

# Emma I. Edoga

Industrial & Organizational Psychology Ph.D. Student  
Texas A&M University  
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## EDUCATION

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- 2025 (expected)      **M.S./Ph.D., Industrial & Organizational Psychology**  
*Texas A&M University, College Station, TX*
- 2018                      **M.S. in Human Resource Development**  
**Graduate Certificate in Organizational Development**  
*Villanova University, Villanova, PA*
- 2016                      **B.A. in Biology (Cinema Studies Minor)**  
*The University of Pennsylvania, Philadelphia, PA*

## RESEARCH INTERESTS

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- Diversity in the workplace (stigmatization, stereotyping, intersectionality, authenticity/identity)
- Workplace experiences of Black women
- Organizational commitment (impact of race and gender, impact of leadership)
- Work-family conflict (workplace flexibility bias, role of race and gender)

## AWARDS AND HONORS

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- 2020 – present      Dr. Dionel Avilés '53 and Dr. James Johnson '67 Fellowship (Texas A&M)
- 2017                      Greater Valley Forge Human Resource Association Merit Scholarship
- 2016                      James C. Tabb Rohm & Haas Fellowship (Villanova University)
- 2014                      Penn Undergraduate Research Mentoring Program (PURM) Scholar

## RESEARCH EXPERIENCE

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### Graduate Research Assistant

*Department of Psychological & Brain Sciences*

Texas A&M University

August 2020 – present

- Design, develop, and conduct research projects; collect and analyze quantitative and qualitative data (surveys, interviews, team observations, etc.)

- Manuscript writing: “Strong Black Women” stereotype and Black women’s occupational outcomes
- Thesis proposal: Racialized and gendered stereotypes and employee voice
- Development: Person-organization fit and work engagement
- Support and coordinate an interdisciplinary National Science Foundation grant project (with mechanical engineering and engineering education)
- Organize research findings into presentations for national conferences
- Manage team of 2-5 undergraduate research assistants for grant project

### Research Assistant

*Work Family Health Lab*, School of Psychology

The Georgia Institute of Technology

June 2018 – August 2018

- Assisted Kimberly French, Ph.D., with her research surrounding work-family conflict and its impact on individuals’ health and well-being; specific responsibilities included:
  - Completed a literature review of peer-reviewed journal articles related to blood pressure and work-family conflict
  - Piloted and assessed a study on everyday recovery experiences and their impact on resilience and well-being in single mothers
  - Coded peer-reviewed journal articles to assess eligibility for inclusion in a meta-analysis of health behaviors and work characteristics

### CONFERENCE PRESENTATIONS

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**Edoga, E. I.** & Bergman, M. E. (2022, April). The impact of racialized stereotypes on employee voice. In Jenkins, E. D., **Edoga, E. I.**, & Bergman, M. E. (Co-chairs), *Superwoman and The Office B\*tch: An Examination of Black Women's Stereotypes at Work* [Symposium]. Presented at the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

Jenkins, E. D. **Edoga, E. I.**, Land, M. & Bergman, M. E. (2022, April). Endorsement of the Strong Black Woman stereotype and occupational outcomes. In Jenkins, E. D., **Edoga, E. I.**, & Bergman, M. E. (Co-chairs), *Superwoman and The Office B\*tch: An Examination of Black Women's Stereotypes at Work* [Symposium]. Presented at the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

Schulte, B. D., & **Edoga, E. I.** (2021, May). *Person-organization fit and work engagement: The role of authenticity at work and subgroup differences*. Presented at the 33<sup>rd</sup> Association for Psychological Science Annual Convention and Virtual Poster Showcase.

hernandez, t. r., Jenkins, E., Bergman, M. E., George, F., & **Edoga, E. I.** (2021, April). Are we alike? How race and gender similarity influence hiring decisions for previously incarcerated job applicants. In Jenkins, E., hernandez, t. r., & Bergman, M. E. (Co-chairs), *Imprisoned by stigma: The Selection of Previously Incarcerated Individuals* [Symposium]. Presented at the Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.

## PROFESSIONAL EXPERIENCE

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September 2019 – May 2020	<i>Human Resources Specialist, The Home Depot, Atlanta, GA</i>
June 2018 – June 2019	<i>Human Resources Generalist, Imerys, Roswell, GA</i>
September 2017 – May 2018	<i>Human Resources Intern, Pennoni, Philadelphia, PA</i>
June 2017 – August 2017	<i>Human Resources Intern, Qfix, Avondale, PA</i>

## PROFESSIONAL AFFILIATIONS

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Society for Industrial and Organizational Psychology – Student Affiliate  
American Psychological Association – Student Affiliate  
Association for Psychological Science – Graduate Student Affiliate  
Blacks in I/O Psychology – Student Member

## SERVICE

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August 2021-present	<i>I-O Psychology Colloquium Coordinator, Texas A&amp;M University</i>
July 2021-present	<i>I-O Psychology Student Representative, Texas A&amp;M University</i>
July 2021-present	<i>Student Volunteer, SIOP Diversifying I-O Program Committee</i>

## SKILLS

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- Statistical software: R, SPSS, Jamovi, Excel
- Statistical analysis: *t*-tests, ANOVAs, correlations, regressions, factor analysis, item response theory
- Survey tools: Qualtrics, Survey Monkey, Google Forms
- Task management: Microsoft Office Suite, Google Suite