

GABRIELLE LOPIANO

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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
	Dissertation title: <i>Rising Above Stigma: A Theoretical Model and Empirical Tests of Stigma-Based Assets and Workplace Outcomes</i>	
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, Identity management, Workplace diversity, Discrimination, Social hierarchy

PEER-REVIEWED PUBLICATIONS

Williams, M. J., **Lopiano G.**, & Heller, D. (2022). When the boss steps up: Workplace power, task responsibility, and engagement with unpleasant tasks. *Organizational Behavior and Human Decision Processes*, 170, 104140.

Negro, G., Williams, M. J., Pontikes, E., & **Lopiano, G.** (2021). Destigmatization and its imbalanced effects in labor markets. *Management Science*, 67(12), 7669-7686.

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

- Recipient of the New Jersey Policy Research Organization Foundation 2020 Bright Idea Award in Management

MANUSCRIPTS IN PREPARATION

Lopiano, G. & Williams, M. J. [Topic: Experienced stigma, social perceptivity, and interpersonal helping.] In preparation for submission to *Academy of Management Journal*.

King, D. D., **Lopiano, G.**, & Fattoracci, E. S. M. [Topic: Identity and resilience.] In preparation for invited submission to *American Psychologist* for special issue on “Rethinking Resilience and Posttraumatic Growth.” (34 out of 275 proposals invited to submit full manuscript)

Lopiano, G. & Williams, M. J. [Topic: Stigma and socioemotional skills.] Revising for submission.

SELECT RESEARCH IN PROGRESS

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., Negro, G., Williams, M. J., Roemeran, R., & Petion, A. Lifetime experiences with stigma as a predictor of current outcomes among LGBTQ+ Southerners. *Data analysis stage*.

- Research partnership with the LGBTQ Institute, National Center for Civil & Human Rights

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

Lopiano, G. Unique skills developed from experiencing racial stigma: Evidence from sports data. *Data collection stage*.

Lopiano, G. Daily fluctuations in responses to identity- and non-identity-related work stressors among LGBTQ+ employees. *Study design stage*.

Lopiano, G. & Ma, A. Overcoming gender barriers in negotiations. *Theory development 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.

CONFERENCE ACTIVITY

* denotes presenting author

Organized Symposia:

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

Ponce de Leon, R. & **Lopiano, G.** (co-chairs, 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.

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. (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.

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.*, Holmes, O., & Hall, E.V., (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.

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.

- Recipient of Best Student Authored Case Award

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.

INVITED PRESENTATIONS TO PRACTITIONERS

Alliance of Women in Workers' Compensation

Presenter, "Negotiate with Confidence," October 2022, virtual

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

Owen Graduate School of Management, Vanderbilt University

Negotiation (MBA elective), Instructor of record Spring 2022, 2023

Organizational Behavior (undergraduate business minor core), Instructor of record Fall 2021, 2022

Goizueta Business School, Emory University

Negotiations (undergraduate elective), Instructor of record Spring 2021

Negotiations (MBA elective), Teaching assistant to Erika V. Hall Fall 2018, 2019

Leading Organizations and Strategy (MBA core), Teaching assistant to Renee Dye Fall 2017

PROFESSIONAL SERVICE & AFFILIATIONS

Ad hoc reviewer:

- *Organizational Behavior and Human Decision Processes*
- *Personnel Assessment and Decisions*
- Annual meeting of the Academy of Management (DEI Division)

Service to Vanderbilt:

- Member, Diversity & Inclusion Advisory Board, 2022
- Faculty panelist, “Women of Owen” MBA recruiting event, January 2022 & February 2023
- Faculty advisor, undergraduate Immersion project for Charlie Rebeck (Vanderbilt class of 2024)
- Faculty advisor, undergraduate Immersion project for Nicholas Woros (Vanderbilt class of 2024)

Other service to the field:

- Mentor to first-time attendees, OB Division, Academy of Management Annual Conference, August 2022, Seattle, WA
- Round table discussant, “Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students” Professional Development Workshop, Academy of Management Annual Conference, August 2021, Virtual

Professional affiliations:

- Academy of Management (DEI & OB Divisions)
- Society for Industrial and Organizational Psychology (SIOP)
- Society for Personality and Social Psychology (SPSP)

INVITED CONSORTIA

- Academy of Management OB Division Junior Faculty Workshop, 2022
- Harvard Business School Behavioral Insights Group (BIG) Doctoral Student Workshop, 2020

- Academy of Management OB Division Doctoral Consortium, 2019
- Academy of Management GDO Division Doctoral Consortium, 2018

AWARDS

- 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, awarded annually 2015-2020
- 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, full tuition, 2011-2012

EMPLOYMENT HISTORY

- Academic Advisor, The University of Tampa, 2013-2015
- Graduate Assistant, Office of Student Disability Services, The University of Tampa, 2011-2013
- Civil Design Engineer, Land Development, Hunt Engineering Company, 2010-2011
- Civil Engineer, Airport Design, AECOM, 2008-2010