

Alexis B. Avery
Ph.D. Candidate in Management
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Education

PhD, Management and Human Resources | 2021 – present
University of Wisconsin-Madison, Wisconsin School of Business

- UW-Madison Institute for Diversity Science Fellow

Dissertation: *Shades of Inequality: Examining the Impact of Skin Tone Disparities in Task Assignments*
(Proposal defended February 2025)
Committee: Jirs Meuris (Chair), Chia-Jung Tsay, Anyi Ma, Angelica Leigh (Duke), and Adina Sterling (Columbia)

Master of Arts, Industrial-Organizational Psychology | August 2017
University of Georgia, Athens, GA

Bachelor of Arts, Psychology | May 2013
Georgia State University, Atlanta, GA

Research Interests

Skin tone; identity; leadership decision making; societal disruptions

Working Papers

Meuris, J. and **Avery, A.** Diversification as threat: Explaining the paradox of Black representation and police use-of-force (*4th Round Revise & Resubmit, Administrative Science Quarterly*)

Meuris, J., Merluzzi, J., **Avery, A.**, and Melin, J. Protecting the occupation: Incumbent backlash in response to gender diversification in law enforcement (*1st Round Revise & Resubmit, Journal of Applied Psychology*)

Research in Progress

Avery, A. and Meuris, J. A legacy of task segregation: Skin tone and exposure to hazardous work environments (*Dissertation; Stage: Study 3 and 4 data collection; Target: Administrative Science Quarterly*)

Avery, A. Am I being monitored more intensely because of my skin color? The dark truth of colorism and workplace outcomes (*Stage: Data collection*)

Avery, A.*, Massey, M.L.*, Roberson, Q.M. Mitigating Gender and Racial Bias in Selection With AI (*Stage: Concept Development*)

*Asterisk denotes equal authorship.

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Practitioner Publications

Grice, S., Sturgis, G., **Avery, A.**, Modeste, D.R., Brawley, U. (2021). Diversity, equity, and inclusion strategies: Using measurement to support your Black employees. *Society for Industrial-Organizational Psychology Whitepaper Series*.

Byle, K.A., Cucina, J.M., **Avery, A.**, Pillion, H. (In press). Working outside academia. In A.L. Nichols & J.E. Edlund (Eds.). *Cambridge Handbook of Research Methods and Statistics for the Social and Behavioral Sciences*. (Vol. 1). Cambridge, UK: Cambridge University Press.

Conference Presentations

Avery, A., Meuris, J. (2024, August). *A Legacy of Task Segregation: Skin Tone and Exposure to Hazardous Work Environments*. Presented at Academy of Management.

Avery, A., Meuris, J. (2024, June). *A Legacy of Task Segregation: Skin Tone and Exposure to Hazardous Work Environments*. Presented at International Association for Conflict Management Conference.

Avery, A., Meuris, J. (2024, April). *A Legacy of Task Segregation: Skin Tone and Exposure to Hazardous Work Environments*. Presented at Society for Industrial and Organizational Psychology Conference.

Avery, A., Meuris, J. (2023, September). *A Legacy of Task Segregation: Skin Tone and Exposure to Hazardous Work Environments*. Presented at People & Organizations Conference. Wharton School of Business.

Avery, A., Meuris, J. (2023, September). *A Legacy of Task Segregation: Skin Tone and Exposure to Hazardous Work Environments*. Presented at Diversity in Management and Organizations Conference.

Meuris, J., **Avery, A.** (2023, August). *The Racial Demography of Bias in Service Interactions: Black Representation and Use-of-Force in Law Enforcement*. Presented at Academy of Management, Boston, Massachusetts.

Meuris, J., **Avery, A.** (2023, March). *Am I Being Monitored more Intensely because of my Skin Color? The Dark Truth: of Colorism and Workplace Outcomes*. Presented at Diversity, Equity, and Inclusion and Organizations Conference. Columbia Business School.

Meuris, J., Merluzzi, J., **Avery, A.**, Melin, J. (2022, October). *Status and identity threat at work: Incumbent response to women entering masculine occupations*. Presented at People & Organizations Conference. Wharton School of Business.

Steinau, E., **Avery, A.**, Stewart, K. (2019). *Implementing a Candidate Experience Survey*. Presented at International Personnel Assessment Council Conference, Minneapolis, MN.

Perry, K., Steinau, E., **Avery, A.** (2019). *Job Analysis Techniques for Job Redesign*. Presented at International Personnel Assessment Council Conference, Minneapolis, MN.

Grants and Funding

Zedeck-Jacobs Adverse Impact Reduction Research Grant – 2025 (\$3,000)
UW Institute of Diversity Science – 2024 (\$26,500)

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Awards and Scholarships

University of Wisconsin-Madison

Graduate Student Service Scholarship – 2024

Wisconsin School of Business

Distinguished Teaching Award – 2022 – 2023

Advanced Opportunity Fellowship – 2021, 2023

Teaching Experience

Managing Organizations – Summer 2022, 2023, 2024

Negotiations – Fall 2023

Service Activities

UW Madison Behavioral Research Insights Through Experiments Lab (BRITE) Lab Manager – 2024 – Present

Wisconsin School of Business PhD DEI Committee Co-chair – 2023 - Present

Wisconsin School of Business PhD Research Committee Student Liaison (one of two PhD students) – 2023 – 2024

Academy of Management Conference Reviewer – 2023

Guest Lecturer for UW Madison African American Studies Department – 2023

Relevant Professional Experience

U.S. Customs & Border Protection | Washington, D.C

- Personnel Research Psychologist | 2018 - 2021

Centers for Disease Control and Prevention | Atlanta, GA

- Management & Program Analyst | 2011 - 2018

Georgia Institute of Technology, Atlanta, GA

- Research Assistant | 2012 - 2015

Memberships & Affiliations

Academy of Management, 2021 – Present

The PhD Project, 2021 – Present

- Vice President, 2024 – Present
- Networking Committee Co-Chair 2023 – 2024, Sessions Committee – 2023 – 2024

Blacks in Industrial-Organizational Psychology, 2018 – Present

Society for Industrial Organizational Psychology, 2015 – Present

Delta Sigma Theta Sorority, Incorporated, 2012 – Present