed doctoral dissertation, entitled “Follower Perceptions of Inclusive Leadership: Why Agreement Matters for Reducing Employee Burnout, Fostering Inclusion, and Improving Performance” in August 2021.</li></ul>		

**M.A. in I-O Psychology** **Rice University** 2020  
Houston, TX

- Defended master's thesis entitled, "The Role of Fairness Perceptions in Patient and Employee Health: A Multi-Level, Multi-Source Investigation," in March 2020.

**B.A. with Honors in Psychology**      **Loyola University**      2018  
*Summa Cum Laude*      Baltimore, MD

## HONORS AND AWARDS

**Lodieska Stockbridge Vaughn Fellowship** 2021  
Awarded \$16,750 scholarship from Rice University, given to graduate students who have demonstrated outstanding achievement and promise.

**National Science Foundation Graduate Research Fellowship** 2019  
Honorable mention awarded to graduate students in NSF-supported science, technology,  
engineering, and mathematics disciplines

**Loyola University Honors in Psychology** 2018  
Awarded to students with at least 3.5 cumulative and major GPA upon graduation.

**Loyola University Dean's List** 2016-2018  
Awarded to students with at least 3.5 cumulative GPA each semester

Psi Chi International Honors Society in Psychology 2017

**Loyola University Presidential Scholarship** 2016 – 2018  
Merit-based scholarship presented to transfer students who have demonstrated outstanding academic ability and achievement (\$33 000 annually)

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## GRANT FUNDING

**Rice University Race and Anti-Racism Award** Fall 2020  
Funding awarded for proposed research entitled “Assessing Subtle Racism Against Black and Hispanic Patients to Reduce Health Disparities” (\$36,500)

**BRIDGE COVID-19 Rapid Response Award** Spring 2020  
Funding awarded to Rice University researchers aiming to advance inequality scholarship during COVID-19 (\$4,000)

**Doerr Innovation Award** Spring 2019  
Funding awarded for proposed research on inclusive leadership (\$19,800)

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## PUBLICATIONS (\*Denotes authors contributed equally)

**Bilotta, I.**, Dawson, J., & King, E. (2021). The role of fairness perceptions in patient and employee health: A multi-level, multi-source investigation. *Journal of Applied Psychology* (in press).

Cheng, S.K., **Bilotta, I.**, Lu, B., & King, E. (2021). It's not just about representation: Integrating diversity into leadership research. *Research in Human Resource Management* (in press).

**Bilotta, I.**, Cheng, S., Ng, L., Corrington, A., Watson, I., Paoletti, J., Hebl, M., & King, E. (2020). Remote Communication Amid the Coronavirus Pandemic: Optimizing Interpersonal Dynamics and Team Performance. *Industrial Organizational Psychology: Perspectives on Science and Practice*.

**Bilotta, I.\***, Cheng, S.\*., Davenport, M.\*., & King, E. (2020). Using the Job Demands-Resources model to understand and address employee well-being during COVID-19. *Industrial Organizational Psychology: Perspectives on Science and Practice*.

Golom, F. D., **Bilotta, I.**, Liberman, B. E., & Cruz, M. (2020). The role of success information in changing stereotypes of gay and lesbian managers. In Academy of Management proceedings (Vol. 2020, No. 1, p. 21633). Briarcliff Manor, NY 10510: Academy of Management.

**Bilotta, I.**, Cheng, S., Ng, L., Corrington, A., Watson, I., King, E., & Hebl, M. (2020). Softening the blow: Using justice and fairness perceptions to inform best practices for layoffs during COVID-19. *Behavioral Science & Policy*.

Corrington, A., Hebl, M., Ng, L., Watson, I., **Bilotta, I.**, Cheng, S., & King, E. (2020). How behavioral science can inform policies to prevent discrimination against the Asian community in the era of COVID-19. *Behavioral Science & Policy*.

**Bilotta, I.\***, Davenport, M.\*., Wu, F., & Beier, E. (2019). If we build it will they come? Lack of incentives as barriers to implementing effective sexual harassment training. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12(1), 20-24.

**Bilotta, I.\***, Corrington, A.\*., Mendoza, S.\*., Watson, I.\*., & King, E. (2019). Subtle bias and law. *Annual Review of Law and Social Science*, 15, 227-245.

## **MANUSCRIPTS IN PROGRESS**

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**Bilotta, I.\***, Ng, L.C.\*., Corrington, A., Cheng, S.K., Watson, I., King, E., & Hebl, M. (in progress). How supervisor support impacts parents and their college-aged children during COVID-19.

**Bilotta, I.**, Tonidandel, S., Liaw, W., & King, E. (in progress). Examining linguistic differences in electronic health records for patients of diverse racial backgrounds.

**Bilotta, I.**, Ng, L., Cheng, S., Corrington, A., King, E., & Hebl, M. (in progress). Exploring leadership stereotypes through an intersectional lens: Gender, age, and evaluations of managerial effectiveness.

Silver, E., **Bilotta, I.**, King, E., & Hebl, M. (in progress). Experiences of discrimination and effective forms of allyship for BIPOC students in STEM.

**Bilotta, I.**, Madera, J., Ng, L., King, E., Perkins, L., & Hebl, M. (in progress). Leveraging behavioral nudges to improve inclusion and inclusive leadership: Evidence from a longitudinal field study.

**Bilotta, I.**, King, E., & Hebl, M. (in progress). Follower perceptions of inclusive leadership: Why agreement matters for reducing employee burnout, fostering inclusion, and improving performance.

## **PRESENTATIONS**

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### *Symposia*

**Bilotta, I.**, et al., (2021, April). Beyond representation: Understudied aspects of diversity in STEM. Symposia presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA [Conference virtual].

**Bilotta, I.**, et al., (2021, April). Exploring the New Normal at Work and Home During COVID-19. Symposia presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA [Conference virtual].

Ng., L., **Bilotta, I.**, Corrington, A., Cheng, S., King, E., & Hebl, M. (2021, April). Diversity of Cognitive Approaches to Understanding the Gender Gap in Leadership. Symposia

presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA [Conference virtual].

Golom, G., **Bilotta, I.**, & Liberman, B. (2020, August). The role of success information in changing stereotypes of Gay and Lesbian managers. Oral Presentation in Divisional Paper Session at the 80<sup>th</sup> Annual Meeting of the Academy of Management [Conference virtual].

**Bilotta, I.**, Corrington, A., King, E., Hebl, M., & Tonidandel, S. (2020, June). The presence and role of allies for minority undergraduate students in STEM. Symposia presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP) [Conference virtual].

### ***Posters***

**Bilotta, I.**, et al. (2021, April). Physician Racial Bias in Electronic Health Records: A Sentiment Analysis Approach. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA [Conference virtual].

**Bilotta, I.**, Tonidandel, T., Thamby, J., Taylor, A., Hansen, M., Xiang, Y., Tao, C., Liaw, W., & King, E. (2020, November). A Natural Language Processing Approach to Examining Subtle Bias Towards Patients in Electronic Health Records. Poster to be presented at the 48<sup>th</sup> Annual North American Primary Care Research Group Conference [Conference virtual].

**Bilotta, I.**, Dawson, J., & King, E. (2020, June). The role of fairness perceptions in employee and patient health. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX [Conference virtual].

**Bilotta, I.**, Tonidandel, T., Thamby, J., Taylor, A., Hansen, M., Xiang, Y., Tao, C., Liaw, W., & King, E. (2019, November). Assessing subtle bias towards patients in electronic health records. Poster presented at the 47<sup>th</sup> Annual North American Primary Care Research Group Conference, Toronto, Canada.

**Bilotta, I.** & Oswald, F. (2019, May). Women of color holding a fixed mindset demonstrate lower levels of resilience and more negative attitudes towards STEM. Poster presented at the 31<sup>st</sup> Annual American Psychological Sciences Convention, Washington, D.C.

## **EDITORIAL EXPERIENCE**

### **Assistant Editor**

*Journal of Business and Psychology*

(August 2020-current)

- Review each incoming manuscript for scope (or appropriateness for JBP), plagiarism, contribution, APA style, quality of writing, and appropriateness of methods and analyses.

- Identify the strength and weaknesses of the manuscript.
- Develop an initial decision about the next steps in processing the manuscript.
- Exchange thoughts with the Editor-in-Chief.
- Draft decision letters, as needed.

## TEACHING AND MENTORING EXPERIENCE

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### *Instructor*

**2U Short Course: Leading Workforce Diversity** (Fall 2020-current)

- Head Learning Facilitator and Subject Matter Expert with Rice University's Jones School of Business and 2U.
- This is a six-week short course that caters to working professionals (i.e., middle managers) and executives who are seeking best practice knowledge related to leading a diversifying workforce and encouraging inclusive organizational environments.
- Developed course content alongside Dr. Hebl and Dr. King at Rice University using best practices from the organizational psychological literature, specifically those related to diversity, equity, and inclusion in organizations. This required extensive reviews of the literature, as well as an ability to translate the science into interactive and engaging online learning exercises that students could participate in asynchronously.
- Provide real-time feedback to students (i.e., grading, comments on discussion boards).
- Synthesize student insights after each module and present weekly summaries via video, audio, and written discussion posts.

### *Teaching Assistant*

- Organizational Behavior (Rice University; Fall 2021) – undergraduate-level course; grade assessments, provide written feedback on student presentations, and respond to student questions related to course content.
- Diversity and Inclusion Hebl/King Lab (Rice University; Fall 2021, Spring 2021, Fall 2020, Spring 2020, Fall 2019, Spring 2019, Fall 2018) – undergraduate-level course; mentor 5-10 students each semester, train research assistants on the research process (e.g., conducting a literature review, data cleaning, introductory data analysis, coding).
- Psychology of Gender (Rice University; Spring 2020, Spring 2021) – undergraduate-level course; graded exams, provided constructive feedback on weekly group discussion boards, and responded to student questions related to course content.
- Organizational Behavior: Developing Management Skills (Rice University; Fall 2020) – executive MBA-level course; graded and provided detailed feedback on personal narrative and exam assignments.

### *Guest Lecturer*

- I-O Psychology. *Leadership* (Rice University, Fall 2021)
- Research Methods. *Introduction to I-O Psychology and Research Methods*. (Cibola High School, Fall 2021, Spring 2021, Fall 2020)
- Honors Psychology Research Methods. *Advanced Survey Research in Qualtrics* (Rice University, Spring 2021)
- Social Psychology. *Prejudice* (Rice University, Fall 2020)

- Diversity Management. *Diversity and Teams* (University of Houston – Downtown, Fall 2019)

## **CONSULTING AND COACHING EXPERIENCE**

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### **Selection Specialist**

*Behavioral Performance Lab, NASA*

(Spring 2019-current)

*Houston, TX*

- Analyze personnel data from incumbents and applicants using a variety of methods (e.g., logistic regression, ANOVA, hierarchical regression, K-means cluster analysis, descriptive statistics).
- Generate automated scoring and reports for use in astronaut selection.
- Prepare a variety of data visualization elements and interactive dashboards in R, R Markdown, R Shiny, Excel, and SPSS.
- Develop and pilot novel behavioral selection tests and teamwork assessments for astronaut selection.
- Write systematic reviews on research-based best practices related to selection in high stress and resiliency occupations.
- Distill and present summaries of findings to personnel from varied disciplines at NASA including Astronaut Selection Board and Behavioral Performance Lab members.

### **Head Learning Facilitator and Subject Matter Expert**

*2U and Rice University*

(October 2020-current)

*Houston, TX*

- Supported Dr. Eden King and Dr. Mikki Hebl, professors in the Jones School of Business, in the creation of a six-week professional certificate course entitled "Leading Workplace Diversity" for 2U's short course series.
- Developed and edited core course content, activities, assessments, and grading rubrics.
- Provide individualized, constructive feedback to students, grade daily and weekly assessments, monitor discussion board posts and questions, and provide additional educational resources throughout course implementation.
- Engage in video-based asynchronous instruction to support module-based learning.

### **Coach RICE**

*Doerr Institute, Rice University*

(August 2020-February 2021)

*Houston, TX*

- Awarded 60-hour ICF-accredited coaching certification via Doerr Institute's Coach RICE leadership coaching program.
- Read, synthesized, and discussed peer-reviewed research and practical articles related to best practices in leadership coaching.
- Engaged in individualized coaching strategies to enable clients at all levels to reach their self-set goals and develop as leaders.

### **ACTIVATION: Professional Leadership Coaching**

*Doerr Institute, Rice University*

(May 2020-August 2020)

*Houston, TX*

- Worked 1-on-1 with an International Coaching Federation (ICF) certified coach for a semester, identifying areas for personal growth as a leader.
- Received and implemented constructive feedback to improve transferable skills which included (being more assertive, confidently sharing my ideas, balancing independence with delegation).
- Incorporated self-reflection and behavioral practices in daily routines, strengthening emotional intelligence domains.

**Consultant** (August 2018-August 2020)  
*Volunteer Program Assessment (VPA)* *Charlotte, NC*

- Client-facing consultant
- Develop and implement web-based assessments to promote organizational effectiveness in non-profit organizations.
- Disseminate survey findings to organizational partners, translating results into actionable, easily comprehensible next steps for the short- and long-term.

**Consultant** (January 2019-July 2019)  
*The Reach Group* *Houston, TX*

- Conducted a systematic review of the safety climate literature.
- Developed and validated measures of organizational climate and safety climate for oil and gas clients based in the United States and United Kingdom.
- Conducted factorial ANOVAs to compare safety climate and leadership effectiveness between and within oil rigs.

**Intern Financial Analyst** (May 2014-September 2014)  
*Pareto Energy Ltd.* *Washington, DC*

- Conducted cost-benefit analysis of Pareto Energy's Grid-link technology for micro-grids in different geographic locations across the United States.
- Wrote articles for the NY FERC on distributed generation benefits and reviewed public policy initiatives.

## **LEADERSHIP ROLES**

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**SONA Administrator** (Spring 2019-current)  
*Dept. of Psychological Sciences, Rice University*

- Managing the SONA research platform; responsible for approval of research studies accessible to undergraduate participant pool.
- Responding to researcher queries about usability of SONA platform.
- Creating weekly data reports in Excel that break down actual and projected research participation.

**Chief Marketing Officer** (Spring 2019-Fall 2020)

*Rice I/O Psychology Association (RIOPA), Rice University*

- Found sponsors for and host networking events at our annual conferences (SIOP; AOM) for collaborative and future career purposes.
- United and organized the graduate students around service related to I/O psychology as well as supporting with post-graduate career planning. iopsychology.rice.edu.
- Ran the Rice IO psychology social media accounts.

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## PROFESSIONAL AFFILIATIONS

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Society for Industrial and Organizational Psychology (SIOP)	(Fall 2018-current)
Academy of Management (AOM)	(Fall 2019-current)
Association for Psychological Science (APS)	(Fall 2018-Fall 2019)

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## DATA SCIENCE SKILLS

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### Advanced Data Management, Data Visualization and Statistics Skills

- Skills: ANOVA, regression, multilevel modeling, factor analyses, cluster analysis, data visualization, natural language processing
- *Platforms*: R, Python, SPSS, Excel, SQL, Tableau

### Advanced Survey Research

- *Platforms*: Qualtrics, MTurk, SONA, Data Wrapper, Google Analytics, Survey Monkey, Question Pro

### Relevant Coursework

- Psychometrics
- Statistical Learning for the Social Sciences
- Advanced Psychological Statistics II
- Advanced Psychological Statistics I
- CARMA Multilevel Modeling I and II Short Course Series
- CARMA Intro and Advanced R Short Course Series
- CARMA Web Scraping Short Course
- Data Camp - Completed Courses:
  - o R: Introduction to R, Intermediate R, Introduction to Tidyverse, Data Manipulation with dplyr, Introduction to Statistics in R, Introduction to Data Visualization with ggplot2
  - o Python: Introduction to Python, Cleaning Data in Python, Intermediate Python, Exploratory Data Analysis in Python, Writing Functions in Python
  - o SQL: Introduction to SQL, Intermediate SQL, Exploratory Data Analysis in SQL, Introduction to Relational Databases in SQL
  - o Excel: Data Analysis in Excel
  - o General: Data Science for Business, Data Visualization for Everyone