Vanessa Burke, Ph.D.
Assistant Professor, Department of Psychology

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Education

Pennsylvania State University, State College, PA

Ph.D. in Industrial/Organizational Psychology, Pennsylvania State University, May 2022

M.S. in Industrial/Organizational Psychology, Pennsylvania State University, August 2019

Bowling Green State University, Bowling Green, OH

B.S. in Psychology, Summa Cum Laude, 2017

Employment

Assistant Professor, August 2022 - Present
Department of Psychology
Louisiana State University

Instructor, January 2022 - August 2022
Department of Psychology
Louisiana State University

Scholarship

Peer-Reviewed Articles

* indicates a student co-author

1. **Burke, V.**, Cheung, H. K., & Finkelstein, L. (In Press) "Understanding the Gender Career Gap through an Integration of Midlife Identity Negotiations: An Interdisciplinary Conceptual Framework"

2. **Burke, V.**, Grandey, A. A., Melloy, R., Ferris, L., & England, K. E. (2024) "When Are Women Penalized for Showing Pride at Work? Gender Norm Violations in the Work Context" *Journal of Applied Social Psychology*.

3. Roux, S. M.* **Burke, V.**, (2024). "Making the Abstract Concrete: A Case for Structured Abstracts in Organizational Sciences" *Industrial and Organizational Psychology: Perspectives on Science and Practice.*

4. Kundro, T., **Burke, V.**, Grandey, A. A., & Sayre G. M. (2022). "A Perfect Storm: Customer Sexual Harassment as a Joint Function of Financial Dependence and Emotional Labor". *Journal of Applied Psychology*.

5. **Burke, V.**, Grandey, A. A. (2020). "Midlife Crisis" on the Road to Successful Workforce Aging. *Industrial and Organizational Psychology: Perspectives on Science and Practice.*

Manuscripts Under Review

1. Mitchell, T. D., **Burke**, V., Haslam, S. A., & Steffens, N.(Under review at Academy of Management Perspectives) Human Me-sources or Human We-sources? Exploring the Capacity for Human Resource Practices to Stimulate or Suppress Leader Narcissism
2. Grandey, A. A., **Burke, V.**, Zeytun, D.*, Frasca, T. & Matsick, J. A. "Hot Flashes Get the Cold Shoulder: Menopausal Stigma and Disclosure Dilemmas for Working Women." (under review at Journal of Business and Psychology)

Manuscripts In-Progress

1. **Burke, V.**, Roux, S. M.*, Cheung, H. K., & Finkelstein, L. An Exploratory Analysis of Aging Stereotypes by Gender (writing stage; target journal: Work, Aging, and Retirement)
2. **Burke, V.**, Zhang, D. C., & McCord, J. L. "A Longitudinal Investigation on the Gendered Effects of Risk-Taking on Income Growth" (writing stage; target journal: Organizational Behavior and Human Decision Processes)
3. Zhang, D. C., **Burke, V.**, Stark, H. P.*, & Dalal, D. K. Experimentation in organizational psychology: A systematic review (Manuscript in Preparation)
4. Cobb, H.R., Rauvola, R.S., **Burke, V.**, Roux, S. M.*, and Reeves, K. "The past, present, and future of the ideal worker myth: A systematic bibliometric review" (article coding; proposal under review)
5. **Burke, V.**, Green, S.* & Roux, S. M.* A Brief Blaze and a Gentle Fade; A Qualitative Investigation of Employee Attitudes towards Corporate DEI Initiatives since 2020. (coding interviews)
6. **Burke, V.**, Zeytun, D.*, Mitchell, T. D., Johnson, M. A. "Navigating Recovery: Workplace Experiences and Career Impact of Pregnancy Loss" (Gathering Data)

Invited Talks

1. Burke, V. "The Role of Gender and Aging in Navigating Organizational Hierarchies". Michigan State University, 2024
2. Burke, V. & Grandey, A. A., "Are women penalized for showing pride at work? Gender disparities in the competence-warmth trade-off", Pennsylvania State University, 2024
3. Burke, V. "Exploring Gender and Age Intersections in Workplace Stereotypes". Bowling Green State University, 2023
4. Burke, V. "Too "Hot" and "Proud": Does stigma around hot flashes and showing pride at work keep women out of leadership". University of Albany, SUNY, 2021

Conference Presentations

1. **Burke, V.** (Co-Chair) & Roux, S. M.* (Co-Chair). (Accepted for presentation in April 2025). Unique Challenges and Opportunities for Women in the Modern Workplace [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
2. Thomas, C. L. (Co-Chair), Floyd, H. R. (Co-Chair), **Burke, V.**, Fisher, G. G., Grandey, A. A., Grotto, A. R., & Spitzmueller, C. (Accepted for presentation in April 2025). Honoring Working Women's Bodies: A Critical Pause in Organizational Psychology Research. [Panel] Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

3. Roux, S.*, **Burke, V.**, Cheung, H. K., & Finkelstein, L. (April 2024). A Qualitative Analysis of Aging Stereotypes by Gender. Presented in Laguerre, R. A. (Co-Chair), Baker, C. L. (Co-Chair), & Petery, G. A. (Discussant). New Advances in Our Understanding of Age Stereotypes and Age Metastereotypes at Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

4. Gonzalez, M. F. (Co-Chair), Wu, I.-H. (Co-Chair), Arena, D. F., **Burke, V.**, Grandey, A. A., Jones, K. P., Ones, D. S., Wayne, S. J., Wilmot, M. P., & Xu, H. (April 2024). Maximizing Mentorship: Successfully Mentoring Students for Academic Careers [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

5. Roux, S.*; **Burke, V.**; Finkelstein, L.; Cheung, H.K. (November, 2023) "Exploring Intersectional Stereotypes: Gender, Age, and Workforce Perceptions" Poster Presented at the Annual Conference of the Society for Judgment and Decision Making.

6. **Burke, V.** (April, 2023). Contextualizing menopause within broader midlife and midcareer transition. In Petery, G. A. (Co-Chair), Ragsdale, J. M. (Co-Chair), Nigam, J. A. S. (Co-Chair) (April, 2023). Menstruation, menopause, and mental health: Exposing taboos of women's health at work [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

7. **Burke, V.**, Cheung, H., & Finkelstein, L. (April, 2023). An exploratory analysis of aging stereotypes by gender. In Cheung, H., (Co-Chair), Baker, C. L. (Co-Chair), & Petery, G. (Discussant) (2023). Age and gender: An intersectional approach to understanding employeeâĂŹs experiences [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

8. Brossoit, R. M., Kring, C., Leslie, J. J., Anderson, K., Green, S.*, **Burke, V.**, & Smith, C. E. (April 2023). Bridging Disciplinary Barriers: Interdisciplinary I-O IGNITE [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

9. McCord, J.L., Zhang, D.C., & **Burke, V.** (April, 2023). No risk, no reward: Examining the effects of risk propensity and gender on income growth [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

10. Stark, H. P., Zhang, D. C., **Burke, V.**, Dalal, D. K., Kerr, F., Marshall, R., Cowley, T. (April, 2023). Experimentation in organizational psychology: A systematic review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

11. **Burke, V.**, & Nguyen, T. L. In competent jerks we trust: Differential effects of leadership errors on judgements of trust in leadership. (November, 2022). Poster Presented at the Annual Conference of the Society for Judgment and Decision Making.

12. Grandey, A. A. & **Burke, V.** Working while Menopausal: Stigma of Vasomotor Symptoms In Chawla, N., Gabriel, A. S., Grandey, A. A., & Sawyer, K. (July, 2022). Untold Stories of Women at Work. In Academy of Management Annual Meeting.

13. **Burke, V.** , & Grandey, A. (August, 2021). Ideal Worker Norm. [Virtual] Symposium presentation at the Academy of Management Annual Meeting.

14. **Burke, V.**, & Grandey, A. A., (April, 2021). "Unattracted or Overlooked: Investigating Self-Efficacy and Recruitment Explanations for the Gender Gap in Leadership", In V. Burke & A. Grandey (Co-Chair), Diversity of Cognitive Approaches to Understanding the Gender Gap in Leadership. Symposium presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.

15. Frasca, T.J., Grandey, A. A., **Burke, V.** , & Matsick, L. J., (April, 2021). "Hot Flashes and Disclosing Menopause on Leadership Emergence", In V. Burke & A. Grandey (Co-Chair), Diversity of Cognitive Approaches to Understanding the Gender Gap in Leadership. Symposium proposal submitted for presentation at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
16. Kundro, T., **Burke, V.**, & Grandey, A. A., (April, 2020). "Tipping and Smiling: Service Norms Enable Sexual Harassment", presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, Texas.
17. Griswold, K. R.,& **Burke, V.** (May, 2019). "Overcoming Role Incongruity with Mindfulness.", Poster Session presented at the European Association of Work and Organizational Psychology Congress, Turin, Italy.
18. Grandey, A. A., **Burke, V.** , & England, K. E. (April, 2019). "Should You Show Pride? Benefits and Costs to Social Judgments by Gender and Context.", presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington D.C./National Harbor
19. **Burke, V.** & Matthews, R. A. (April, 2017) "Workplace social interactions of teleworkers: Gossip, incivility, and affective commitment.", Poster session presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
20. Foster, G. C., Horan, K. A., Ritter, K. J., **Burke, V.**, & Jex, S. M. (May, 2016). Latent profiles of job satisfaction. Poster session presented at the 28th annual convention of the Association for Psychological Science, Chicago, IL.

Honors and Awards

2023 - Manship Summer Research Fellowship, Louisiana State University. $5000

2023 - Provost's Fund for Innovation in Research - Faculty Travel Grant - $600

2022 - Honor Roll of Responsible Research in Business and Management

2021 - Superior Teaching and Research (STAR) Award, $1,911

2021 - Graddick-Weir Research Support, $3,150

2020 - Social Science Research Institute at Penn State - Summer Research Assistant Support, $3,150

2019 - Herbert H. Krauss Memorial Graduate Research Endowment in Psychology, $500

2017 - Mayeux Award for Outstanding Honors Project, $300

2016 - Center for Undergraduate Research and Scholarship, Role: PI. BGSU. $2,500.

2014 - 2017 - Charles G. Berwind Foundation Award: $22,000

Teaching

Courses taught

PSYC 2016; Statistics for the Behavioral Sciences. Instructor. Spring 2022- Spring 2025. *Louisiana State University*

PSYC 7958; Current Problems in Industrial Psychology: Power in organizations. Instructor. Fall 2022. *Louisiana State University*

MGT 4620; Organizational Behavior. Instructor. Fall 2020 - Spring 2021. *Louisiana State University*

MGT 4830; Strategic Leadership. Instructor. Fall 2021.

Psych 484; Workplace Attitudes and Motivation. Online instructor. Fall 2019. *Pennsylvania State University*

Psych 484; Workplace Attitudes and Motivation. Teaching Assistant. 2018-2019. *Pennsylvania State University*

PSYCH 100; Introduction to Psychology. Teaching Assistant. 2017. *Pennsylvania State University*

Service and Professional Development

Editorial Board

Journal of Business and Psychology

Ad Hoc Reviewer

Peer Review Journal Submissions

Journal of Applied Psychology

Journal of Occupational Health Psychology

Organizational Psychology Review

Current Psychology

Creativity Research Journal

Journal of Sexual Aggression

Conference Submissions

2021-Present - SIOP

2020 - Academy of Management (2020)

Grants

2022 - SIOP Small Grant

2023 - Hebl Grant for Reducing Gender Inequities in the Workplace

Departmental Service

Louisiana State University

2023 - Present - Co-Chair of Committee on Diversity and Outreach in Psychology

2023 - 2024 - Lead of the Training Workgroup for the Committee on Diversity and Outreach in Psychology, Louisiana State University

2022 - Present - LSU I/O Graduate Student Recruitment Faculty Chair

2022 - I/O Faculty Search Committee - Diversity Representative

Pennsylvania State University

2021 - Penn State I/O Faculty Search Committee

2020 - 2021 - WELD lab coordinator

2018 - 2021 - Peer Mentoring Program

2019 - Penn State Graduate Student Recruitment Coordinator

College Service

Louisiana State University

2024 - Reviewer - Manship Summer Research Fellowship. Humanities and Social Sciences.

2023 - Graduate School Dean's Representative for General Exam for Nutrition and Food Sciences.

Theses & Dissertations

Undergraduate Theses

Gabrielle Mellor (Chair), Louisiana State University, Proposed Spring 2024

Kennedi George (Chair), Louisiana State University, Spring 2024

Macie Plotkin, Penn State, Spring 2022

Kelly Coleman, Penn State, Spring 2019

Masters Theses

Sydney Roux (Chair), Louisiana State University, Defended Fall 2024

Comprehensive Exam

Sydney Green, Louisiana State University, 2021

Dissertation

Sydney Green (Chair), Louisiana State University, Defended Summer 2023

Undergraduate Advisees

Bailee Trahan, Current

Alyssa Nimmer, Current

Carly Borne, Current

Trinity Harris, Current

Gabrielle Mellor, Current, President of LSU Research Ambassadors, 2023-2024 recipient of HSS Project Grant (mentor)

Kennedi George, LSU Distinguished Communicator Medal, Graduated Spring 2024

Isabelle Fitzmorris, Graduated Spring 2024

Peter Mai, Graduated Spring 2024, Masters student in I/O Psychology at The University of Tulsa

Russell Marshall, Graduated Spring 2023, PhD student in I/O Psychology at DePaul University

Aaron Gotte, Graduated Spring 2023

Professional Membership

2015 - present - Society of Industrial and Organizational Psychology (SIOP)

2021 - 2022 - Academy of Management (AOM)

2022 - present - Society for Judgment and Decision Making (SJDM)

2019 - 2020 - European Association for Work and Organizational Psychology (EAWOP)

Workshops

Workshop on Scientific Writing for Psychology, Robert Kail, Pennsylvania State University, 4/12/2019 - 4/13/2019.

Computational Modeling, Jeff Vancouver, Pennsylvania State University, 4/11/2018

Applied Experiences

Projects

Lead Consultant and Lead Analyst - Pennsylvania State Education Association (PSEA)- Machine Learning model building team (Fall 2019 - Spring 2020)

Consultant and Lead Analyst - Center For Innovative Materials Processing 3D - Job Analysis and Validation (Fall 2018- Spring 2019)

Professional Assessor - PNC Leadership Development Center - Schreyer Honors College, Pennsylvania State University (Fall 2017 - Spring 2020)

Consultant and Analyst - Pennsylvania State Education Association (PSEA) - Data analysis and model building team (Fall 2017 - Spring 2018)

Consultant - Johnson & Johnson, New Brunswick - Predictive analytics literature review team (Fall 2017)

Last updated: January 20, 2025