

Linda T. Nguyen

Department of Management
Albers School of Business and Economics
Seattle University
Seattle, Washington 98122
lnguyen34@seattleu.edu

Positions

Assistant Professor, Seattle University Albers School of Business and Economics
Department of Management, 2023-Present

Postdoctoral Scholar, University of Washington
Social Identity and Belonging Lab
Department of Psychology, 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 and works under review

Pham, L.N.H. & **Nguyen, L.T.** (forthcoming). How Organizations may be Undermining their own Diversity Initiatives. In *Research on Social Issues in Management: Call to Action for Policymakers: Defending and Advancing Diversity, Equity, and Inclusion (DEI)*

Nguyen, L.T.*, Folberg, A.M.*, Corrington, A.*, Ng, L.*, Hebl, M.R.*, Thomas, H.A., & Kim, H.J., “How to Prevent the Permanent Death of DEI in Organizations.” Revise and resubmit at *Journal of Organizational Review*

***Nguyen, L.T.** & ***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

Select works in progress

Folberg, A., Myeong, H., Pham, L.N.H., **Nguyen, L.T.**, Hebl, M.R., & King, E.B. “Applying the Culture Cycle to Understand Anti-DEI Backlash and Intentionally Craft a More Egalitarian Society” Under review.

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 Business and Psychology*

Nguyen, L.T., Brown, N.D., & Pham, L. “I am not diverse: Misconceptions about diversity as individual level construals.” (Data collection)

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)

Presentations and Invited Talks

Invited Presentations and Talks

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 organizational diversity initiatives.” (invited talk at Microsoft, March 6, 2024).

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.

Presentations

Nguyen, L.T., Does, S., Pham, L., Cheryan, S. & Unzueta, M.M. “How diversity blind spots hinder support for diversity initiatives.” Society of Personality and Social Psychology, San Diego, February 10, 2024.

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 organizational diversity initiatives.” Academy of Management, Boston, August, 7, 2023. *Nominated for best symposium.*

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 Doctoral 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.

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

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

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

Instructional Experience and Service

MGMT 3000 – Principles of Management

MGMT 4770 – Diversity, Equity, and Inclusion in Organizations

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), Kellogg School of Management, Northwestern University

Service

Center for Behavioral Research, (2024-present)

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