

Gabrielle Lopiano

Owen Graduate School of Management
Vanderbilt University
401 21st Ave S, Nashville, TN 37203
Gabrielle.Lopiano@Vanderbilt.edu

ACADEMIC APPOINTMENT

Vanderbilt University, Owen Graduate School of Management 2021-Present
Assistant Professor, Organization Studies

EDUCATION

PhD	Emory University, Goizueta Business School Business/Organization & Management	2021
	<i>Dissertation title:</i> Rising Above Stigma: A Theoretical Model and Empirical Tests of Stigma-Based Assets and Workplace Outcomes	
MBA	University of Tampa, Sykes College of Business	2013
BS	Drexel University, College of Engineering Civil Engineering, Minor in Business Administration	2010

RESEARCH INTERESTS

- Stigma and identity management
- Workplace diversity
- Social hierarchy

RESEARCH PUBLICATIONS & INVITED REVISIONS

Williams, M. J., **Lopiano G.**, & Heller, D. (*in revision for 2nd invited resubmission to Organizational Behavior and Human Decision Processes*). Structural power and task responsibility (title disguised).

Negro, G., Williams, M. J., Pontikes, E., & **Lopiano, G.** (2021). Destigmatization and its imbalanced effects in labor markets. *Management Science*. Advance online publication.

Holmes, O., **Lopiano, G.**, & Hall, E. V. (2019). A review of compensatory strategies to mitigate bias. *Personnel Assessment and Decisions*, 5(2), 23-34. (Themed issue on *Reducing Discrimination in the Workplace*).

WORKING PAPERS & SELECTED RESEARCH IN PROGRESS

Lopiano, G. & Williams, M. J. Finding the strength in stigma: A theory of organizational assets arising from the experience of stigma. Working paper.

Hall, E. V., **Lopiano, G.**, Washington, E. F., Hall, A. V., & Avery, D. Stigma by association in racially diverse work teams. Working paper.

Lopiano, G. & Williams, M. J. Stigmatized individuals' prosocial and self-enhancement motives for organizational citizenship behavior. Data analysis stage.

Lopiano, G. & Williams, M. J. Experienced stigma and socioemotional skills. Data analysis stage.

Lopiano, G., Vo, K., & Nwadei, T. The use and effectiveness of race-based impression management strategies in salary negotiations. Data collection stage.

Lopiano, G., Williams, M. J., Negro, G., & Roemerman, R. Lifetime experiences with stigma as a predictor of current well-being and work outcomes among LGBTQ Southerners. Data collection stage.

- Research partnership with the LGBTQ Institute at the National Center for Civil and Human Rights

Lopiano, G. & Williams, M. J. Daily fluctuations in identity- and non-identity-related work stressors among LGBTQ employees. Study design stage.

OTHER PUBLICATIONS

Lopiano, G. & Watson, M. A. (2015). Facebook Folly at Northeast BMW. *Case Research Journal*, 35(2) 95-99. Fictionalized version, "Should We Fire Him for That Post?" published in *Harvard Business Review*, March 2016, p. 103-107.

ACADEMIC CONFERENCE ACTIVITY

* denotes presenting author

Organized Symposia:

Lopiano, G. Strengths from disadvantage: Toward a broader understanding of the consequences of social inequality (August 2021). Showcase symposium presented at the annual meeting of the *Academy of Management*.

Ponce de Leon, R. & **Lopiano, G.** (August 2019). Dissecting dominant diversity narratives: Challenging assumptions and paving new paths. Symposium presented at the annual meeting of the *Academy of Management*. Boston, MA.

Paper Presentations:

Lopiano, G.* & Williams, M. J. (August 2021). Coping with Devaluation: Socioemotional Assets Arising from the Experience of Stigma. Paper presented at the annual meeting of the *Academy of Management*. Virtual.

Lopiano, G.* & Williams, M. J. (August 2019). Unexplored benefits of workplace diversity: The relationship between stigma and citizenship behavior. Paper presented at the annual meeting of the *Academy of Management*. Boston, MA.

Lopiano, G.* & Williams, M. J. (June 2019). Is there a positive side to stigma? A model of organizational assets arising from the experience of stigma. Paper presented at the *Positive Organizational Scholarship Research Conference*. Ross School of Business, Ann Arbor, MI.

Lopiano, G.* & Williams, M. J. (August 2018). Theorizing a silver lining: A framework of assets arising from the experience of stigma. Paper presented at the annual meeting of the *Academy of Management*. Chicago, IL.

Lopiano, G.* & Watson, M. A. (October 2013). Karl Knauz BMW: Fire for Facebook? Case presented at the annual meeting of the *North American Case Research Association*. Victoria, BC.

- Received award for “Best Student Authored Case”

Bechtold, D. J. & **Lopiano, G.*** (August 2013). Communicating organizational change: A case study on Interface Inc. Paper presented at the annual meeting of the *Academy of Management*. Orlando, FL.

Poster Presentations:

Lopiano, G.* & Williams, M. J. (February 2019). Is there a positive side to stigma? A model of organizational assets arising from the experience of stigma. Poster presented at the annual meeting of the *Society for Personality and Social Psychology*. Portland, OR.

Holmes, O., Hall, E.V., **Lopiano, G.*** (January 2017). Label me this: Perceptions of romantic partnership labels used by gay men. Poster presented at the annual meeting of the *Society for Personality and Social Psychology*. San Antonio, TX.

INVITED PRESENTATIONS TO PRACTITIONERS

Center on Budget and Policy Priorities, Annual IMPACT Conference

Panelist, “LGBTQ Equity in State Policy Work,” December 2019, Washington, DC

LGBTQ Institute Business Forum at the National Center for Civil and Human Rights

Presenter and Panelist, “Leading & Influencing in Organizations,” October 2019, Atlanta, GA

Executive Education Program, Goizueta Business School, Emory University

Executive leadership training, “Adversity and Resilience,” June 2019

TEACHING EXPERIENCE

Instructor of Record, Goizueta Business School, Emory University

Negotiations (undergraduate elective), Spring 2021

- Official teaching evaluations available in May 2021

Instructor of Record, University of Tampa

Academic Skills (undergraduate elective), Spring 2014, Fall 2014, Spring 2015

Gateways I/II (required freshman seminar sequence), Fall 2014 & Spring 2015

Guest Lecturer, Goizueta Business School, Emory University

Negotiations (undergraduate/MBA elective), lecture on culture and negotiation, October 2019

- Rating (undergraduate section 1; n=53): 4.5/5
- Rating (undergraduate section 2; n=43): 4.5/5
- Rating (MBA section; n=31): 4.3/5

Negotiations (undergraduate elective), lecture on problem solving in negotiations, December 2018

- Rating (undergraduate section; n=48): 4.2/5

Principles of Organizations & Management (undergraduate core), lecture on social identity and diversity in organizations, April 2018

Teaching Assistant, Goizueta Business School, Emory University

Negotiations (undergraduate/MBA elective), Prof. Erika Hall, Fall 2018, Fall 2019

Leading Organizations and Strategy (MBA core), Prof. Renee Dye, Fall 2017

AWARDS AND FELLOWSHIP

- Emory University Laney Graduate School Research Funding, \$3,000, awarded March 2020
- Emory University Laney Graduate School Research Funding, \$2,500, awarded October 2018
- Emory University Laney Graduate School Training Funding, \$2,154, awarded October 2018
- Emory University Laney Graduate School Fellowship, August 2015 – May 2020
- Goizueta Business School Sheth Fellowship, \$1,000, awarded March 2018
- North American Case Research Association “Best Student Authored Case” award, October 2013
- The University of Tampa Graduate Assistantship, August 2011 – December 2012

INVITED CONSORTIA

- Harvard Business School Behavioral Insights Group (BIG) Doctoral Student Workshop, August 2020
- Academy of Management OB Division Doctoral Consortium, August 2019
- Academy of Management GDO Doctoral Consortium, August 2018

SERVICE & PROFESSIONAL AFFILIATIONS

Ad hoc reviewer

- *Personnel Assessment and Decisions*
- Annual meeting of the Academy of Management (GDO Division)

University service

- Co-organizer of the inaugural Management and Organizations Research at Emory (MORE) Doctoral Conference (cancelled due to COVID-19)

Professional affiliations

- Academy of Management (GDO & OB Divisions)
- Society for Personality and Social Psychology

EMPLOYMENT HISTORY

- Academic Advisor, The University of Tampa, September 2013-June 2015
- Graduate Assistant, Office of Student Disability Services, The University of Tampa, August 2011- May 2013
- Civil Design Engineer, Land Development, Hunt Engineering Company, April 2010-July 2011
- Civil Engineer, Airport Design, AECOM, December 2008 – March 2010