

Jacob W. Roberson

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EDUCATION

University of Southern California, Marshall School of Business, Los Angeles, CA

Ph.D. Candidate, *Management and Organization*

Expected 2026

University of Richmond, Richmond, VA

B.A., *Psychology & Sociology* (Double Major), *Magna cum laude*

May 2019

PUBLICATIONS

Tost, L. P., Hardin, A. E., **Roberson, J. W.**, & Gino, F. (2022). Different roots, different fruits: Gender-Based differences in cultural narratives about perceived discrimination produce divergent psychological consequences. *Academy of Management Journal*, 65: 1804-1834.

INVITED TALKS

University of Houston, C.T. Bauer College of Business, Department of Management & Leadership

Fall 2025

University College London, School of Management, Organisations and Innovation Group

Fall 2025

Imperial College London, Imperial Business School, Department of Management & Entrepreneurship

Fall 2025

PROJECTS IN PROGRESS (* denotes equal contribution to first authorship, names listed in alphabetical order)

Roberson, J. W., Townsend, S. S. M., Hall, E. V. (*target: Psychological Science*).

Labeling DEI: How organizational labels shape perception, support, and behavior

Osborne, M. R., * **Roberson, J. W.**, * & Tost, L. P. (*target: Organization Science*).

Included but undermined: How representation goals backfire

Roberson, J. W. (*target: Academy of Management Review*).

Reconceptualizing entitlement: An empowerment approach amongst the disadvantaged

Roberson, J. W., Tost, L. P., & Frey, E. L. (*target: Academy of Management Journal*).

Divergent pathways to high entitlement lead to divergent reactions and expectations

Boyd, T. L., **Roberson, J. W.** (*idea generation*).

Motivations of and barriers to Black women in leadership: The role of agency, belonging, and respect

Roberson, J. W., Frey, E. L., Tost, L. P., & Vincent, L. (*data collection*).

Collaborator or individual contributor? Perceptions of intergenerational tensions and workplace expectations in multigenerational workforces

Roberson, J. W. (*data collection*).

Employee political ideology, generational cohort, and expectations regarding corporate sociopolitical activism

RESEARCH INTERESTS

DEI, Identity & Ideology, Language & Rhetoric, Entitlement & Deservingness, Cultural Narratives

CHAired CONFERENCE SYMPOSIA

Roberson, J. W., Chadha, A., Darby, C., Osborne, M. R., (2024). *Rethinking allyship: How self-awareness impacts ally motivations*. Society for Personality and Social Psychology (SPSP) Annual Convention, San Diego, CA.

CONFERENCE PRESENTATIONS

- **Roberson, J. W.,** Osborne, M. R., & Tost, L. P. (2025). *Included but undermined: How representation goals backfire*. Academy of Management (AOM) Annual Meeting, Copenhagen, DK.
- **Roberson, J. W.,** Osborne, M. R., & Tost, L. P. (2025). *Included but undermined: How representation goals backfire*. Transatlantic Doctoral Conference (TADC) Annual Conference, London, UK.
- **Roberson, J. W.,** Tost, L. P., & Frey, E. L. (2024). *The haves and the have nots: Divergent pathways to high entitlement*. Academy of Management (AOM) Annual Meeting, Chicago, IL.
- **Roberson, J. W.,** Townsend, S. S. M., & Akinola, M. N. (2024). *Overcoming barriers to allyship: Is cognitive reappraisal an effective approach?* Academy of Management (AOM) Annual Meeting, Chicago, IL.
- **Roberson, J. W.,** Tost, L. P., & Frey, E. L. (2024). *The haves and the have nots: Divergent pathways to high entitlement*. International Association for Conflict Management (IACM) Annual Conference, INSEAD, Singapore.
- **Roberson, J. W.,** Tost, L. P., & Frey, E. L. (2024). *The haves and the have nots: Attributions, fairness, and divergent pathways to high entitlement*. East Coast Doctoral Conference (ECDC), New York, NY.
- **Roberson, J. W.,** Townsend, S. S. M., & Akinola, M. N. (2024). *Overcoming barriers to allyship: Is cognitive reappraisal an effective approach?* Society for Personality and Social Psychology (SPSP) Annual Convention, San Diego, CA.
- **Roberson, J. W.,** Osborne, M. R., & Tost, L. P. (2023). *Grappling with the diversity-validity tradeoff in job task assignments*. Diversity in Management and Organizations (DMO) conference, Virtual.
- **Roberson, J. W.,** Townsend, S. S. M., & Akinola, M. N. (2023). *Motivating allyship behavior: Overcoming barriers to allyship via cognitive appraisal*. DEI & Expertise in Racialized Organizations Mini-Conference and Paper Development Workshop, Columbia Business School, New York, NY.
- **Roberson, J. W.,** Tost, L. P., Osborne, M. R. (2022). *Sending the wrong signal: The dysfunctional effects of using representation goals in the presence of a pipeline problem*. East Coast Doctoral Conference (ECDC), Virtual.
- **Roberson, J. W. &** Hoyt, C. L. (2020). *Leveraging empathy to reduce social dominance orientation and colorblind ideology*. Society for Personality and Social Psychology (SPSP) Annual Convention, New Orleans, LA.
- **Roberson, J. W.** (2019). *The new age plantation: The NCAA's effect on the black student experience at university*. University of Richmond Undergraduate Research Symposium, Richmond, VA.
- **Roberson, J. W.,** d'Almeida, A., & Perry, M. (2019). *UR's hidden history: Bringing light to marginalized voices*. University of Richmond Undergraduate Research Symposium, Richmond, VA.
- **Roberson, J. W. &** Hoyt, C. L. (2019). *Promoting positive interracial interactions: An experimental intervention*. University of Richmond Undergraduate Research Symposium, Richmond, VA.
- **Roberson, J. W. &** Hoyt, C. L. (2019). *Promoting positive interracial interactions: An experimental intervention*. Jepson School of Leadership Student Research Symposium, Richmond, VA.
- **Roberson, J. W. &** Hoyt, C. L. (2019). *Promoting positive interracial interactions: An experimental intervention*. Society for Personality and Social Psychology (SPSP) Annual Convention, Portland, OR.
- **Roberson, J. W.** (2019). *Reflections of our past: A 50-year legacy*. Black Student Athlete Summit, Austin, TX.
- **Roberson, J. W.,** d'Almeida, A., Perry, M., Wolfer, E., & Xiao, R. (2018). *Team oral history: Conducting interviews with black alumni*. University of Richmond Summer Fellowship Experience, Richmond, VA.
- **Roberson, J. W.** (2018). *Rating facial expressions of anger: Negative implications of the "Mad Black Woman" stereotype*. University of Richmond Undergraduate Research Symposium, Richmond, VA.
- **Roberson, J. W.** (2018). *Reducing feelings of marginalization for black students*. University of Richmond Undergraduate Research Symposium, Richmond, VA.

GRANTS & FELLOWSHIPS

USC Graduate School Travel / Research Award – \$1,500	2024
Marshall School Dean's Fellowship – \$6,000 per year	2021 – 2024
Marshall School Diversity, Inclusion, and Access Fellowship	2021 – 2024
NCAA Ethnic Minority Graduate Scholarship – \$10,000 (<i>offer declined</i>)	2019
Psi Chi 2018-19 Winter Unrestricted Travel Grant – \$1,281	2019
University of Richmond School of Arts and Sciences Undergraduate Research Travel Grant – \$750	2019
SPSP Diversity Undergraduate Registration Award – \$160	2019
Hunter B. Keck Presidential Scholarship, University of Richmond	2018
UR Class of 1964 Scholarship, University of Richmond	2018
Sociology Henry H. Stewart Scholarship, University of Richmond	2018
The Race and Racism Project at the University of Richmond, Summer Fellowship – \$4,000	2018

TEACHING EXPERIENCE

Instructor – University of Southern California, Marshall School of Business

<i>Instructor:</i> Jacob W. Roberson, Management and Organization	Summer 2024
<i>Course Title:</i> BUAD 304: Organizational Behavior and Leadership (Undergraduate)	
- 3.95 out of 4.0 average student eval. rating	

Teaching Assistant – University of Southern California, Marshall School of Business

<i>Instructor:</i> Sarah Townsend, PhD, Management and Organization	Summer 2025
<i>Course Title:</i> GSBA 532: Leading People, Teams, and Organizations (MBA – core)	
<i>Instructor:</i> Sarah Townsend, PhD, Management and Organization	Summer 2024
<i>Course Title:</i> GSBA 532: Leading People, Teams, and Organizations (MBA – core)	
<i>Instructor:</i> Shaun Harper, PhD, Management and Organization	Spring 2024
<i>Course Title:</i> MOR 534: Diversity, Equity, and Inclusion in Business (MBA – elective)	
<i>Instructor:</i> Eric Anicich, PhD, Management and Organization	Spring 2024
<i>Course Title:</i> BUAD 304: Organizational Behavior and Leadership (Undergraduate – core)	
<i>Instructor:</i> Scott Wiltermuth, PhD, Management and Organization	Fall 2023
<i>Course Title:</i> MOR 598: Leadership and Improvisation (MBA – elective)	
<i>Instructor:</i> Leigh Tost, PhD, Management and Organization	Spring 2021
<i>Course Title:</i> MOR 569: Negotiation and Deal-Making (MBA – elective)	
<i>Instructor:</i> Peter Carnevale, PhD, Management and Organization	Fall 2020
<i>Course Title:</i> MOR 469: Negotiation and Persuasion (Undergraduate – elective)	
<i>Instructor:</i> Leigh Tost, PhD, Management and Organization	Spring 2020
<i>Course Title:</i> MOR 569: Negotiation and Deal-Making (MBA – elective)	

SERVICE

USC Marshall Department of Management and Organization

- Multi-Level Field Study Data Collection **co-coordinator** **Spring 2022 – Present**
 - A large, semesterly field research endeavor involving the retrieval of up to three connected working individuals (e.g., dyad & triad data). Contact information is shared by undergrad students in BUAD 304
- OB Lab **coordinator** **Fall 2023 – Present**
 - Coordinate weekly, friendly research meetings for micro-OB faculty and PhD Students to share research
- The PhD Project (MDSA) **student representative** **Fall 2021 – Fall 2024**
 - Represent USC Marshall at annual recruiting conference

USC Race and Equity Center

- Research Associate

Spring 2022 – Present

DEI Thought Leaders Soirée – Tuck Initiative on Workplace Inclusion, Hanover, NH

June 2025

- *Invited attendee*

Ad-hoc reviewer in training (i.e., informal reviewing of submitted works alongside formal reviewers)

- Academy of Management Journal, Organization Science

Conference reviewer

- Academy of Management Conference, 2023

SKILLS

Research:

- SPSS, R, Qualtrics, Prolific, Mechanical Turk (MTurk), Connect Research
- Public speaking: Strong in-person (and online) oral presenter and facilitator

Languages: English (fluent), Spanish (working proficiency)

Miscellaneous: Dancing, Hypeing people up, Poetry, Sports, Weightlifting, Curating playlists, Karaoke, Improv, Handstands

MEMBERSHIP

Academy of Management (AOM)

International Association for Conflict Management (IACM)

The PhD Project: Management Doctoral Student Association (MDSA)

Society for Personality and Social Psychology (SPSP)

Society for Psychological Study of Social Issues (SPSSI)

PRE-GRADUATE RESEARCH EXPERIENCE

Lab Manager – University of Southern California, Marshall School of Business **September 2019 – July 2021**

PI: Leigh Tost, PhD – Department of Management & Organization

Social Psychological Independent Research – Dr. Crystal Hoyt **January 2019 – February 2020**

- *Leveraging empathy to reduce social dominance orientation and colorblind ideology*

Sociological Independent Research – Dr. Atiya Husain **August 2018 – May 2019**

- *The new age plantation: The NCAA's effect on the black student experience at university*

Social Psychological Independent Research – Dr. Crystal Hoyt **January 2018 – February 2019**

- *Promoting positive interracial interactions: An experimental intervention*

The Race and Racism Project at the University of Richmond – Summer Fellowship **May 2018 – August 2018**

- *UR's hidden history: Bringing light to marginalized voices*

Social Psychological Research – Dr. Kristjen Lundberg **August 2017 – December 2017**

- *Rating facial expressions of anger: Negative implications of the "Mad Black Woman" stereotype*

Sociological Policy Brief – Dr. Bedelia Richards **August 2017 – December 2017**

- *Reducing feelings of marginalization for Black students at the University of Richmond*

HONORS & AWARDS – University of Richmond

The Mace Award **2019**
"University's Outstanding Student"

Presidential Citation Award **2019**
Graduating student-athlete with the highest cumulative grade point average

Outstanding Civic Engagement Award **2019**
Student-athlete committed to service and community impact

James A. Sartain Award **2019**
Senior sociology major who best exemplifies scholarship, humanitarianism, & integrity

Austin E. Grigg and Helen W. Grigg Award **2019**

For excellence in psychology

Scholar-Athlete of the Year, School of Arts and Sciences 2018
For academic year of 2017-2018

The Omicron Delta Kappa Society, Inc. 2018
National Leadership Honor Society

Mortar Board 2018
National College Senior Honor Society

Psi Chi 2018
National Honor Society in Psychology

Alpha Kappa Delta 2018
International Sociology Honor Society

Sigma Alpha Pi 2018
National Society of Leadership and Success

Dean's List Spring 2016 – Spring 2019
3.5 GPA or higher each semester

The Richmond College Medal* 2019

Richmond College's Pinchbeck Prize* 2018

Richmond College's Metcalf Prize* 2017

**Recognized as a man of character, scholarship, and leadership in his year*

Phi Eta Sigma 2016
National Freshman Honor Society

ACTIVITIES & EXTRACURRICULARS – University of Richmond

University of Richmond Varsity Football Team June 2015 – December 2018
Scholar-Athlete, Defensive Back

Dean's Student Advisory Board, University of Richmond January 2018 – May 2019
School of Arts and Sciences (A&S), Appointed Student Representative

UR Mentoring Network, University of Richmond, Armstrong High School August 2017 – May 2019
Vice President, Co-Founder, August 2017 through May 2019

Student-Athlete Advisory Committee (SAAC), University of Richmond October 2016 – May 2019
Member

Education Subcommittee of the President's Advisory Committee September 2017 – May 2018
University of Richmond, Office of the President, Appointed Student Representative

University of Richmond Varsity Football Team Leadership Council January 2016 – March 2017
Scholar-Athlete, Defensive Back, Appointed by Head Coach Danny Rocco

Students Engaging in and Enacting a Dialogue on Service (SEEDS), University of Richmond March 2017
Dulac and New Orleans, Louisiana