

CURRICULUM VITAE (Last Updated May, 2020)

Hilary Margaret Lips
Department of Psychology
Radford University
Radford, Virginia 24142, U.S.A.
(540) 831-5387 (office)

Languages: English, some French, some Spanish

Education:

1965-67	University of Ottawa	Science
1967-70	University of Windsor	B.A.(Hons.) 1970 Psychology
1970-74	Northwestern University	M.A. 1973 Social Psychology
	Northwestern University	Ph.D. 1974 Social Psychology

Positions:

Current

Emerita Professor and Research Faculty Member, Department of Psychology, Radford University

Past

Department Chair, Department of Psychology, Radford University, 2003-2015

Professor of Psychology, Radford University, 1989-2015

Director, Women's Studies Program, Radford University, 1999-2002

Director, Center for Gender Studies, Radford University, 1989-2015

Professor, Department of Psychology, University of Winnipeg, Canada, 1987-1989
(Assistant Professor, 1974-1980; Associate Professor, 1980-1987)

Acting Coordinator, Women's Studies Program, University of Winnipeg (1988)

Adjunct Professor, Department of Psychology, University of Manitoba (1985-1990)

Visiting Scholar, Interdisciplinary Program for Research on Gender
University of Costa Rica (January-April, 1994)

Visiting Researcher, Institute of Psychology, Chinese Academy of Sciences, Beijing (May, 1994)

Visiting Scholar, Dept. of Psychological and Social Foundations
University of South Florida (June-December, 1993)

Visiting Scholar, SIROW/Women's Studies, University of Arizona (1980-81; February-May, 1984,
1988-89)

Lecturer (part-time), Department of Psychology, Northwestern University (1973), Department of
Psychology, Kendall Junior College (1973)

Awards and Honors

- Elected to Fellowship in the American Psychological Association, Division 35 (Psychology of Women), 1984
- Elected to Fellowship in the Canadian Psychological Association, 1988
- Distinguished Publication Award*, Association for Women in Psychology, 1992 (for *Women, Men and Power*)
- Radford University Foundation Award for *Creative Scholarship* (one awarded per year), 1996
- Elected to Fellowship in the American Psychological Association, Divisions 1 (General Psychology) and 9 (Society for the Psychological Study of Social Issues), 1997
- Co-recipient (with Susan A. Freedman) of the *Outstanding Contribution to Feminist Scholarship Award*, presented by the Feminism and Family Studies Section of the National Council on Family Relations (1998)
- Distinguished American Scholar Award*, New Zealand-United States Education Foundation, 1998
- Distinguished Member Award*, Canadian Psychological Association, Section on Women and Psychology (2006)
- Faculty Advisor for the *Best Thesis Award* (student: Katie Lawson), Radford University College of Graduate and Professional Studies, 2009.
- Distinguished Scholarship Award*, College of Humanities and Behavioral Sciences, Radford University (August 2011)
- Contributor (Sandra Bem: Naming the impact of gendered categories and identities) to *Sex Roles*, 76 (*Special Issue Honoring Sandra Bem*). This issue received the *Distinguished Publication Award*, Association for Women in Psychology, 2018
- Contributor (Feminism, psychology, and the gender pay gap) to C. Travis & J. White (Eds.), *APA Handbook on the Psychology of Women: History, theory, and battlegrounds, Vol. 1*, (pp. 417-433). Washington, DC: American Psychological Association. This two-volume set received the Association of American Publishers *Prose Award for Professional and Scholarly Excellence* in the category of multi-volume reference works in the social sciences.

Research Grants

- 1979 - Social Psychological Aspects of Pregnancy (\$8,414 - Manitoba Mental Health Research Foundation). The project employed a quasi-experimental approach, using non-equivalent comparison groups, to investigate the symptoms and other experiential aspects of pregnancy. Causal attributions for symptoms were also studied.
- 1980-81 - Sabbatical leave fellowship, Social Sciences and Humanities Research Council of Canada, to support work on a book manuscript on gender and power.
- 1982 - Psychological Experience of Pregnancy (\$2,448 - Manitoba Mental Health Research Foundation). The investigation of the pregnancy experience was continued by examining changes in the couple relationship and in self-reported positive and negative aspects of the experience.
- 1983-85 - Self-schema Theory and Gender-Related Behaviours (\$35,914, Social Science and Humanities Research Council of Canada). In the project, a multivariate approach was used to link self-perception, attitudinal and experiential variables to female university students' participation in mathematics, science and athletics.
- 1985-87 - The Role of Gender, Self- and Task Perceptions in Math/Science Participation among College Students (\$47,480, Social Sciences and Humanities Research Council of Canada). Background, self- and task perception variables were used to predict intent to participate, actual

participation, and persistence in mathematics and science courses by female and male undergraduates. LISREL causal modeling techniques were used to test models of participation.

1989-90 - Models of Academic Choice Among University Students (\$13,900, Social Sciences and Humanities Research Council of Canada). Background and longitudinal data are used to test models of academic choice, with particular emphasis on choices with respect to mathematics, computing, and the natural sciences.

1992 Visiting Scholar-in-Residence (\$12,112). Project Director of a grant funded by the Council for the International Exchange of Scholars to host a Fulbright Scholar-in-Residence from Spain (Dr. Carmen Varela) at Radford University's Center for Gender Studies.

1993-94 Radford University Professional Development Leave

1994-95 Cross-cultural research on reactions to powerful women and men (\$2000, Radford University Foundation). A questionnaire developed with U.S. students was translated into Spanish and Chinese and data were collected from students in several countries.

2000-2002 Gendered Dreams, Gendered Fears: Young Women's and Young Men's Visions of their Future Selves (\$21,332, Saint Albans Foundation). Questionnaire, interview and daily diary studies were used to explore university students' possible selves.

2001-2002 Radford University Professional Development Leave

2004-2005 Radford University Faculty/Student Collaborative Grant (with Emily Keener): Effects of Gender and Dominance on Leadership Emergence (\$750)

2011-2012 Radford University Internal Seed Grant: Investigation of social and mental health aspects of post-mastectomy breast reconstructions to direct new avenues for breast tissue engineering (\$18,016)

2012-2013 Radford University Professional Development Leave

2014 - O'Brien, S., Hwang, L., & Lips, H. *Shared Success: Tutorials exploring issues of gender disparity and lack of diversity in STEM fields and how we can achieve equity in the sciences*. (\$1000, RU College of Science and Technology)

Leadership/Administrative Activities in Professional Associations:

Coordinator, Radford University Student Research Conference on Gender, 1996-2001, 2005-2015

Coordinator, Canadian Psychological Association Section on Women and Psychology, 1983-84.

Member of the executive over a period of four years: Secretary-Treasurer, 1981-82; Coordinator-Elect, 1982-83; Coordinator, 1983-84; Past Coordinator, 1984-85.

Treasurer, Canadian Research Institute for the Advancement of Women (CRIAW), 1984-86.

Member of the Board of Directors, CRIAW, 1982-86.

Co-chair, conference planning committee, annual national conference of CRIAW, Winnipeg, 1987.

Member, Status of Women Committee, Canadian Psychological Association, 1984-86, 1990-91.

Member, Conference Planning Committee, annual regional conference of the Southeastern Women's Studies Association, Salem, Virginia, 1989-1990

Member, Distinguished Publication Awards Committee, Association for Women in Psychology, 1995-96

Member, Advisory Board, The Women's Center at Virginia Tech, 1995-96

Membership on Grant Review Panels:

Member, Grants-in-Aid Committee, Society for the Psychological Study of Social Issues, 1979-80 and 1981-82.

Chair, Research Grants Committee, CRIAW, 1982-84

Member, Professional Advisory Committee, Manitoba Mental Health Research Foundation, 1982-85.

Member, Research Grants Adjudication Committee for Psychology, SSHRC, 1983-1985.

Member, Strategic Grants Adjudication Committee for Women and Work, SSHRC, 1988.

Editorial Experience:

Member, Editorial Board, *Sex Roles*, 2002-2015

Member, Editorial Board, *Psychology of Women Quarterly*, 1992-1993, 2004-2006

Member, Editorial Board, *Journal of Gender, Culture and Health*, 1994-2000.

Member, Editorial Board, *GATES: An International Journal Promoting Greater Access to Technology, Engineering, and Science*, 1994-1997, 1998.

Acting Editor-in-Chief, *Journal of Women and Minorities in Science and Engineering*, 1996

Canadian feature editor, *Contemporary Social Psychology*, 1985-87.

Occasional reviewer: *Canadian Journal of Behavioural Science*, *Canadian Psychology*, *Journal of Personality and Social Psychology*, *Journal of Applied Social Psychology*, *Journal of Personality*, *Psychology of Women Quarterly*, *Canadian Journal of Administrative Sciences*, *Psychological Bulletin*, *Journal of Social and Personal Relationships*, *Psychological Science*, *Women and Health*, *Multivariate Behavioral Research*, *Atlantis*, *Personality and Social Psychology Bulletin*, *Computers in Human Behavior*, *Journal of Social Issues*, *Social Science and Medicine*, *Journal of Women and Minorities in Science and Engineering*, *American Journal of Research in Education*, *Politics and Gender*, *Psychology of Women Section Review* (*British Psychological Society*).

Current Professional Affiliations:

American Psychological Association (Fellow)

APA Divisional Memberships: General Psychology (1)

Society for the Teaching of Psychology (2)

Experimental Psychology (3)

Personality and Social Psychology (8)

Society for the Psychological Study of Social Issues (9)

Psychology of Women (35)

Association for Women in Psychology

PUBLICATIONS

Books

Lips, H.M. (2020). *Sex & Gender: An introduction* (7th edition). Long Grove, IL: Waveland Press. (Sixth edition, Boston: McGraw-Hill. 2008; Fifth edition, 2005; Fourth edition: 2000; Third edition: Mountain View, CA: Mayfield, 1997; Second edition: 1992; First edition: 1988). *Sixth edition was reissued by Waveland Press in 2017.*

Lips, H. M. (2019). *Gender: The basics* (second edition). Oxford, UK: Routledge. (First edition, 2014).

Lips, H. M. (2016). *A New Psychology of Women: Gender, culture and ethnicity*. Fourth edition. Long Grove, IL: Waveland Press.

Lips, H.M. (2006). *A New Psychology of Women: Gender, culture and ethnicity*. Third Edition. Boston: McGraw-Hill. (Second Edition, 2003; First edition, 1999, Mountain View, CA: Mayfield Publishers). *Third edition was reissued by Waveland Press in 2010.*

Lips, H.M. (2003). *Instructor's manual: A New Psychology of Women (2nd edition)*. Mountain View, CA: Mayfield. (First edition, 1999)

Lips, H. M. (1991). *Women, Men and Power*. Mountain View, CA: Mayfield. (Received the Association for Women in Psychology's Distinguished Publication Award).

Lips, H. M. (1981). *Women, men and the psychology of power*. Englewood Cliffs, NJ: Prentice-Hall.

Lips, H. M., & Colwill, N. L. (1978). *The psychology of sex differences*. Englewood Cliffs, NJ: Prentice-Hall.

Cook, T., Appleton, H. Lips, Connor, R., Shaffer, A., Tamkin, G., & Weber, S. (1975). *Sesame Street Revisited: A case study in evaluation research*. New York: Russell Sage Foundation.

Contributions to Books

Lips, H.M. (2020) Voices and votes: Gender and political behavior. In J. Sinnott & J. Rabin (Eds.), *The psychology of political behavior in a time of change*. New York: Springer.

Lips, H.M., & Lawson, K. (2019). Women across cultures. In K. Keith (Ed.), *Cross-cultural psychology: A contemporary reader*. (Second edition). Chichester, UK: Wiley-Blackwell (pp. 401-426).

Lips, H. M. (2018). Feminism, psychology, and the gender pay gap. In C. Travis & J. White (Eds.), *APA Handbook on the Psychology of Women: History, theory, and battlegrounds, Vol. 1*, (pp. 417-433). Washington, DC: American Psychological Association.

<http://dx.doi.org/10.1037/0000059-021>

Lips, H.M. (2016). The gender pay gap and the wellbeing of working women. In M. L. Connerly & J. Wu (Eds.), *Handbook on the wellbeing of working women*. Springer and the International Society for Quality-of-Life Studies (ISQOLS), pp. 141-157

Lips, H. M., & Gordon, A. E. (2014). Women's wellbeing. In: A. C. Michalos (Ed.), *Encyclopedia of Quality of Life and Well-Being Research*. Springer, Dordrecht, Netherlands: Springer. pp 7168-7172. Revised entry submitted in 2019.

Lips, H.M., & Lawson, K. (2011). Women across cultures. In K. Keith (Ed.), *Cross-cultural psychology: A contemporary reader*. Chichester, UK: Wiley-Blackwell (pp. 213-234).

Lips, H.M. (2007). The gender wage gap: Concrete indicator of women's progress toward equality. In J. W. White (Ed.), *Taking sides: Clashing views in gender*. Dubuque, IA: McGraw-Hill (pp. 213-219). [Excerpted from *Analysis of Social Issues and Public Policy*, 3(1), 2003].

Lips, H.M. (2002). Female powerlessness: Still a case of "cultural preparedness"? In Hunter, A.E. & Forden, C., (Eds.) (2002). *Readings in the psychology of gender: Exploring our differences and commonalities* (pp. 19-37). Needham Heights, MA: Allyn & Bacon.

Lips, H.M. (2001). Power: Personal and social dimensions. *Encyclopedia of Gender*, Volume Two, pp. 847-858. San Diego, CA: Academic Press.

Lips, H.M. (2000). Using science fiction to teach the psychology of sex and gender. In Ware, M. E., & Johnson, D. E. (Eds.), *Handbook for teaching introductory psychology*. Vol. II, pp. 256-257. Mahwah, NJ: Lawrence Erlbaum Inc. (Reprinted from *Teaching of Psychology*, vol. 17).

Lips, H. M. (1999). Gender and other stereotypes: Race, age, appearance, and disability. In K. Keough & J. Garcia (Eds.), *Social psychology of gender, race and ethnicity: Readings and projects*. New York: McGraw-Hill. [Adapted from *Sex & Gender: An Introduction*]

Lips, H.M., Frantzve, J., Wynings, C., Castor, R., Pack, B., & Wilson, K. (1993). Gender, computers and position in the workplace. In *Contributions: The International Conference on Gender and Science and Technology 1993*, Volume 1, pp. 439-448.

Lips, H. M. (1994). Gender role socialization: Lessons in femininity. In J. Freeman (Ed.), *Women: A feminist perspective* (Fifth Edition) Mountain View, CA: Mayfield. [Also reprinted in C. Forden, A. E. Hunter, & B. Birns (Eds.) (1999), *Readings in the psychology of women: Dimensions of the female experience*. Needham Heights, MA: Allyn & Bacon].

Lips, H.M., & Freedman, S.A. (1993). Heterosexual feminist identities: Private boundaries and shifting centers. In S. Wilkinson & C. Kitzinger (Eds.), *Heterosexuality: A feminist psychology reader*. London: Sage (pp. 56-58).

Lips, H. M. (1994). Female powerlessness: A case of "cultural preparedness"? In L. Radtke & H. Stam (Eds.), *Power/gender: Social relations in theory and practice* (89-107). London: Sage Publications.

Lips, H.M. (1993). Women and power in the workplace. In A. Minas (Ed.), *Gender Basics*. Belmont, CA: Wadsworth (pp. 106-113).

Lips, H. M., Foster, H., Frantzve, J., Kraus, M., & Castor, R. (1991). Gender, computers and power in the workplace. In *Contributions: The International Conference on Gender and Science and Technology 1991*.

Lips, H. M. (1989). Contribution to "The world of publishing" section. In C. Andrew (Ed.), *Getting the word out: Communicating feminist research* (pp. 41-46). Ottawa, Ontario: University of Ottawa Press.

Lips, H. M. (1989). Toward a new science of human being and behaviour: The impact of feminist approaches on methodology in psychology. In W. Tomm (Ed.), *The effects of feminist approaches on research methodologies*. Waterloo, ON: Wilfrid Laurier University Press (pp. 51-70).

Lips, H. M. (1989). Gender role socialization: Lessons in femininity. In J. Freeman (Ed.), *Women: A feminist perspective* (Fourth Edition) (pp. 197-216). Mountain View, CA: Mayfield.

Lips, H. M. (1987). Education and the status of women: A challenge for teachers. In L. L. Stewin & S. J. H. McCann (Eds.), *Contemporary educational issues: The Canadian mosaic*. Toronto:

Copp Clark Pittman (pp. 293-303).

Lips, H. M. (1987). Women and power in the workplace. In G. Nemiroff (Ed.), *Women and men: Interdisciplinary readings on gender*. Toronto: Fitzhenry & Whiteside (pp. 403-415).

Lips, H. M., & Colwill, N. L. (1982). Achievement, success, and fear of success. In N. L. Colwill, *The new partnership: Women and men in organizations*. Santa Cruz, CA: Mayfield.

Articles in Refereed Journals and Proceedings

Lips, H. M. (2016). Sandra Bem: Naming the impact of gendered categories and identities. *Sex Roles* (Special Issue Honoring Sandra Bem), 76, 627-632. doi: 10.1007/s11199-016-0664-4

Lawson, K. & Lips, H.M. (2014). The role of self-perceived agency and job attainability in women's impressions of successful women in masculine occupations. *Journal of Applied Social Psychology*, 44, 433-441. doi: [10.1111/jasp.12236](https://doi.org/10.1111/jasp.12236)

Lips, H. M. (2013). The gender pay gap: challenging the rationalizations. Perceived equity, discrimination, and the limits of human capital models. *Sex Roles*, 68(3), 169-185. doi: 10.1007/s11199-012-0165.

Lips, H. M. (2013). Acknowledging discrimination as a key to the gender pay gap. *Sex Roles*, 68(3), 223-230. doi: 10.1007/s11199-012-0245-0.

Cordial, P., Riding-Malon, R., & Lips, H. M. (2012). The Effects of Mountaintop Removal Coal Mining on Mental Health, Well-Being, and Community Health in Central Appalachia. *Ecopsychology*, 4, 201-208.

Lips, H.M. & Hastings, S. L. (2012). Competing discourses for older women: Agency/Leadership vs. disengagement/retirement. *Women & Therapy*, 35, 145-164. doi: 10.1080/02703149.2012.684533

Lips, H.M. (2010). Stalking a Moving Target: Thirty Years of Summarizing a Changing Field for Changing Students. *Sex Roles*, 62, 159-165.

Lips, H. M., & Lawson, K. M. (2009). Work values, gender, and expectations about work commitment and pay: Laying the groundwork for the "motherhood penalty"? *Sex Roles*, 61, 667-676.

Lips, H. M., & Keener, E. (2007). Effects of gender and dominance on leadership emergence: Incentives make a difference. *Sex Roles*, 56 (9/10), 563-572.

Lips, H. M. (2007, Summer). Gender and possible selves. *New Directions for Adult and Continuing Education*, (114), Special issue: Possible selves and adult learning: Perspectives and potential. pp. 51-59.

Lips, H. M. (2004). The gender gap in possible selves: Divergence of academic self-views among high school and university students. *Sex Roles*, 50(5/6), 357-371.

Lips, H. M. (2003). Helping U.S. students think of gendered power relations in a worldwide

context. *Text: Journal of International Studies*, 2(1). Online at <http://politics.club.fatih.edu.tr/text/text.htm>

Lips, H. M. (2003). The gender pay gap: Concrete indicator of women's progress toward equality. *Analyses of Social Issues and Public Policy*, 3(1), 87-109.

Lips, H. M. (2002). The gendering of possible futures: How female and male students map out divergent paths of accomplishment. *Women in a knowledge-based society: Proceedings of the Twelfth International Congress on Women in Engineering and Science*, (On CD, Paper # 88).

Freedman, S. A., & Lips, H. M. (2002). Harsh judgements and sharp impressions: Audience response to participants in a study of heterosexual feminist identities. *Feminism and Psychology*, 12(2), 275-281.

Lips, H. M. (2001). Envisioning position of leadership: The expectations of university students in Virginia and Puerto Rico. *Journal of Social Issues*, 57(4), 799-813.

Lips, H.M. (2000). College students' visions of power and possibility as mediated by gender. *Psychology of Women Quarterly*, 24, 37-41.

Back, S., & Lips, H. M. (1998). Child sexual abuse: Victim age, victim gender, and observer gender as factors contributing to attributions of responsibility. *Child Abuse and Neglect*, 22(12), 1239-1259.

Freedman, S. A., & Lips, H. M. (1996). A response latency investigation of the gender schema. In Crandall, R. (ed.), *Handbook of gender research [Special issue]*. *Journal of Social Behavior and Personality*, 11(5), 41-53.

Lips, H.M., & Asquith, K. (1995). Women's and men's possible selves as scientists. *Gates: An international journal promoting greater access to technology, engineering and science*, 2 (1), 1-7.

Lips, H.M. (1995). Predicting university women's participation in mathematics and science: A causal model. *Journal of Women and Minorities in Science and Engineering*, 2 (4), 193-206.

Lips, H.M. (1995). Through the lens of mathematical/scientific self-schemas: Images of students' current and possible selves. *Journal of Applied Social Psychology*, 25 (19), 1671-1699.

Demare, D., Lips, H. M., & Briere, J. (1993). Violent pornography, anti-women attitudes, and sexual aggression: A structural equation model. *Journal of Research in Personality*, 27 285-300.

Lips, H. M. (1993). Bifurcation of a common path: Gender splitting on the road to engineering and physical science careers. *Initiatives*, 55 (3), 13-22.

Lips, H. M. (1992). Gender and science-related attitudes as predictors of college students' academic and vocational choices. *Journal of Vocational Behavior*, 40, 62-81.

Lips, H. M., & Freedman, S. A. (1992). Heterosexual feminist identities: Private boundaries and shifting centers. *Feminism & Psychology*, 2 (3), 441-444.

Lips, H. M., & Temple, L. (1990). Majoring in computer science: Causal models for women and men. *Research in Higher Education*, 31 (1), 99-113.

Lips, H. M. (1990). Using science fiction in teaching about sex and gender. *Teaching of Psychology*, 17 (3), 197-198.

Temple, L., & Lips, H. M. (1989). Reliability and generalizeability of the Collis Attitudes Toward Computers Survey. *Educational Research Quarterly*, 13 (4).

Temple, L., & Lips, H. M. (1989). Gender differences and similarities in attitudes toward computers. *Computers in Human Behavior*, 5 (215-226).

Demare, D., Briere, J., & Lips, H. M. (1988). Violent pornography and self-reported likelihood of sexual aggression. *Journal of Research in Personality*, 22, 140-153.

Lips, H. M., & Colwill, N. L. (1988). Psychology addresses women and work: Canadian research in the 1980's. *Canadian Psychology*, 29(1), 57-68.

Lips, H. M. (1987). Women and empowerment. *Alberta Psychology*, 16(3), 14-17, 22.

Lips, H. M., & Ng, M. (1986). The use of the Beck Depression Inventory with three non-clinical populations. *Canadian Journal of Behavioural Science*, 18(1), 62-74.

Lips, H. M., & Morrison, A. M. (1986). Changes in the sense of family among couples having their first child. *Journal of Social and Personal Relationships*, 3(3), 393-400.

Lips, H. M. (1985). A longitudinal study of the reporting of emotional and somatic symptoms during pregnancy. *Social Science and Medicine*, 21(6), 631-640.

Lips, H. M. (1985). Gender and the sense of power: Where are we and where are we going? *International Journal of Women's Studies*, 8(5), 483-489.

Lips, H. M. (1984). Personality and attitude variables of women and their spouses as predictors of women's experience of pregnancy. *Zentralblatt fur Gynakologie*, 106, 1325-1337.

Lips, H. M. (1983). Attitudes toward childbearing among women and men expecting their first child. *International Journal of Women's Studies*, 6(2), 119-129.

Lips, H. M. (1982). Somatic and emotional aspects of the normal pregnancy experience: The first five months. *American Journal of Obstetrics and Gynecology*, 142(5), 524-531.

Koffman, S., & Lips, H. M. (1980). Sex differences in self-esteem and performance expectancies in married couples. *Social Behaviour and Personality*, 8(1), 57-63.

Lips, H. M. (1980). Social and psychological aspects of the normal pregnancy experience: A bibliography. *Resources for Feminist Research*, 9(2), 72-77.

Lips, H. M., & Myers, A. (1980). Subject reactions to a stimulus person as a function of the sex of the subject and the sex-role appropriateness of the stimulus person's career goal. *Sex Roles*, 6(5), 675-682.

Lips, H. M. (1979). Women and power: Psychology's search for new directions. *Atlantis*, 5(1), 1-13.

Myers, A., & Lips, H. M. (1978). Participation in competitive amateur sports as a function of psychological androgyny. *Sex Roles*, 4 (4), 571-578.

Appleton, H. Lips, & Gurwitz, S. B. (1976). Willingness to help as determined by the sex-role appropriateness of the help-seeker's career goals. *Sex Roles*, 2(4), 321-329.

ERIC Documents

Lips, H. M. (1989). *The role of gender, self- and task perceptions in mathematics and science participation among college students*. ERIC Document ED 297 945, ERIC Clearinghouse for Science, Mathematics and Environmental Education.

Lips, H. M. (1985). *Math/science self-schemas and curriculum choices among university students*. ERIC Document ED 250 194, ERIC Clearinghouse for Science, Mathematics and Environmental Education.

Lips, H. M. (1986). *Self-schema theory and gender-related behaviours: Research on some correlates of university women's participation in mathematics, science and athletic activities*. ERIC Document ED 263 517, ERIC Clearinghouse on Counselling and Personnel Services.

Brief Articles, Book Reviews, and Abstracts

Lips, H. M. (2009). A task for Sisyphus? [Review of *Sex Differences: Summarizing more than a century of scientific research*]. *Sex Roles*, 61, 281.

Lips, H. M. (2009). Why gender is different: An intergroup relationship shaped by power and attraction. [Review of *The Social Psychology of Gender. How Power and Intimacy Shape Gender Relations*]. *Psychology of Women Quarterly*, 33(4), 493-494.

Lips, H. M. (2007). Documenting and understanding the gender pay gap: A social psychological perspective. (Abstract). *Canadian Psychology*, 48 (2a), 254.

Lips, H. M. (2005). Fighting back against media spin. [Review of *Same Difference: How gender myths are hurting our relationships, our children, and our jobs*]. *Psychology of Women Quarterly*, 29(2), 225-226.

Lips, H. M. (2004). Searching for paradigms and methodologies resonant with women's experiences. [Review of *Charting a new course for feminist psychology*]. *Contemporary Psychology*, 49(3), 283-285.

Lips, H. M. (2002, June). Pay Equity: Still a Distant Goal. *The Circular* (National Council of Women of New Zealand), # 453, pp. 10-11.

Lips, H. M. (2001). Lessons learned in women's studies classrooms [Review of *Teaching introduction to women's studies*]. *Psychology of Women Quarterly*, 25, 168.

Lips, H. M. (1999). Invited commentary on Exploring a teaching/research nexus as a possible site for a feminist methodological innovation in psychology. *Psychology of Women Quarterly*. [Special Issue on Innovative Feminist Methods], 23(1), 215-217.

Lips, H. M. (1998). Gendered possibilities: Young women's and men's visions of their potential power and competence. (Abstract). *Canadian Psychology*, 39 (2a), 40.

Lips, H.M. (1996). Linking students' current and possible selves to teaching and learning. (Abstract). *International Journal of Psychology*, 31 (3/4), 173.

Lips, H.M., de Verthelyi, R., & Gonzalez, M. (1996). Gender and students' possible powerful selves: A cross cultural study. (Abstract). *International Journal of Psychology*, 31 (3/4), 227.

Lips, H.M., & Andrew, W. K. (1992). The dissipative dynamics of gender disparities in science participation. (Abstract). *International Journal of Psychology*, 27 (3/4), 294.

Carter, J.L., Frantzve, J.L., & Lips, H.M. (1992). Differential effects of gender and leadership. (Abstract). *International Journal of Psychology*, 27 (3/4), 484.

Bullen, D. E., Frantzve, J. L., Lips, H.M., & Smith, A. (1992). Is the American dream a lie for women? (Abstract). *International Journal of Psychology*, 27 (3/4), 294.

Frantzve, J.L., Lips, H.M., Castor, R.R., Wilson, K.A., Kraus, M., & Foster, H. (1992). Attitudes toward computers: Effects of gender and power perceptions. (Abstract). *International Journal of Psychology*, 27 (3/4), 501.

Colwill, N. L., & Lips, H. M. (1988). Corporate love: The pitfalls of workplace romance. *Business Quarterly*, 53(1), 89-91.

Lips, H. M. (1983). Review of *In a different voice: Psychological theory and women's development* by C. Gilligan. *Atlantis*, 8(2), 159-161.

Lips, H. M. (1982). Review of *Psychological aspects of pregnancy, birthing and bonding*, by B. L. Blum (Ed.). *Canada's Mental Health*, 30(4), 17-18.

Lips, H. M. (1982). Review of *Between women: Lowering the barriers* by P. J Caplan. *Social Science and Medicine*, 16, 1654-1655.

Lips, H. M. (1981). Review of *The double standard: A feminist critique of feminist social science* by M. Eichler. *Newsletter of the CPA Section on Women and Psychology*, 5(3), 11-12.

Lips, H. M. (1981). Review of *Psychological effects of motherhood* by M. Leifer and *Women confined* by A. Oakley. *Resources for Feminist Research*, 10(2), 112-113.

Lips, H. M. (1981, Fall). Review of *Access to Power: Cross-national studies of women and elites* by C. F. Epstein & R. L. Coser (Eds.). *International Journal of Women's Studies*,

Lips, H. M. (1980). Pregnancy: An under-researched aspect of the female experience. *Resources for Feminist Research*, 9(2), 14-15.

Lips, H. M., & Colwill, N. L. (1980). Review of *Becoming Female* by C. B. Kopp & M. Kirkpatrick (Eds.). *Resources for Feminist Research*, 9(2), 24.

Appleton, H. Lips (1975). Some effects of protest behavior and perceived control in a situation where freedom is threatened. *Dissertation Abstracts International*, 35(10), # 75-7872.

Non-refereed Articles

Lips, H.M. (2016, October 25). How men's words affect women in the workplace, WomensMedia on Forbes.com. <https://www.forbes.com/sites/womensmedia/2016/10/25/mens-talk-womens-place/#4d153d606f3d>

Lips, H.M. (2016, September 7). Why are we so hard on Hillary? *Ms. Blog*. <http://msmagazine.com/blog/2016/09/07/why-are-we-so-hard-on-hillary/>

Lips, H.M. (2011). Beware those who blame gender pay gap on women's choices. In Forbes.com and WomensMedia. <http://www.forbes.com/sites/womensmedia/2011/04/12/beware-those-who-blame-womens-choices-for-gender-pay-gap/>

Lips, H.M., & Lawson, K (2009). The gender pay gap: Worse for mothers. *Graduate Women* (the magazine of the New Zealand Federation of Graduate Women), 8 (February), 41-43.

Nelson, S., & Lips, H. M. (2009). Working mothers: Challenges and changes. WomensMedia.com. <http://www.womensmedia.com/new/working-mothers-challenges.shtml>

Lips, H. M. (2008, January) Women and leadership: The delicate balancing act. WomensMedia.com. <http://www.womensmedia.com/new/Lips-Hilary-Women-as-Leaders.shtml>

Lips, H.M. (2007, August) Blaming women's choices for the gender pay gap. WomensMedia.com. <http://www.womensmedia.com/new/Lips-Hilary-blaming-gender-pay-gap.shtml>

Lips, H. M. (2005). The gender wage gap: Debunking the rationalizations. WomensMedia.com <http://www.womensmedia.com/new/Lips-Hilary-gender-wage-gap.shtml>

Invited Papers at Professional Meetings

Lips, H. M. (2016, June). *Pay, power and possibilities: The slow closing of the gender "value" gap*. Invited presentation at the annual meeting of the Canadian Psychological Association, Victoria, Canada.

Lips, H. M. (2009, August). *Economic justice and the psychology of women: Teaching about the gender pay gap*. Invited presentation as part of the *Teaching the Psychology of Women* pre-convention workshop sponsored by Division 35, at the annual meeting of the American Psychological Association, Toronto.

Lips, H.M. (2007, June). *Documenting and understanding the gender pay gap: A social psychological perspective*. Invited keynote presentation, Section on Women and Psychology, at the annual meeting of the Canadian Psychological Association, Ottawa, Canada.

Lips, H.M. (2005, April). *The gender pay gap: Reflections on an old problem and some new analyses*. Invited presentation sponsored by the Committee on Equality of Professional Opportunity at the annual meeting of the Southeastern Psychological Association. Nashville, TN.

Lips, H.M. (2000, September). Power and gender in families. Invited paper at the conference on “Strength in Numbers: Appalachian Women in Transition.” University of Virginia’s College at Wise, VA.

Lips, H. M. (2000, June). Strategies for increasing international and intercultural content in courses on the psychology of women and gender. Invited address, presented at the Teaching Institute of the American Psychological Society meetings, Miami, FL.

Lips, H. M. (1998, June). Gendered possibilities: Young women’s and men’s visions of their future power and competence. Invited plenary address, Canadian Psychological Association convention, Edmonton, Alberta.

Lips, H. M. (1998, May). Peering into the kaleidoscope: Incorporating global perspectives into the psychology of women course. Invited presentation to the Teaching Institute of the American Psychological Society convention, Washington, DC.

Lips, H. M. (1996, January). Teaching sex and gender: Issues concerning gender and science. Invited address presented at the Eighteenth Annual National Institute on the Teaching of Psychology, St. Petersburg Beach, Florida.

Lips, H. M. (1993, March). Women, power, and sisterhood. Invited address (AWP publication award address) to the Association for Women in Psychology, Atlanta.

Lips, H. M. (1992, January). Teaching undergraduates about the psychology of power. Invited paper presented at the Fourteenth Annual National Institute on the Teaching of Psychology, St. Petersburg Beach, Florida.

Lips, H. M. (1989, January). Teaching the Psychology of Sex and Gender. Invited paper presented at the Eleventh Annual National Institute on the Teaching of Psychology, St. Petersburg Beach, Florida, January 1989.

Lips, H. M. (1987, January). Toward a new science of human being and behaviour: The impact of feminist approaches on methodology in psychology. Invited paper, presented at the Conference on the Impact of Feminist Approaches on Research Methodology, Calgary Institute for the Humanities, University of Calgary.

Lips, H. M. (1987, October). Getting the word out through learned journals: Publishing feminist scholarship in Canada. Invited paper presented to the national conference, Getting the Word Out: Communicating Feminist Research, sponsored by the Social Science Federation of Canada, Ottawa.

Lips, H. M. (1983, May). Personality and attitude variables of women and their spouses as predictors of women's experience of pregnancy. Invited paper, presented at the International Symposium on Psychological and Psychiatric Aspects of Perinatal Medicine, Halle, German Democratic Republic.

Presentations at International Meetings

Lips, H. M. (2014, June). *Possible Futures at Work: Anticipation of Power and Pay by U.S. College Students*. Paper presented at the International Conference on Gender Work and Organizations, conference stream on *Youth Job Insecurity: Gender, working life and life plans*, Keele University, Staffordshire, England.

Lips, H. M. (2011, July). *Expanding choices for older women against the backdrop of stereotypes*. Paper presented at the international Women's Worlds 2011 conference, Ottawa, Canada.

Lips, H. M. (2002, July). The gendering of possible futures: How female and male students map out divergent paths of accomplishment. Paper presented at the Twelfth International Congress on Women in Engineering and Science, Ottawa, Canada.

Lips, H. M. (2000, August). Gender and ethnic differences in students' academic self-views among New Zealand university students. Paper presented at the XXVII International Congress of Psychology, Stockholm, Sweden.

Lips, H. M. (1996, August). Linking students' current and possible selves to teaching and learning in academic domains. Paper presented at the XXVI International Congress of Psychology, Montreal, Canada.

Lips, H. M., de Verthelyi, R. F., & Gonzalez, M. (1996, August). Gender and students' possible powerful selves: A cross-cultural study. Paper presented at the XXVI International Congress of Psychology, Montreal, Canada.

Lips, H. M., Frantzve, J., Wynings, C., Castor, R., Pack, B., & Wilson, K. (1993, August). Gender, computers and position in the workplace. Paper presented at the Seventh International Conference on Gender and Science and Technology (GASAT 7), Waterloo, Canada.

Lips, H. M., Carter, J. L., & Frantzve, J. L. (1993, February). How do women react to powerful women? Paper presented at the Fifth International Interdisciplinary Congress on Women, San Jose, Costa Rica.

Carter, J. L., Frantzve, J. L., & Lips, H. M. (1993, February). Gender and perceptions of leadership. Paper presented at the Fifth International Interdisciplinary Congress on Women, San Jose, Costa Rica.

Frantzve, J. L., Carter, J. L., & Lips, H. M. (1993, February). Strategies and obstacles in the careers of executive women. Paper presented at the Fifth International Interdisciplinary Congress on Women, San Jose, Costa Rica.

Lips, H. M., & Andrew, W. K. (1992, July). The dissipative dynamics of gender disparities in science participation. Paper presented at the XXV International Congress of Psychology, Brussels, Belgium.

Frantzve, J., Lips, Castor, R., Wilson, K., Kraus, M., & Foster, H. (1992, July). Attitudes toward computers: Effects of gender and power perceptions. Paper presented at the XXV International Congress of Psychology, Brussels, Belgium.

Lips, H. M., Foster, H., Frantzve, Kraus, M., & Castor, R. (1991, July). Gender, computers and power in the workplace. Paper presented at the International Conference on Gender and Science and Technology, Melbourne, Australia.

Bloom, K., & Lips, H. M. (1988, April). A new scale of maternal self-confidence. Paper presented at the International Conference on Infant Studies, Washington, D.C.

Selected Invited Addresses and Colloquia

Are women still worth less? Invited keynote address for Women's History Month, Coastal Carolina University, March, 2018

Are women still worth less? Invited keynote address for Women's History Month, Medical University of South Carolina, March, 2018.

Are women still worth less? Invited presentation, Radford University Center for Gender Studies, March 2018

Women Working for Less: What's the Problem? Invited address for Women's Month, Radford University, March, 2015.

Women working for Less: What's the Problem? Invited address, Slippery Rock University, April, 2015.

Women working for Less: What's the Problem? Invited address, Indiana University of Pennsylvania, April, 2015.

The Gender Pay Gap: Where do women stand now? Keynote address, Radford University Women's History Month, Radford University, March 1, 2012.

The Gender Wage Gap: Debunking the rationalizations. Invited presentation as part of the Lebanon Valley College Colloquium series on Money, Annville, PA, October, 2011.

Therapeutic tissue engineering: Forging multidisciplinary partnerships to better address patient needs. Invited presentation, with Abby Whittington and Sarah Hastings, to the Bio-Based Materials Center seminar at Virginia Tech, September 23, 2011.

The gender pay gap: Where do women stand now? Invited address at the University of Mary Washington, Fredericksburg, March 2011

Role models, mentors, and the actualization of young women's possible selves. Colloquium for the Department of Psychology, Radford University, March 2010.

Documenting and understanding the gender pay gap: A social psychological perspective. Invited presentation to the Armchair Session Series, sponsored by the Canadian School of Public Service, Ottawa, June 11, 2007.

The gender pay gap: Analyzing a persistent problem. Invited presentation to the Virginia State Convention of the American Association of University Women, Virginia Beach, April 22, 2007.

The gender pay gap: Reflections on an old problem and some new analyses. Invited presentation sponsored by the Committee on Equality of Professional Opportunity at the annual meeting of the Southeastern Psychological Association. Nashville, TN, April, 2005.

The gender pay gap. Invited keynote address, Gender Conference 2004: Women on the Move, Patrick Henry Community College, Martinsville, VA, March, 2004

Are women still worth less? A report on the gender pay gap. Invited address, Emory and Henry College, April 2003.

Women's self-views and the bumpy road to a career in science. Invited address, Women in Medicine Program, University of Kansas Medical Center, University of Kansas, September 2002

The gender pay gap: Reflecting the undervaluing of women. Invited address, sponsored by the Diversity Seminar at Creighton University, Omaha, NE, April, 2002.

The gender wage gap: An international perspective. Invited address to the New Zealand Federation of Graduate Women, Christchurch, NZ, March, 2002.

The gender wage gap: Confronting, undervaluing women internationally. Invited address to the National Council of Women of New Zealand, Auckland, NZ, March, 2002.

A price above rubies? Stereotypes, platitudes, and the undervaluing of women. Invited keynote address to the National Organization for Women–New York State. Albany, NY, November, 2001.

Gendered possibilities: Academic choices and pathways to power. Open Humanities Lecture, University of Otago, Dunedin, New Zealand, March, 1999.

Gender and Educational Pathways to Power. Keynote address, annual meeting of the New Zealand Federation of University Women, Auckland, NZ, February, 1999.

Awards, Rewards, and Gender: The Invisibility of Women's Achievements. Invited lecture, Women's Studies Department, Auckland University, Auckland, NZ, February, 1999.

Attraction and Ambivalence: Young women and men's visions of power. Invited lecture, Massey University, Albany, New Zealand, February, 1999.

Attraction and Ambivalence: Gendered Perceptions of Power. Invited address, as part of the Feminist Scholarship Lecture Series, Waikato University, Hamilton, NZ, February, 1999.

Gender, Power, and Leadership. Invited lecture, Massey University at Palmerston North, New Zealand, March, 1999.

Women's Reactions to Powerful Women. Invited address, Palmerston North regional chapter of the New Zealand Federation of University Women. Palmerston North, NZ, March, 1999.

Investigating Gender and Power: A Researcher's Journey. Invited lecture, Women's Studies Department, Victoria University of Wellington, Wellington, NZ, March, 1999.

Awards, Rewards, and Gender: The Invisibility of Women's Achievements. Invited Public Lecture, Victoria University of Wellington, Wellington, NZ, March, 1999.

A New Psychology of Women: Gender, Culture, and Ethnicity. Invited lecture, as part of the Series on Doing Feminist Scholarship, Women's Studies Department, University of Canterbury, Christchurch, NZ, March, 1999.

Women, the Nobel Prize, and Other Awards. Invited lecture, Christchurch branch of the New Zealand Federation of University Women, Christchurch, NZ, March, 1999.

Young Women's and Men's Views of Power. Invited Lecture, Women's Studies Department, Otago University, Dunedin, NZ, March, 1999.

Women, Education, and Economic Participation. Keynote address, Northern Regional Seminar, National Council of Women of New Zealand, Auckland, March, 1999.

Femininity, Masculinity, and Power. Invited colloquium, Emory and Henry College, April, 1997 (with C. Díaz-Zuñiga, S. B. Sattler, L. Wilson, & L. Shannon).

Perceptions of Femininity, Masculinity, and Power: Young Women's and Men's Visions of Themselves and Others. Invited colloquium, Department of Psychology, University of Florida, April, 1995.

Psychological Research on Gender. Invited lecture, Beijing University, Beijing, May, 1994.

Gender and Attitudes toward Science and Technology. Invited lecture, Beijing University, Beijing, May, 1994.

Studying Power and Gender. Invited lecture, Beijing University, Beijing, May, 1994.

Issues in Psychological Research on Gender. Invited Lecture, East China Normal University, Shanghai, May, 1994.

Reactions to Powerful Women. Invited colloquium. Departments of Women's Studies and Psychology, University of Prince Edward Island, October, 1993.

Women's Reactions to Powerful Women. Invited colloquium, Departments of Psychology, Women's Studies, and Psychological and Social Foundations, University of South Florida, November, 1993.

Gender, Mathematics, and Science. Invited keynote address to the Psychology Undergraduate Research Conference, University of Winnipeg, May, 1991.

Gender, Math, and Science. Invited presentation for Women's History Week, Women's Studies, Arizona State University, Tempe, Arizona, March, 1990.

Lessons in Deference: Dimensions of Interpersonal Power. Invited presentation to Women's Studies, University of Arizona, March, 1989.

Of Gender, Choice, and Course: Academic Context and Cognitions in Decisions about Mathematics, Computing, and the Natural Sciences. Colloquium presentation to the Department of Psychology, University of North Carolina at Charlotte, April, 1989.

Academic Context and Cognitions in Students' Decisions about Mathematics, Computing, and the Natural Sciences. Colloquium presentation to the Department of Psychology, Eastern Illinois University, April, 1989.

The Psychology of Power. Opening address to the Women Helping Women Conference, University of Calgary, May, 1986.

Predicting University Women's Participation in Mathematics and Science. Colloquium presentation to the Department of Psychology, Dalhousie University, November, 1986.

Women, Children, Men and Power: Roots of Family Violence. Keynote address to the Conference on Child Abuse, sponsored by the Saskatchewan Action Committee on the Status of Women, Regina, April, 1985.

The Impact of Childbearing on Gender Roles and Relationships. Colloquium presentation to the Feminist Theory Group, Southwest Institute for Research on Women, University of Arizona, Tucson, March, 1984.

Predicting Postpartum Depression. Colloquium presentation to the Social Psychology Group, University of Manitoba, November, 1982

Researching the Psychology of Pregnancy. Colloquium presentation to the Feminist Theory Group, Southwest Institute for Research on Women, University of Arizona, Tucson, February, 1982.

Women and Power. Colloquium presentation to the Feminist Theory Group, Southwest Institute for Research on Women, University of Arizona, Tucson, March, 1981.

Selected Conference Presentations (National and Regional Meetings)

Lips (2019, March). *Sandra Bem: Naming the impact of gendered categories and identities*. Paper presented at the annual meeting of the Association for Women in Psychology (part of the Distinguished Publication Award symposium: *Honoring the Legacy of Feminist Scholar Sandra Bem*). Newport, RI.

Lips, H. M. (2016, March). *Older women and work: Dilemmas and possibilities*. Paper presented as part of the Invited Presidential Symposium on Older Women at the annual meeting of the Association for Women in Psychology, Pittsburgh, PA.

Gordon, A. E., & Lips, H. M. (2015, March). *Ambivalent sexism and liberal feminist attitudes as potential moderators of the motherhood penalty*. Paper presented at the annual meeting of the Association for Women in Psychology, San Francisco, CA.

Hastings, S. L., Lips, H. M., & LeBarre, S. (2015, April). *Experiences of Rural Breast Cancer Survivors Post-mastectomy*. Presented at the annual conference of the Southeastern Psychological Association, Hilton Head, SC.

Lips, H. M., Hastings, S., Whittington, A. Simpson, S., & Cooke, S. (2014, March) *Rural women's experiences of breast surgery and reconstruction after a breast cancer diagnosis*. Paper presented at the annual meeting of the Association for Women in Psychology, Columbus, OH.

Gordon, A. E., & Lips, H. M. (2014, March). *Ambivalent sexism and gender role traditionalism as potential moderators of the motherhood penalty*. Paper presented at the annual meeting of the Association for Women in Psychology, Columbus, OH.

LeBarre, S., Lips, H., Hastings, S. L. (2014, March). Counseling psychologists reaching out to breast cancer patients. In S. L. Hastings (Chair), *Helping and healing: Counseling psychologists working with survivors of breast cancer*. Symposium conducted at the International Counseling Psychology Conference, Atlanta, GA.

Hastings, S., Lips, H. M., Whittington, A. Simpson, S., & Cooke, S. (2012, October). "We Want the Doctors to Know": *Breast Cancer Survivors Recount Their Experiences with Breast Reconstruction*. Presentation at the annual meeting of the Association for Behavioral Science and Medical Education, San Antonio, TX.

Hastings, S., Lips, H. M., & Whittington, A. (2011, November). *Physical activity postmastectomy in rural breast cancer survivors*. Presentation at the American Institute for Cancer Research meeting, Washington, DC.

Lips, H. M. (2011, March). *A Time to Claim Power or to Retire Gracefully? Contradictory Messages to Women about Aging and Work*. Paper presented at the annual meeting of the Association for Women in Psychology, Philadelphia, PA.

Lips, H. M., Gordon, A. E., & Lawson, K. (2011, April). *Gendered career-family attitudes among the current generation of university students*. Paper presented at the annual meeting of the Southeastern Psychological Association, Jacksonville, FL.

Lips, H.M., Simpson, S., & Gomes, N. (2013, March). *Possible powerful selves of U.S. university students: Still gendered?* Paper presented at the annual meeting of the Association for Women in Psychology, Salt Lake City, UT.

Lips, H. M. (2010, September). *Competing Discourses for Older Women: Agency/Leadership vs. Disengagement/Retirement*. Paper presented at the symposium on Women, Power and Aging, sponsored by Pace University and the New York Academy of Sciences, New York, NY.

Lips, H. M. (2010, February). *Role models, mentors, and the actualization of young women's possible selves*. Paper presented at the annual meeting of the Association for Women in Psychology, Portland, OR.

Lips, H.M. (2009, October). *Rewarding women's work: Equal pay legislation and the struggle to close the gender pay gap*. Paper presented at the conference on *Women Mobilizing for Change: Past, Present, Future*, sponsored by the Florida Consortium for Women's and Gender Studies. Tampa, FL.

Lips, H. M., & Lawson, K. M. (2009, August). *Impact of parental status, gender and occupation on applicant evaluations*. Paper presented at the annual meeting of the American Psychological Association, Toronto, Canada.

Lips, H. M., & Lawson, K. M. (2009, March). *Working through motherhood: Obstacles to empowerment*. Paper presented at the annual meeting of the Association for Women in Psychology, Newport, RI.

Rizzo, K., & Lips, H.M. (2009, April). *Gender differences in values among undergraduate students*. Poster presented at the meeting of the Virginia Psychological Association, Williamsburg, VA.

Lips, H.M., & Lawson, K. M. (2008, March). *Work values, gender, pay expectations, and the "motherhood penalty."* Paper presented at the annual meeting of the Southeastern Psychological Association, Charlotte, NC.

Lips, H. M. (2007, March). *Understanding the gender wage gap: Social psychology meets economics*. Paper presented as part of an invited symposium on *Power and Justice at Work: Considering discrimination, its consequences, and remedies*. Annual meeting of the Association for Women in Psychology, San Francisco, CA.

Lips, H.M. (2006, March). *The Gender Wage Gap and Political Empowerment: An International Perspective*. Paper presented at the annual meeting of the Association for Women in Psychology, Ypsilanti, MI.

Lips, H. M. (2006, March). *Planning for inequality: Gendered expectations about earnings and work*. Paper presented at the annual meeting of the Southeastern Psychological Association, Atlanta, GA.

Lips, H. M. & Keener, E. (2006, March). *Women's Leadership Emergence: Incentives Make a Difference*. Paper Presented at the conference on Realizing Women's Leadership: The Art of the Possible, Savannah, GA.

Lips, H.M. (2005, February). *Students' Gendered Hopes and Fears for their Future Selves*. Paper presented at the annual meeting of the Association for Women in Psychology, Tampa, FL.

Keener, E., & Lips, H.M. (2005, April). *Effects of Dominance, Sex Role Expectations, and Incentives on Negotiating Behavior*. Paper presented at the annual meeting of the Southeastern Psychological Association. Nashville, TN.

Vichesky, D., Lips, H. M., & Reilly, N. (2005, April). *The multidimensional bisexuality attitude inventory*. Paper presented at the annual meeting of the Southeastern Psychological Association. Nashville, TN.

Lips, H.M., & Hoban, S. (2004, March). Do we know where we are? Young women's knowledge and beliefs about the gender pay gap. Paper presented at the annual meeting of the Southeastern Women's Studies Association, Savannah, GA.

Lips, H. M. (2004, February). Internalized barriers to power in a country where female leadership is prominent: Young women in New Zealand think about powerful positions. Paper presented at the Annual conference of the Association for Women in Psychology, Philadelphia.

Lips, H. M. (2003, March). University students' self-views and their choices to pursue or avoid studies in science and technology. Paper presented at the annual meeting of the Southeastern Women's Studies Association, Blacksburg, VA.

Quinlan, J., & Lips, H.M. (2003, March). Encounters that matter: Students' reports of interactions and events that changed their sense of possibility. Paper presented at the annual meeting of the Southeastern Women's Studies Association, Blacksburg, VA.

Lips, H. M., & Murthi, M. (2000, August). Possible powerful selves among working women and men in India. Paper presented at the annual convention of the American Psychological Association, Washington, DC.

Lips, H.M., & Rogers, M.. (1999, March). Powerful Roles and Relationships: An Uneasy Combination? Paper presented at the annual meeting of the Southeastern Psychological Association, Savannah, GA.

Shymkiw, J., Stark, C., & Lips, H. M. (1999, June). Swimming with the undertows of success and power. Paper presented at the Institute of the Section for Women and Psychology, Canadian Psychological Association, Halifax, Nova Scotia.

Back, S., & Lips, H. M. (1998, August). Attributions of blame for child sexual abuse. Paper presented at the annual meeting of the American Psychological Association, San Francisco.

Lips, H. M. (1998, June). "If I were a leader ...": University students' visions of themselves as future powerholders. Paper presented as part of the invited symposium on Gender, Hierarchy and

Leadership (Alice Eagly, Chair), national convention of the Society for the Psychological Study of Social Issues, Ann Arbor, MI.

Lips, H. M. (1998, March). Power and its relationship to gender: Perceptions among Puerto Rican and Virginia university students. Paper presented at the annual conference of the Association for Women in Psychology, Baltimore, MD.

Lips, H.M., & Wilson, L. A. (1997, October). What is possible for me? Gender and academic self-concept among university students. Paper presented at the annual conference of the Southern Regional Chapter of the Association for Women in Psychology, Wilmington, NC.

Lips, H. M., (October, 1996). Visions of power and possibility in a sample of U.S. university students. In symposium on Femininity, masculinity, and power: Young women's and men's visions of themselves and others in three cultures (H. Lips, Chair), presented at the annual meeting of the the Southern Regional Chapter of the Association for Women in Psychology, Hilton Head, SC.

Lips, H. M., & Casey, J. F. III (March, 1996). Fuzzy effects in scales assessing self-schemas and possible selves. Paper presented at the annual convention of the Southeastern Psychological Association, Norfolk, VA.

Back, S. E., Diaz, C., & Lips, H. M. (March, 1996). Possible powerful selves in Spanish university students. Paper presented at the annual convention of the Southeastern Psychological Association, Norfolk, VA.

Overstreet, B., Lips, H.M., Lane, T., Stidham, K., Belford, J., & Plaster, A. (1995, October). Gender-related issues for first-generation college students. Paper presented at the annual meeting of the Southeastern chapter of the Association for Women in Psychology, Hilton Head, SC.

Lips, H.M., & Asquith, K. (1995, March). Women's and men's possible selves as scientists. Paper presented at the annual convention of the Southeastern Psychological Association, Savannah.

Lips, H.M., & Gonzalez-Suarez, M. (1994, October). Studying reactions to powerful women in two cultures: A report on research in progress. Paper presented at the annual meeting of the Southeastern chapter of the Association for Women in Psychology, Hilton Head, SC.

Asquith, K., Pack, B. E., Adkins, J. A., Andrews, C. D., Frantzve, J. L., & Lips, H. M. (1993, March). Woman-machine interaction: A portrait of women computer-users at work. Paper presented at the annual convention of the Association for Women in Psychology, Atlanta.

Yeiser, L., & Lips, H.M. (1993, March). Gender differences in perceived math and science abilities. Paper presented at the annual convention of the Southeastern Psychological Association (undergraduate session), Atlanta.

Lips, H. M. (1992, August). Women's reactions to powerful women. Paper presented at the annual convention of the American Psychological Association, Washington, D.C.

Lips, H. M., Frantzve, J. L., & Carter, J. (1992, March). In the belly of the beast: Implementing career development training for women in a male-dominated workplace. Paper

presented at the annual national convention of the Association for Women in Psychology, Long Beach, CA.

Frantzve, J., Lips, H. M., Wynings, C., Castor, R., Pack, B., & Wilson, K. (1992, March). Gender and attitudes toward computing. Paper presented at the annual convention of the Southeastern Women's Studies Association, Tampa, FL.

Bullen, D., Frantzve, J., Rossi, C., Lips, H., & Smith, A. (1992, March). Female role models: Criticality and absence. Paper presented at the annual convention of the Southeastern Women's Studies Association, Tampa, FL.

Bell, A., Lips, H. M., Sarabok, J., & Ward, C. (1992, March). Factors related to college students' attitudes towards maternal employment. Paper presented at the annual convention of the Southeastern Psychological Association, Knoxville, TN.

Castor, R., Wynings, C., Pack, B., Lips, H. M., Frantzve, J., & Wilson, K. (1992, March), Attitudes toward computing as a function of organizational level and context. Paper presented at the annual convention of the Southeastern Psychological Association, Knoxville, TN.

Lips, H. M. (1991, March). Gender and science-related attitudes as predictors of college students' academic choices. Paper presented at the annual national convention of the Association for Women in Psychology, Hartford CT.

Bullen, D., Frantzve, J., & Lips, H. M. (1991, April). Correlates of co-education: Changes in student and faculty patterns. Symposium presented at the annual meeting of the Southeastern Women's Studies Association, Charlotte, NC.

Lips, H. M. (1990, March). Gender, Computers, and Power at Work: The Issues. Paper presented as part of the Symposium on "Women, Men, and Computers" at the Southeastern Women's Studies Association Conference, Salem, Virginia.

Lips, H. M. (1990, March). Lessons in Deference: Some Academic Implications of Girls' Early Lessons in Powerlessness. Paper presented at the Annual Conference of the Association for Women in Psychology, Tempe, Arizona.

Lips, H. M., & Frantzve, J. (1990, June). Computers in the Workplace: Power and Dependence Issues for Women and Men. Paper presented at the Annual Convention of the Canadian Psychological Association, Ottawa, Canada.

Lips, H. M. (1990, June). University Students' Attitudes Toward Women in Science Careers. Paper presented at the Annual Convention of the Canadian Psychological Association, Ottawa, Canada.

Bloom, K., Lips, H. M., & Barnett, H. (1988, June). New scale of maternal self-confidence. Paper presented at the meeting of the Canadian Psychological Association, Montreal.

Temple, L., & Lips, H. M. (1988, June). Gender differences in attitudes toward computers. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal.

Lips, H. M., & Temple, L. (1988, August). Majoring in computer science: Causal models for women and men. Paper presented at the annual meeting of the American Psychological Association, Atlanta.

Lips, H. M. (1987, March). Predicting college women's plans for careers in mathematics and science. Paper presented at the Thirteenth Annual Conference on Feminist Psychology, Denver.

Lips, H. M., Bloom, K., & Barnett, H. (1987, June). The development of a new scale to measure maternal self-confidence. Paper presented at the Iowa Conference on Personal Relationships, Iowa City.

Lips, H. M., & Davidson, D. (1987, June). Predicting university women's participation in mathematics and science: A causal model. Paper presented at the annual meeting of the Canadian Psychological Association, Vancouver.

Lips, H. M. (1985, April). Incorporating scholarship on women into psychology courses: A rationale for curriculum transformation. Paper presented at the annual meeting of the Rocky Mountain Psychological Association, Tucson.

Lips, H. M. (1985, June). University women's causal attributions for their level of performance in mathematics and science. Paper presented at the annual convention of the Canadian Psychological Association, Halifax.

Lips, H. M. (1984, May). New parents' attributions of causality for their symptoms and feelings. Paper presented at the annual meeting of the Canadian Psychological Association, Ottawa.

Lips, H. M. (1984, August). Math/science self-schemas and curriculum choices among university women. Paper presented at the annual meeting of the American Psychological Association, Toronto.

Lips, H. M. (1983, March). Predictors of women's emotional state at postpartum. Paper presented at the Ninth Annual Conference on Feminist Psychology, Seattle.

Lips, H. M. (1983, June). Psychology's evolving approach to the study of gender and power. Paper presented at the Institute of the Section on Women and Psychology, Canadian Psychological Association Meetings, Winnipeg.

Kirchhoff, I., & Lips, H. M. (1983, June). Psychology's approach to father-daughter incest: The impact of feminist perspectives. Paper presented at the Institute of the Section on Women and Psychology, Canadian Psychological Association Meetings, Winnipeg.

Lips, H. M., & Morrison, A. (1983, June). Changes in the sense of family among couples expecting their first child. Paper presented at the annual meeting of the Canadian Psychological Association, Winnipeg.

Lips, H. M., & Ng, M. (1983, June). Use of the Beck Depression Inventory with three non-clinical populations. Paper presented at the annual meeting of the Canadian Psychological Association, Winnipeg.

Lips, H. M. (1982, June). Themes of the pregnancy experience: A content analysis of personal reports. Paper presented at the Institute of the Section on Women and Psychology, Canadian Psychological Association Meetings, Montreal.

Lips, H. M. (1982, June). A longitudinal study of the reporting of emotional and somatic symptoms during pregnancy. Paper presented at the annual meeting of the Canadian Psychological Association, Montreal.

Lips, H. M. (1982, June). Symptom-reporting among expectant fathers: A new look at the couvade syndrome. Paper presented at the annual meeting of the Association for Birth Psychology, Halifax.

Lips, H. M. (1981, June). Gender and the sense of power: Where are we and where are we going? Paper presented at the Institute of the Section on Women and Psychology, Canadian Psychological Association Meetings, Toronto.

Lips, H. M. (1980, March). Pregnancy as a factor in the perception of and causal attribution for women's moods. Paper presented at the Seventh Annual Conference on Feminist Psychology, Santa Monica.

Lips, H. M., Koffman, S., & Bourcier, S. (1979, March). Pregnancy: How unique is it as a psychological experience? Paper presented at the Sixth Annual Conference on Feminist Psychology, Dallas.

Lips, H. M., & Mayo, L. L. (1978, March). Causal attributions for male and female career success as a function of job status. Paper presented at the Fifth Annual Conference on Feminist Psychology, Pittsburgh.

Appleton, H. Lips, & Myers, A. (1976, November). Choosing to compete: A function of psychological androgyny? Paper presented at the Interdisciplinary Conference on Research on Women, Halifax.

Workshops/Panels

“Gender and economic issues.” Invited contribution to Diversity Panel on Gender, New River Valley Community Services Board, March, 2018.

“Gender stereotypes won’t affect my vote! Really?” Contribution to panel on Gender, Leadership and the Presidential Election, Radford University Center for Gender Studies, November 2, 2016.

“Coping with and preventing faculty conflict.” Contribution to a panel on *Uniting a divided department / Dealing with faculty conflict*. Presented at the annual meeting of the Association for Heads of Departments of Psychology, Atlanta, GA, November, 2010.

“Gender Issues in Education.” Invited Roundtable discussion. Ministry of Education, Wellington, NZ, March, 1999.

“Issues of Power and Achievement for Women.” Invited Roundtable discussion, Ministry of Women’s

Affairs, Wellington, NZ, March, 1999.

"Weaving the Threads Together: Including Global and Multicultural Perspectives in the Psychology of Women Course." (1995, March). Workshop presented at the annual convention of the Association for Women in Psychology, Indianapolis.

"Career Strategies and Direction" (with J. Frantzve and J. Carter). A series of full-day workshops presented to supervisory and professional employees at the Radford Army Ammunition Plant, January-February, 1992.

"Power and Leadership" (with J. Frantzve). Full-day workshop presented to female supervisors at the Radford Army Ammunition Plant, February, 1991.

"Leadership" (with J. Frantzve). A series of half-day workshops presented to first- and second-line supervisors at the Radford Army Ammunition Plant, February-March, 1991.

"Finding our Voices and Being Heard". Workshop at the Symposium on Women and Power, sponsored by the Canadian Advisory Council on the Status of Women, Ottawa, March, 1988 (Invited Resource Person).

"Power and Partnership". Invited workshop presentation at the annual conference of the Senior Women Academic Administrators of Canada, Montreal, April, 1988 (Leader).

"Being a Woman in Psychology". Workshop presentation at the Institute of the Section on Women and Psychology, Canadian Psychological Association meetings, Halifax, June, 1985. (Co-leader with Nina Colwill)

Courses Taught

Undergraduate: Introductory Psychology, Social Psychology, Advanced Topics in Social Psychology, Psychology of Sex and Gender, Psychology of Women, Environmental Psychology, Psychology of Social Conflict. I have also taught segments of both Research Methods and Introduction to Women's Studies.

Graduate: Advanced General Psychology, Advanced Social Psychology

Selected University Service/Committees

- Founder and Director (1990-2015), Radford University *Center for Gender Studies*. The Center is a focus for student and faculty research and programming on gender, has sponsored visits to the university by a host of distinguished researchers, and has attracted a Fulbright Scholar-in-Residence and a Ford Foundation postdoctoral fellow. The Center has run a yearly student research conference on gender. I continue to be an active Board member of the Center.
- Active participant in the development and implementation of Radford's University's first doctoral program: the Psy.D. in Counseling Psychology.
- Chair, *Women's Studies Working Group*, which developed a proposal for a minor in Women's Studies at Radford University.
- Director, Women's Studies Program, Radford University, 1999-2002
- Chair, Psychology Department *Academic Program Review Committee*, 1997-98 and 2003-04
- Active member, university committee planning the Radford University *Festival of Chinese Culture*, a series of events designed to launch the university's new academic program in

Chinese language and culture (199-2000).

- Member, Animal Care and Use Committee, Radford University, 2003-2015
- Coordinator, Interdisciplinary Major in Women's Studies (University of Winnipeg), 1988
- Chair, Psychology Department Personnel Committee (University of Winnipeg)
- Co-chair, Radford University Task Force on Sexual Assault, 2010-2012