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CURRICULUM VITAE
Karen A. Hegtvedt

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EDUCATION

B.A. Sociology, Washington State University, 1976
M.A. Sociology, Washington State University, 1978
Ph.D. Sociology, University of Washington, 1984

HONORS AND AWARDS

Phi Beta Kappa, Washington State University, 1976
Phi Kappa Phi, Washington State University, 1976
NIMH Postdoctoral Research Fellow, Stanford University, 1984-85
Lilly Postdoctoral Teaching Fellow, Emory University 1986-87
Department of Sociology, Emory University, Faculty Teaching Award, 1999
Cooley-Mead Lifetime Achievement Award, Social Psychology Section, American Sociological Association, 2023

RESEARCH AND TEACHING GRANTS

Legitimacy in the Workplace, with Cathryn Johnson, National Science Foundation, 2018-20, \$248,000
Developing Environmental Identity and Citizenship in College, with Cathryn Johnson, Spencer Foundation, 2011-12, \$35,635
Piedmont Project Workshop Award for developing sustainability course materials, 2007, \$1000
Emory College On-Line Fellowship for developing web-based course materials, 2003, \$2500
The Effects of Legitimacy on Reactions to Injustice, with Cathryn Johnson, National Science Foundation, Sociology Program, 2002-04, \$140,000
Massee-Martin/NEH Teaching Observation Award, Emory University, 1998, \$200
Arthur M. Blank/NEH Video Teaching Observation, Emory University, 1997, \$200
The Negotiated Resolution of Competing Justice Claims, Emory University, 1991-92, \$10,000.
Bargaining for Justice: The Resolution of Conflicting Allocation Claims, Emory University, summer 1990, \$3615.
Work, Compensation, and Income Inequality: What Is Fair? Emory University, 1987-88, \$7720.
Developing Models of the Social Antecedents and Behavioral Consequences of Attributions, Emory University, 1986-87. \$2000.

PROFESSIONAL EMPLOYMENT

current	Professor of Sociology, (Department Chair [2009-15], Interim Chair [2021-22, 2024-25]), Emory University (Associate Professor 1991-2005, Assistant Professor 1985-91)
1984-85	Research Fellow and Lecturer, Sociology, Stanford University
1978-82	Teaching Associate and Research Assistant, Sociology, University of Washington
1979-82	Research Assistant Health Services, University of Washington
1978	Project Manager, Evaluation of Cooperative Planning in Head Start, Seattle
1977-78	Research Assistant, Washington State University

BOOKS

Stets, Jan, Karen A. Hegtvedt, and Long Doan (Eds.). 2025. *Handbook of Social Psychology: Micro, Meso, and Macro Levels* (2 volumes). NY: Springer.

Hegtvedt, Karen A. and Cathryn Johnson. 2025 (2nd edition). *Social Psychology: Individuals, Interaction, and Inequality*. Thousand Oaks, CA: Sage.

Hegtvedt, Karen A. and Cathryn Johnson. 2018. *Social Psychology: Individuals, Interaction, and Inequality*. Newbury Park, CA: Sage.

Hegtvedt, Karen A. and Jody Clay-Warner (Eds.). 2008. *Advances in Group Processes: Justice*. Oxford: Emerald.

PUBLICATIONS: ARTICLES and CHAPTERS

Nelson, Jennifer L., Joonkil Ahn, and Karen A. Hegtvedt. 2024. "Fair across the Board? Relating Teacher Commitment to Teachers' Perceptions of Principal Versus Assistant Principals' Leadership." *Education Administration Quarterly*
<https://doi.org/10.1177/0013161X241300623>

Johnson, Cathryn, Ryan Gibson, Kate Hawks, and Karen A. Hegtvedt. 2024. "Emotional Benefits of Leader Legitimacy." *Social Psychology Quarterly* 87:357-79. (Online reference September 30, 2023, <https://doi.org/10.1177/01902725231199720>)

Hegtvedt, Karen A. 2024. "Scrutinizing Justice in Sociology: Inspiration from Social Psychology." *Social Psychology Quarterly* 87:111-30. (Online reference June 1, 2024, <https://doi.org/10.1177/01902725241254584>)

Hawks, Kate, Karen A. Hegtvedt, and Cathryn Johnson. 2023. "Interactional Contexts of Workplace Inequality: Differential Emotional Responses to Male and Female Authorities." *Advances in Group Processes* 40:115-40.

Hawks, Kate, Karen A. Hegtvedt, Ryan Gibson, Cathryn Johnson, and Jamica Zion. 2023.

- “Pathways to Legitimacy for Black and White Authorities: Impressions of Competence and Warmth.” *Social Psychology Quarterly* 87:84-105. (Online reference April 5, 2023, <https://doi.org/10.1177/01902725231162068>)
- Hegtvedt, Karen A., Cathryn Johnson, Ryan Gibson, Kate Hawks, and Jennifer L. Hayward. 2022. “Power and Procedure: Gaining Legitimacy in the Workplace.” *Social Forces* 101(1):176-201 (Online reference September 2, 2021, <https://doi.org/10.1093/sf/soab103>)
- Parris, Christie L., Karen A. Hegtvedt, and Cathryn Johnson. 2021. “Assessments of Environmental Justice Among Black Americans.” *Social Currents* 8:45-63. (Online reference August 20, 2020, <https://doi.org/10.1177/232949650950808>)
- Scheuerman, Heather L., Talia N. Gilbert, Shelly Keith, and Karen A. Hegtvedt. 2021. “Discerning Justice: Clarifying the Role of Procedural and Interactional Justice in Restorative Conferencing.” *Contemporary Justice Review* 24:4-23. (Online reference April 26, 2020 <https://doi.org/10.1080/10282580.2020.1755843>)
- Hegtvedt, Karen A., Christie L. Parris, and Cathryn Johnson. 2019. “Framing and Feeling Fuel Environmentally Responsible Behaviors of Black Residents in the United States.” *Sociological Perspectives* 62(5): 603-26. (Online reference June 21, 2019: <https://doi.org/10.1177/0731121419852946>)
- Nelson, Jennifer L., Karen A. Hegtvedt, Regine Haardörfer, and Jennifer L. Hayward. 2019. “Unpacking Teacher to Teacher Trust: The Roles of Organizational Justice and Teacher Dynamics.” *Work and Occupations* 46(3):307-38. (Online reference March 14, 2019: <https://doi.org/10.1177/0730888419835261>)
- Hegtvedt, Karen A. 2018. “Justice Frameworks.” Pp. 54-80 in *Contemporary Social Psychological Theories* (2nd edition), edited by Peter J. Burke. Stanford, CA: Stanford University Press.
- Scheuerman, Heather L., Karen A. Hegtvedt, and Cathryn Johnson. 2017. “‘It’s Not My Fault!’ Status, Attributions, and Perceptions of (In)justice: The Case of Teachers and Custodians.” *Sociological Spectrum* 37(5):299-318.
- Watson, Lesley, Karen A. Hegtvedt, Cathryn Johnson, Christie L. Parris, and Shruthi Subramanyam. 2017. “When Legitimacy Shapes Environmentally Responsible Behaviors: Considering Exposure to University Sustainability Initiatives.” *Education Sciences* 7(1):13 (17 pages) <http://www.mdpi.com/2227-7102/7/1/13/pdf>
- Hegtvedt, Karen A. 2016. “Theories of Social Justice.” (revised version of 2007) In *Blackwell Encyclopedia of Sociology Online* (2nd edition), edited by George Ritzer. Cambridge: Wiley Blackwell. Online reference August 24, 2016: http://www.sociologyencyclopedia.com/subscriber/uid=7830/tocnode?id=g9781405124331_yr2016_chunk_g978140512433125_ss1-156

- Johnson, Cathryn, Karen A. Hegtvedt, Nikki Khanna, and Heather Scheuerman. 2016. "Legitimacy Processes and Emotional Responses to Injustice." *Social Psychology Quarterly* 79:95-114.
- Hegtvedt, Karen A., Cathryn Johnson, and Lesley Watson. 2016. "Justice and Legitimacy." Pp. 425-44 in *Handbook of Social Justice Theory and Research*, edited by Clara Sabbagh and Manfred Schmitt. New York: Springer.
- Hegtvedt, Karen A. 2015. "Creating Legitimacy: The Interrelated Roles of Justice and Trust." Pp. 55-80 in *Cooperation and Compliance with Authority: The Role of Institutional Trust* (62nd Nebraska Symposium on Motivation), edited by Brian Bornstein and Alan Tompkins. New York: Springer.
- Watson, Lesley, Cathryn Johnson, Karen A. Hegtvedt, and Christie Parris. 2015. "Living Green: Examining Sustainable Dorms and Identities." *International Journal of Sustainability in Higher Education* 16(3):310-26.
- Hegtvedt, Karen A. 2014. "Ethics and Experiments." Pp. 23-51 in *Laboratory Experiments in the Social Sciences* (2nd edition), edited by Murray Webster and Jane Sell. Amsterdam: Elsevier.
- Hegtvedt, Karen A. and Christie Parris. 2014. "Emotions in Justice Processes." Pp. 103-26 in *Handbook of Sociology of Emotions*, edited by Jan Stets and Jonathan Turner. New York: Springer.
- Hegtvedt, Karen A. and Deena Isom. 2014. "Inequality: A Matter of Justice?" Pp. 65-94 in *Handbook of the Social Psychology of Inequality*, edited by J. McLeod, E. Lawler, and M. Schwalbe. New York: Springer.
- Parris, Christie, Karen A. Hegtvedt, Cathryn Johnson, and Lesley Watson. 2014. "Justice for All? Factors Affecting Perceptions of Environmental and Ecological Injustice." *Social Justice Research* 27:67-98.
- Hegtvedt, Karen A. and Heather L. Scheuerman. 2010. "The Justice/Morality Link: Implied, Then Ignored, Yet Inevitable." Pp. 331-60 in *Handbook of the Sociology of Morality*, edited by Steven Hitlin and Stephen Vaisey. New York: Springer.
- Hegtvedt, Karen A. and Cathryn Johnson. 2009. "Power and Justice: Toward an Understanding of Legitimacy." *American Behavioral Scientist* 53:376-399.
- Hegtvedt, Karen A., Cathryn Johnson, Natasha M. Ganem, Krysia W. Waldron, and Leslie M. Brody. 2009. "When Will the Unaffected Seek Justice for Others? The Effects of Group Identity and Legitimacy on Reactions to Another's Injustice." *Australian Journal of Psychology* 61:22-31.

- Hegtvedt, Karen A., Cathryn Johnson, and Natasha M. Ganem. 2008. "Expressing Emotional Responses to the Injustice of Others: It's Not Just What You Feel." Pp. 203-26 in *Social Structure and Emotions*, edited by Jody Clay-Warner and Dawn Robinson. New York: Elsevier.
- Hegtvedt, Karen A. 2007. "Theories of Social Justice." Pp. 4432-36 (volume IX) in *Encyclopedia of Sociology*, edited by George Ritzer. Cambridge: Blackwell. Online reference July 13, 2007:
http://www.blackwellreference.com/subscriber/tocnode?id=g9781405124331_chunk_g978140512433124_ss1-156
- Hegtvedt, Karen A. 2007. "Ethics and Experiments." Pp. 141-72 in *Laboratory Experiments in the Social Sciences*, edited by Murray Webster and Jane Sell. Amsterdam: Elsevier.
- Hegtvedt, Karen A. 2007. "The Talk of Negotiators: Shaping the Fairness of the Process and Outcome." Pp. 159-82 in *Distributive and Procedural Justice*, edited by Kjell Törnblom and Riel Vermunt. London: Ashgate Publishing.
- Johnson, Cathryn, Karen A. Hegtvedt, Leslie M. Brody, and Krysia W. Waldron. 2007. "Feeling Injustice, Expressing Injustice: How Gender and Context Matter." *Advances in Group Processes* 24:149-86.
- Hegtvedt, Karen A. 2006. "Justice Frameworks." Pp. 46-69 in *Contemporary Social Psychological Theories*, edited by Peter J. Burke. Stanford, CA: Stanford University Press.
- Hegtvedt, Karen A. 2005. "Doing Justice to the Group: Examining the Roles of the Group in Justice Research." *Annual Review of Sociology* 31:25-45.
- Clay Warner, Jody, Karen A. Hegtvedt, and Paul Roman. 2005. "Procedural Justice/Distributive Justice: How Experiences with Downsizing Condition their Impact on Job Commitment." *Social Psychology Quarterly* 68:89-102.
- Hegtvedt, Karen A. 2005. "Distributive Justice." Pp. 206-10 in *Encyclopedia of Social Theory*, edited by George Ritzer. Thousand Oaks, CA: Sage Publications.
- Hegtvedt, Karen A. and Jody Clay-Warner. 2004. "Linking Legitimacy and Procedural Justice: Expanding on Justice Processes in Organizations." Pp. 213-37 in *Research in the Sociology of Organizations*, edited by Cathryn Johnson. London: Elsevier.
- Hegtvedt, Karen A. 2004. "Legitimizing Legitimacy: Shaping a New Frontier of Research." (Review essay on *The Psychology of Legitimacy*). *Social Justice Research* 17:93-109.
- Hegtvedt, Karen A., Jody Clay-Warner, and Cathryn Johnson. 2003. "The Social Context of

- Responses to Injustice: Considering the Indirect and Direct Effects of Group-level Factors." *Social Justice Research* 16:343-66.
- Killian, Caitlin and Karen A. Hegtvedt. 2003. "The Role of Parents in the Maintenance of Second Generation Vietnamese Cultural Behaviors." *Sociological Spectrum* 23:213-45.
- Hegtvedt, Karen A., Jody Clay-Warner, and Elizabeth D. Ferrigno. 2002. "Reactions to Injustice: Factors Affecting Workers' Resentment toward Family-friendly Policies." *Social Psychology Quarterly* 65:386-400.
- Hegtvedt, Karen A. and Karen S. Cook. 2001. "Distributive Justice: Recent Theoretical Developments and Applications." Pp. 93-132 in *Handbook of Justice Research in Law*, edited by Joseph Sanders and V. Lee Hamilton. New York: Kluwer Academic/Plenum.
- Hegtvedt, Karen A. and Cathryn Johnson. 2000. "Justice Beyond the Individual: A Future with Legitimation." *Social Psychology Quarterly* 63:298-311.
- Hegtvedt, Karen A. 2000 (revised version of 1992 article). "Social Comparison Processes." Pp. 2649-57 in *Encyclopedia of Sociology*, edited by Edgar F. Borgatta and Rhonda J. Montgomery. New York: Macmillan Reference.
- Hegtvedt, Karen A. and Patrick J. Flinn. 2000. "Intergenerational Justice and the Environment: Determining the Fair Use of Mono Basin Water." *Advances in Group Processes* 17:255-84.
- Hegtvedt, Karen A. and Caitlin Killian. 1999. "Fairness and Emotions: Reactions to the Process and Outcomes of Negotiations." *Social Forces* 78:269-302.
- Hegtvedt, Karen A. and Barry Markovsky. 1995. "Justice and Injustice." Pp. 257-80 in *Sociological Perspectives on Social Psychology*, edited by Karen S. Cook, Gary A. Fine, and James House. Boston: Allyn Bacon.
- Hegtvedt, Karen A. "Justice." 1994. Pp. 177-204 in *Group Processes: Sociological Analyses*, edited by Martha Foschi and Edward J. Lawler. Chicago: Nelson-Hall.
- Hegtvedt, Karen A., Elaine A. Thompson, and Karen S. Cook. 1993. "Power and Equity: What Counts in Attributions for Exchange Outcomes?" *Social Psychology Quarterly* 56:100-19.
- Hegtvedt, Karen A. 1993. "Approaching Distributive and Procedural justice: Are Separate Routes Necessary?" *Advances in Group Processes* 10:195-221.
- Hegtvedt, Karen A. 1992. "Bargaining for Justice: A Means to Resolve Competing Justice Claims." *Social Justice Research* 5:155-72.

- Hegtvedt, Karen A. 1992. "When Is a Distribution Rule Just?" *Rationality and Society* 4:308-31.
- Cook, Karen S. and Karen A. Hegtvedt. 1992. "Empirical Evidence for the Sense of Justice." Pp. 187-210 in *The Sense of Justice: An Inquiry into the Biological Foundations of Law*, edited by Roger D. Masters and Margaret Gruter. Newbury Park, CA: Sage.
- Hegtvedt, Karen A. 1992. "Social Comparison Theory." Pp. 1812-18 in *Encyclopedia of Sociology*, edited by Edgar F. Borgatta and Marie L. Borgatta. New York: Macmillan.
- Hegtvedt, Karen A. 1991. "Teaching Sociology of Literature *through* literature." *Teaching Sociology* 19:1-12.
- Hegtvedt, Karen A. 1990. "The Effects of Relationship Structure on Emotional Reactions to Inequity." *Social Psychology Quarterly* 53:214-28.
- Hegtvedt, Karen A. 1989. "Fairness Conceptualizations and Comparable Worth." *Journal of Social Issues* 45:81-98.
- Hegtvedt, Karen A. and Elaine A. Thompson. 1988. "Attributions for Fair Exchange Outcomes: The Effects of Power and Status." *Social Justice Research* 2:113-35.
- Hegtvedt, Karen A. 1988. "Social Determinants of Perception: Power, Equity and Status Effects in an Exchange Situation." *Social Psychology Quarterly* 51:141-53.
- Cook, Karen S., Karen A. Hegtvedt, and Toshio Yamagishi. 1988. "Structural Inequality, Legitimation and Reactions to Inequity in Exchange Networks." Pp. 291-308 in *Status Generalization: New Theory and Research*, edited by M. Webster and M. Foschi. Stanford, CA.: Stanford University Press.
- Hegtvedt, Karen A. 1987. "When Rewards Are Scarce: Equal or Equitable Distributions?" *Social Forces* 66:183-207.
- Hegtvedt, Karen A. and Karen S. Cook. 1987. "The Role of Justice in Conflict Situations." *Advances in Group Processes* 4: 109-36.
- Cook, Karen S. and Karen A. Hegtvedt. 1986. "Justice and Power: An Exchange Analysis." Pp. 19-42 in *Justice in Social Relations*, edited by H.W. Bierhoff, R.L. Cohen, and J. Greenberg. New York: Plenum.
- Hegtvedt, Karen A., Diane P. Martin, and William C. Richardson. 1984. "Health Care Plans for Washington State Employees in King County." Pp. 5-26 in *Consumer Choice and Cost Containment: SAFECO's United Healthcare Plan*, ed. W.C. Richardson et al. Baltimore: U.S. Health Care Financing Administration. (Publication No. 03183)
- Cook, Karen S. and Karen A. Hegtvedt. 1983. "Distributive Justice, Equity, and Equality."

Annual Review of Sociology 9:217-41.

BOOK REVIEWS

- 1991 Lawler, Edward J. and Barry Markovsky. *Advances in Group Processes*, volume 6. Greenwich, CN: JAI Press. In *Contemporary Sociology* 20:143.
- 1989 Turner, Jonathan. *A Theory of Social Interaction*. Stanford, CA: Stanford University Press. In *Social Forces* 68:646.
- 1988 Aaron, H.J. and C.M. Lougy. *The Comparable Worth Controversy*. In *Ethics* 98:432.

NEWSLETTER AND OTHER ESSAYS

- 2022 Hegtvedt, Karen A. "Enduring Collaborations." Calendar for the Mono Lake Committee.
- 2001 Hegtvedt, Karen A. "Collective Aspects of Justice." International Society of Justice Research newsletter, spring.
- 2002 Hegtvedt, Karen A. "Reviewing the IRB." Social Psychology Section newsletter, American Sociological Association.

WORK IN PROGRESS

- Gibson, Ryan, Karen Hegtvedt, Cathryn Johnson, and Kate Hawks. "Who Cares? Effects of Manager and Coworker Care on Motivating Workers." (drafted)
- Hawks, Kate, Cathryn Johnson, Karen A. Hegtvedt, and Ryan Gibson. "Instrumental, Relational, Moral, and Collective Bases of Legitimation." (revise & resubmit, *Social Forces*)
- Hegtvedt, Karen A. and Ryan Gibson. "Justice." (Invited, peer reviewed chapter submitted for *Handbook of Social Psychology: Micro, Meso, and Macro Levels*)

PRESENTATIONS (since 2000)

- Hawks, Kate, Cathryn Johnson, Karen A. Hegtvedt, and Ryan Gibson. 2025. "The Role of Manager Behaviors in Workers' Emotion Management Strategies." Presented at the Group Processes Conference, August, Chicago.
- Hegtvedt, Karen A. 2025. "Social Justice Research: Lay Low or Lean In?" Presidential address, International Society for Justice Research, June, Seattle.
- Hegtvedt, Karen A., Ryan Gibson, Cathryn Johnson, and Kate Hawks. 2025. "Belonging and Burnout: The Impact of Instrumental, Relational, and Cultural Support." Presented at the meetings of the International Society for Justice Research, June, Seattle.
- Hawks, Kate, Ryan Gibson, Cathryn Johnson, and Karen A. Hegtvedt. 2025. "Impressions, Race,

- and Legitimacy of Leaders in the Workplace.” Presented at the meetings of the Southern Sociological Society, Charlotte, NC.
- Gibson, Ryan, Karen A. Hegtvedt, Cathryn Johnson, and Kate Hawks. 2024. “The Pivotal Roles of Resources and Belongingness on Burnout in the Workplace.” Presented at the Group Processes Conference., August, Montreal.
- Gibson, Ryan, Karen A. Hegtvedt, Cathryn Johnson, and Kate Hawks. 2024. “To Be ‘Cared For’ or Not: The Pivotal Roles of Resources and Belongingness on Burnout in the Workplace.” Presented at the International Workshop on Organizational Justice and Behavioral Ethics, May 30-31, Bordeaux, France.
- Gibson, Ryan, Karen Hegtvedt, Cathryn Johnson, and Kate Hawks. 2024. “Why Inclusivity Matters: Actions by Authorities and Coworkers Enhance Workplace Motivation and Extra-role Behaviors.” Presented at the meetings of the Southern Sociological Society, New Orleans.
- Hegtvedt, Karen A. 2023. “Scrutinizing Justice in Sociology: Inspiration from Social Psychology.” Invited (by the Social Psychology section) presentation at the meetings of the American Sociological Association, Philadelphia.
- Hawks, Kate, Ryan Gibson, Cathryn Johnson, and Karen A. Hegtvedt. 2023. “Instrumental, Relational, Moral, and Collective Bases of Legitimation.” Presented at the meetings of the American Sociological Association, Philadelphia.
- Yu, Jiaxuan, Timothy J. Dowd, and Karen A. Hegtvedt. 2023. “From the Stage to the Front Page: Cultural Entrepreneurship, Networks, and Media Coverage of Chinese Musicians (1912-1949).” Presented at the meetings of the American Sociological Association, Philadelphia.
- Gibson, Ryan, Karen Hegtvedt, Cathryn Johnson, and Kate Hawks. 2024. “Why Inclusivity Matters: Actions by Authorities and Coworkers Enhance Workplace Motivation and Extra-role Behaviors.” Presented at the meetings of the Southern Sociological Society, New Orleans.
- Gibson, Ryan, Karen Hegtvedt, Cathryn Johnson, and Kate Hawks. 2023. “Who Cares? Effects of Manager and Coworker Care on Motivating Workers.” Presented at the meetings of the Academy of Management, Boston.
- Gibson, Ryan, Kate Hawks, Karen A. Hegtvedt, and Cathryn Johnson. 2023. “The Roles of Justice, Value Congruence, and Resource in Legitimation.” Presented at the meetings of the International Society for Justice Research, Munich.
- Hawks, Kate, Karen A. Hegtvedt, Ryan Gibson, and Cathryn Johnson. 2022. “Impressions of Competence and Warmth: Pathways to Leader Legitimacy.” Presented at the meetings of the American Sociological Association, Los Angeles.

- Nelson, Jennifer L., Joonkil Ahn, and Karen A. Hegtvedt. 2022. "Gaps in Perceived Fairness at Work: The Case of Teachers' Perceptions of Principal Versus Assistant Principals." Presented at the meetings of the American Sociological Association, Los Angeles.
- Hegtvedt, Karen A. 2022. "Exemplifying the Interplay between Individual-level Justice Processes and Social Justice." Invited keynote address at the International Workshop on Organizational Justice and Behavioural Ethics. Toulouse, France. May.
- Ahn, Joonkil, Jennifer L. Nelson, and Karen A. Hegtvedt. 2022. "Teachers' Perceptions of Principal versus Assistant Principals' Leadership: An Organizational Justice and Attribution Theory Approach." Presented at the meetings of the American Educational Research Association, San Diego.
- Hawks, Kate, Karen A. Hegtvedt, and Cathryn Johnson. 2021. "Interactional Contexts of Workplace Inequality: Differential Emotional Responses to Male and Female Authorities." Presented at the meetings of the International Society for Justice Research virtual meeting, Lisbon, Portugal.
- Hegtvedt, Karen A., Cathryn Johnson, Jennifer L. Hayward, and Ryan Gibson. 2019. "Power and Procedure: Gaining Legitimacy in the Workplace." Presented at the meetings of the American Sociological Association, New York City.
- Hegtvedt, Karen A., Christie L. Parris, and Cathryn Johnson. 2018. "Feeling Environmentalism: Passion and Outrage Fuel Environmentally Responsible Behaviors." Presented at the meetings of the American Sociological Association, Philadelphia.
- Johnson, Cathryn, Karen A. Hegtvedt, and Jennifer L. Hayward. 2018. "Gaining Legitimacy: Using Procedures Fairly and Power Benevolently." Presented at the meetings of the International Society for Justice Research, Atlanta (July).
- Hegtvedt, Karen A., Cathryn Johnson, and Jennifer L. Hayward. 2018. "What's a Manager Gotta Do? Factors Affecting Legitimacy Gains." Presented at the meetings of the Southern Sociological Society, New Orleans (April).
- Gilbert, Talia N., Heather L. Scheuerman, Shelly Keith, and Karen A. Hegtvedt. 2017. "Discerning Justice: Clarifying the Role of Procedural and Interactional Justice in Restorative Conferencing." Presented at the meetings of the American Society for Criminology (November).
- Hegtvedt, Karen A. 2017 "Justice Dynamics: Engendering Trust across Differences." Invited presentation for the "Interacting Across Differences" conference, Dartmouth University (September).
- Parris, Christie L., Karen A. Hegtvedt, Cathryn Johnson, Lesley Watson, and Lindsey Coyle.

2017. "Perceptions of Environmental Justice Among Black Americans." Presented at the meetings of the American Sociological Association, Montreal.
- Hegtvedt, Karen A. and Cathryn Johnson. 2017. "Group Processes: Inequality and Emotions." Invited presentation for a plenary session at the meetings of the American Sociological Association, Montreal.
- Hegtvedt, Karen A. 2016. "Doing Justice Beyond Social Psychology." Invited presentation at the meetings of the International Sociological Association. Vienna, Austria (July).
- Nelson, Jennifer L., Karen A. Hegtvedt, and Jennifer L. Hayward. 2016. "Unpacking Teacher to Teacher Trust: The Roles of Organizational Justice and Teacher Dynamics." Presented at the International Society for Justice Research, Canterbury, England (July).
- Nelson, Jennifer L., Karen A. Hegtvedt, and Jennifer L. Hayward. 2016. "Justice Antecedents to Cultivating 'Trust in Schools:' Coworker Relationships in an Urban and Suburban District." Presented at the meetings of the Southern Sociological Society, Atlanta (April).
- Parris, Christie L., Karen A. Hegtvedt, Cathryn Johnson, Lesley Watson, and Lindsey Coyle. 2015. "Racial Identity, Environmental Identity, and Environmental and Ecological Justice Evaluations among Black College Students." Presented at the meetings of the American Sociological Association, Chicago.
- Hegtvedt, Karen A., Cathryn Johnson, Christie L. Parris, Lesley Watson, and Lindsey Coyle. 2014. "Racial Identity and Perceived Discrimination: Effect on Environmental Justice Perceptions." Presented at the International Society for Justice Research, New York (June).
- Hegtvedt, Karen A. 2014. "Creating Legitimacy: The Interrelated Roles of Justice and Trust." Invited presentation at the 62nd annual Nebraska Symposium on Motivation, Lincoln (April).
- Scheuerman, Heather L., Karen A. Hegtvedt, and Cathryn Johnson. 2012. "A Cycle of Injustice among Teachers and Custodians." Presented at the International Society for Justice Research, Tel Aviv (September).
- Hegtvedt, Karen A. 2012. "Ethics: Before, During, and After Review." Invited workshop presentation at the meetings of the American Sociological Association. Denver.
- Hegtvedt, Karen A., Cathryn Johnson, Christie Parris, and Lesley Watson. 2012. "From Laboratory to Dormitory: How Basic Work on Justice and Legitimacy Shape Evaluations of 'Living Green.'" Invited presentation at the meetings of the Society for the Psychological Study of Social Issues. Charlotte, North Carolina.
- Johnson, Cathryn, Karen A. Hegtvedt, Nikki Khanna, and Heather Scheuerman. 2012.

“Emotional Reactions to Distributive Injustice: How Does Legitimacy Matter?” Invited presentation at the Theory Workshop in Sociology at the University of Iowa, Iowa City. (April)

Subramanyam, Shruthi, Karen A. Hegtvedt, Lesley Watson, Christie Parris, and Cathryn Johnson. 2012. “Legitimacy and ‘Compliance’ with University Sustainability Efforts: The Effects of Friends and Administrators on Environmentally Responsible Behaviors.” Presented at the meetings of the Southern Sociological Society, New Orleans.

Hegtvedt, Karen A., Cathryn Johnson, Christie Parris, and Lesley Watson. 2010. “The Environment and its Discontents: Emotional Responses to Injustice.” Presented at the meetings of the International Society for Justice Research, Banff, Canada.

Hegtvedt, Karen A. and Heather L. Scheuerman. 2010. “The Justice/Morality link: Implied, Then Ignored, Yet Inevitable.” Presented at the meetings of the International Sociological Association, Gothenburg, Sweden.

Johnson, Cathryn and Karen A. Hegtvedt. 2010. “From Laboratory to the Dormitory: A Justice and Legitimacy Research Agenda.” Invited presentation at the social psychology brown-bag colloquium, Department of Sociology, University of Georgia.

Hegtvedt, Karen A., Cathryn Johnson, Leslie M. Brody, and Krysia W. Waldron. 2009. “Emotional Responses to Distributive Injustice: How Does Legitimacy Matter?” Invited presentation, University of Arizona, April, 2009.

Hegtvedt, Karen A., Cathryn Johnson, and Nikki Khanna. 2009. “Legitimated Authorities, Group Identity, and Responding to Distributive Injustice.” Paper presented at the meetings of the Southern Sociological Society, New Orleans.

Hegtvedt, Karen A., Cathryn Johnson, Leslie M. Brody, and Krysia W. Waldron. 2008. “Peers, Superiors, and Connections: Evoking and Displaying Emotions in Response to Distributive Injustice.” Paper presented at the meetings of the International Society for Justice Research, Adelaide, Australia and at the International Sociological Association Forum, Barcelona.

Hegtvedt, Karen A., Cathryn Johnson, Nikki Khanna, Leslie M. Brody, Krysia W. Waldron, and Heather Scheuerman. 2008. Peers, Superiors, and Connections: Shaping Perceptions of and Reactions to Distributive Injustice. Paper presented at the Justice Pre-conference of the Society for Personality and Social Psychology, Albuquerque, NM.

Johnson, Cathryn and Karen A. Hegtvedt. 2007. “Power and Justice: Toward an Understanding of Legitimacy.” Presented at the meetings of the American Sociological Association, New York.

Johnson, Cathryn, Karen A. Hegtvedt, Leslie M. Brody, and Krysia W. Waldron. 2007. “Feeling

- Injustice, Expressing Injustice: How Gender and Context Matter.” Presented at the meetings of the Southern Sociological Society, Atlanta.
- Hegtvedt, Karen A. and Cathryn Johnson. 2006. “Pathways to Legitimacy Paved by Power, Inspired by Justice, and Fortified by Observers.” Presented at the meetings of the International Society for Justice Research, Berlin.
- Morgan, Natasha, Karen A. Hegtvedt, and Cathryn Johnson. 2005. “Expressing Emotional Responses to the Injustice of Others: It’s Not Just What You Feel.” Presented at the meetings of the American Sociological Association, Philadelphia. (Revised version presented at the Conference on Social Structure and Emotions, Athens, GA, 2006.)
- Morgan, Natasha, Leslie Brody, Krysia Wrobel, Karen A. Hegtvedt, and Cathryn Johnson. 2005. “When Will the Unaffected Seek Justice for Others? Perceptions of and Responses to Another’s Injustice.” Presented at the meetings of the Southern Sociological Society, Charlotte, NC.
- Wrobel, Krysia, Leslie Brody, Natasha Morgan, Karen A. Hegtvedt, and Cathryn Johnson. 2004. “When Will the Unaffected Seek Justice for Others? Perceptions of and Responses to Another’s Injustice.” Presented at the meetings of the Midwest Academy of Management, Chicago.
- Hegtvedt, Karen A. 2004. “Regulating Social and Behavioral Science Research: Questions of Justice and Legitimacy.” Presented at the meetings of the Association of Policy Analysis and Management, Atlanta.
- Hegtvedt, Karen A. 2004. “Social and Behavioral Research with Human Subjects: Regulations and Reasonableness.” Invited presentation at the meeting of the DHHS Secretary’s Advisory Committee on Human Research Protections, July. Washington D.C.
- Clay-Warner, Jody and Karen A. Hegtvedt. 2004. “Linking Legitimacy and Procedural Justice: Expanding on Justice Processes in Organizations.” Presented at the International Conference on Social Justice, Regina, Saskatchewan, Canada.
- Hegtvedt, Karen A. and Jody Clay-Warner. 2003. “Justice and Legitimacy in Organizations: Contrasting Views from Sociology and Psychology.” Presented at the meetings of the Southern Sociological Society, New Orleans, March.
- Hegtvedt, Karen A., Cathryn Johnson, and Jody Clay-Warner. 2002. “Allocators Behaving (Un)Fairly, Acting With(out) Legitimacy: (Intensifying) Attenuating Reactions to Distributive Injustice.” Presented at the meetings of the International Sociological Association, Brisbane, Australia, July. (Revised version presented at the Conference on Group Processes Theory and Research, Chicago.)
- Hegtvedt, Karen A. 2002. “The Talk of Negotiators: Shaping the Fairness of the Process and

Outcome.” Presented at the International Conference on Social Justice, Skövde, Sweden.

Hegtvedt, Karen A. 2001. “Doing Justice to the Group: Examining the Roles of the Group in Justice Research.” Presented at the Groups Pre-conference at the meetings of the Society of Experimental Social Psychologists, Spokane.

Clay-Warner, Jody and Karen A. Hegtvedt. 2001. “Justice Evaluations, Downsizing, and Organizational Commitment.” Presented at the meetings of the Southern Sociological Association, Atlanta.

Hegtvedt, Karen A. and Cathy Johnson. 2000. “Justice Beyond the Individual: A Future with Legitimation.” Presented at the Conference on Group Processes Theory and Research, Washington D.C.

Ferrigno, Elizabeth D., Karen A. Hegtvedt, and Jody Clay-Warner. 2000. “Reactions to Injustice: Factors Affecting Resentment toward Work-Family Policies.” Presented at the meetings of the Southern Sociological Society, New Orleans.

PROFESSIONAL AFFILIATIONS

American Sociological Association
Southern Sociological Society
International Society for Justice Research
Society for the Psychological Study of Social Issues

PROFESSIONAL SERVICE

Discussant, “Power and Justice Dynamics in Organizations and Beyond,” meetings of the Academy of Management, July, Copenhagen, 2025.

Committee for Lifetime Achievement Award, Emotions section, American Sociological Association 2024-25

Mentor, Social Psychology section, American Sociological Association (2023-24, Zara Jillian, University of Georgia; 2024-25, Regan Smock, University of Iowa)

Cooley-Mead Award selection committee, Social Psychology section, American Sociological Association 2023-24

President, International Society for Justice Research, 2023-25.

Outstanding Contributions (paper) Award committee, Social Psychology section, American Sociological Association 2021-22 (chair 2022).

Council member, Rationality and Society section, American Sociological Association, 2022-24.

Nominations committee, Social Psychology section, American Sociological Association, 2019-2021 (chair 2020-21).

Science Committee, International Society for Justice Research, Lisbon, 2019-21.

External Reviewer, Department of Sociology, University of South Carolina, 2019.

Chair, Committee for Outstanding Recent Contributions Award, Emotions section, American Sociological Association, 2018-19.

Panelist, Developing and Running Your Research Agenda, Southern Sociological Society, 2019.

Panelist, Job Market Workshop, Social Psychology section, American Sociological Association, 2018.

Executive Committee, International Society for Justice Research, 2017-18.

Public Relations Liaison, Social Psychology section, American Sociological Association, 2017-19.

Nominations Committee, Emotions section, American Sociological Association, 2017-18, 2011-12, 2004-05.

Associate Editor, *Social Justice Research*, 2017-22.

Committee for Outstanding Paper Award, Theory section, 2016-17.

Organizer, 2018 meetings of the International Society for Justice Research (2016-18), Atlanta

Chair elect/Chair/past Chair, Emotions section, American Sociological Association, 2014-17

Organizer, Emotions session, 2016.

Organizer, session to honor recipient of SSS Honor Roll Award, Southern Sociological Society meetings, New Orleans, 2015.

Editorial Board, *Advances in Group Processes*, 2014-25.

External Reviewer, Department of Sociology, Texas A & M, 2014.

Coeditor (2010-13), Editor (2013-14), *Social Psychology Quarterly*.

Endowment Development Committee, Social Psychology section, American Sociological Association, 2011-14 (chair), 2015-17, 2024-25 (member).

Organizer, sessions on Group Processes and Inequality, Southern Sociological Society, Atlanta, 2013.

Committee for Outstanding Paper Competition, Rationality and Society section, American Sociological Association, 2012-13.

Committee for the Graduate Paper Competition, Rationality and Society section, American Sociological Association, 2010-12 (chair 2011-12).

Council member, Rationality and Society section, American Sociological Association, 2010-13.

Program committee, International Society for Justice Research, Banff, Canada, 2010.

Program committee, International Society for Justice Research, Adelaide, Australia, 2008.

Chair elect/Chair/past Chair, Social Psychology section, American Sociological Association, 2007-10.

Organizer, Social Psychology session, American Sociological Association meetings, New York, 2007.

Council member, Emotions section, American Sociological Association, 2006-08.

Council member, Social Psychology section, American Sociological Association, 2005-08.

Program Committee, Southern Sociological Society, New Orleans, 2005.

Co-organizer with Anna Johannsson, session Across the Social Psychological Spectrum: New Developments in Ethics, American Sociological Association meetings, Philadelphia, 2005.

Panel Member, human research protections in social and behavioral research, presented before the U.S. Department of Health and Human Services Secretary's Advisory Committee on Human Research Protections, Washington D.C., July 2004.

Organizer, session on Research on Emotions, American Sociological Association meetings, San Francisco, 2004.

Presenter, issues related to human research protections: Interdenominational Theological Center,

March 2005; University of Georgia, July 2003; Kennesaw State University, September 2003; University of Western Kentucky, October 2003; University of Louisville, November 2003.

Organizer with Cathryn Johnson for Conference on Group Processes, Atlanta, 2003.

Organizing committee member, IRB Best Practices in the Review of Social and Behavioral Sciences Research, Belmont Conference Center, MD, July 2003.

Presenter, Human Research Protections Workshops: American Sociological Association meetings, San Francisco 2004, Atlanta 2003, Chicago 2002; American Psychological Society meetings, Atlanta, 2003.

Member, National Social and Behavioral Sciences Working Group on Human Research Protections, 2003-05.

Treasurer, International Society for Justice Research, 2002-06.

Presider, Group Processes session, American Sociological Association meetings, Chicago, 2002.

Organizer and Discussant, Group Processes session, American Sociological Association meetings, Anaheim, 2001.

Secretary/treasurer, Social Psychology section, American Sociological Association, 2001-04.

Deputy Editor, *Social Psychology Quarterly*, 2000-03.

Editorial Board, *American Journal of Sociology*, 1999-2001.

Organizer and Presider, Group Processes session, Pacific Sociological Association meetings, Portland, 1999.

Cooley-Mead Award Committee, Social Psychology section, 1998-99, chair 1999-2000, 2023-24.

Nominations Committee, Emotions section, American Sociological Association, 1998-99.

Discussant, Group Processes session, International Sociological Association, Montreal, 1998.

Discussant, Gender Norms and Socialization session, Southern Sociological Society, Atlanta, 1998.

Discussant, Group Processes session, American Sociological Association, Toronto, 1997.

Editorial Board, *Social Forces*, 1996-99.

Committee on Committees, American Sociological Association, 1995-96.

Chair, Membership Committee, Southern Sociological Society 1993-99.

Council member, Social Psychology section, American Sociological Association, 1993-96.

Editorial Board, *Social Psychology Quarterly*, 1991-94.

Membership Committee, Social Psychology section, American Sociological Association, 1994-95.

National Science Foundation, Sociology Review Panel, 1992-94.

Organizer and Presider, Group Processes sessions, American Sociological Association meetings, Los Angeles, 1994.

Chair, Graduate Awards Committee, Social Psychology section, American Sociological Association, 1993-94.

Reviewer (2014-23): *Social Psychology Quarterly*, *American Sociological Review*, *Social Forces*, *Work and Occupations*, *American Journal of Sociology*, *Sex Roles*, *Journal of Applied Social Psychology*, *Social Justice Research*, National Science Foundation.

Presider, Group Processes session, American Sociological Association meetings, Miami 1993.

Program Committee, Southern Sociological Society, Chattanooga, 1993.

Discussant, Social Psychology session, Pacific Sociological Association meetings, Portland,

1993.
 Presider and Discussant, Group Processes session, American Sociological Association meetings, Pittsburgh, 1992.
 Organizer and Presider, Social Interaction session, Southern Sociological Society meetings, New Orleans, 1992
 Nominations Committee, Social Psychology section, American Sociological Association, 1991-92.
 Organizer and Presider, Social Psychology session, Pacific Sociological Association meetings, Irvine, 1991.
 Committee on Graduate Student Participation, Social Psychology section, American Sociological Association, 1988-89.
 Panelist, "Laboratory Experimentation as an Approach to Theory-building," American Political Science Association meetings, Atlanta, 1989.
 Organizer and Presider, Social Interaction session, Pacific Sociological Association meetings, Reno, 1989.
 Organizer with Linda D. Molm for Conference on Small Groups Theory and Research, Atlanta, 1988.
 Roundtable discussant with Jane Sell, "Justice, Legitimacy and Collective Action," Conference on Small Groups Theory and Research, Atlanta, 1988.
 Organizer and Presider, Social Psychology session, Southern Sociology Society meetings, Nashville, 1988.
 Panelist, "Professional Transitions: The Costs and Benefits of Geographic Relocation," Southern Sociological Society meetings, Atlanta, 1987.
 Roundtable discussant with Linda D. Molm, "New Directions in Exchange Theory," American Sociological Association meetings, New York, 1986.

UNIVERSITY SERVICE

1987-92

2007	Freshmen Seminar Leader/Freshman Advising & Mentoring at Emory (FAME) leader
1987	Research Consultant to President's Commission on the Status of Women
1988	Freshmen Seminar Steering Committee
1988	Judge for Stipe Society Creative Writing Context
1988	Panel Member for "Special Off-Campus Study Opportunities," Parents' Weekend
1988,'95,'98	Faculty Panel Member for Admissions Office's "Emory Preview" Weekend
1988	Committee Member for Selection of the "Senior Speaker"
1988-92	
2008	College Affirmative Action Committee (Chair, 1991-2)
1988-2005	Social, Humanist, and Behavioral Institutional Review Board, Chair (2000-2005)
1989-92	College Advisory Committee on Budget and Planning
1990-92	President's Commission on the Status of Minorities
1990	College Committee to Evaluate the Greek System
1992, 1994	Phi Beta Kappa Nominating Committee
1994- 01,	

2003-04	
2007-08	Martin Luther King Scholarship selection committee
1997	Committee to Raise Questions for the Implementation of the New Curriculum
1998	Subcommittee on the Historical Perspectives on Western Culture of the GER
1998-00	Graduate Woodruff Scholars Selection Committee (Social Sciences)
1998-99	Emory College Committee on Admissions and Scholarships
1999	Truman Scholarship selection committee
1999	Nominating Committee of Emory College
1999-03	
2005-07	Education Abroad Committee, (Chair 2002-03; Chair 2006-07)
1999-03	
2006-08	Graduate School, Executive Committee
2001	Nominating Committee for the Restructuring of College/Graduate School
2001-03	Commission on Research at Emory
2002	Search Committee for the Dean of Undergraduate Education
2002-03	ICIS committee
2003 (spring)	Humanities and Social Sciences Research Committee
2004	Howard Hughes Teacher/Scholar program, ORDER selection committee
2004	Emory College On-Line summer fellowships selection committee
2004-07	Academic Standards subcommittee on non-Emory study abroad programs
2003-04,	
2008,	
2012-13,	
2015	Commencement Faculty Marshall for Laney Graduate School
2005-08	College Fundraising Committee
2007-09	Residence Life, Steering Committee for (“living green” dorms) Evans and Few
2008	Dean’s Task Force on Advising
2009-10	Green Bean Advisory Committee
2010	Responsible Conduct of Research Committee
2003,	
2010-11	
2015-16	
2018-22	Marshall/Rhodes Scholarship Selection Committee
2011-2021	Office of Sustainability Initiatives, Faculty Advisory Council
2013	Climate Change Committee, Laney Graduate School
2013-16	College Grievance Committee
2014, 2016	Search Committee, Anderson Sustainability Teaching Fellow
2013-14	Graduate School, Research Integrity workshop speaker
2014-18	Sustainability Literacy Survey team
2014-18	Lecture Track Faculty Promotion Committee
2015-18	Center for Mind, Brain, and Culture Advisory Committee
2016-	National Scholarships & Fellowships Program, Faculty Advisory Board
2016-19	Emory College Faculty Senate
2017	Emory College Faculty Senate Working Group on Teaching Evaluation
2017	SURE mentor for Sunidhi Ramesh, summer

2018-20	President (Past President), Emory College Faculty Senate
2018-19	Emory College Faculty Senate, Senate Review Working Group (co-chair)
2019-21	Provost's Academic Review Committee
2019-22	Emory College Tenure and Promotion Committee
2021-22	Emory College Faculty Senate, Working Group on Practices and Policies of Evaluation of Teaching
2022-24	Emory College Grievance Committee
2022-23	Emory College Faculty Senate, Working Group on Implementation of Practices and Policies of Evaluation of Teaching
2022-24	Tenure and Promotion Advisory Committee, Emory University (vice chair fall 2023; chair spring 2024)
2023	Office of Sustainability Initiatives search committee
2025-26	Co-Chair, Emory College Faculty Senate Review Committee

DEPARTMENTAL SERVICE

1985-present	Social Psychology Program Committee (Chair, 1988-92, 1994-96, 1997-00, 2011-17, 2019-24)
1985-present	Human Subjects Review Committee
1985, 1996-00	
2003-05,	
2019-21	Graduate Program Committee (Chair, 1997- 00, 2003-04)
1986,1992-00,	
2003-04	
2006-08	Graduate Awards and Admissions Committee
1986	Medical Sociology Examination Committee
1987-89, 1991	
2012, 2014,	
2016(co),	
2024(co)	Coordinator, Southeastern Undergraduate Sociology Symposium (SEUSS)
1988	Colloquium Committee
1988	Senior Search Committee
1989	Social Psychology Search Committee
1990	Sociology/Women's Studies Search Committee
1990	Undergraduate Curriculum Committee
1992- 97	Graduate Recruitment Director
1992 (spring)	Acting Director of Graduate Studies
1991-92	Department Self Study Committee
1995- 97	Social Psychology Search Committee (Chair, 1995-97)
1996- 00	
2003-04	Director of Graduate Studies
1998	"Active Learning" workshop coordinator
1999	Department Self Study Committee
2002-03,	

2009-15	Social committee
2004	Stratification Search Committee
2004-08	TATTO coordinator
2006-07	Social Psychology Senior Search Committee (Chair)
2007-08	
2013-18	Speakers committee
2007-08	Pro-seminar advisory committee
2009-15	Department chair
2011-12	Department Self Study Committee (Chair)
2012, 2015	Social psychology teaching post-doc search committee
2012, 2013	Staff search committees: Academic Department Administrator; Undergraduate Program Coordinator
2013-15	Department Diversity Committee (Chair)
2014	Culture Search Committee
2016-17	
2019-22	Graduate Program Committee
2016-2025	Culture and Social Psychology Prelim Committee
2017,	
2020-22	Marty Levin ICPSR Scholarship Committee
2022-23	Assignment of College TAs to Sociology courses
2019-25	Department Research Funds Allocation Committee

AREAS OF SPECIALIZATION: Social Psychology, Emotions, Inequality, Sociology of Literature, Medical Sociology

COURSES TAUGHT: *Undergraduate*: Socialization; Individual and Society; Social Interaction Processes; Literature and Society; Comparative Health Systems. *Graduate*: Socialization; Group Processes; Evaluations in Social Interaction; Teaching Sociology, Second Year Research Paper.