

GABRIELLE LOPIANO

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ACADEMIC APPOINTMENT

Vanderbilt University, Owen Graduate School of Management

Assistant Professor, Organization Studies	2021-Present
Brownlee O. Currey Jr. Dean's Faculty Fellowship	2023-Present

EDUCATION

PhD	Emory University, Goizueta Business School Business/Organization & Management	2021
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, 104-140.

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 & UNDER REVIEW

† denotes doctoral student co-author

King, D. D., **Lopiano, G.**, & Fattoracci, E. S. M.† [Topic: Stigma and resilience.] Under third review at *American Psychologist* for special issue on “Rethinking Resilience and Posttraumatic Growth” [minor revisions requested].

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

Lopiano, G. & Williams, M. J. [Topic: Stigma and socioemotional skills.] *Working paper*. Revising for submission to *Organization Science*.

Hall, E. V., **Lopiano, G.**, Washington, E. F., Birch, A. V., & Avery, D. [Topic: Stigma by association in racially diverse work teams.] *Working paper; additional data collection in process*.

SELECT RESEARCH IN PROGRESS

† denotes doctoral student co-author

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

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

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

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

Lopiano, G. Ma, A., & Rosette, A.S. Overcoming gender barriers in negotiations. *Data collection & analysis*.

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

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. & Vo, K. (co-chairs, under review). Race matters: Unpacking the influence of racial identity on negotiation outcomes. Symposium proposal submitted to the annual meeting of the *Academy of Management* (to be held August 2024).

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:

Vo, K.,* **Lopiano, G.** & Nwadei, T. (under review). Fit in or stand out? The effectiveness of race-based impression management strategies in salary negotiations. Submitted as part of symposium proposal to the annual meeting of the *Academy of Management* (to be held August 2024).

Vo, K.* & **Lopiano, G.** (February 2024). Fit in or stand out? The effectiveness of race-based impression management strategies in salary negotiations. To be presented at the annual meeting of the *Society for Personality and Social Psychology*. San Diego, CA.

Lopiano, G.* & Williams, M. J. (August 2021). Coping with devaluation: Socioemotional assets arising from the experience of stigma. 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. 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. 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. 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. 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. 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? 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. 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 2021-Present

Organizational Behavior (undergraduate business minor core), Instructor of record 2020-Present

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:

- *Organization Science*
- *Organizational Behavior and Human Decision Processes*
- Annual meeting of the Academy of Management (DEI Division)

Service to Vanderbilt:

- Member, Owen Undergraduate Business Minor Committee, 2024-Present
- Member, Owen Diversity & Inclusion Advisory Board, 2022-Present
- Faculty panelist, "Women of Owen" MBA annual recruiting event, 2022-Present
- Faculty advisor, undergraduate Immersion project for Charlie Rebuck (class of 2024)
- Faculty advisor, undergraduate Immersion project for Nicholas Woros (class of 2024)

Other service to the field:

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

- Vanderbilt University Owen Graduate School Brownlee O. Currey Jr. Dean's Faculty Fellowship, awarded June 2023
- 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