

# CURRICULUM VITAE

(Revised on August 8, 2013)

## EROS R. DESOUZA, PHD, PROFESSOR OF PSYCHOLOGY

### PERSONAL INFORMATION

**Nationality:** U.S. citizen

**Address:** Illinois State University, Department of Psychology (4620), Normal, Illinois 61790-4620, USA

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### EDUCATION

**Post-Doc** Center for Advanced Study in the Behavioral Sciences, Stanford University (summer, 1992);  
Negotiation and Dispute Resolution

**Ph.D.** University of Missouri at Kansas City (1990). Community Psychology, minor in Counseling;  
GPA: 4.00/4.00

**M.S.** Missouri State University (1985). Guidance and Counseling; GPA: 4.00/4.00

**B.A.** Missouri State University (1983). Psychology, minors in Biology and Philosophy;  
overall GPA: 3.56/4.00

### LANGUAGES SPOKEN

**Fluent:** English, Portuguese, and Spanish

**Good Reading Level and Some Writing and Speaking:** French, Italian, and German

### PROFESSIONAL AFFILIATIONS

American Psychological Association (APA): Student Member: 1986 to 1992; full member since 1992

Association for Psychological Science (APS): 1993 to present

Society for the Psychological Study of Men and Masculinity (APA-Division 51): 1996 to present

Division of International Psychology (APA-Division 52): 1997 to present

Eastern Psychological Association (EPA): 1997 to 2005

Society of Interamerican Psychology: 1994 to 1997

Southwestern Psychological Association (SWPA): 1990 to 1997

Society for Community Research and Action (APA-Division 27): 1990 to 1997

<b>FELLOWSHIPS/HONORS/STIPENDS/SCHOLARSHIPS</b>
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*Fellowship: Visiting Scholar to China* (topic: Collectivism in China): Stipend from the College of Arts and Sciences, Illinois State University, May-June 2001

Fellowship from State Farm Insurance, Bloomington, IL, for Incorporating Technology Into Instruction, July 1999

*Fellowship at the Universidade Federal da Paraiba, Brazil* (topic: Sexual Harassment and the Brazilian Sexual Perspective), July 1997

*Fellowship at the Universidade Federal do Rio Grande do Sul, Brazil* (topic: Contemporary Theories of Personality), June 1997

*Fellowship: Visiting Scholar to China* (topic: Chinese Philosophies: Taoism, Confucianism, and Buddhism): Stipend from the College of Arts and Sciences, Illinois State University, May-June 1996

*Fellowship at the Universidade Federal do Rio Grande do Sul, Brazil* (topic: Community Psychology in the U.S. and Latin America), May-June 1995.

*Fellowship at the Universidade Federal do Rio Grande do Sul, Brazil* (topic: Technology Transfer in AIDS Prevention), January 1994.

*Summer Fellowship at the Center for Advanced Study in the Behavioral Sciences* (topic: Negotiation and Dispute Resolution): Stanford University, CA, July-August 1992

*Phi Kappa Phi* (Academic Honor Society): University of Missouri at Kansas City, 1988 to present

*Kemper Doctoral Fellowship*: University of Missouri at Kansas City, 1988 to 1990

*Greater Kansas City Hispanic Scholarship*: University of Missouri at Kansas City, 1988 to 1990

*Chancellor's Fellowship*: University of Missouri at Kansas City, 1986 to 1990

*The Harry S. Truman Good Neighbor Award Foundation* (Mr. Paul Volcker, honoree): Represented the student body of the University of Missouri at Kansas City, 1988

*Cum Laude* (Undergraduate Honors): Missouri State University, 1983

*Institute of International Education Scholarship*: Missouri State University, 1981 to 1983

*Undergraduate Fulbright Scholarship*: Missouri State University, 1980 to 1981

<b>RESEARCH AWARDS</b>
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Nominated for the Outstanding College of Arts and Science Researcher Award, 2012

Recipient of the *International Coalition Against Sexual Harassment Research Award*, 2007

Recipient of the *American Psychological Association Dissertation Research Award*, 1990

Recipient of the University of Missouri *Outstanding Dissertation Award*, 1990

Second place of the *Missouri Psychological Association Graduate Research Competition*, 1990

First place of the *Missouri Psychological Association Graduate Research Competition*, 1989

<b>TEACHING AWARDS</b>
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*2012 Red Tassel Mortar Board Certificate/Award of Faculty Appreciation*, which was presented during the Faculty and Staff Appreciation Dinner. Nominated by students for having made a significant impact and difference in their lives, Illinois State University, Normal, IL

*1999 Outstanding Faculty Award*. Nominated by students for having made a significant impact and difference in their lives, Illinois State University, Normal, IL

*1998 Outstanding Teacher of the Year*. Award given by the Panhellenic Association for having made a significant impact and difference in students' lives, Illinois State University, Normal, IL

*1996 Who's Who Among America's Teachers*. Nominated by students for having made a significant impact and difference in their lives

<b>PROFESSIONAL EXPERIENCE</b>
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Teaching

1991-present: Professor, Industrial-Organizational/Social Sequence, Department of Psychology, Illinois State University, Normal, IL. Duties involve instruction, research activities, consultation, and community services (tenured in 1997; promoted to the level of Associate Professor in 1998; promoted to Professor in 2005)

1990-1991: Visiting Assistant Professor, Department of Psychology, The Wichita State University, Wichita, KS. Taught graduate classes in the community-clinical program, as well as undergraduate classes. Duties involved advising, instruction, assessment, classroom management, and evaluation

1990 (summer): Adjunct Instructor, Department of Social Sciences, Johnson County Community College. Taught Introduction to Psychology. Duties involved instruction, assessment, classroom management, and evaluation

1986-1990: Graduate Teaching Assistant, Department of Psychology, University of Missouri, Kansas City, MO. Taught Experimental Psychology--laboratory section. Duties involved lecturing, assisting students with canned and individually planned experiments, and grading research papers

1984-1985: Graduate Teaching Assistant, Department of Psychology, Missouri State University, Springfield, MO. Assisted graduate students with the administration and scoring of WISC-R & WAIS-R

Summary of the courses taught:

Course	Size	Level	Type
Foundations of Inquiry	M	U	GE
Introduction to Psychology	M	U	GE
Psychology of Personality	L, M	U	GE
Topics in Psychology and Diversity	M	U	GE
Senior Seminar	S	U	M
Organizational Psychology	M	U/G	M,S
History of Psychology	S	U/G	M,S
Research & Practice in I/O Social Psychology	S	G	M,S
Theories of Personality	S	G	M, S
Psychology of Diversity	S	G	M, S
Community Mental Health	S	G	M, S
Graduate Seminar in Prevention	S	G	M, S
Graduate Seminar in Program Evaluation	S	G	M, S

Note: Size: S = small (<20), M = moderate (25-60), L = large (61-300)  
 Level: U = undergraduate, G = graduate  
 Type: M = major, S = service, GE = general education

### **Administrative Experience**

- 2012-present: Elected member to the Department Faculty Status Committee (DFSC). Duties include attending bi-monthly meetings, as well as conducting pre-tenure reappointment reviews and summative reviews of each psychology faculty member's activities and performance for purposes of determining performance-evaluated salary increments, formulating recommendations for promotion and tenure, for completion of post-tenure reviews and for dismissal. Illinois State University, Normal, IL
- 2010-present: Member (fall 2010-present) of the Multi-Ethnic Cultural and Co-Curricular Programming Advisory Committee (MECCPAC), which is a diversity initiative sponsored by the Dean of Students Office. The committee reviews applications to provide matching co-sponsorship funds for cultural, educational, and multi-ethnic programs that help build awareness and appreciation within the Illinois State community for African American, Latin American, Native American, and Asian American cultures, women, people with disabilities, and gay, lesbian, bi-sexual, and transgender persons (GLBT), Illinois State University, Normal, IL
- 2010-present: Consultant to the Student Counseling Center, Illinois State University, Normal, IL
- 2005-present: Chair (fall 2010) and Member (2005-present) of the Climate & Diversity Committee, Psychology Department, Illinois State University, Normal, IL
- 2001-present: Member of APA Commission on Accreditation (CoA). Duties include helping the CoA carry out its responsibilities as the nationally recognized accrediting body for professional education and training in psychology in accordance with the American Psychological Association published guidelines and procedures, including an examination of the self study and site visit
- 2012-present: Member of Editorial Board, Clínica & Cultura, Porto Alegre, Brazil
- 2004-present: Member of Editorial Board, Interamerican Journal of Psychology, Gainesville, FL, USA
- 2000-present, 1995-1998: Member of Editorial Board, Psicologia: Reflexão e Crítica, Porto Alegre, Brazil
- 2005-present: Consultant to the Office of Diversity & Affirmative Action, Illinois State University, Normal, IL
- 2001-present: Member of the Web Committee, Psychology Department, Illinois State University, Normal, IL  
 Web master for the Industrial/Organizational-Social web sites
- 2006-present: Chair (2008-spring 2010), Vice-Chair (2006-2008), Member (2004-2008; fall 2010-present) of the Academic Freedom, Ethics, and Grievance Committee, Illinois State University, Normal, IL
- 2008-present, 2000-2006: Member of the University Community Rights & Responsibilities Committee (formerly known as Student Dispute Resolution Services), Illinois State University, Normal, IL
- 2012-present: Webmaster of the Organization of Latin American Employees, Illinois State University, Normal, IL
- 2011-2012: Member of Search Committee for Social Psychology Faculty Position. Duties involved helping develop ads, attending human resources training, establishing criteria for evaluating applicants, reviewing applications, selecting top candidates for phone and campus interviews, interviewing top candidates, facilitating campus visits of finalists, and making recommendations for hires. Illinois State University, Normal, IL

- 2011: Interim Coordinator of the Industrial/Organizational-Social Master's Sequence, Illinois State University, Normal, IL
- 2009-2010: Member of Search Committee for Industrial/Organizational Psychology Faculty Position. Duties involved attending human resources training, developing ads, establishing criteria for evaluating applicants, selecting candidates for phone and campus interviews, facilitating phone and campus interviews as well as visits, and making recommendations for hires.
- 2007-2009: Co-Chair of the International Coalition Against Sexual Harassment 2008 Conference, Boston: MA
- 2007-2008: Chair of Living Abroad Committee of Division 52 (International Psychology), American Psychological Association, Washington, D.C.
- 2005-2006: Member of the Ad Hoc Senior Seminar/History & Systems Committee, Psychology Department, Illinois State University, Normal, IL
- 2000-2005: Chairperson (2004-2005) and Member (2002-2004, 1998-2000) of Resources Committee, Psychology Department, Illinois State University, Normal, IL
- 1998-2003: Chairperson (2001-2002) and Member (2002-2003, 1998-2000) of the University Research Grant Committee, Psychology Department, Illinois State University, Normal, IL. Committee reviewed internal grant proposal submissions at the departmental level, provided written feedback and proposal rankings.
- 2001-2002: Member of the Assessment Committee, Psychology Department, Illinois State University, Normal, IL. Committee developed a plan for assessing the undergraduate psychology curriculum and facilitated data collection necessary for this assessment.
- 1998-2001: Member of the American Psychological Association Task Force on Sexual Harassment, Washington, D.C.
- 1997-2001: Consultant to the Office of Multicultural Affairs, Illinois State University, Normal, IL
- 1996-2000: Member of the UHECC--Sexual Health Committee, Student Health Service, Illinois State University, Normal, IL. Task force was charged with developing and assessing policies and interventions designed to reduce STD.
- 1992-2001: Chairperson (1997-2001) and Member (1992-1994) of Teaching Enhancement & Evaluation Committee, Psychology Department, Illinois State University, Normal, IL. Committee appraised evaluation procedures.
- 1994-1997: Liaison for the Society of Interamerican Psychology and the Society for Community Research and Action. Division 27 of the American Psychological Association, Washington, D.C.
- 1994-1997, & 1991-1992: Member of External Affairs Committee, Psychology Department, Illinois State University, Normal, IL
- 1992-1996: Member of Ad Hoc Committee on Sexual Harassment. Psychology Department, Illinois State University, Normal, IL
- 1992: Consultant to the President's Commission on Combating Intolerance and Sexual Harassment, Student Counseling Center, Illinois State University, Normal, IL
- 1991-1992: Member of Research Committee, Student Counseling Center, Illinois State University, Normal, IL
- 1991-1992: Member of Consultation Committee, Student Counseling Center, Illinois State University, Normal, IL

1991-1992: Member of Special Population Committee, Student Counseling Center, Illinois State University, Normal, IL

### **Program Evaluation/Consultation Experience**

1996-1997: Board Member, Project Success. The goal of the program is to improve the chances of success for elementary school children and their families in the Bloomington/Normal area. Duties involve attending monthly meetings, serving on one work group, and participating on grant-driven activities, especially on the health work group. Attended bimonthly meetings with other work members to write a "school-based health clinics" grant with the Illinois Department of Health to explore ways to provide health care services on-site

1992: Volunteer-Program Evaluator, Unit 5 Schools. Assisted with evaluation procedures of a program designed to enhance self-esteem with "at risk" elementary school students

1987-1991: Practicum: Program Evaluator, Ozanam Home for Boys, Inc., Kansas City, MO. Duties included designing and conducting formative and summative evaluations, e.g., planning and designing evaluation methods, collecting archival and observational data, analyzing data with the SPSS-X program, and writing final reports on the implementation and success of the program in meeting its intended objectives

1987-1990: Volunteer-Consultant, Westport Tomorrow, Inc., Kansas City, MO. Assisted neighborhood associations in identifying needs related to crime prevention and helped assess the implementation of community programs to combat crime

1986-1990: Practicum: Assistant Program Evaluator, Kansas City Public Schools, Kansas City, MO. Assisted interviewing school staff, collecting observational and perceptual data, entering & analyzing data

1988: Volunteer-Consultant, Job Corps, Inc., Excelsior Springs, MO. Provided process consultation to a Federal vocational rehabilitation center

### **Research Experience**

1992: Postdoctoral Research Scholar, Center for Advanced Study in the Behavioral Sciences (topic: Negotiation and Dispute Resolution): Stanford University, CA. Attended seminars in economic and cognitive aspects in negotiation, and presented a seminar on gender and race issues in conflict resolution. Developed research plans on fairness and decision making

1990: Postdoctoral Research Associate, Department of Psychology, University of Missouri, Kansas City, MO. Responsible for writing grant proposals. Duties involved supervising data collectors, analyzing data, and writing final manuscripts

1987-1988: Research Assistant, Metropolitan Organization to Counter Sexual Assault (MOCSA), University of Missouri, Kansas City, MO. Participated in data collection and analysis of grant-supported research project related to sexual offenders

1984-1985: Research Assistant, Department of Psychology, Southwest Missouri State University, Springfield, MO. Conducted operant conditioning experiments with animals

### **Guidance & Counseling Experience**

1985-1986: Psychiatric Counselor, Park Central Hospital, Springfield, MO. Dealt with behaviorally and emotionally troubled adolescents. Duties involved counseling and organizing social activities for the young

<b>RESEARCH ACTIVITY</b>
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### Grants

Title: Faculty Development Course Reassignment Grant  
 Investigator: **E. R. DeSouza**  
 Sponsor: Internal Grant: Illinois State University  
 Budget: \$4,000; funded spring 2009

Title: Incorporating Technology into Instruction  
 Investigators: **E. R. DeSouza**  
 Sponsor: External Grant: State Farm Insurance  
 Budget: \$3,000; funded July 1999

Title: Interpretations of Sexual Harassment in the U.S. and Brazil  
 Investigators: J. Baldwin & **E. R. DeSouza**  
 Sponsor: Internal Grant: Illinois State University  
 Budget: \$6,000; funded July 1997  
 Title: Perceived Token Resistance in the U.S. and Brazil as a Function of Type of Resistance, Respondent's Gender, Ethnicity, and Nationality  
 Investigator: **E. R. DeSouza**  
 Sponsor: Internal Grant: Illinois State University  
 Budget: \$3,930; funded July 1993

Title: Cultural-Social Determinants of Condom Use with Brazilian, Colombian, German, and American College Students  
 Investigator: **E. R. DeSouza**  
 Sponsor: Internal Grant: Illinois State University  
 Budget: \$750; funded July 1993

Title: Negotiation and Dispute Resolution  
 Investigators: **E. R. DeSouza**  
 Sponsor: External Grant: Center for Advanced Study in the Behavioral Sciences  
 Budget: \$6,000; funded summer 1992

Title: A Cross-Cultural Investigation on Depression in Brazilian College Students  
 Investigator: **E. R. DeSouza** & J. Zanelli  
 Sponsor: Internal Grant: University of Missouri (Kansas City)  
 Budget: \$1,200; funded January 1990

### Editorial Reviews

- Applied Cognitive Psychology
- Child Abuse & Neglect
- Clínica & Cultura
- Cultural Diversity & Ethnic Minority Psychology
- European Psychiatry
- Houghton Mifflin Company
- Interamerican Journal of Psychology
- International Perspectives in Psychology: Research, Practice, Consultation
- Journal of Adolescent Health
- Journal of Applied Social Psychology
- Journal of Basic and Applied Social Psychology
- Journal of Cross-Cultural Psychology
- Journal of International & Intercultural Communication
- Journal of Interpersonal Violence
- Journal of Sex Roles

- Journal of Violence Against Women
- McGraw Hill Publishing
- Prentice Hall Publishing
- Psicologia: Reflexão e Crítica
- Psychology of Men & Masculinity
- Scandinavian Journal of Psychology
- Thompson Publishing
- Women & Health

**Publications**  
**(Chronologically)**

**Books & Book Chapters**

1. **DeSouza, E.** (in press). Masculinity-Femininity. In K. D. Keith (Ed.), The Encyclopedia of Cross-Cultural Psychology. Chichester, U.K.: Wiley-Blackwell.
2. **DeSouza, E.**, Stevens, M., Clinton, A., Marcucci, L., Mellish, M., Barahona, R., Carillo, E., Angelino, R., de Souza, L. K., & McCarthy, S. (2013). Definitions of War, Torture, and Terrorism in Latin America. In K. Malley-Morrison, S. McCarthy, & D. Hines (Eds.), International Handbook on War, Torture, and Terrorism (pp. 113-132). New York, NY: Springer.
3. **DeSouza, E.**, Stevens, M., Luna-Torres, J., Angelino, R., Barahona, R., Carillo, E., Clinton, A., de Souza, L. K., & McCarthy, S. (2013). Views on National Security in Latin America. In K. Malley-Morrison, S. McCarthy, & D. Hines (Eds.), International Handbook on War, Torture, and Terrorism (pp. 273-282). New York, NY: Springer.
4. Clinton, A., Anazagasty, J., Stevens, M., **DeSouza, E.**, Pescatore, B., Marcucci, L., Angelino, R., Barahona, R., de Souza, L. K., Carillo, E., & McCarthy, S. (2013). Latin American Perspectives on the Right to Invasion. In K. Malley-Morrison, S. McCarthy, & D. Hines (Eds.), International Handbook on War, Torture, and Terrorism (pp. 443-466). New York, NY: Springer.
5. Clinton, A., Anazagasty, J., Fortín, J., de Souza, L. K., McCarthy, S., Campbell, T., Stankiewicz, A., Angelino, R., Barahona, R., Carillo, E., **DeSouza, E.**, & Stevens, M. (2013). Perspectives on Torture in Latin America. In K. Malley-Morrison, S. McCarthy, & D. Hines (Eds.), International Handbook on War, Torture, and Terrorism (pp. 617-630). New York, NY: Springer.
6. **DeSouza, E. R.**, Campbell, T., Barahona, R., de Souza, L. K., McCarthy, S., Stevens, M., Clinton, A., Carillo, E., & Angelino, R. (2013). Definitions of Peace and Reconciliation in Latin America. In K. Malley-Morrison, A. Mercurio, & G. Twose (Eds.), International Handbook on Peace and Reconciliation—Vol 2 (pp. 107-116). New York, NY: Springer.
7. Torres, J. L., Muenta, A., Hanlin, P., Stevens, M., Clinton, A., McCarthy, S., Barahona, R., Angelino, R., Carillo, E., **DeSouza, E.**, & de Souza, L. K. (2013). Perspectives on Protest in Latin America. In K. Malley-Morrison, A. Mercurio, & G. Twose (Eds.), International Handbook on Peace and Reconciliation—Vol 2 (pp. 237-246). New York, NY: Springer.
8. Clinton, A., Anazagasty, J., Lewin, M., McCarthy, S., Stevens, M., Barahona, R., Carillo, E., Angelino, R., **DeSouza, E.**, & de Souza, L. K. (2013). Perspectives on Apology in Latin America. In K. Malley-Morrison, A. Mercurio, & G. Twose (Eds.), International Handbook on Peace and Reconciliation—Vol 2 (pp. 379-394). New York, NY: Springer.
9. Stevens, M., Clinton, A., McCarthy, S., de Souza, L. K., Barahona, R., Carillo, E., **DeSouza, E.**, & Angelino, R. (2013). Latin American Perspectives on Peace and Reconciliation. In K. Malley-Morrison, A. Mercurio, & G. Twose (Eds.), International Handbook on Peace and Reconciliation—Vol 2 (pp. 561-580). New York, NY: Springer.



10. Paludi, M., Paludi, C., & **DeSouza, E.** (2011), Handbook on Workplace Discrimination: Legal, Management and Social Science Perspectives (Two Volumes). Santa Barbara, CA: Praeger Security International/ABC-CLIO.
11. Paludi, M., **DeSouza, E.**, & Dodd, D. (2011). Disability Discrimination. In Paludi, M., Paludi, C., & DeSouza, E. (Eds.), Handbook on Workplace Discrimination: Legal, Management and Social Science Perspectives (pp. 17-44). Santa Barbara, CA: Praeger Security International/ABC-CLIO.
12. **DeSouza, E.** (2011). Sexual Harassment. In Paludi, M., Paludi, C., & DeSouza, E. (Eds.), Handbook on Workplace Discrimination: Legal, Management and Social Science Perspectives (pp. 227-249). Santa Barbara, CA: Praeger Security International/ABC-CLIO.
13. **DeSouza, E. R.**, & Showalter, B. D. (2010). Harassment of Sexual Minority College Students on U.S. Campuses. In Paludi, M.A. & Denmark F. L. (Eds.), Victims of Sexual Assault and Abuse: Resources and Responses for Individuals and Families—Vol 1: Incidence and Psychological Dimensions (pp. 137-154). Santa Barbara, CA: Praeger/ABC-CLIO.
14. **DeSouza, E.**, & Cerqueira-Santos, E. (2010). Prejudice and Discrimination Against Sexual Minorities: A Brazilian Perspective. In Paludi, M.A. (Ed.), Feminism and Women's Rights Worldwide—Vol 2: Mental and Physical Health (pp. 177-194). Santa Barbara, CA: Praeger/ABC-CLIO.
15. **DeSouza, E.**, & Chien, J. (2010). Frequency Rates and Consequences of Peer Sexual Harassment: Comparing U.S. and International Students. In Paludi, M.A. (Ed.), Feminism and Women's Rights Worldwide—Vol 2: Mental and Physical Health (pp. 195-208). Santa Barbara, CA: Praeger/ABC-CLIO.
16. **DeSouza, E. R.**, & Stevens, M. J. (2009). Peru. In K. Malley-Morrison (Ed.), State Violence and the Right to Peace: An International Survey of Views of Ordinary People Vol 3: Africa and Central and South America (pp. 201-225). Santa Barbara, CA: Praeger Security International/ABC-CLIO.
17. **DeSouza, E.** (2008). Redefining the U.S. Family and Laws to Include Gay, Lesbian, Bisexual, and Transgendered Individuals: Parents and Employers in the Twenty-First Century. In M. A. Paludi & P. E. Neidermeyer (Eds.), Work, Life, and Family Imbalance: How to Level the Playing Field (pp. 37-50). Oxford, UK: Greenwood World Publishing.
18. **DeSouza, E. R.** (2008). Workplace Incivility, Sexual Harassment, and Racial Micro-Aggression: The Interface of Three Literatures. In M. Paludi (Ed.), The Psychology of Women at Work: Vol 2. Obstacles and the Identity Juggle (pp. 65-84). Westport, CT: Praeger.
19. **DeSouza, E.** (2007). Redefining the U.S. Family and Laws to Include Gay, Lesbian, Bisexual, and Transgendered Individuals: Parents and Employers in the Twenty-First Century. In M. A. Paludi & P. E. Neidermeyer (Eds.), Work, Life, and Family Imbalance: How to Level the Playing Field (pp. 37-50). Westport, CT: Praeger.
20. Nydegger, R., Paludi, M., **DeSouza, E. R.**, & Paludi, C. A. (2006). Incivility, Sexual Harassment and Violence in the Workplace. In M. F. Karsten (Ed.), Gender, Race and Ethnicity in the Workplace: Issues and Challenges for Today's Organizations: Vol. 2. Legal, Psychological, and Power Issues Affecting Women and Minorities in Business (pp. 51-81). Westport, CT: Praeger.
21. **DeSouza, E. R.**, Baldwin, J., Koller, S. H., & Narvaz, M. (2004). A Latin American Perspective in the Study of Gender. In M. A. Paludi (Ed.), Praeger Guide to the Psychology of Gender (pp. 41-67). Westport, CT: Praeger.
22. **DeSouza, E.**, & Solberg, J. (2003). Incidence and Dimensions of Sexual Harassment Across Cultures. In M. Paludi & C. A. Paludi, Jr. (Eds.), Academic and Workplace Sexual Harassment: A Handbook of Cultural, Social Science, Management, and Legal Perspectives (pp. 3-30). Westport, CT: Praeger.

### Scholarly Articles

1. **DeSouza, E. R.**, & Vasquez, J. (manuscript in preparation). Faculty Members Self-Reported Experiences with Angry Behaviors from Students.
2. Chang, T. K., & **DeSouza, E. R.** (under review). A Qualitative Analysis of Gendered and Racialized Microaggressions among Chinese and Asian Indian College Students. *Journal of Higher Education*.
3. Matsuo, A., & **DeSouza, E. R.** (under review). The Effects of Anticipation on Psychological States among Narcissists. *Journal of Social Psychological and Personality Science*.
4. Wesselmann, E. D., & **DeSouza, E.** (in press.) Bringing the Psychology of Religion and Spirituality into Community Psychology. *Journal of Prevention & Intervention in the Community*.
5. Schneider, K. T., **DeSouza, E. R.**, & Durst, R. N. (in press). Links between Spirituality at Work, Job-Related Attitudes, and Value Fit in a Non-Profit Agency. *Journal of Prevention & Intervention in the Community*.
6. **De Souza, E. R.** (2011). Frequency Rates and Correlates of Contrapower Harassment in Higher Education. *Journal of Interpersonal Violence*, *26*, 158-188.
7. **DeSouza, E. R.**, Stevens, M. J., & Metivier, R. M. (2011). Government Retaliation against Terrorism: A Cross-national Study. *Behavioral Sciences of Terrorism and Political Aggression*, *3*, 1-19.
8. **De Souza, E. R.**, & Cerqueira, E. (2009). From the Kitchen to the Bedroom: Frequency Rates and Consequences of Sexual Harassment among Brazilian Domestic Workers. *Journal of Interpersonal Violence*, *24*, 1264-1284.
9. de Carvalho-Barreto, A., Bucher-Maluschke, S. N. F., de Almeida, P. C., & **DeSouza, E.** (2009). Desenvolvimento Humano e Violência de Gênero: Uma Integração Bioecológica [Human Development and Gender Violence: A Bioecological Integration]. *Psicologia: Reflexão e Crítica*, *22*, 86-92.
10. Schmitt, D. P., ... **De Souza, E.**, et al. (2007). The Geographic Distribution of Big Five Personality Traits: Patterns and Profiles of Human Self-Description Across 56 Nations. *Journal of Cross-Cultural Psychology*, *38*, 173-212.
11. **DeSouza, E. R.**, Solberg, J., & Elder, C. (2007). A Cross-Cultural Perspective on Judgments of Woman-to-Woman Sexual Harassment: Does Sexual Orientation Matter? *Sex Roles*, *56*, 457-471.
12. Solberg, J. J., & **DeSouza, E. R.** (2006). An Update on Same-sex Harassment Since Oncale: Employees Still Face Hurdles. *Journal of Law & Business*, *13*, 55-69.
13. Paludi, M., Nydegger, R., **DeSouza, E.**, Nydegger, L., & Dicker, K. A. (2006). International Perspectives on Sexual Harassment of College Students: The Sounds of Silence. *Annals of the New York Academy of Sciences*, *1087*, pp. 103-120.
14. **DeSouza, E. R.**, & Ribeiro, J. (2005). Bullying and Sexual Harassment Among Brazilian High School Students. *Journal of Interpersonal Violence*, *20*, 1018-1038.
15. **DeSouza, E. R.**, & Solberg, J. (2004 a). Women's and Men's Reactions to Man-to-Man Sexual Harassment: Does the Sexual Orientation of the Victim Matter? *Sex Roles*, *50*, 623-639.
16. **DeSouza, E. R.**, & Solberg, J. (2004 b). Law v. Psychology: The Need for the Victim of Sex Harassment to Report It and the Likelihood that It Will Be Reported. *Midwest Law Review*, *19*, 75-84.
17. **DeSouza, E. R.**, & Solberg, J. (2004 c). The Potential Impact of Cultural Differences on the Enforcement of Sexual Harassment Laws. *Journal of Law & Business*, *11*, 54-64.

18. Schmitt, D. P., ... **De Souza, E.**, et al. (2004 a). Patterns and Universals of Mate Poaching across 53 Nations: The Effects of Sex, Culture, and Personality on Romantically Attracting Another Person's Partner. Journal of Personality and Social Psychology, *86*, 560-584.
19. Schmitt, D. P., ... **De Souza, E.**, et al. (2004 b). Patterns and Universals of Adult Romantic Attachment Across 62 Cultural Regions: Are Models of Self and Other Pancultural Constructs? Journal of Cross-Cultural Psychology, *35*, 367-402.
20. **DeSouza, E. R.**, Pryor, J. B., Ribeiro, J., Mello, J., & Camino, C. (2004). Female Nurses' and Educators' Reactions to Sexual Harassment Charges: A Cross-Cultural Perspective. Interamerican Journal of Psychology, *38*, 31-38.
21. **DeSouza, E.**, & Fansler, A. G. (2003). Contrapower Sexual Harassment: A Survey of Students and Faculty Members. Sex Roles, *48*, 529-542.
22. **DeSouza, E.**, & Fleming, M. (2003). A Comparison of In-Class vs. Online Quizzes on Student Exam Performance. Journal of Computing in Higher Education, *14*, 121-134.
23. Schmitt, D. P., ... **De Souza, E.**, et al. (2003). Are Men Universally More Dismissing Than Women? Gender Differences in Romantic Attachment Across 62 Cultural Regions. Personal Relationships, *10*, 307-331.
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47. **DeSouza, E. R.** (1990). Evaluation of Ozanam's Special Education Program. Kansas City, MO: Ozanam Home for Boys, Inc. (ERIC Document Reproduction No. ED 318 170).

#### **Technical Reports**

1. **DeSouza, E. R.**, & Powell, J. (1991). Highlights of Research on Intrinsic Motivation. Ozanam Home for Boys, Inc., Kansas City, MO.
2. **DeSouza, E. R.**, & Guimaraes, S. (1990). Evaluation of the Recreational Program at Ozanam Home for Boys. Ozanam Home for Boys, Inc., Kansas City, MO.
3. **DeSouza, E. R.**, Voyce, J., & Seever, M. F. (1990). Enrollment and Achievement: Summer School--1989. The School District of Kansas City, MO.
4. **DeSouza, E. R.** (1990). An Ecological Approach to Evaluating Ozanam's Special Education Program. Ozanam Home for Boys, Inc., Kansas City, MO.

5. **DeSouza, E. R.** (1989). Program Evaluation: A Description of Incoming Clients--1987/1988. Ozanam Home for Boys, Inc., Kansas City, MO.
6. **DeSouza, E. R.** (1989). Evaluation of Ozanam's Residential Program. Ozanam Home for Boys, Inc., Kansas City, MO.
7. **DeSouza, E. R.** (1988). A Descriptive Report on the Clients Admitted to Ozanam Between April 1985 and November 1986. Ozanam Home for Boys, Inc., Kansas City, MO.
8. Couch, R. W., **DeSouza, E. R.**, & Kenyon, C. (1988). Formative Evaluation of the Foreign Language Magnet Schools. The School District of Kansas City, MO.
9. **DeSouza, E. R.** (1988). Evaluation of Ozanam's Special Education Program. Ozanam Home for Boys, Inc., Kansas City, MO.
10. **DeSouza, E. R.** (1987). Crime in Westport--A Problem or Not? Westport Tomorrow, Inc., Kansas City, MO.
11. Couch, R. W., **DeSouza, E. R.**, Kenyon, C., Thomas, R., & Weis, L. (1987). Evaluation of Summer School 1987. The School District of Kansas City, MO.
12. Gassman, G., **DeSouza, E. R.**, Marino, N., & Pohl, K. (1987). Evaluation of the School-Within-a-School Program 1986/1987. The School District of Kansas City, MO.

#### **Presentations at Professional Meetings**

1. **DeSouza, E. R.** (2013, July-August). Definitions of Peace and Reconciliation in Latin America. In A. J. Consoli & J. L. Gibbons (Chairs), International Collaborations throughout the Americas: Exemplary Practices. Symposium presented at the meeting of the American Psychological Association, Honolulu, HI.
2. **DeSouza, E. R.**, Schneider, K. T., & Durst, R. M. (2013, July-August). Links between Spirituality at Work and Job-Related Attitudes in a Non-Profit Organization. Paper presented at the meeting of the American Psychological Association, Honolulu, HI.
3. Chang, T. K., & **DeSouza, E. R.** (2013, July-August). A Comparison of Racial Microaggressions Between Chinese and Asian Indian Americans. Paper presented at the meeting of the American Psychological Association, Honolulu, HI.
4. Aguilera, A. V., **DeSouza, E.**, & Gomez, M. C. P. (2013, July). Reaccione de Estudiantes Chilenos ante Escenarios Hipotéticos de Desastres [Reactions of Chilean Students to Hypothetical Scenarios]. Paper presented at the XXXIV Interamerican Congress of Psychology, Brasília, Brazil.
5. **DeSouza, E. R.**, Terhorst-Miller, H., & Hesson-McInnis, M. (2013, May). College Students' Views Toward Diversity as Mediators of Anti-Affirmative Action Values. Paper presented at the meeting of the American Psychological Association, Washington, D.C.
6. Vasquez, J., & **DeSouza, E. R.** (2012, August). Examining Risk Factors and Protective Factors of Students at a Predominantly White University. Paper presented at the annual meeting of the American Psychological Association, Orlando, FLA.
7. **DeSouza, E. R.**, Vasquez, J., Miranda, M. H., & Hicks, J. R. (2012, August). A Qualitative Analysis of a Critical Angry Incident with Students. Paper presented at the annual meeting of the American Psychological Association, Orlando, FLA.
8. **DeSouza, E. R.**, & Akiko, M. (2012, May). The Effects of Anticipation on Psychological States among Narcissists. Paper presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
9. **DeSouza, E.**, & Vasquez, J. (2011, August). Student Aggression in Higher Education: Frequency Rates, Psychological Outcomes, and Coping Strategies among Faculty Members. Paper presented at the annual convention of the American Psychological Association, Washington, DC.

10. Vasquez, J., & **DeSouza, E.** (2011, August). Bias On-campus: Exploring Relations Between Faculty Contact, Academic Achievement, and Psychological Functioning in a College Student Population. Paper presented at the annual convention of the American Psychological Association, Washington, DC.
11. Srivastava, S., Stevens, M. J., & **DeSouza, E. R.** (2011, August). Adjustment of Asian-Indian Dual Career Couples in the United States. Paper presented at the annual convention of the American Psychological Association, Washington, DC.
12. **DeSouza, E.**, Acevedo, W., Gracioso, M. D. P., & Stevens, M. (2011, June-July). Social Change. A Guatemalan Perspective. Paper presented at the XXXIII Interamerican Congress of Psychology, Medellin, Colombia.
13. **DeSouza, E.**, & Paszkiet, N. (2011, June). Coping with the Transition from a Two-year Community College to a Four-year University. Paper presented at the XXXIII Interamerican Congress of Psychology, Medellin, Colombia.
14. **DeSouza, E.** (2011, June). Frequency Rates and Correlates of Student Harassment of University Faculty in the USA. Paper presented at the XXXIII Interamerican Congress of Psychology, Medellin, Colombia.
15. **DeSouza, E.** (2010, August). An Ecological Analysis of Terrorism. In S. McCarthy (Chair), Views of Terrorism, Torture & War: Challenges for Peace-Building. Symposium presented at the annual meeting of the American Psychological Association, San Diego, CA.
16. Sandhu, N. K., Stevens, M. J., & **DeSouza, E. R.** (2010, August). Ethnic Identity, Acculturation Strategies, and Psychological Adjustment in Asian Indians. Paper presented at the annual meeting of the American Psychological Association, San Diego, CA.
17. Sandhu, N. K., **DeSouza, E. R.**, & Stevens, M. J. (2010, May). Mediation of Ethnic Identity and Academic Distress among Asian Indians. Paper presented at the annual meeting of the Association for Psychological Science, Boston, MA.
18. **DeSouza, E. R.**, Showalter, B. D., & Schneider, K. T. (2009, August). Campus Climate for Sexual Minority Students: Antecedents and Outcomes of Heterosexist Harassment. Paper presented at the annual meeting of the American Psychological Association, Toronto, Canada.
19. Stevens, M., & **DeSouza, E. R.** (2009, June/July). Peruvian College Students' Lay Definitions of War, Peace, and Terrorism. Paper presented at the XXXII Interamerican Congress of Psychology, Guatemala City, Guatemala.
20. **De Souza, E. R.**, Showalter, B. D., & Schneider, K. T. (2009, May). Social Disclosure of Sexual Orientation and Psychological Well-being. Paper presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.
21. **De Souza, E. R.**, & Srivastava, S. P. (2009, May). Female Graduate Students' Multiple Roles: Three Case Studies. Paper presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.
22. **DeSouza, E.**, & Chien, J. (2008, August). Frequency Rates and Consequences of Peer Sexual Harassment on Campus: Comparing U.S. and International Students. Paper presented at the meeting of the International Coalition Against Sexual Harassment, Boston, MA.
23. **DeSouza, E.** (2008, August). Out of the Closet: The Harassment of Sexual Minorities. Paper presented at the meeting of the International Coalition Against Sexual Harassment, Boston, MA.
24. **DeSouza, E.** (2008, August). Moderator of a symposium on "Understanding and Preventing Gendered Violence: A Campus Perspective" presented at the meeting of the International Coalition Against Sexual Harassment, Boston, MA.

25. **DeSouza, E.**, Paludi, C. Jr., & Paludi, M. (2008, August). Moderators on “Closing Plenary” presented at the meeting of the International Coalition Against Sexual Harassment, Boston, MA.
26. Byczek, S. R., **DeSouza, E.**, & Faulkner, G. (2008, August). Perceptions of the Campus Climate at a Predominantly White University. Paper presented at the annual meeting of the American Psychological Association, Boston, MA.
27. Estuar, R., Stevens, M. J., & **DeSouza, E. R.** (2008, August). Filipino and Peruvian Perspectives on Torture. In D. A. Hines (Chair), International Perspectives on Torture. Symposium presented at the meeting of the American Psychological Association, Boston, MA.
28. Zaveri, T., Toohey, M., Stevens, M. J., **DeSouza, E. R.**, Youseff, R., & Tastle, W. J. (2008, August). Moral Disengagement and Invasion: Peru, Lebanon, and the United States. In K. Malley-Morrison & M. Corgan (Co-chairs), Moral Disengagement and Social Injustice: War and Peace. Symposium presented at the meeting of the American Psychological Association, Boston, MA.
29. Clinton, A., **DeSouza, E.**, & Stevens, M. (2008, July). Latin American Perspectives on Peace: Nicaragua and Peru. In M. Cordan & K. Malley-Morrison (Chairs), International Perspectives on Invasion, Reconciliation, Peace, and Security. Symposium paper presented at the annual meeting of the XXIX International Congress of Psychology, Berlin, Germany.
30. **DeSouza, E.** (2008, July). Sexual Harassment across Cultures. In D. P. Schmitt (Chair), Sex and Attachment across Cultures: A 56-nation Study. Invited symposium paper presented at the annual meeting of the XXIX International Congress of Psychology, Berlin, Germany.
31. Estuar, R., Youseff, R., Barbosa, M., Salmberg, M., Castenheira, C., Trosky, A., **DeSouza, E. R.**, Stevens, M. J., & Malley-Morrison, K. (2008, July). Multi-national Perspective on Extreme Aggression (Torture). Paper presented at the meeting of the International Society for Research on Aggression, Budapest, Hungary.
32. **DeSouza, E. R.**, Stevens, M. J., & Metivier, R. M. (2008, May). U.S. and Peruvian Students’ Reactions to a Hypothetical Terrorist Attack. Paper presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
33. **DeSouza, E. R.**, & Chien, J. (2008, May). Peer Sexual Harassment on Campus: Comparing U.S. and International Students. Paper presented at the annual meeting of the Association for Psychological Science, Chicago, IL.
34. Machado, C., Matos, R., Malley-Morrison, K., **DeSouza, E. R.**, Barbosa, M., & Dias, A. R. (2007, November). Perspectives on war and children’s right to peace: A comparative analysis between Portugal, the USA and Peru. Paper presented at the 11th ISPCAN European Regional Conference on Child Abuse and Neglect, Lisbon, Portugal.
35. **DeSouza, E. R.** (2007, August). Same-Sex Sexual Harassment: Research Findings and Implications for Policymakers. Invited address presented at the meeting of the International Coalition Against Sexual Harassment, New York, N.Y.
36. **DeSouza, E. R.** (2007, August). Organizational Behavior and Sexual Harassment. Panelist at the meeting of the International Coalition Against Sexual Harassment, New York, N.Y.
37. **DeSouza, E. R.**, & Stevens, M. J. (2007, August). Peruvian Students’ Beliefs About War and Peace. Paper presented at the annual meeting of the American Psychological Association, San Francisco, CA.
38. **De Souza, E. R.**, Stevens, M. J., Jauregui, D., & Metivier, R. M. (2007, May). Peruvian Students’ Reactions to a Hypothetical Terrorist Attack. Paper presented at the annual meeting of the Association for Psychological Science, Washington, D.C.

39. **DeSouza, E. R.**, & Byczek, S. R. (2007, May). Diversity at a Predominantly White University: Perceptions of Ethnic Student Leaders. Paper presented at the annual meeting of the Association for Psychological Science, Washington, D.C.
40. **De Souza, E. R.**, Berube, D. (2007, May). The Role of Perceived Organizational Support in Retaining Organizational Diversity. Paper presented at the annual meeting of the Association for Psychological Science, Washington, D.C.
41. **DeSouza, E.**, Berube, D. P., & Schneider, K. T. (2007, April). Incivility Experiences on Campus: Impacts of Race and Job Type. In K. T. Schneider (Chair), Incivility, Social Undermining Experiences, and Diversity Climate Perceptions. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, N.Y.
42. **De Souza, E. R.**, Solberg, J., & Cerqueira, E. (2006, May). A Cross-Cultural Perspective on Judgments of Woman-to-Woman Sexual Harassment. Paper presented at the annual meeting of the Association for Psychological Science, New York, N.Y.
43. **De Souza, E. R.**, & Berube, D. (2006, May). Diversity Among Faculty Members at a Predominantly White University: Perceptions of Administrators. Paper presented at the annual meeting of the Association for Psychological Science, New York, N.Y.
44. **DeSouza, E.**, Schneider, K. T., & Hubbard, C. R. (2005, August). Sexual Harassment Among High School Students of Color. In A. J. Ormerod & L. L. Collinsworth (Chairs), New Issues in High School Sexual Harassment. Symposium presented at the annual meeting of the American Psychological Association, Washington, D.C.
45. Schneider, K. T., **DeSouza, E.**, & Berube, D. P. (2005, August). Influences of Campus Climate for Women, Ethnic Minorities, and Homosexuals. In A. J. Ormerod (Chair), Leave-Taking: Influence of Climate, Sexual Harassment, and Retaliation on Withdrawal. Symposium presented at the annual meeting of the American Psychological Association, Washington, D.C.
46. **DeSouza, E.**, & Solberg, J. J. (2005, August). Issues Related to Same-Sex Harassment in the United States and the World. In N. T. Buchanan (Chair), Expanding Sexual Harassment Research to Include Diverse Populations and Intersecting Forms of Sexual Harassment. Symposium presented at the meeting of the International Coalition Against Sexual Harassment, Philadelphia, PA.
47. **DeSouza, E.** (2005, August). Psychological Dimensions of Sex Sexual Harassment. In M. Paludi (Chair), Sexual Harassment and Bullying: Incidence, Psychological Dimensions, and Implications for School Policy, Procedures and Training. Symposium presented at the meeting of the International Coalition Against Sexual Harassment, Philadelphia, PA.
48. **DeSouza, E.** (2005, August). Cross-Cultural Issues in Sexual Harassment Research. In M. Paludi (Chair), Future Issues in Sexual Harassment Research, Counseling, Training and Advocacy. Symposium presented at the meeting of the International Coalition Against Sexual Harassment, Philadelphia, PA.
49. **DeSouza, E.** (2005, August). Methodologies for Collecting Incidence Data. In D. C. DeFour (Chair), Sexual Harassment Research, Theory, and Advocacy: Current Controversies. Roundtable presented at the meeting of the International Coalition Against Sexual Harassment, Philadelphia, PA.
50. Solberg, J. J. & **DeSouza, E.** (2004, August). An Update on Same-Sex Harassment Since Oncale: Employees Still Face Hurdles. Paper presented at the Academy of Legal Studies in Business, Ottawa, Canada.
51. Stead, G. B., & **DeSouza, E.** (2004, July-August). Sexual Experiences Questionnaire: Construct Validity among South African Adolescents. Paper presented at the meeting of the American Psychological Association, Honolulu, HI.
52. **DeSouza, E.** (2004, July). Intercultural and Intracultural Comparisons of Bullying and Sexual Harassment in Secondary Schools. In M. Paludi & C. Paludi, Jr. (Chairs), Achieving Equity Through Bullying and Sexual



Harassment Prevention: From Research and OCR Guidelines to Classroom and School District Intervention. Symposium presented at the 25th National Annual Conference of the Association for Gender Equity Leadership in Education, Washington, D.C.

53. **De Souza, E. R.**, & Cerqueira, E. (2004, May). Sexual Harassment Among Brazilian Domestic Workers. Paper presented at the 16th annual meeting of the American Psychological Society, Chicago, IL.
54. **De Souza, E. R.**, & Virgil, N. J. (2004, May). Assessing Multicultural Competencies Among Industrial and Organizational Psychology Graduate Students. Paper presented at the 16th annual meeting of the American Psychological Society, Chicago, IL.
55. **DeSouza, E.** (2003). Sexual Harassment and Bullying as Forms of Violence in Schools. In J. Sigal & E. DeSouza (Chairs), The Many Faces of Violence: Perpetrators, Victims and Interventions. Symposium presented at the annual meeting of the Eastern Psychological Association, Baltimore, MD.
56. Sigal, J., & **DeSouza, E. R.** (Chairs, 2003). The Many Faces of Violence: Perpetrators, Victims and Interventions. Symposium presented at the annual meeting of the Eastern Psychological Association, Baltimore, MD.
57. **DeSouza, E. R.** (2003). Antecedents and Consequences of Peer Sexual Harassment in Brazil. In E. R. DeSouza (Chair), Sexual Harassment of School-age Students: A Cross-cultural Perspective. Symposium presented at the annual meeting of the American Psychological Association, Toronto, Canada.
58. **DeSouza, E. R.** (Chair, 2003). Sexual Harassment of School-age Students: A Cross-cultural Perspective. Symposium presented at the annual meeting of the American Psychological Association, Toronto, Canada.
59. **DeSouza, E. R.**, & Solberg, J. J. (2003). Man-to-Man Sexual Harassment: Does Sexual Orientation Matter? Paper presented at the annual meeting of the American Psychological Association, Toronto, Canada.
60. **DeSouza, E.**, & Fansler, G. (2002). Contrapower Sexual Harassment: Surveying Students' Behaviors and Attitudes. Paper presented at the annual meeting of the American Psychological Association, Chicago, IL.
61. **DeSouza, E. R.** (Moderator, 2002). Refining, Expanding, and Integrating Knowledge of Sexual Harassment. Symposium presented at the meeting of the International Coalition Against Sexual Harassment, Chicago, IL.
62. **DeSouza, E. R.**, & Ribeiro, J. (2002). Bullying and Sexual Harassment of High School Students in Brazil. Paper presented at a symposium on Current Research and Theory on Sexual Harassment at the meeting of the International Coalition Against Sexual Harassment, Chicago, IL.
63. **DeSouza, E. R.** (2002). Contrapower Sexual Harassment. Paper presented at a symposium on Current Research and Theory on Sexual Harassment at the meeting of the International Coalition Against Sexual Harassment, Chicago, IL.
64. Swiatek, S., & **DeSouza, E. R.** (2002). Implicit Discriminatory Attitudes Toward Arabs. Paper presented at the annual meeting of the American Psychological Society, New Orleans, LA.
65. **DeSouza, E. R.**, & Sigal, J. (2002). Chairs at a symposium on Sexual Harassment Across Cultures: Legal Definitions, Perceptions, and Experiences at the annual meeting of the Eastern Psychological Association, Boston, MA.
66. **DeSouza, E. R.** (2002). Perceptions of and Experiences with Sexual Harassment: A Cross-cultural Perspective. Paper presented at a symposium on Sexual Harassment Across Cultures: Legal Definitions, Perceptions, and Experiences at the annual meeting of the Eastern Psychological Association, Boston, MA.
67. Sigal, J., & **DeSouza, E. R.** (2002). Chairs at a symposium on From Prevention to Reality: Sexual Harassment, Workplace Violence, and Domestic Abuse Prevention Programs at the annual meeting of the Eastern Psychological Association, Boston, MA.

68. **DeSouza, E. R.** (2002). The Effects of the Media on Perceptions of Sexual Harassment. Paper presented at a symposium on From Prevention to Reality: Sexual Harassment, Workplace Violence, and Domestic Abuse Prevention Programs at the meeting of the Eastern Psychological Association, Boston, MA.
69. **DeSouza, E. R., & Solberg, J. J.** (2002). The Potential Impact of Cultural Differences on the Enforcement of Sexual Harassment Laws: Will They Work in Brazil? Paper presented at the Academy of Legal Studies in Business, Palm Springs, CA.
70. **DeSouza, E., & Fansler, G.** (2001). Sexual Harassment of Professors by Students. Paper presented at the annual meeting of the American Psychological Association, San Francisco, CA.
71. **DeSouza, E., Pryor, J., Salas, S., Ribeiro, J., & Gaborit, S. J., M.** (2001). Sexual Harassment in Brazil, Chile, and the United States: A Cross-Cultural Comparison. Paper presented at the 28th Interamerican Congress of Psychology, Santiago, Chile.
72. Baldwin, J. R., & **DeSouza, E.** (2001). The Eye of the Beholder: Women and Men's Perceptions of Three Types of Sexual Harassment Communication. Paper presented at the Interpersonal Division at the annual meeting of the Speech Communication Association, Atlanta, Georgia.
73. **DeSouza, E. R.** (2001). Cultural Diversity in Counseling: Perspectives for the New Millennium. Symposium presented at the annual meeting of the Eastern Psychological Association, Washington, D.C.
74. Ribeiro, J., Gomes, J. M. S., Carneiro, P. F. C., **DeSouza, E., & Pryor, J.** (2001). O Assédio Sexual na Universidade e seus Reflexos Sobre a Vida Acadêmica dos Alunos [Sexual Harassment on Campus and Its Impact on Students' Academic Success]. Paper presented at the II Congress of Psychology in North and Northeast of Brazil, Salvador, Bahia, Brazil.
75. Gomes, J. M. S., Ribeiro, J., Carneiro, P. F. C., **DeSouza, E., & Pryor, J.** (2001). Fatores Associados à Insatisfação Gerada pelo Assédio Sexual de Alunos na Universidade [Correlates of School Dissatisfaction and Academic Sexual Harassment]. Paper presented at the II Congress of Psychology in North and Northeast of Brazil, Salvador, Bahia, Brazil.
76. Carneiro, P. F. C., Ribeiro, J., Gomes, J. M. S., **DeSouza, E., & Pryor, J.** (2001). O Assédio Sexual no Ambiente Acadêmico [Sexual Harassment on Campus]. Paper presented at the II Congress of Psychology in North and Northeast of Brazil, Salvador, Bahia, Brazil.
77. Ribeiro, J. & **DeSouza, E.** (2001). Intimidação e Assédio Sexual em Crianças e Adolescentes em Idade Escolar [Bullying and Sexual Harassment among School Children]. Paper presented at the XI meeting of the Brazilian Association of Social Psychology. Florianópolis, Santa Catarina, Brazil.
78. Ribeiro, J. & **DeSouza, E.** (2001). Sexismo Ambivalente: Uma Area de Intersecção entre Preconceito e Assédio Sexual [Ambivalent Sexism: The Interface between Prejudice and Sexual Harassment]. Paper presented at the XI meeting of the Brazilian Association of Social Psychology. Florianópolis, Santa Catarina, Brazil.
79. Ribeiro, J., Gomes, J. M. S., Carneiro, P. F. C., **DeSouza, E. & Pryor, J.** (2001). A Pesquisa Sobre o Assédio Sexual no Ambiente Acadêmico: Alguns Dados sobre o Não-Dito [Sexual Harassment on Campus: Preliminary Findings on an Unspoken Problem]. Paper presented at the XXXI meeting of the Brazilian Society of Psychology. Rio de Janeiro, Rio de Janeiro, Brazil.
80. Gruber, J. E., & **DeSouza, E. R.** (2000). Sexual Harassment in a Cross-Cultural Context: Results from College Students in Three Countries. Paper presented at the Ninth Annual Conference of the International Coalition Against Sexual Harassment, Washington, D.C.
81. **DeSouza, E. R.** (2000). Discussant at a symposium on International Perspectives on Sexual Harassment in the Military: A study of Female Officers of the Swedish Armed Forces held at the annual meeting of the American Psychological Association, Washington, D.C.

82. **DeSouza, E. R.** (2000). Discussant at a symposium on International View of Multicultural Education and Training held at the annual meeting of the American Psychological Association, Washington, D.C.
83. **DeSouza, E., & Fleming M.** (2000). Does Web-Based Technology Enhance Student Learning? Paper presented at the meeting of the American Psychological Society Institute on the Teaching of Psychology, Miami Beach, FL.
84. **DeSouza, E.** (2000). Psychology of Diversity. Chair of round table held at the American Psychological Society Institute on the Teaching of Psychology, Miami Beach, FL.
85. **DeSouza, E. R.** (2000). Multiculturalism in Teaching and Research. Paper presented at a symposium on Multiculturalism and Gender Issues in Teaching, Counseling and Therapy at the annual meeting of the Eastern Psychological Association, Baltimore, MD.
86. **DeSouza, E. R., & Solberg, J.** (1999). Law v. Psychology: The Need for the Victim of Sex Harassment to Report It and the Likelihood that It Will Be Reported. Paper presented at the meeting of the Academy of Legal Studies in America, St. Louis, MO.
87. Sarles, R., & **DeSouza, E. R.** (1999). Males' Perception of Female Behavior: An Evolutionary Perspective of Sexual Harassment. Paper presented at the annual meeting of the American Psychological Society, Denver, CO.
88. Pryor, J. B., & **DeSouza, E. R.** (1999). A Social Framework Analysis of Male-to-Male Sexual Harassment. Paper presented at the Eighth Annual Conference of the International Coalition Against Sexual Harassment, Chicago, IL.
89. **DeSouza, E. R., & Matchen, J.** (1999). The Sexual Harassment of Professors by College Students. Paper presented at the annual meeting of the American Psychological Association, Boston, MA.
90. **DeSouza, E. R., Pryor, J. B., Ribeiro, J., Mello J., & Camino, C.** (1999). Reactions to Sexual Harassment Charges: A Cross-cultural Perspective. Paper presented at the annual meeting of the American Psychological Association, Boston, MA.
91. **DeSouza, E. R.** (1999). Sexual Harassment: A Cross-cultural Perspective. Paper presented at a symposium on Conceptual Issues in Sexual Harassment of Minorities, Adolescents and Cross-Culturally at the annual meeting of the American Psychological Association, Boston, MA.
92. **DeSouza, E. R.** (1999). Conducting Multicultural Research as a Psychologist of Brazilian Background. Paper presented at a Symposium on "From Within and Without: Research and Clinical Training in Minority Issues from the Perspective of Representatives of the Minority and Majority Cultures" at the annual meeting of the Eastern Psychological Association, Providence, RI.
93. **DeSouza, E. R., & Solberg, J.** (1999). Reactions to Sexual Harassment Among College Students and Staff. Paper presented at the meeting of the Eastern Psychological Association, Providence, RI.
94. Braden-Maguire, J., Sigal, J., Marvin, S., Shields, J., Mottram, L., Neblung, E., Bedard, R., Ingersoll, J., Hague, A., & **DeSouza, E.** (1999). The Effects of Simulated Jurors' Attitudes and Characteristics on Perceptions of Child Defendants: Should Young Defendants Be Tried as Children or Adults? Paper presented at the annual meeting of the Eastern Psychological Association, Providence, RI.
95. **DeSouza, E. R.** (1998). Psychology in Brazil: An International Look at Sexual Harassment. Paper presented at a Symposium on What American Psychology Stands to Gain from Globalization at the annual meeting of the American Psychological Association, San Francisco, CA.
96. **DeSouza, E. R.,** Chair, Discussant, & Presenter (1998). Cross-Cultural Constructions of (In)appropriate Social-sexual Behavior: Is It Sexual Harassment? Paper presented at a symposium on Perceptions and Attributions of Sexual Harassment at the annual meeting of the Eastern Psychological Association, Boston, MA.

97. Baldwin, J. R., & **DeSouza, E. R.** (1998). Gender Roles in Brazil: A Discussion of Marianismo-Machismo and Sexual Harassment. Paper presented at a symposium on Perceptions and Attributions of Sexual Harassment at the annual meeting of the Eastern Psychological Association, Boston, MA.
98. **DeSouza, E. R.** (1998). Quality of Life and Affective Traits in the Elderly. Paper presented at the 24th International Congress of Applied Psychology, San Francisco, CA.
99. **DeSouza, E. R.**, & Baldwin, J. R. (1998). Qualitative Analyses of Sexual Harassment Schemata. Paper presented at the annual meeting of the American Psychological Association, San Francisco, CA.
100. Ethridge, K. K., Wester, H. L., Orndorff, M., & **DeSouza, E.** (1998). Effectiveness of Undergraduate TAs in a Large Lecture Hall Setting. Paper presented at the meeting of the Association for Behavioral Analysis, Orlando, FL.
101. **DeSouza, E. R.** (1997). Sexual Harassment: Methodological Issues in Cross-Cultural Research. Paper presented at a symposium on Cross-Cultural Research on Gender at the meeting of the Eastern Psychological Association, Washington, D.C.
102. **DeSouza, E. R.** (1997). Human Behavior in a Global Village: A (Constructive) Post-Modern Perspective on Third World Community Psychology. Paper presented at a symposium on Contemporary Conceptualizations and Models in Community Psychology at the meeting of the II National Congress of Community Psychology, Porto Alegre, Brazil.
103. **DeSouza, E. R.**, Madrigal, C., & Millan, J. (1997). Multidimensional Condom Attitudes Scale (MCAS): A Confirmatory Analysis in Mexico. Paper presented at a symposium on Sexuality and HIV/AIDS at the meeting of the I Regional Congress of Psychology for Professionals in the Americas, Mexico City, Mexico.
104. **DeSouza, E. R.**, Madrigal, C., & Millan, J. (1997). Multidimensional Condom Attitudes Scale: A Confirmatory Analysis with Mexican Americans. Paper presented at the annual meeting of the Southwestern Psychological Association, Fort Worth, TX.
105. **DeSouza, E. R.**, Pryor, J. B., & Hutz C. S. (1997). Multidimensional Analysis of Sexual Harassment in the U.S. and Brazil. Paper presented at the annual meeting of the American Psychological Association, Chicago, IL.
106. Halpern, J. J., Boles, T. L., Conlon, D. E., **DeSouza, E.**, Gatewood, W., McLean Parks, J., & Murnighan, J. (1996). Expectations Surrounding the Distribution of Adventitious Outcomes: The Impact of Race and Gender. Paper presented at the meeting of the International Association of Conflict Management, Ithaca, NY.
107. **DeSouza, E. R.** (1996). Gender Differences in the Interpretation of Sexual Intent: A Cross-cultural Perspective. Paper presented in a symposium on International Perspectives on Rape and Sexual Harassment at the meeting of the XXVI International Congress of Psychology, Montreal, Canada.
108. **DeSouza, E. R.**, & Pryor, J. B. (1996). Exploring Gender Differences in Perceptions of Sexual Harassment. Paper presented at the annual meeting of the American Psychological Association, Toronto, Canada.
109. **DeSouza, E. R.** (1995). Community Psychology Today: Lessons from the U.S.A. and Latin America. Paper presented at the meeting of the I National Congress of Community Psychology, Porto Alegre, Brazil.
110. **DeSouza, E. R.**, & Hutz, C. S. (1995). Perceptions of Token Resistance to Sex Between Men and Women in the U.S. and Brazil. Paper presented at the annual meeting of the Southwestern Psychological Association, San Antonio, TX.

111. **DeSouza, E. R.**, Pryor, J. B., Fitness, J., Hutz C., Kumpf, M., Lubbert, K., Pesonen, O., & Erber, M. W. (1995). Definitions of Sexual Harassment in Australia, Brazil, Germany, and the United States. Paper presented at the IV European Congress of Psychology, Athens, Greece.
112. **DeSouza, E. R.**, Koller, S., & Hutz, C. S. (1995). Depression among Brazilian Street Children. Paper presented at the Fifth Biennial Conference on Community Research & Action, Chicago, IL.
113. **DeSouza, E. R.**, Pryor, J. B., Fitness, J., Hutz C., Kumpf, M., Lubbert, K., Pesonen, O., & Wang-Erber, M. (1994). Gender Differences in the Interpretation of Sexual Harassment: A Cross-Cultural Perspective. Paper presented in a symposium on Cross-Cultural Perspectives on Sexual Harassment at the annual meeting of the American Psychological Association, Los Angeles, CA.
114. Pryor, J. B., **DeSouza, E. R.**, Fitness, J., Hutz, C., Kumpf, M., Lubbert, K., Pesonen, O., & Erber, M. W. (1994). How Men and Women Interpret Behavior as Sexual Harassment: A Cross-Cultural Perspective. Paper presented in a symposium on Sexual Harassment at the 5th International Language and Social Psychology Conference, Brisbane, Australia.
115. Parks, J. M., Boles, T. L., Conlon, D., **DeSouza, E.**, Gatewood, W., Gibson, K., Halpern, J., Locke, D., Straub, P., Wilson, G., Murnighan, J. K. (1994). The Fair Distribution of Adventitious Outcomes. Paper presented at the meeting of the Academy of Management, Dallas, TX.
116. Pryor, J. B., & **DeSouza, E. R.** (1993). Some Differences in How American Men and Women Interpret Sexual Harassment. Paper presented at the annual meeting of the American Psychological Society, Chicago, IL.
117. **DeSouza, E. R.** (1993). A Needs Assessment of American and International Students. Paper presented at the annual meeting of the Southwestern Psychological Association, Corpus Christi, TX.
118. **DeSouza, E. R.**, Lubin, B., & Zanelli, J. (1992). Depression in Brazilian College Students. Paper presented at the annual meeting of the American Psychological Association, Washington, D.C.
119. **DeSouza, E. R.**, & Nourie, T. (1992). Just Do It: Stay in School Program--Program Development, Implementation, and Evaluation. Paper presented at the meeting of the Eco-Community Conference, Sawyer, MI.
120. **DeSouza, E. R.**, Pierce, T., Zanelli, J. C., & Hutz, C. (1991). A Cross-Cultural Study on Perceived Sexual Intent as a Function of Nature of Encounter, Subjects' Nationality, and Gender. Paper presented at the annual meeting of the Southwestern Psychological Association, New Orleans, LA.
121. **DeSouza, E. R.**, & Hutz, C. (1991). A Cross-Cultural Study on Eroticism as a Function of Subjects' Gender and Sex-Role Identity. Paper presented at the annual meeting of the American Psychological Association, San Francisco, CA.
122. Terre, L., Ghiselli, W., Taloney, L., & **DeSouza, E.** (1991). Dietary Restraint in Male College Students. Paper presented at the meeting of the Society of Behavioral Medicine, Washington, D.C.
123. **DeSouza, E. R.** (1991). A Seminar on Cross-Cultural Research: The Brazilian Portuguese Version of the DACL--Depression and Health in the Brazilian Elderly. Speaker at the meeting of the Eco-Community Conference, Dowagiac, MI.
124. **DeSouza, E. R.**, & Whitlock, R. V. (1990). Reliability and Validity of the Depression Adjective Checklist (Form E) with a Representative Sample of Urban Residents. Paper presented at the meeting of the Great Plains Conference in Psychology, St. Joseph, MO.
125. **DeSouza, E. R.**, & Sivewright, D. (1990). An Ecological Approach to Evaluating a Special Education Program. Paper presented at the meeting of the Eco-Community Conference, Dowagiac, MI.

126. Simkins, L., Ward, W., Bowman, S., Rinck, C., & **DeSouza, E.** (1989). The Utility of a Taxonomy and the Finkelhor Multifactor Theory to Predict Treatment Progress of Child Abuse Offenders. Paper presented at the annual meeting of the Southwestern Psychological Association, Houston, TX.
127. **DeSouza, E. R.** (1989). Evaluation of Ozanam's Special Education Program. Paper presented at the annual meeting of the American Psychological Association, New Orleans, LA.
128. **DeSouza, E. R.** (1989). Evaluation of Ozanam's Residential Program. Paper presented at the meeting of the Missouri Psychological Association, Kansas City, MO.
129. **DeSouza, E. R.** (1988). Crime in Westport: A problem or not? Paper presented at the meeting of the Annual Forum of the Westport Community Organization, Kansas City, MO.
130. **DeSouza, E. R.** (1988). Biofeedback Vs. Guided Imagery: A Comparison of Treatments on Peripheral Finger Temperature. Paper presented at the meeting of the XXIV International Congress of Psychology, Sydney, Australia.

#### **Master Lectures/Workshops**

1. Hunter, G., & **DeSouza, E. R.** (2012). American Students Encounter Race in Southern Brazil: Reflections from a Summer Study Aboard Experience. Master lecture presented at the International Studies Seminar Series, Illinois State University, Normal, IL.
2. **DeSouza, E. R.** (2011). Modern Racism. Master lecture presented at the School of International Business at Caxias do Sul University, Caxias do Sul, Rio Grande do Sul, Brazil.
3. **DeSouza, E. R.** (2011). Racial Micro-Aggressions. Master lecture presented at the School of International Business at the Bento Gonçalves campus of Caxias do Sul University, Caxias do Sul, Rio Grande do Sul, Brazil.
4. **DeSouza, E. R.** (2010). Research Methods in Social Psychology and Qualitative Methodologies. Master lectures and workshops presented at the Psychology Department at La Universidad del Valle de Guatemala, Guatemala City, Guatemala.
5. **DeSouza, E. R.** (2003). Social-Sexual Behaviors in School Settings. Lecture presented at the School of Education, Universidade Federal de Rio Grande, Rio Grande do Sul, Brazil.
6. **DeSouza, E. R.** (2003). Bullying and Sexual Harassment at Academic Settings. Lecture presented at the School of Business, Universidade Federal do Rio Grande do Sul, Porto Alegre, Rio Grande do Sul, Brazil.
7. **DeSouza, E. R.** (2003). Bullying Outcomes of Brazilian High School Students. Lecture presented at the Department of Psychology, Universidade Federal do Rio Grande do Sul, Porto Alegre, Rio Grande do Sul, Brazil.
8. **DeSouza, E. R.** (1999). Sexual Harassment in School and Work: Legal and Psychological Perspectives. Workshop presented at YouthBuild, Bloomington, IL.
9. **DeSouza, E. R.** (1999). Multiculturalism and Research on Cultural Competency. Workshop presented at the Student Counseling Center, Illinois State University, Normal, IL.
10. **DeSouza, E. R.** (1997). Contemporary Theories in Personality (Sociobiology, Cognitive Social Learning & Existential). Workshop presented at the Federal University of Rio Grande do Sul, Porto Alegre, Rio Grande do Sul, Brazil.
11. **DeSouza, E. R.** (1997). Sexual Harassment and the Brazilian Sexual Perspective. Lecture presented at the Federal University of Paraiba, João Pessoa, Brazil.

12. **DeSouza, E. R.** (1994, 1995). Behavioral Applications in Society. Workshops presented at the Federal University of Rio Grande do Sul and the Catholic University (PUC), Porto Alegre, Brazil.
13. **DeSouza, E. R.** (1991). Sexual Harassment: A Cross-Cultural Perspective. Workshop presented at the Student Counseling Center, Illinois State University, Normal, IL.

**References Available Upon Request**