

**Lisa Hisae Nishii, PhD**

Assistant Professor  
Dept. Of Human Resources Studies &  
International and Comparative Labor  
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Current Employment

**Assistant Professor**

Department of Human Resources Studies &  
International and Comparative Labor  
School of Industrial and Labor Relations  
Cornell University  
Ithaca, New York

July, 2003-current

EDUCATION

**University of Maryland**, Organizational Psychology Doctoral Program, College Park, MD  
Ph.D., August 2003, Cumulative GPA 4.0

*Dissertation title:* Exploring the SHRM black box: The relationship between employee attributions for HR practices and unit effectiveness.

*Dissertation Chairs:* Michele J. Gelfand and Benjamin Schneider

**M.A., Psychology, September 2000**

*Thesis title:* Cultural tightness-looseness and leadership schemas: Schema structure in the U.S., Germany, Singapore and Thailand.

*Thesis Chair:* Michele J. Gelfand

**Wellesley College**, Wellesley, MA

**B.A. in Economics, December 1994, Magna Cum Laude**

ACADEMIC AWARDS AND GRANTS

- ❖ Bruyere & Nishii (The Employment and Disability Institute, Cornell University), in collaboration with The Burton Blatt Institute (Syracuse University) and The Program for Disability Research (Rutgers University) (2007). Disability case study research consortium on employer organizational practices in employing people with disabilities. Grant awarded by the Office of Disability Employment Policy, Department of Labor, \$500,000.

- ❖ Nishii & Bruyere (2007). Explaining the experiences of employees with disabilities: The role of organizational climate for inclusion and leadership practices. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR), \$13,000.
- ❖ Nishii (2006). Organizational inclusion. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR), \$26,300.
- ❖ Wallace Reins Best Dissertation Award (2005), awarded by the Society for Industrial and Organizational Psychology.
- ❖ Nishii (2005). Workplace diversity and performance: A process model. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR), \$12,100.
- ❖ Nishii (2005). Workplace diversity, organizational practices, and performance: A process model. Grant awarded by the Committee for ILR Resident-Extension Collaboration, \$9,200.
- ❖ Nishii (2004). Strategic human resource management: The moderating role of national culture. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR), \$17,000.
- ❖ MacIntyre Award for Exemplary Teaching (2004), The ILR School, Cornell University
- ❖ Best Empirical Paper Published in 2002 in Conflict & Negotiation, awarded by the International Association of Conflict Management in 2004, for *Culture and egocentric biases in negotiation in the U.S. and Japan: Evidence from three studies*.
- ❖ Nishii (2004). Strategic human resource management: The moderating role of national culture. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR), \$17,000.
- ❖ Nishii (2003). Cultural influences on services management: Climate for service and service recovery. Grant awarded by the Center for Advanced Human Resource Studies, Cornell (ILR), \$15,000.
- ❖ Milton Dean Havron Social Sciences Award for Outstanding Achievements as a Doctoral Student (2002), University of Maryland Department of Psychology.
- ❖ Finalist, International Association for Conflict Management Best Graduate Student Paper Award (2001), for *Examining contextual predictors of organizational conflict: Climate for diversity*.
- ❖ Finalist, Wherry Best Paper Award for the IOOB graduate student conference (2001), for *And justice for all? An organizational justice perspective on workplace diversity*.
- ❖ Honorable Mention, Society for the Psychological Study of Social Issues Klineberg Award (2001), for *Cultural influences on cognitive representations of conflict: Interpretations of conflict episodes in the U.S. and Japan*.
- ❖ Nishii, L.H., Raver, J.L., & Dominguez, A (1999-2000). Organizational Culture and Diversity Assessment. Grant awarded by the University of Maryland Libraries, \$7,500.
- ❖ Best Empirical Paper Award, 11th Annual Conference of the International Association of Conflict Management (1998) for *Cultural influences on cognitive representations of conflict: Interpretations of conflict episodes in the U.S. and Japan*.
- ❖ University of Maryland Graduate Student Council Fellowship (1997-1999)
- ❖ University of Maryland Jack Bartlett Psychology Fellowship (1997-1999)
- ❖ Invited member, Phi Kappa Phi National Honor Society

## PUBLICATIONS

Nishii, L.H., & Gancalo, J. (forthcoming). Demographic faultlines and creativity in diverse groups. In Phillips, K.W., Mannix, B., & Neale, M. (Eds.), *Research on Managing Groups and Teams*, Vol. 11. Greenwich, CT: JAI Press.

Nishii, L.H., & Özbilgin, M. (In press, to appear in November 2007). Global diversity management: Towards a conceptual framework. To appear in a 2006 special issue of *Journal of International Human Resource Management*, 18(11).

Nishii, L.H., & Wright, P. (In press). Variability at multiple levels of analysis: Implications for strategic human resource management. In D.B. Smith (Ed.), *The people make the place*. Mahwah, NJ: Lawrence Erlbaum Associates.

Wright, P.M., & Nishii, L.H. (In Press). Strategic HRM and organizational behavior: Integrating multiple levels of analysis. In D. Guest (Ed.), *Innovations in HR*. Oxford: Blackwell Publishing.

Mayer, D.M., Nishii, L.H., Schneider, B., & Goldstein, H. (in press). The precursors and products of fair climates: The effects of leader personality and self versus other's justice perceptions. *Personnel Psychology*.

Salvaggio, A.N., Schneider, B., Nishii, L.H., Mayer, D., Ramesh, A., & Lyon, J. (in press). What Type of Leader Best Serves Customers? The Effects of Leader Personality on Service Behavior and Service Climate. *Journal of Applied Psychology*.

Gelfand, M. J., Nishii, L.H., & Raver, J.L. (2006). On the nature and importance of cultural tightness-looseness. *Journal of Applied Psychology*, 91(6), 1225-1244.

Gelfand, M. J., Smith, V. M., Raver, J., & Nishii, L. (2006). Negotiating Relationally: The Dynamics of the Relational Self in Negotiations. *Academy of Management Review*, 31(2), 427-451.

Gelfand, M.J., Nishii, L., Raver, L., & Schneider, B. (2005). Discrimination in the workplace: An organizational-level analysis. Invited manuscript for R. Dipboye and A. Collella (Eds.) *Psychological and organizational bases of discrimination at work*. Lawrence Erlbaum Associates, Frontiers Series. [authorship is alphabetical]

Nishii, L.H. & Schneider, B. (2005). HRM in service: The contingencies abound. In R. Burke & C. Cooper (Eds.). *Reinventing Human Resources*. London: Routledge.

Gelfand, M.J., Bhawuk, D.P., Nishii, L.H., & Bechtold, D. (2004). Individualism and collectivism. R. J. House, P.J. Hanges, M. Javidan, P.W. Dorfman, & V. Gupta (Eds.). *Culture, leadership, and organizations: The GLOBE study of 62 cultures..* Sage Publications.

Schneider, B., Godfrey, E., Hayes, S., Huang, M., Lim, B.C., Nishii, L.H., Raver, J.L., & Ziegert, J (2003). Aligning culture and strategy: Diagnosis of a service organization. *Organizational Dynamics*, 32(2), 122-141. [authorship is alphabetical after the first author]

Gelfand, M.J., Higgins, M., Nishii, L.H., Raver, J.L., Dominguez, A., Yamaguchi, S., & Toyama, M. (2002). Culture and egocentric biases in negotiation in the U.S. and Japan: Evidence from three studies. *Journal of Applied Psychology*, 87(5), 833-845.

Gelfand, M. J., Nishii, L.H., Holcombe, K., Dyer, N., Ohbuchi, K., & Fukuno, M. (2001). Cultural influences on cognitive representations of conflict: Interpretations of conflict episodes in the U.S. and Japan. *Journal of Applied Psychology*, 86(6), 1059-1074.

Nishii, L.H. & Schneider, B. (2005). HRM in service: The contingencies abound. In R. Burke & C. Cooper (Eds.). *Reinventing Human Resources*. London: Routledge.

Gelfand, M.J., Nishii, L., Raver, L., & Schneider, B. (2005). Discrimination in the workplace: An organizational-level analysis. Invited manuscript for R. Dipboye and A. Collella (Eds.) *Psychological*

*and organizational bases of discrimination at work.* Lawrence Erlbaum Associates, Frontiers Series.  
[authorship is alphabetical]

Gelfand, M.J., Bhawuk, D.P., Nishii, L.H., & Bechtold, D. (2004). Individualism and collectivism. R. J. House, P.J. Hanges, M. Javidan, P.W. Dorfman, & V. Gupta (Eds.). *Culture, leadership, and organizations: The GLOBE study of 62 cultures.* Sage Publications.

## Manuscripts Under Review/Revision

Nishii, L.H., Lepak, D.P., Schneider, B. (Revise & Resubmit) Employee attributions of HR practices: Their effect on employee attitudes and behaviors, and customer satisfaction. *Personnel Psychology*

## Manuscripts in preparation for publication

Nishii, L.H. Organizational inclusion: What is it and why does it matter? Target journal: *Journal of Applied Psychology*

Nishii, L.H. & Mayer, D. Diversity and unit performance: The moderating role of leader-member exchanges. Target journal: *Academy of Management Journal*

Nishii, L.H., Raver, J.L., & Gotte, A. Upper echelon theory revisited: Implications for diversity. Target journal: *Personnel Psychology*

Nishii, L.H., Gelfand, M.J., Ang, S., Lange, S., & Taveesin, N. A social cognitive view of the influence of culture on leadership schemas. Target journal: *Leadership Quarterly*

Raver, J.L. & Nishii, L.H. Interactive effects of gender harassment and ethnic harassment on targets. Gelfand, M.G., Raver, R.L., Nishii, L.H., Duan, L., & Lim, B.C. Cultural tightness-looseness: A multilevel analysis of situational constraint. Target journal: *Journal of Applied Psychology*

Gelfand, M.G., Raver, J.L., Nishii, L.H., Duan, L., & Lim, B.C. Cultural tightness-looseness: A multilevel analysis of situational constraint. Target journal: *Journal of Applied Psychology*

## Research Projects in Progress

Nishii, L.H., Ehrhart, K.H., & Taylor, M.S. Cultural Influences on Service Failure and Recovery: Implications for HRM.

Nishii, L.H. Institutional theory at the national level of analysis: Greater isomorphism in some cultures than others?

Nishii, L.H., & Liu, X. The moderating role of national culture on SHRM relationships: Evidence from 20 countries.

Nishii, L.H. & Brewster, C. HRM in Anglo-Saxon countries: More similar or different from HRM in other countries?