

Summary

Michelle Ryan is an Associate Professor at the University of Exeter, UK and a (part-time) Professor of Diversity at the University of Groningen, The Netherlands. Until recently she held a five-year Academic Fellowship funded by the Research Council of the UK. She is involved in a number of research projects. With Alex Haslam, she has uncovered the phenomenon of the *glass cliff*, whereby women (and members of other minority groups) are more likely to be placed in leadership positions which are risky or precarious. Research into the glass cliff has been funded by the ESRC and the ESF. In 2005 it was short listed for the *Times Higher Education Supplement* Research Project of the Year and was named by the *New York Times* as one of the top 100 ideas that shaped 2008.

Michelle is also involved in projects examining (a) identity fit, leadership, and ambition (with Kim Peters), (b) leadership succession (with Floor Rink and Janka Stoker); (c) academic leadership (with colleagues from Psychology and the Centre for Leadership Studies); (d) identity and work-life balance (with Kim Peters), (e) social identity and sexuality (with Chris Robus); (f) the social identity of unemployment (with Pamela Bretschneider & Thomas Kessler), (g) social identity and surveillance (with Aisling O'Donnell and Jolanda Jetten), (h) leadership and the Queen Bee (with Janka Stoker and Floor Rink), (i) fractured identities (with Thomas Morton), (j) women and mentoring (with Mette Hersby & Jolanda Jetten); and (k) the gender wage gap (with Clara Kulich).

PERSONAL DETAILS

Name:	Michelle Kim RYAN
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Telephone:	+44 (0)1392 725120
Facsimile:	+44 (0)1392 724623
Email:	m.ryan@exeter.ac.uk
Date and Place of Birth:	1 st March 1973 Sydney, Australia
Nationality:	Australian
First Language:	English

HIGHER EDUCATION

- 1998-2004 **The Australian National University**
PhD in the School of Psychology, Faculty of Science
Thesis title - *A gendered self or a gendered context? A self-categorization appraisal of gender differences.*
Supervised by Dr Barbara David, Advised by Prof John Turner & Dr Katherine Reynolds. Admitted 5th May 2004
- 1993-1997 **The Australian National University**
Bachelor of Science (Hons)
Double major: Psychology
Honours Thesis: *Moral reasoning: Gender, the self, and social context.*
- 1993-1995 **The Australian National University**
Bachelor of Arts
Majors: Philosophy and Gender Studies

RESEARCH AND TEACHING POSITIONS

RESEARCH

- 2008 – present **Associate Professor**
School of Psychology, University of Exeter, UK
- 2009 – present **Professor of Diversity**
Faculty of Economics and Business, University of Groningen, Netherlands
- 2005 – present **RCUK Academic Fellow**
School of Psychology, University of Exeter, UK
- 2003 – 2006 **Research Fellow ^ Senior Research Fellow**
School of Psychology, University of Exeter, UK
Working with Alex Haslam, Tom Postmes, Jolanda Jetten, Paul Hutchison, and Paul Webley on a Leverhulme-funded project investigating group decision-making.
- 2003 **Senior Research Assistant**
School of Psychological Science, La Trobe University, Australia
Working with Michael Platow, on several large research projects investigating intergroup processes.
- 2001 - 2002 **Research Officer**
School of Psychology, The Australian National University, Australia
Working with John Turner, Alex Haslam, and Kate Reynolds overseeing several ARC-funded research projects.
- 1998 – 2000 **Research Assistant**
Division of Psychology, The Australian National University, Australia

TEACHING EXPERIENCE

- 2003 – present **Research Project Supervisor (Undergraduate, Masters, and PhD)**
School of Psychology, University of Exeter
PHD students:
Mette D. Hersby (successfully defended thesis: June 2008)
Clara Kulich (successfully defended thesis: September 2008)
Aisling O'Donnell (funded by ESRC, successfully defended thesis November 2009)
Christopher Robus
Pamela Bretschneider
Niklas Steffens (second supervisor with Alex Haslam)
Sonya Saroyan (second supervisor with Alex Haslam)
Kirstien Bjerregaard (mentor with Alex Haslam and Avril Mewse)
Masters Students:
Mette Hersby (2004)
Julie Ashby (2004)
Shree Mishra (2005)
Christopher Robus (2007)
Julie Dungate (MoD CPD Masters: 2009)
Anna Davidovich (2010)
- 2004 – present **Course Coordinator (PSY3226 – Psychology of Gender)**
School of Psychology, University of Exeter
- 2004 – present **Continued Professional Development (CPD) Lecturer (Organisational Psychology)**
School of Psychology, University of Exeter
- 2006 – 2008 **Course Coordinator (PSYM133 – Advances in Social Psychology, Masters)**
School of Psychology, University of Exeter
- 2008 **Invited Instructor**
EAESP Summer School, Cardiff, Wales
- 2006 **Invited Instructor**
Australasian Social Psychology Summer School, Kioloa, Australia
- 2001 - 2002 **Fourth-Year Supervisor (Honours and Graduate Diploma)**
School of Psychology, The Australian National University
- 1998 - 2000 **Associate Lecturer (Tutor)**
Division of Psychology, The Australian National University

THESIS EXAMINATION

Dora Bernades (2007, Exeter), Katrina Anderson (2009, ANU); Natalia Hakimi (2009, Erasmus), Renata Bongiorno (2009, ANU), Leire Garcia (2010, Basque Country, Spain), Christopher Duke (2010, Exeter).

GRANTS AND CONTRACTS

2010	University of Exeter Link Fund £1,000 to K. Peters and M. Ryan: collaborative research venture with the Royal Navy and Northampton Police
2010-2014	Ministry of Defense £417,600 to K. Peters, M. Ryan, & S.A. Haslam for teaching contract to deliver Continuing Professional Development courses on Behavior in Organisations
2009-2010	Dutch Government Grant €300,000 to J. Stoker, F. Rink, and M. Ryan: <i>Diversity in the Senior Civil Service</i> .
2009	The Leadership Foundation for Higher Education £55,000 to J. Gosling, M. Ryan, R. Bolden, A. O'Brien, A. Haslam, & K. Peters: Changing conception of academic leadership: Implications for practice and development.
2007-2010	ESRC large grant £1,063,021 (FEC) to S.A. Haslam, J. Jetten, T. Postmes, C. Haslam, M. Ryan, & H. Williams: <i>'The individual in the group: Social identity and the dynamics of change'</i> .
2007-2010	ESRC Collaborative Studentship ESRC CASE studentship (£43,800) to S.A. Haslam, M. Ryan, & Somerset Care entitled <i>'Social identity and the motivation of care workers'</i>
2005-2010	RCUK Academic Fellowship £125,000 from the Research Council of the UK to fund five-year Academic Fellowship, University of Exeter
2009	University of Exeter Annual Fund £2,000 to fund an <i>Exploring Gender speaker series</i>
2008	BA Grant £36,616.95 (FEC) to K. Peters and M. Ryan: <i>'Examining the lack of female surgeons: The role of identity and belongingness'</i> .
2008	University of Exeter Link Fund £1,000 to K. Peters and M. Ryan: collaborative research venture with the Royal College of Surgeons
2007	British Psychological Society Research Seminar Series £3,000 to C. Sedikides, R. Spears, C. Leach, & M. Ryan: Self seminar series
2007	University of Exeter – Special Projects Grant Special Projects Grant (£19,800) to fund the development of women's network at the University and subsequent research

- 2005-2006 **European Social Fund**
 £625,498 (FEC) to M. Ryan and S.A. Haslam: *'Beyond the Glass Ceiling: Social Psychological Analysis of the 'Glass Cliff' and the Precariousness of Women's Leadership Positions'*
- 2005-2006 **Chartered Institute of Personnel and Development**
 £20,000 to M. Ryan and S.A. Haslam: *The generalisability of the glass cliff*
- 2004 **Community Link Fund (with Alex Haslam)**
 £500 to support a collaborative project with business, University of Exeter
- 2003 **ANU Faculties Research Grant (with Barbara David)**
 \$4,000 grant entitled *'Men are from Earth, Women are from Venus: An examination of what it means to be human and the relative salience of gender identity'*

AWARDS

- 2010 **Nominated for Exeter Guild Teaching Awards – Lecturer of the Year**
 University of Exeter
- 2007-2008 **Jantina Tammes Chair, Groningen, NL**
 Invited Visiting Professor, holding the Jantina Tammes Chair at the University of Groningen in 2007-2008.
- 2006 **ESRC Michael Young Prize**
 Runner-up for an award to fund new researchers conducting research of social value and public relevance and to assist in communicating the research to a non-academic audience.
- 2005 **Times Higher Education Supplement Research Project of the Year**
 Finalist (with Alex Haslam), Research Project of the Year
- 2002 **Nominated for the Vice-Chancellor's Award for Excellence in Teaching**
 The Australian National University

ADMINISTRATIVE EXPERIENCE

University of Exeter

- Director of Research, School of Psychology
- Member, School Executive Group, School of Psychology
- Member, Finances and Resources Committee, School of Psychology
- Member, University Gender Equality Group
- Founder, University of Exeter Women's Network
- Women's Student Advisor, School of Psychology
- Reviewer, Professional Development Review, School of Psychology
- Member, Developing Research Leaders Forum

SELECTED CONSULTING AND OUTREACH ACTIVITIES

Chartered Institute of Personnel and Development	Skills for Logistics
Microsoft	West London Chamber of Commerce
IBM	Cummins-Newage
Royal College of Surgeons of England	Positive Energy
UBS	Dutch Government
Health and Safety Executive (UK)	NHS
Association of Women Solicitors	Ministry of Defense
International Association of Women and Policing	Society of Petroleum Engineers

MEMBERSHIPS AND PROFESSIONAL ACTIVITIES

Associate Editor

British Journal of Social Psychology

Consulting Editor

European Journal of Social Psychology	Equal Opportunities International
Social Issues and Policy Review	Social Psychology
Human Resource Management International Digest	

Selected Ad-hoc Reviewing

Academy of Management Review	Journal of Experimental Social Psychology
British Journal of Management	Applied Psychology
Self and Identity	Management Research News
Sex Roles	Group and Organization Management
Social and Personality Psychology Compass	International Journal of Human Resources Development and Management
Group Processes and Intergroup Relations	Culture and Organization
Journal of Change Management	

Grant Reviewer/ Rapporteur

ESRC	Austrian Science Fund
National Science Foundation (USA)	European Commission (FP7 expert panel)

External Examiner

University of Groningen, NL
Australian National University
Erasmus University, NL
University of the Basque Country, Spain

Affiliate

Centre for Research on Group Processes, University of Queensland, Australia
Centre for Research on Self and Identity, University of Southampton, UK
Centre for Diversity and Equality in Careers and Employment Research, University of East Anglia, UK

Member

Centre for Identity and the Psychology of Self in Society (University of Exeter, UK)

HRM/OB Expertise Centre, University of Groningen, The Netherlands

European Association of Experimental Social Psychology

Society of Australasian Social Psychologists

Society for the Psychology Study of Social Issues

American Psychological Association

Academy of Management

Society for Personality and Social Psychology

International Society for Self and Identity

Society for the Psychology of Women

International Association of Applied Psychology

Society for Industrial and Organizational Psychology

PUBLICATIONS

Books

Ryan, M. K., & Branscombe, N. (in prep). *The Handbook of Gender and Psychology*. London: Sage.

Ryan, M. K., & Haslam, S. A. (in prep). *The Glass Cliff: Women, Leadership, and Life Above the Glass Ceiling*. London: Palgrave MacMillan.

Barreto, M., **Ryan, M. K.**, & Schmitt, M. (Eds) (2009). *The Glass Ceiling in the 21st Century: Understanding Barriers to Gender Equality*. APA Division 35 Book Series.

Ryan, M. K., Haslam, S. A., Wilson-Kovacs, M. D., Hersby, M. D., & Kulich, C. (2007). *The Glass Cliff: Precariousness beyond the Glass Ceiling. A CIPD Research into Practice Publication*. London: Chartered Institute of Personnel and Development.

Peer-Reviewed Journal Articles

Hersby, M., Jetten, J., **Ryan, M. K.**, & Schmitt, M. T. (in press). Responding to group-based discrimination: The impact of social structure on willingness to engage in mentoring. *Group Processes and Intergroup Relations*.

Ryan, M. K., Haslam, S. A., Hersby, M.D., & Bongiorno, R. (in press). Think crisis—think female: Glass cliffs and contextual variation in the think manager—think male stereotype. *Journal of Applied Psychology*.

Kulich, C., Trojanowski, G., **Ryan, M. K.**, Haslam, S. A., & Renneboog, L. D. R. (2011). Who gets the carrot and who gets the stick? Evidence of gender disparities in executive remuneration. *Strategic Management Journal*, 32, 301-321.

Haslam, S. A., **Ryan, M. K.**, Kulich, C., Trojanowski, G., & Atkins, C. (2010). Investing with prejudice: The relationship between women's presence on company boards and objective and subjective measures of company performance. *British Journal of Management*, 21, 484-487.

O'Donnell, A. T., Jetten, J., & **Ryan, M. K.** (2010). Watching over your own: How surveillance moderates the impact of shared identity on perceptions of leaders and follower behaviour. *European Journal of Social Psychology*, 40, 1046–1061

- O'Donnell, A. T., Jetten, J., & **Ryan, M. K.** (2010). Who is watching over you? The role of shared identity in perceptions of surveillance. *European Journal of Social Psychology, 40*, 135-147
- Ryan, M. K.**, Haslam, S. A., & Kulich, C. (2010). Politics and the glass cliff: Evidence that women are preferentially selected to contest hard-to-win seats. *Psychology of Women Quarterly, 34*, 56-64.
- Hersby, M., **Ryan, M. K.**, & Jetten, J. (2009). Getting together to get ahead: The impact of social structure and identification on women's networking. *British Journal of Management, 20*, 415-430.
- Iyer, A., & **Ryan, M. K.** (2009). Challenging gender inequality in the workplace: Men's and women's pathways to collective action. *Journal of Social Issues, 65*, 291-814.
- Ryan, M. K.**, & Haslam, S. A. (2009). Glass cliffs are not so easily scaled: On the precariousness of female CEOs' positions. *British Journal of Management, 20*, 13-16.
- Haslam, S. A., & **Ryan, M. K.** (2008). The road to the glass cliff: Differences in the perceived suitability of men and women for leadership positions in succeeding and failing organizations. *Leadership Quarterly, 19*, 530-546. (Emerald Management Reviews Citation of Excellence - one of the 50 best management articles published in 2008)
- Grace, D. M., David, B., & **Ryan, M. K.** (2008). Investigating pre-schoolers' categorical thinking about gender through imitation, attention and the use of self-categories. *Child Development, 79*, 1928-1941.
- Jones, S. E., Haslam, S. A., York, L., & **Ryan, M. K.** (2008). Rotten apple or rotten barrel? Social identity and children's attitudes towards bullying. *British Journal of Developmental Psychology, 26*, 117-132.
- Wilson-Kovacs, M. D., **Ryan, M. K.**, & Haslam, S. A. (2008). Just because you can get a wheelchair in the building doesn't necessarily mean that you can still participate: Barriers to the career advancement of disabled professionals. *Disability and Society, 23*, 705-723.
- Kulich, C., **Ryan, M. K.**, & Haslam, S. A. (2007). Where is the romance for women leaders? The effects of gender on leadership attributions and performance-based pay. *Applied Psychology: An International Review, 56*, 582-601.
- Reynolds, K. J., Turner, J. C. Haslam, S. A., **Ryan, M. K.**, Bizumic, B., & Subasic, E. (2007). Does personality explain ingroup identification and discrimination? Evidence from the minimal group paradigm. *British Journal of Social Psychology, 46*, 517-539
- Ryan, M. K.** & Haslam, S. A. (2007). The glass cliff: Exploring the dynamics surrounding women's appointment to precarious leadership positions. *Academy of Management Review, 32*, 549-572.
- Ryan, M. K.**, Haslam, S. A., Hersby, M. D., Kulich, C., & Atkins, C. (2007). Opting out or pushed off the edge? The glass cliff and the precariousness of women's leadership positions. *Social and Personality Psychology Compass, 1*, 266-279.
- Ryan, M. K.**, Haslam, S. A., & Postmes, T. (2007). Reactions to the glass cliff: Gender differences in the explanations for the precariousness of women's leadership positions. *Journal of Organizational Change Management, 20*, 182-197. (Highly Commended Paper Award, Literati Network Awards for Excellence)
- Haslam, S. A., **Ryan, M. K.**, Postmes, T., Jetten, J., & Webley, P. (2006). Sticking to our guns: Social identity as a basis for the maintenance of commitment to faltering organizational projects. *Journal of Organizational Behaviour, 27*, 607-628.
- Morton, T., Haslam, S. A., Postmes, T., & **Ryan, M. K.** (2006). We value what values us: The appeal of identity-affirming science. *Political Psychology, 27*, 823-838.

- Wilson-Kovacs, D., **Ryan, M. K.**, & Haslam, S. A. (2006). The glass-cliff: Women's career paths in the private IT sector. *Equal Opportunities International*, 25, 674-687.
- Platow, M. J., Byrne, L., & **Ryan, M. K.** (2005). Experimentally manipulated high ingroup status can buffer personal self-esteem against discrimination. *European Journal of Social Psychology*, 35, 599-608.
- Platow, M. J., Filardo, F., Troselj, L., Grace, D. M., & **Ryan, M. K.** (2005). Non-instrumental voice and extra-role behaviour. *European Journal of Social Psychology*, 36, 135-146.
- Ryan, M. K.** & Haslam, S. A. (2005). The glass cliff: Evidence that women are over-represented in precarious leadership positions. *British Journal of Management*, 16, 81-90.
- Ryan, M. K.**, David, B., & Reynolds, K. J. (2004). Who cares?: The effect of context on self-concept and moral reasoning. *Psychology of Women Quarterly*, 28, 246-255.
- Ryan, M. K.**, & David, B (2003). Gender differences in ways of knowing: The context dependence of The Attitudes Toward Thinking and Learning Survey. *Sex Roles*, 49, 693-699.
- Haslam, S. A., Platow, M. J., Turner, J. C, Reynolds, K. J, McGarty, C., Oakes, P. J, Johnson, S., **Ryan, M. K.**, & Veenstra, K. (2001). Social identity and the romance of leadership: The importance of being seen to be 'doing it for us'. *Group Processes and Intergroup Relations*, 4, 191-205. Special Issue on social identity processes in organizations.
- Reynolds, K. J., Turner, J. C., Haslam, S. A., and **Ryan, M. K.** (2001). The role of personality and group factors in explaining prejudice. *Journal of Experimental Social Psychology*, 37, 427-434.

Chapters

- Wilson-Kovacs, D., **Ryan, M. K.**, Haslam, S. A., & Rabinovich, A. (2010). Just because you can get a wheelchair in the building doesn't necessarily mean that you can still participate: Barriers to the career advancement of disabled. In G. Hickman (Ed.) *Leading organizations. Perspectives for a new era* (pp 448 – 459). London and New York: Sage Publications.
- Barreto, M., **Ryan, M. K.**, & Schmitt, M. (2009). Introduction. In M. Barreto, M. K. Ryan, & M. Schmitt (Eds), *The Glass Ceiling in the 21st Century: Understanding Barriers to Gender Equality* (pp. 9-18). APA Division 35 Book Series.
- Ryan, M. K.**, Haslam, S. A., Hersby, M. D., Kulich, C., & Wilson-Kovacs, M. D. (2009). The stress of working on the edge: Examining the implications of glass cliffs for both women and organizations. In M. Barreto, M. K. Ryan, & M. Schmitt (Eds), *The Glass Ceiling in the 21st Century: Understanding Barriers to Gender Equality* (pp. 153-165). APA Division 35 Book Series.
- Ryan, M. K.**, Kulich, C., Haslam, S. A., Hersby, M. D. & Atkins, C. (2008). Examining gendered experiences beyond the glass ceiling: The precariousness of the glass cliff and the absence of rewards. In S. Vinnicombe, V. Singh, R.J. Burke, D. Bilimoria, & M. Huse (Eds). *Women on Corporate Boards of Directors: International Research and Practice* (pp. 165-183). Edward Elgar.
- Ryan, M. K.** & Haslam, S. A. (2007). Beyond the Glass Ceiling: The glass cliff and the precariousness of women in leadership. In T. Jefferson, L. Lord, N. Nelson, & A. Preston (Eds), *Changes. Challenges. Choices* (pp. 272-285). Refereed conference proceedings from the Inaugural International Women and Leadership Conference, Fremantle, 16 and 17 November 2006. Available from www.cbs.curtin.edu.au/wiser
- Ryan, M. K.** & Haslam, S. A. (2005). The glass cliff: Implicit theories of leadership and gender and the precariousness of women's leadership positions. In B. Schyns & J. R. Meindl (Eds), *Implicit*

leadership theories: Essays and explorations (pp. 137-160). Greenwich, CT: Information Age Publishing.

Reynolds, K. J., Oakes, P. J., Haslam, S. A., Turner, J. C., & **Ryan, M. K.** (2004). To think, feel, and act as an entity: Cognitive, motivational, and contextual determinants of group psychology. In V. Yzerbyt, C. M., Judd, C., & O. Corneille (Eds.) *The Psychology of Group Perception: Contributions to the Study of Homogeneity, Entitativity, and Essentialism* (pp. 317-334). New York: Psychology Press.

David, B., Grace, D., & **Ryan, M. K.** (2003). The gender wars: A self-categorization perspective on the development of gender identity. In M. Bennett & F. Sani (Eds.). *The Development of the Social Self* (pp. 135-157). Hove: Psychology Press.

INDUSTRY REPORTS, MEDIA, AND OTHER PUBLICATIONS

Ashby, J., **Ryan, M. K.**, & Haslam, S. A. (2007). Legal work and the glass cliff: Evidence that women are preferentially selected to lead problematic cases. *William and Mary Journal of Women and the Law*, 13(3), 775-794.

Ryan, M. K. & Haslam, S. A. (2007). *The Glass Cliff: The risks of being on top*. CIPD Change Agenda. London: CIPD.

Ryan, M. K. & Haslam, S.A. (2006). The Glass Cliff: The stress of working on the edge. *European Business Forum*, 27, 42-47.

Ryan, M. K. & Haslam, S.A. (2006). What lies beyond the glass ceiling? The glass cliff and the potential precariousness of women's leadership positions. *Human Resources Management International Digest*, 14, 3-5.

Ryan, M. K., Haslam, S.A., Hersby, M. D., & Atkins, C. (2006). *Women's potential, our passion: A survey of EMEA Women@Microsoft*. Research report prepared for EMEA Microsoft, Exeter, March.

Ryan, M. K. & Haslam, S.A. (2006). Women on the Glass Cliff. *IDS: Diversity at work* (pp 23-34). March Issue. London: Incomes Data Services.

Wilson-Kovacs, D., Haslam, A., **Ryan, M. K.** (2006) Exploring the Glass Cliff: Women's Experiences in IT. *WINIT Conference Proceedings*. Salford.

Ryan, M. K. & Haslam, S.A. (2004). Beyond the glass ceiling. *Women in the Boardroom: A Bird's Eye View* (pp 2-3). *CIPD Change Agenda*. June Issue. London: CIPD.

Ryan, M. K. & Haslam, S.A. (2004, May 29). *Introducing the glass cliff*. Online BBC article: <http://news.bbc.co.uk/1/hi/magazine/3755031.stm>

Ryan, M. K. & Haslam, S.A. (2004). Women and leadership: The 'glass cliff' beyond the 'glass ceiling', *Institute of Directors South West*. Torquay: SMA Publications

Haslam, S. A., Reynolds, K. J., **Ryan, M. K.**, & McGarty, C. (2000). *Insights into the "Piggy Bank Effect": Evidence for the complex role that information, information source and local norms play in people's responses to currency change*. Brief research report prepared for the Royal Australian Mint, Canberra, June.

MANUSCRIPTS IN SUBMISSION

- Giessner, S. R., **Ryan, M. K.**, & Schubert, T. W. (in submission). *The power of pictures: Vertical picture angles and power perceptions*. Manuscript under review: Erasmus University Rotterdam.
- Gartzia, L. **Ryan, M. K.**, Balluerka, N. & Aritzeta, A. (in submission). *Think crisis – think female: Further evidence*. Manuscript under review: University of Basque Country.
- O'Donnell, A. T., **Ryan, M. K.**, & Jetten, J. (in submission). *The hidden costs of surveillance on performance*. Manuscript under review: University of Exeter.
- Peters, K., **Ryan, M. K.**, & Haslam, S.A. (in submission) *Fitting in and getting on: Stereotype fit and leadership aspirations among women in the police force*. Manuscript under review: University of Exeter.
- Reynolds, K. J., Bizumic, B., Turner, J. C., **Ryan, M. K.**, Mavor, K. I., & McKone, E. (in submission). *How malleable is prejudice? A closer look at authoritarianism and implicit and explicit prejudice*. Manuscript under review: The Australian National University.
- Ryan, M. K.** & David, B. (in submission). *A gendered self or a gendered context: A self-categorization approach to independence and interdependence*. Manuscript under review: University of Exeter.
- Ryan, M. K.**, Morton, T. A., & Bongiorno, R. (in submission). *Smoking as a stigmatized identity: Using identification to predict smoking cessation*. Manuscript under review: The University of Exeter.
- Ryan, M. K.**, Stoker, J., & Hersby, M. D. (in submission). *Developing leaders: Explaining the effectiveness of transformational leadership*. Manuscript in submission: Universities of Exeter and Groningen.
- Wilson-Kovacs, D., **Ryan, M. K.** & Haslam, S. A. (in submission). *Using innovative qualitative methodology in the study of barriers in the workplace*. Manuscript under review: University of Exeter.

MANUSCRIPTS IN PREPARATION

- Hersby, M., **Ryan, M. K.**, Jetten, J., & Ellemers, N. (in prep). *Mentoring as collective action: The impact of status and identification on support for social change initiatives*. Manuscript in preparation: University of Exeter.
- Kulich, C , **Ryan, M. K.**, & Haslam, S. A. (in prep). *Are ethnic minorities predestined to lose in UK General Elections?* Manuscript in preparation: University of Exeter.
- Kulich, C , **Ryan, M. K.**, & Haslam, S. A. (in prep). *Why women don't ask: Female managers' experiences as predictor for gender differences in pay and negotiation attitudes*. Manuscript in preparation: University of Exeter.
- Robus, C., & **Ryan, M. K.** (in prep). *Sexuality and the glass cliff: Exploring the subtleties of stereotypic thought*. Manuscript in preparation: University of Exeter.
- Ryan, M. K.**, Giessner, S., Atkins, C., & Hersby, M. D. (in prep). *The politics of face-ism: Gender and the strategic use of images by politicians*. Manuscript in preparation: University of Exeter.
- Ryan, M. K.**, Kulich, C., & Haslam, S. A. (in prep). *On the durability of glass cliffs: Women in UK general elections (1966–2005)*. Manuscript in preparation: University of Exeter.
- Ryan, M. K.**, Stoker, J., Rink, F. A., & Haslam, S.A. (in prep). *The importance of fit: Examining the effectiveness of transformational leadership*. Manuscript in preparation: University of Groningen.
- Wilson-Kovacs, D., **Ryan, M. K.** & Haslam, S. A. (in prep). *Experience and professional cultures*. Manuscript in preparation: University of Exeter.

Wilson-Kovacs, D., **Ryan, M. K.** & Haslam, S. A. (in prep). *Women's professional development in academia. A cross-cultural case study*. Manuscript in preparation: University of Exeter.

PRESENTATIONS

CONFERENCE PRESENTATIONS

- Ryan, M. K.**, & Peters, K. (2009). *Career progression for women in the police service: Using fit to stoke ambition*. Invited address to the British Association of Management Gender in Management Special Interest Group day. London, UK, November.
- Ryan, M. K.**, & Haslam, S. A. (2009). Beyond the glass ceiling: Revealing the precariousness of women's leadership positions. Invited address to the Association for the Teaching of Psychology Annual Conference, Exeter, UK, July.
- Ryan, M. K.**, & Peters, K. (2009). *Career progression for women in the police service: Using fit to stoke ambition*. Invited address to the Senior Women in Policing Conference. Exeter, UK, April.
- Giessner, S. R., **Ryan, M. K.**, & Schubert, T. W. (2008). *The power of pictures: Vertical picture angles and power perceptions*. Paper presented at the Academy of Management Annual Meeting. Anaheim, USA, August.
- Iyer, A. & **Ryan, M. K.** (2008). *Challenging gender inequality in the workplace: Men's and women's pathways to collective action*. Paper presented at the Emotions, Social Identity, and Intergroup Conflict small group meeting. Groningen, NL, June.
- Kulich, C., **Ryan, M. K.**, & Haslam, S. A. (2008). *Why women don't ask – Explaining gender differences in pay and negotiation attitudes by women's distinct work experiences*. Paper presented at the Studying Leadership conference. Auckland, New Zealand, December.
- Kulich, C., **Ryan, M. K.**, & Haslam, S. A. (2008). *Why women don't ask - Negotiation attitudes and the gender pay gap in managerial positions*. Paper presented at the 33rd IAREP: International Association for Research in Economic Psychology Conference. Rome, Italy, September.
- Kulich, C., & **Ryan, M. K.** (2008). *Company performance and director bonuses - Evidence that only men receive carrots (and sticks)*. Poster presented at the European Association of Experimental Psychology 15th General Meeting. Opatija, Croatia, June.
- Kulich, C., **Ryan, M. K.**, & Haslam, S. A. (2008). *Organisational indifference and the gender pay gap*. Paper presented at the European Association of Experimental Psychology 15th General Meeting, Opatija, Croatia, June.
- Kulich, C., Trojanowski, G., **Ryan, M. K.**, Haslam, S. A., & Renneboog, L. (2008). *Performance and director pay - Evidence that only men receive carrots (and sticks)*. Poster presented at the Society of Industrial and Organizational Psychology 23rd Conference (Top-poster at poster presentation). San Francisco, USA, April.
- O'Donnell, A. T., Jetten, J., & **Ryan, M. K.** (2008). *When is it OK to watch over your own? Power, surveillance, and social identity*. Paper presented at the European Association of Experimental Psychology 15th General Meeting, Opatija, Croatia, June.
- Ryan, M. K.**, & Haslam, S. A. (2008). *The Glass Cliff: Precariousness and stress beyond the glass ceiling*. Invited paper presented to European Woman Lawyer Conference. London, UK, July.

- Ryan, M. K.**, & Haslam, S.A. (2008). *Reactions to the glass cliff: Gendered explanations for women's precarious leadership positions*. Paper presented at the European Association of Experimental Psychology 15th General Meeting, Opatija, Croatia, June.
- Ryan, M. K.**, Haslam, S.A., & Peters, K. (2008). *Are we still falling over the glass cliff?* Invited address to the Senior Women in Policing Conference. Birmingham, UK, February.
- Ryan, M. K.**, Kulich, C., & Haslam, S. A. (2008). *Working through indifference: An integrated analysis of women's experiences with leadership*. Invited address to the Changing Leadership Agenda, ESRC Seminar Series, Centre for Leadership Studies. University of Exeter, April.
- Schubert, T. W., Giessner, S. R., **Ryan, M. K.**, & Waldus, S. (2008). *Automatic effects of verticality and size on power judgments are context-dependent and malleable*. Paper presented at the European Association of Experimental Psychology 15th General Meeting, Opatija, Croatia, June.
- Trojanowski, G., Kulich, C., **Ryan, M. K.**, Haslam, S. A., & Renneboog, L. (2008). *Who gets the carrot and who gets the stick? Evidence of gender disparities in executive remuneration*. Paper presented at the Academy of Management Annual Meeting (Best paper award). Anaheim, USA, August.
- Trojanowski, G., Kulich, C., **Ryan, M. K.**, Haslam, S. A., & Renneboog, L. (2008). *Who gets the carrot and who gets the stick? Gender disparities in executive compensation*. Paper presented at the Annual Forum: Identifying Executive and Corporate Underperformance. Hotel Russell, Bloomsbury, London, October.
- Kulich, C., Trojanowski, G., **Ryan, M. K.**, Haslam, S. A., & Renneboog, L. (2007). *Company performance and director bonuses - Evidence that only men receive carrots (and sticks)*. Paper presented at the Centre of Leadership Studies Professional Network Conference. Exeter, December.
- Kulich, C., **Ryan, M. K.**, Haslam, S. A., & Trojanowski, G. (2007). *Company performance and director bonuses - Evidence that only men receive carrots (and sticks)*. Paper presented at the 32nd International Association for Research in Economic Psychology Conference (Best student paper award). Ljubljana, Slovenia, September.
- Kulich, C., Trojanowski, G., **Ryan, M. K.**, Haslam, S. A., & Renneboog, L. (2007). *Where is the romance for female directors? The effects of gender on leadership attributions and performance-based pay*. Paper presented at the ESRC One-day Conference/Workshop on Executive Pay. Loughborough University Business School, London, February.
- Peters, K., Hersby, M., & **Ryan, M. K.** (2007). *Getting together to get ahead*. Invited workshop for the Nordic-Baltic Network of Police Women Conference. Tampere, Finland, November.
- Ryan, M. K.**, Haslam, S. A., Hersby, M.D. & Kulich, C. (2007). *The Glass Cliff: Precariousness and stress beyond the glass ceiling*. Invited plenary address to the WISER Festival. Maastricht, The Netherlands, October.
- Ryan, M. K.**, Haslam, S. A., Hersby, M.D. & Kulich, C. (2007). *Explaining (away) the glass cliff? Gendered public reactions to a new and contentious line of research*. Invited address to the Brisbane Symposium on Self and Identity. Brisbane, Australia, August.
- Ryan, M. K.**, Haslam, S. A., Hersby, M. D., Kulich, C., & Atkins, C. (2007). *The Glass Cliff: Examining the impact of precarious leadership positions on women's organisational identity*. Invited address to the Inaugural Southampton Self and Identity Symposium, Southampton, UK, July.

- Ryan, M. K.**, Iyer, A., Hersby, M. D., & Kulich, C., (2007). *What does it mean to identify with a stigmatised group? Affect, centrality, and ingroup ties*. Paper presented at the 10th Jena Workshop on Intergroup Processes, Jena, Germany, June.
- Ryan, M. K.**, Iyer, A., Hersby, M. D., & Kulich, C., (2007). *Responding to negative identities: The independent role of the three factors of identity*. Paper presented at the European Association of Experimental Social Psychology Small Group Meeting on Social Stigma and Social Disadvantage. Leiden, The Netherlands, June.
- Ryan, M. K.**, Haslam, S. A., Hersby, M. D., Kulich, C., & Atkins, C. (2007). *The Glass Cliff: Precariousness and stress beyond the glass ceiling*. Invited address to the West Yorkshire Police Leading the Way Conference, Wakefield, UK, April.
- Ryan, M. K.**, & Haslam, S. A. (2007). *The Glass Cliff: The precariousness of women in leadership*. Invited paper presented to the Senior Women in Policing Conference Birmingham, UK, March.
- Ryan, M. K.**, & Haslam, S. A. (2007). *The Glass Cliff: The precariousness of women in leadership*. Invited address to the Through the Glass Ceiling Annual Conference. Edinburgh, Scotland, January.
- Grace, D. M., & **Ryan, M. K.** (2006). *Girls will be girls, boys will be boys, and especially boys will not be girls*. Invited paper presented to the EAESP Conference on Social Developmental Perspectives on Intergroup Inclusion and Exclusion. Canterbury, UK, July.
- Haslam, S. A. & **Ryan, M. K.** (2006). *Gender, leadership and the glass cliff: Dynamics surrounding the appointment of women to precarious leadership positions*. Paper presented at the International Congress of Applied Psychology, Athens, July 17-21.
- Hersby, M. D., **Ryan, M. K.**, & Jetten, J. (2006). *Mentoring as a way of readdressing gender inequality*. Paper presented EAESP Small Group Meeting on Gender and Career Advancement: Social Psychological Approaches. The Netherlands, June.
- Iyer, A., & **Ryan, M. K.** (2006). *Challenging gender inequality in the workplace: Men's and women's pathways to collective action*. Paper presented at the SPSSI -EAESP Small Group Meeting on Multiple Perspectives on Real World Helping and Social Action. Long Beach, USA, June.
- Kulich, C., **Ryan, M. K.** & Haslam, S. A. (2006). *Are Ethnic Minorities Predestined to Lose in UK General Elections?* Paper presented at the ISPP 29th Annual Scientific Meeting. Barcelona, Spain, July.
- Ryan, M. K.** & Haslam, S. A. (2006). *The Glass Cliff: The precariousness of women in leadership*. Paper presented at the Inaugural International Women and Leadership Conference. Fremantle, Australia, November.
- Ryan, M. K.** (2006) *The Glass Cliff: Examining the precariousness of women in leadership*. Invited keynote address, Annual Psychology Postgraduate Affairs Group Conference. Reading, UK, July.
- Ryan, M. K.**, Iyer, A., Hersby, M. D., & Kulich, C., (2006). *Predicting responses to low status: Affect, centrality, and ingroup ties*. Paper presented at the Annual BPS Social Section Conference, Birmingham, UK, September.
- Ryan, M. K.** & Haslam, S. A. (2006). *The Glass Cliff: The precariousness of women's leadership positions*. Paper presented at the SPSSI 6th Biennial Convention. Long Beach, USA, June.
- Ryan, M. K.** & Haslam, S. A. (2006). *The Glass Cliff: The precariousness of women's leadership positions and the role of gender stereotypes*. Paper presented at the EAESP Small Group Meeting on Gender and Career Advancement: Social Psychological Approaches. The Netherlands, June.

- Ryan, M. K.**, Kulich, C., & Haslam, S. A. (2006). *Women and political representation: The precariousness of the Glass Cliff*. Paper presented at the ISPP 29th Annual Scientific Meeting. Barcelona, Spain, July.
- Wilson-Kovacs, D., **Ryan, M. K.**, & Haslam, S. A. (2006). *Exploring the Glass-Cliff: Women's careers in ICT*. Paper presented at the the WINIT International and Interdisciplinary Conference on Gender, Technology and ICT Workplace, University of Salford, Greater Manchester, UK, March
- Haslam, S. A. & **Ryan, M. K.** (2005). *The Glass Cliff: Exploring the identity-based dynamics surrounding the appointment of women to precarious leadership positions*. Paper presented at the Social Identity in Organization Small Group Meeting, Amsterdam, June.
- Haslam, S. A. & **Ryan, M. K.** (2005). *The Glass Cliff: Dynamics surrounding the appointment of women to precarious leadership positions*. Invited address to the Women Lawyers Forum, London, UK, March.
- Hersby, M. D., **Ryan, M. K.**, & Jetten, J. (2005). *Mentoring as a way of readdressing gender inequality*. Paper presented at the British Psychological Society Social Psychology Section Annual Conference, Edinburgh, UK, September.
- Hersby, M. D., **Ryan, M. K.**, & Jetten, J. (2005). *Mentoring as a way of readdressing gender inequality*. Paper presented at the Psychology Postgraduate Affairs Group Annual Meeting. Exeter, UK, August.
- Hersby, M. D., **Ryan, M. K.**, Haslam, S. A., & Jetten, J. (2005). *The impact of social structure on gender differences in mentoring*. Poster presented at the EAESP 14th General Meeting, Wurzburg, Germany, July.
- Kulich, C., **Ryan, M. K.**, & Haslam, S. A. (2005). *Gender wage gap in leadership positions – A consequence of lack of leadership agency?* Paper presented at the British Psychological Society Social Psychology Section Annual Conference, Edinburgh, UK, September.
- Kulich, C., **Ryan, M. K.**, & Haslam, S. A. (2005). *Where is the romance for women in leadership? Gender effects on the romance of leadership and performance-based pay*. Paper presented at the 30th Annual Congress of the International Association for Research in Economic Psychology, Prague, Czech Republic, September.
- Ryan, M. K.**, & Haslam, S. A. (2005) *The Glass Cliff: Dynamics surrounding the appointment of women to precarious leadership positions*. Invited address to the CIPD Annual Conference, Harrogate, UK, October.
- Ryan, M. K.**, & Haslam, S. A. (2005). *Beyond the Glass Ceiling: The precariousness of glass cliff leadership positions*. Paper presented at the 12th European Congress of Work and Organizational Psychology, Istanbul, Turkey, May.
- Ryan, M. K.**, & Haslam, S. A. (2005). *The Glass Cliff: Dynamics surrounding the appointment of women to precarious leadership positions*. Invited address to the CIPD Annual Learning, Training and Development Conference, London, UK, April.
- Ryan, M. K.**, & Haslam, S. A. (2005). *The Glass Cliff: Perceptions of the precariousness of women's leadership positions*. Invited address to the Annual Leadership Forum, London, UK, April.
- Ryan, M. K.**, Haslam, S. A., Hersby, M. D., & Bongiorno, R. (2005). *Think crisis—think female: The glass cliff and gender stereotypes*. Paper presented at the British Psychological Society Social Psychology Section Annual Conference, Edinburgh, UK, September.
- Ryan, M. K.**, Haslam, S. A., & Postmes, T. (2005). *The Glass Cliff: Gendered explanations for the precariousness of women's leadership positions*. Poster presented at the EAESP 14th General Meeting, Wurzburg, Germany, July.

- Ryan, M. K.**, & Haslam, S. A. (2004). *Obstacles beyond the glass ceiling: The glass cliff and the precariousness of women's leadership positions*. Paper presented at the ATN WEXDEV: Senior women executives and the cultures of management conference, Sydney, Australia, November.
- Haslam, S. A., Morton, T., **Ryan, M. K.**, & Postmes, T. (2004). *The anatomy of a scientific fact: Social identity, influence and power*. British Academy Festival of Science, Exeter, UK, August.
- Ryan, M. K.**, & Haslam, S. A. (2004). *The glass cliff: Evidence that women are over-represented in precarious leadership positions*. Paper presented at the British Psychological Society Social Psychology Section Annual Conference, Liverpool, UK, September.
- Ryan, M. K.** (2003). *To quit or not to quit: Social identity and smokers as a low status group*. Paper presented at the 8th Annual Meeting of the Society of Australasian Social Psychologists, Sydney, Australia, April.
- Luke, M., Jonas, K., & **Ryan, M. K.** (2002). *SIDEs of self-concept change*. Poster presented at the EAESP 13th General Meeting, San Sebastian, Spain, June.
- Reynolds, K. J., Turner, J. C., Ryan M. K. & Haslam, S. A. (2002). *The role of individual differences and ingroup identification in discrimination between minimal groups*. Paper presented at the 31st Meeting of Australasian Social Psychologists, Adelaide, Australia, April.
- Ryan, M. K.**, Turner, J. C., Reynolds, K. J., & Haslam, S. A. (2002). *The importance of self-categorization in understanding implicit and explicit prejudice*. Paper presented at the 8th Annual Meeting of the Society of Australasian Social Psychologists, Adelaide, Australia, April.
- Ryan, M. K.**, Turner, J. C., Reynolds, K. J., & Haslam, S. A. (2002). *The importance of self-categorization in understanding implicit and explicit prejudice*. Poster presented at the EAESP 13th General Meeting, San Sebastian, Spain, June.
- Jonas, K., **Ryan, M. K.**, & Luke, M. (2001). *Another SIDE to self-concept research*. Paper presented at Group Dynamics and Performance Workshop, January, Gottingen, Germany.
- Reynolds, K. J., Turner, J. C., Haslam, S. A. & **Ryan, M. K.** (2001). *The role of personality and group factors in explaining prejudice*. Paper presented at the British Psychological Society Social Psychology Section Annual Conference, Surrey, UK, July.
- Reynolds, K. J., Turner, J. C., Haslam, S. A. & **Ryan, M. K.** (2001). *Personality, identification, and meaning as motivations for discrimination between minimal groups*. Paper presented at the Small Group Meeting on Social Identity: Motivational, Affective, and Cross-Cultural Aspects, September, Villasimius, Cagliari, Italy.
- Ryan, M. K.** & David, B. (2001). *Moral reasoning: Gender, the self, and social context*. Paper presented at the 7th Annual Meeting of the Society of Australasian Social Psychologists, Melbourne, Australia, July.
- Eggins, R. A. & **Ryan, M. K.** (2000). *Negotiation at work: 'Old' vs. 'new' models of managing the workplace and people in it*. Paper presented at the EAESP small group meeting in Social Identity Processes in Organizations, University of Amsterdam, The Netherlands.
- Haslam, S. A., **Ryan, M. K.**, & Doosje, B. (2000). *Should I stay or should I go? Field and laboratory studies of social identification, loyalty, and turnover*. Paper presented at the 6th meeting of the Society of Australasian Social Psychologists, Perth, Australia, April.

- Reynolds, K. J., Haslam, S. A., Turner J. C., Eggins, R. A., & **Ryan, M. K.** (2000). *A social psychological analysis of diversity: The importance of working with group differences*. Paper presented at Current Research on Diversity in Australia Workshop, Canberra, Australia, October.
- Ryan, M. K.** & David, B. (1999). *Moral reasoning: Gender, the self and social context*. Poster presented at the EAESP 12th General Meeting, Oxford, UK, July 6-11.

INVITED COLLOQUIA and INDUSTRY TALKS

- Ryan, M. K.**, & Haslam, S. A. (2010). *The Glass Cliff: Dynamics surrounding the appointment of women to precarious leadership positions*. Invited talk to the Politics Department, University of Exeter, Exeter UK, March.
- Ryan, M. K.**, & Haslam, S. A. (2010). *New Psychology of Leadership*. Invited address to the NHS Aspiring Leaders Program. Ashburton, UK. May
- Ryan, M. K.**, Peters, K. O., & Haslam, S.A. (2010). *Fitting in or opting out: Ambition and the under-representation of women*. Invited address to the International Women's Day event. Exeter, UK, March.
- Ryan, M. K.**, Peters, K. O., & Haslam, S.A. (2010). *Fitting in or opting out: Ambition and the under-representation of women*. Invited address to the IBM International Women's Day event. London, UK, March.
- O'Donnell, A. T., **Ryan, M. K.**, & Jetten, J. (2009). *Smile, you're on CCTV! Contextual factors affecting perceptions of surveillance*. SEORG Seminar Series, School of Psychology, University of Exeter, February.
- Ryan, M. K.**, Peters, K. O., & Haslam, S.A. (2009). *Opting Out or Being Left Out: Do Women Really Lack Ambition?* Invited address to the Trafford Council Female Leadership Event. Manchester, UK, September.
- Ryan, M. K.**, & Haslam, S. A.. (2009). *Beyond the glass ceiling: The precariousness of women's leadership positions*. Invited address, Women in Science Colloquium, Groningen, NL, January.
- Ryan, M. K.**, Haslam, S. A., Peters, K. O., & Kulich, C. (2009). *Do women lack ambition: Explaining the opt-out revolution*. Invited address, School of Psychology, University of Melbourne, March.
- Ryan, M. K.**, Peters, K., & Haslam, S. A. (2009). *Opting out or being left out: Do women really lack ambition?* Invited address at IPSIS launch. Exeter, UK, April.
- Ryan, M. K.**, Peters, K., & Haslam, S. A. (2009). *Opting out or being left out: Do women really lack ambition?* Invited address Society of Petroleum Engineers' Women in The Energy Sector Seminar. London, UK, May.
- Kulich, C., **Ryan, M. K.**, Haslam, S. A., Trojanowski, G., & Renneboog, L. (2008). *Who is to blame? A contextual approach to the gender pay gap in managerial position*. Invited talk at the University of Queensland, Brisbane, Australia, December.
- O'Donnell, A. T., Jetten, J., & **Ryan, M. K.** (2008). *When is it OK to watch over your own? Issues of surveillance, power and social identity*. School of Psychology Social Seminar Series, Cardiff University, Wales, UK, November.

- O'Donnell, A. T., Jetten, J., & **Ryan, M. K.** (2008). *Who is watching you, and why? Issues of surveillance, power and social identity*. School of Psychology Social Seminar Series, University of Queensland, Australia, May.
- O'Donnell, A. T., Jetten, J., & **Ryan, M. K.** (2008). *When is it OK to watch over your own? Issues of social identity and surveillance*. School of Psychology, University of Exeter, February.
- Ryan, M. K.**, & Haslam, S. A.. (2008). *Beyond the Glass Ceiling: Revealing the precariousness of women's leadership positions*. Invited address, Department of Psychology, University of Winchester, April.
- Ryan, M. K.**, Haslam, S. A., Hersby, M. D., Kulich, C., & Atkins, C. (2008). *The Glass Cliff: Precariousness beyond the glass ceiling*. Invited address, University of Amsterdam, Amsterdam, The Netherlands, January.
- Haslam, S. A. & **Ryan, M. K.** (2007). *The Glass Cliff: Dynamics surrounding the appointment of women to precarious leadership positions*. Invited talk to the National Diversity Thinktank, UK, May.
- Haslam, S. A. & **Ryan, M. K.** (2007). *Gender and Leadership in the 21st Century* invited talk to City Women's Network, London, UK, February.
- Kulich, C., **Ryan, M. K.** , Haslam, S. A., & Trojanowski, G. (2007). *Putting the gender pay gap in context - Evidence that only men receive carrots (and sticks)*. SEORG talk, University of Exeter, Exeter, June.
- Peters, K., Hersby, M., & **Ryan, M. K.** (2007). *Social capital: Creating the case for women's networks*. Invited workshop for the UBS Legal and Compliance Women MDs' Forum, 20 June, Davos, Switzerland.
- Peters, K., **Ryan, M. K.**, & Haslam, S.A. (2007). *Breaking through the glass ceiling*. Invited talk to the Women in Transport Conference, 15 October, London, UK.
- Ryan, M. K.**(2007). *Balancing on the edge: Women at the top face a glass cliff*. Jantina Tammes Chair Lecture, University of Groningen. Groningen, The Netherlands, November.
- Ryan, M. K.** (2007). *Communicating Research*. Invited talk to the ESRC National Centre for Research Methods Summer School. Southampton, UK, September.
- Ryan, M. K.**, Haslam, S. A., & Hersby, M. D., & Kulich, C. (2007). *Explaining (away) the glass cliff? Gendered public reactions to a new and contentious line of research*. Invited address to professors meeting, University of Groningen. Groningen, The Netherlands, October.
- Ryan, M. K.**, Haslam, S. A., & Kulich, C. (2007). *Do women lack ambition: Explaining the opt-out revolution*. Invited address to SOM research fellows, University of Groningen. Groningen, The Netherlands, October.
- Ryan, M. K.**, Haslam, S. A., Hersby, M. D., Kulich, C., & Atkins, C. (2007). *The Glass Cliff: Precariousness and stress beyond the glass ceiling*. Invited address, Birkbeck College, London, UK, December.
- Ryan, M. K.**, Haslam, S. A., Hersby, M. D., Kulich, C., & Atkins, C. (2007). *The Glass Cliff: Precariousness and stress beyond the glass ceiling*. Invited address, Shining Lights Network, Centre for Leadership Studies, University of Exeter. Exeter, UK, June.
- Ryan, M. K.**, Haslam, S. A., Hersby, M. D., Kulich, C., & Atkins, C. (2007). *The Glass Cliff: Precariousness and stress beyond the glass ceiling*. Invited address to the Intellect, women in IT network. London, UK, May.
- Ryan, M. K.**, Haslam, S. A., Hersby, M. D., Kulich, C., & Atkins, C. (2007). *The Glass Cliff: Precariousness and stress beyond the glass ceiling*. Invited talk, School of Psychology, Cardiff University. Cardiff, UK, March.

- Ryan, M. K.**, Hersby, M. D., Atkins, C., Peters, K. O., & Haslam, S. A. (2007). *The glass cliff and making the network work*. Invited address to the Positive Energy Network launch, London, UK, July.
- Ryan, M. K.**, Kulich, C., & Haslam, S. A. (2007). *Gap – What gap? Examining the gender pay gap*. Business Leaders Forum, University of Exeter, UK, December.
- Haslam, S. A., & **Ryan, M. K.** (2006). *Panel on 'Women in Decision Making'*. Invited address to the Institute of Chartered Accountants on behalf of International Women of Excellence (IWE) at Chartered Accountants' Hall, City of London, March.
- Haslam, S. A., & **Ryan, M. K.** (2006). *The glass cliff- The dynamics of gender, risk and leadership in the contemporary organisation*. Invited address to the Association of MBAs, Exeter, UK, February.
- Ryan, M. K.** & Haslam, S. A. (2006). *Beyond the Glass Ceiling: The Glass Cliff and the precariousness of women's leadership positions*. University of Melbourne, Australia, November.
- Ryan, M. K.** & Haslam, S. A. (2006). *Balancing on a cliff edge*. Women in Transport Event, Towcester, UK, September.
- Ryan, M. K.** & Haslam, S. A. (2006). *The Glass Cliff: Dynamics surrounding the appointment of women to precarious leadership positions*. University of Groningen, Netherlands, June.
- Ryan, M. K.** & Haslam, S. A. (2006). *Beyond the Glass Ceiling: The Glass Cliff and the precariousness of women in leadership*. Invited address to IBM HR Institute, Celtic Manor, Wales, March.
- Ryan, M. K.** & Haslam, S. A. (2006). *The Glass Cliff: Do women 'wreak havoc' on company performance?* Invited presentation, UK National Science Week, Annual Presentations by Britain's Top Younger Scientists, Engineers and Technologists, House of Commons, London, March.
- Ryan, M. K.** & Haslam, S. A. (2006). *Beyond the Glass Ceiling: The Glass Cliff and the precariousness of women in leadership*. School of Psychology, University of Kent, UK, February.
- Haslam, S. A., & **Ryan, M. K.** (2005). *The glass cliff: Gender, leadership and the dynamics of diversity*. Presentation to Chartered Institute of Development (South West Region), Exeter, UK, November.
- Haslam, S. A., & **Ryan, M. K.** (2005) *The Glass Cliff: Exploring the new dynamics of women and leadership*. Invited address to the Association of Business Psychologists, Robinson College, Cambridge, May.
- Ryan, M. K.**, & Haslam, S. A. (2005). *Beyond the Glass Ceiling: The Glass Cliff and the precariousness of women in leadership*. School of Psychology, University of Queensland, Australia, November.
- Ryan, M. K.**, Iyer, A., Hersby, M., & Kulich, C. (2005). *Predicting responses to low status: Affect, centrality, and ingroup ties*. SEORG, School of Psychology, University of Exeter, UK, October.
- Ryan, M. K.**, & Haslam, S. A. (2005). *The Glass Cliff: Dynamics surrounding the appointment of women to precarious leadership positions*. Aston Business School, Birmingham, UK, October.
- Ryan, M. K.**, & Haslam, S. A. (2005). *Beyond the Glass Ceiling: The glass cliff and the precariousness of women's leadership positions*. Centre for Leadership Studies, Inspire Launch, Ilminster, UK, July.
- Ryan, M. K.**, & Haslam, S. A. (2005). *Beyond the Glass Ceiling: The precariousness of glass cliff leadership positions*. Centre for Leadership Studies, Fellows Forum, University of Exeter, UK, May.
- Ryan, M. K.**, & Haslam, S. A. (2005). *Beyond the Glass Ceiling: The precariousness of glass cliff leadership positions*. Cummins-Newage, Stamford, UK, May.
- Ryan, M. K.** & Haslam, S. A. (2005). *Women and leadership: Breaking through the glass ceiling...only to teeter on the glass cliff*. Kellogg School of Management, Northwestern University, Chicago, USA, April.

- Ryan, M. K.** & Haslam, S. A. (2005). *The glass cliff: Women in leadership and the precariousness beyond the glass ceiling*. School of Psychology, Purdue University, USA, April.
- Ryan, M. K.** & Haslam, S. A. (2005). *Women leaders and the glass cliff: The precariousness beyond the glass ceiling*. The Boston Club, Boston, USA, March.
- Haslam, S. A. & **Ryan, M. K.** (2004). *The Glass Cliff: Dynamics surrounding the appointment of women to precarious leadership positions*. The School of Psychology, University of Surrey, UK, November.
- Ryan, M. K.** & Haslam, S. A. (2004). *Beyond the glass ceiling: Evidence of the precariousness of women's leadership positions*. The Feminist Research Network, University of Exeter, UK May.
- Ryan, M. K.** & Haslam, S. A. (2004). *The glass cliff: Evidence that women are over-represented in precarious leadership positions*. SEORG, School of Psychology, University of Exeter, UK, January.
- Ryan, M. K.** (2003). *A gendered self or a gendered context? A self-categorization appraisal of gender differences*. SEORG, School of Psychology, University of Exeter, UK, June.
- Ryan, M. K.** (2003). *A gendered self or a gendered context? A self-categorization appraisal of gender differences*. La Trobe University, Melbourne, Australia, May.
- Ryan, M. K.**, Turner, J. C., Reynolds, K. J., & Haslam, S. A. (2002). *Social categorization and social influence: A look at the relative importance of individual and group factors for implicit and explicit prejudice*. Department of Social Psychology, University of Amsterdam, Netherlands.
- Ryan, M. K.** (2001). *A stable gendered self or a fluid gendered context?* Division of Psychology Social Psychology Seminar Program, Australian National University, Canberra, Australia.
- Ryan, M. K.** (2001). *What's so special about gender?: A self-categorization approach to gender as a social category*. Division of Psychology Social Psychology Seminar Program, Australian National University, Canberra, Australia.
- Jonas, K., **Ryan, M. K.**, Luke, M., Corsini, S., & Gautier, T. (2000). *Everybody say 'group': Dichotomies in self-concept research*. EAESP Summer School, Clermont-Ferrand, France, July.
- Ryan, M. K.** (2000). *The malleable self: A self-categorization approach to self-concept change*. EAESP Summer School, Clermont-Ferrand, France, July.
- Ryan, M. K.**, Jonas, K. & Luke, M. (2000). *Another SIDE to shared norms: A social identity approach to self-concept change*. EAESP Summer School, Clermont-Ferrand, France, July.
- Ryan, M. K.** (2000) *Asking the accuracy question 2: The truth and consequence of self knowledge*. Division of Psychology Social Psychology Seminar Program, Australian National University, Canberra, Australia.
- Ryan, M. K.** (1999) *A gendered self or a gendered context? An investigation of moral reasoning*. Division of Psychology Social Psychology Seminar Program, Australian National University, Canberra, Australia.
- Ryan, M. K.** (1998) *Moral reasoning: Is the self-concept inextricably linked with gender?* Division of Psychology Social Psychology Seminar Program, Australian National University, Canberra, Australia.