

Linda T. Nguyen

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Positions

Assistant Professor, Department of Management, Seattle University, 2023-

Postdoctoral Scholar, Department of Psychology, University of Washington, 2021-2023

Education

University of California, Los Angeles – Los Angeles, California

Management and Organizations

PhD in Management, specialization in Management and Organizations, 2021

Dissertation: Exploring the ignored: How diversity blind spots undermine support for organizational diversity initiatives

Rice University – Houston, Texas

Bachelor of Arts in Psychology with Honors, 2011-2015

Magna cum laude

Distinction in Research and Creative Works

Research Interests

Diversity; Perceptions of inequality; Discrimination; Social Hierarchy; Social identity

Publications

Publications

***Nguyen, L.** & *Brown, N. D. (2022). But I'm not diverse: Exploring the contexts and consequences of calling individual people (versus groups of people) diverse. In E. King, Q. Roberson, & M. Hebl (Eds.), *Research on Social Issues in Management (V. 3): The Future of Diversity & Inclusion*

Gutierrez, L.J. & **Nguyen, L.T.** (2021). Perceptions of Diversity in Organizations. In R. A. R. Gurung (Ed.), invited chapter at *Routledge Encyclopedia of Psychology in the Real World*. Routledge.

Fa-Kaji, N.M., **Nguyen, L.T.**, Hebl, M.R., & Skorinko, J. (2016). Is “Bow” for an Arrow or for Hair? A Classroom Demonstration on Gender Differences in Interpreting Ambiguous Information. *Teaching of Psychology*.

*indicates equal contribution

Work in progress

Nguyen, L.T., Does, S., Pham, L., Cheryan, S., & Unzueta, M.M., “You Can’t Fix What You Don’t See: Diversity Blind Spots Reduce Support for Diversity Initiatives.” Preparing manuscript for submission at *Journal of Personality and Social Psychology*

Nguyen, L.T., Hebl, M.R., & Wessel, J.L. “It’s not what you say, it’s how you say it: How accent strength affects perceived employability.” Preparing manuscript for submission at *Journal of Management*

Vianna, L., **Nguyen, L.T.**, & Cheryan, S. “Introducing Femininity Bias.” (Writing stage)

Vianna, L., Garr-Schultz, A., **Nguyen, L.T.**, & Cheryan, S. “Thinking about women as similar to men: Implications for masculine workplace cultures”. (Writing stage)

Nguyen, L.T. & Unzueta, M.M. “Relevance and salience: The theoretical model of forming perceptions of diversity” (Writing phase)

Nguyen, L.T., Does, S., & Shih, M.J. “Then and Now: The effect of COVID-19 and BLM protests on perceptions of social groups in America.” (Writing phase)

Nguyen, L.T. & Unzueta, M.M. “It’s wrong, but it’s okay. When do people excuse moral transgressions?” (Data collection phase)

Nguyen, L.T. Cheryan, S. “Solidarity or Distraction: Hierarchical implications for Asian Americans claiming discrimination” (data collection stage)

Nguyen, L.T., Marconcini, B., Fa-Kaji, N.M., & Unzueta, M.M. “Overlooking Isn’t Anti-Racist: The Role of Self-Enhancement Values in Enabling Racism in the Workplace.” (Data collection phase)

Nguyen, L.T., Does, S., & Shih, M.J. “Disadvantaged or not: The effect of Asian Americans on hierarchy maintenance.” (Data collection phase)

Kellar, S.J., **Nguyen, L.T.**, Unzueta, M.M. “Social Class, SDO, and Race.” (Data collection phase)

Cheng, D., **Nguyen, L.T.**, Does, S., Shih, M.J. “Heroes without capes: How calling essential workers “heroes” may lead to exploitation.” (Theory development phase)

Honors, Awards, & Grants

Honors

- National Science Foundation, Fellow, 2016-2020
- Magna cum laude, Rice University, 2015
- Distinction in Research and Creative Works, Rice University, 2015
- Phi Beta Kappa Member, inducted April 2015
- National Science Foundation, Honorable Mention, Spring 2015
- Psi Chi (National Psychology Honors Society) Member, inducted April 2014
- President’s Honor Roll: Spring 2012, Spring 2013, Spring 2014
- AP Scholar with Distinction, Spring 2011
- President’s Honor Roll: 2009-2011

Awards

- UCLA Anderson Dare to Care Award, 2020
- National Science Foundation, Fellow, 2016-2020
- National Science Foundation, Honorable Mention, Spring 2015
- William C. Howell Award for Excellence in Undergraduate Research and Scholarship, Spring 2015
- Michael CaoMy Nguyen Scholarship recipient, October 2013
- Buddhist Youth Group Scholarship, Fall 2011
- National Honor Society Scholarship, Spring 2011

Grants

- UCLA Anderson Fellow Scholarship, 2017-2019, \$23,778
 - Unique Fellowship granted for being the sole NSF recipient in 2016
- National Science Foundation (NSF) Fellowship recipient, 2016, \$138,000
- University of California, Los Angeles Eugene Cota-Robles Fellowship recipient, 2015-2019, \$64,000
- Social Sciences Undergraduate Research Enterprise Grant recipient, Spring 2014, Spring 2013
 - Spring 2014: Awarded for my honors thesis, \$1,500
 - Spring 2013: Awarded for an independent project, \$1,500
- Rice Undergraduate Scholars Program (RUSP) scholar, 2014-2015, \$1,500
 - Senior Thesis Grant recipient, Rice University 2014
 - Conference Presentation Grant recipient, Rice University, 2015
- Psychology Department Travel Grant, May 2013, \$300

Presentations and Invited Talks

Presentations

Nguyen, L.T., Cheryan, S., Vianna, L., & Garr-Schultz, A. "Thinking about Women and Similar to Men: Implications for Perceptions of Masculine Workplace Cultures." Presented talk in "Implications of Masculine Defaults for Organizations and Academia" symposium at Society of Personality and Social Psychology Conference, Atlanta, February 24, 2023.

Nguyen, L.T., Does, S., & Unzueta, M.M. "The Effect of Diversity Blind Spots on Support for Diversity Initiatives." International Society for Justice Research, July 8, 2021.

Nguyen, L.T., Does, S., & Unzueta, M.M. "You Can't Fix What You Don't See: Diversity Blind Spots Reduce Support for Diversity Initiatives." East Coast Doctorial Consortium, April 30, 2021.

Nguyen, L.T., Does, S., & Unzueta, M.M. (2020). "Diversity Blind Spots: How Whites Overlook the Absence of Racial Minority Groups." Presented poster at Society of Personality and Social Psychology, New Orleans, March 27-29, 2020.

Nguyen, L.T., Does, S., & Unzueta, M.M. (2019). "Diversity Blind Spots: How Whites Overlook the Absence of Racial Minority Groups." Presented talk at Academy of Management, Boston, August 9-13, 2019.

Nguyen, L.T., Does, S., & Unzueta, M.M. (2019). "Diversity Blind Spots: How Whites Overlook the Absence of Racial Minority Groups." Accepted poster at Ohio State University's 2019 Weary Symposium on Diversity and Social Identity, Columbus, June 17-19, 2019.

Nguyen, L. & Hebl, M. (2016) "Discrimination toward Asian Job Applicants on the Basis of Their Accents." Presented talk at Academy of Management, Anaheim, August 7-9, 2016.

Fa-Kaji, N., Nguyen, L., & Hebl, M. (2014). Is "Bow" for an Arrow or for Hair? A Classroom Demonstration on Gender Differences in Interpreting Ambiguous Information. Presented poster at Association for Psychological Science Conference, New York City, May 21-24, 2015.

Nguyen, L. (2014). "Model Minority or Perpetual Foreigner? Discrimination towards Asian Job Applicants on the Basis of their Accents." Presented at Rice Undergraduate Research Symposium, Houston, TX, April 15, 2014.

Nguyen, L. (2013). "Cognitive Gender Schemas and the Assimilation of Ambiguous Information." Presented poster at the Rice Undergraduate Research Symposium, Houston, TX, April 16, 2013.

Nguyen, L. & Fa-Kaji, N. (2013). "Cognitive Gender Schemas and the Assimilation of Ambiguous Information." Presented poster at the Stanford Undergraduate Psychology Conference, Palo Alto, CA, May 17-18, 2013.

Invited Presentations and Talks

Nguyen, L.T., Does, S., Cheryan, S., & Unzueta, M.M. "You Can't Fix What You Don't See: Diversity Blind Spots Reduce Support for Organizational Diversity Initiatives." (invited talk at Providence College School of Management, October 31, 2022).

Nguyen, L.T., Does, S., & Cheryan, S., & Unzueta, M.M. "You Can't Fix What You Don't See: Diversity Blind Spots Reduce Support for Diversity Initiatives." (invited talk at Seattle University Albers School of Business, October 24, 2022).

Nguyen, L.T., Does, S., & Unzueta, M.M. "You Can't Fix What You Don't See: Diversity Blind Spots Reduce Support for Diversity Initiatives." (invited talk at Vanderbilt University Owen School of Management, April 16, 2021).

Nguyen, L.T., Does, S., & Unzueta, M.M. "You Can't Fix What You Don't See: Diversity Blind Spots Reduce Support for Diversity Initiatives." (invited talk at University of Austin McCombs School of Business, April 12, 2021).

Nguyen, L.T., Does, S., & Unzueta, M.M. "You Can't Fix What You Don't See: Diversity Blind Spots Reduce Support for Diversity Initiatives." (invited talk at University of Southern California, Marshall School of Management, March 29, 2021).

UCLA First Generation Fellowship Panel (2019). Served as a panelist for first generation students who received extramural funding, Los Angeles, November 6.

Nguyen, L.T., Does, S., & Unzueta, M.M. "You Can't Fix What You Don't See: Diversity Blind Spots Reduce Dominant Group Members' Support for Diversity Initiatives." Annual meeting at *Trans-Atlantic Doctoral Conference*, London, England.

Nguyen, L.T., Does, S., & Unzueta, M.M. "You Can't Fix What You Don't See: Diversity Blind Spots Reduce Dominant Group Members' Support for Diversity Initiatives." Annual meeting at *International Association for Conflict Management*, Charleston, South Carolina.

Instructional Experience and Service

Instructor:

The Makings of a Murderer: The Psychology of a Serial Killer (Fall 2013)

- Designed and independently taught this course as an undergraduate student at Rice University.
- Researched relevant information, created a syllabus, course materials, lectures, and selected all reading material.
- Class size: 17 undergraduate students, focusing on different serial killers each week of class.

National Science Foundation Fellowship Workshop

(Summer 2020)

- Developed an intensive and applied workshop for faculty and students on how to navigate the NSF Fellowship application
- Course evaluations: 4.92/5.0, Instructor evaluations: 5.0/5.0

Teaching Assistant:

Organizational Behavior (Fall 2018, Fall 2019)

Introduction to Psychology (Spring 2015, Fall 2014)

Introduction to Social Psychology (Spring 2014)

Grader:

Advanced Negotiations (Summer 2021)

Service

Anderson School of Management Advisory Board (2016-2021)

- Advisory Board President
- Management and Organizations area representative
- Plan social events to encourage teamwork and camaraderie
- Organize resources for PhD students across Anderson

Bruin Synapto Genesis Mentor (2020-2021)

- Work with undergraduates from underrepresented backgrounds interested in pursuing organizational behavior and psychological research

AOM Conference Reviewer

IACM Conference Reviewer