

GABRIELLE LOPIANO

Owen Graduate School of Management
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ACADEMIC APPOINTMENT

Vanderbilt University, Owen Graduate School of Management	
Assistant Professor of Management	2021–present
<i>Parental leave and tenure clock extension: 2024–2025 (one year)</i>	
Brownlee O. Currey Jr. Dean's Faculty Fellowship	2023–2025

EDUCATION

PhD	Emory University, Goizueta Business School	2021
	Organization & Management	
MBA	University of Tampa, Sykes College of Business	2013
BS	Drexel University, College of Engineering	2010
	Civil Engineering	

RESEARCH INTERESTS

Stigma, Identity management, Workplace diversity, Discrimination, Social hierarchy

PEER-REVIEWED PUBLICATIONS

† denotes doctoral student co-author

King, D. D., **Lopiano, G.**, & Fattoracci, E. S. M.[†] (2024). A stigma-conscious framework for resilience and posttraumatic change. *American Psychologist*, 79(8), 1155–1170. (Special Issue: Rethinking Resilience and Posttraumatic Growth.) <https://doi.org/10.1037/amp0001330>

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. <https://doi.org/10.1016/j.obhdp.2022.104140>

Negro, G., Williams, M. J., Pontikes, E., & **Lopiano, G.** (2021). Destigmatization and its imbalanced effects in labor markets. *Management Science*, 67(12), 7669–7686. <https://doi.org/10.1287/mnsc.2020.3881>

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.) <https://doi.org/10.25035/pad.2019.02.004>

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

MANUSCRIPTS IN PREPARATION

Lopiano, G. & Vo, K.,[†] A theoretical framework of interracial negotiations. In preparation for submission to the *Academy of Management Review*, Special Topic Forum on Marginalized Workers and Marginalized Populations in Organizations.

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

Lopiano, G. & Williams, M. J. A theory of compensatory skills arising from the experience of stigma. In preparation for submission to *Organization Science*.

SELECT RESEARCH IN PROGRESS

[†] denotes doctoral student co-author

Lopiano, G., Vo, K.,[†] & Nwadei, T. Race-based impression management strategies in salary negotiations. (data collection ongoing)

- Recipient of annual Negotiation and Team Resources (NTR) Research Grant, \$10,024, awarded June 2024

Lopiano, G., Negro, G., Williams, M. J., Roemerman, R., & Petion, A. Lifetime experiences with stigma and geographic mobility among LGBTQ+ Southerners. (data analysis ongoing)

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

Hall, E. V., **Lopiano, G.**, Washington, E. F., Birch, A. V., & Avery, D. Stigma by association in racially diverse work teams. (working paper, additional data collection ongoing)

Lopiano, G. & Jaffe, R., The lasting effects of hometown demography: Evidence from the NBA. (data analysis ongoing)

Jaffe, R. & **Lopiano, G.**, Distance from home, performance, and turnover in the NBA. (data analysis ongoing)

Lopiano, G. Daily fluctuations in responses to identity- and non-identity-based work stressors among LGBTQ+ employees. (study design)

Zaandam, A., **Lopiano, G.** & Uribe, J. Divergent stakeholder interpretations of executive controversial statements. (data scraping and compiling; analysis to begin upon completion)

Zaandam, A., **Lopiano, G.** From me to we: Stigmatizing experiences, sensemaking, and collective organizing. (theory development)

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.

- Recipient of the North American Case Research Association’s Best Student Authored Case Award, awarded October 2013

CONFERENCE ACTIVITY

Chaired Symposia:

Lopiano, G. & Vo, K. Race matters: Unpacking the influence of racial identity on negotiation outcomes. *Academy of Management*, Chicago, IL, August 2024.

Lopiano, G. Strengths from disadvantage: Toward a broader understanding of the consequences of social inequality. *Academy of Management*, Virtual, August 2021.

- Highlighted as a Showcase Symposium in conference proceedings (~10% of all symposia)

Ponce de Leon, R. & **Lopiano, G.** Dissecting dominant diversity narratives: Challenging assumptions and paving new paths. *Academy of Management*, Boston, MA, August 2019.

Presentations:

Lopiano, G., Vo, K., & Nwadei, T. Fit in or stand out? The effectiveness of race-based impression management strategies in salary negotiations.

Academy of Management, Copenhagen, Denmark, July 2025

Academy of Management, Chicago, IL, August 2024

International Association of Conflict Management, Singapore, June 2024

Society for Personality and Social Psychology, San Diego, CA, February 2024

Diversity in Management and Organizations, Virtual, September 2023

Lopiano, G. & Williams, M. J. Experienced stigma, social perceptivity, and interpersonal citizenship.

Equality, Diversity, & Inclusion Conference, Seville, Spain, May 2024

Academy of Management, Virtual, August 2021

Academy of Management, Boston, MA, August 2019

Lopiano, G. & Williams, M. J. A theory of compensatory skills arising from the experience of stigma.

Positive Organizational Scholarship Conference, Ann Arbor, MI, June 2019

Society for Personality and Social Psychology, Portland, OR, February 2019

Academy of Management, Chicago, IL, August 2018

Lopiano, G., Holmes, O., & Hall, E.V. Label me this: Perceptions of romantic partnership labels used by gay men. *Society for Personality and Social Psychology*, San Antonio, TX, January 2017.

Lopiano, G. & Watson, M. A. Karl Knauz BMW: Fire for Facebook? *North American Case Research Association*, Victoria, BC, October 2013.

Bechtold, D. J. & **Lopiano, G.** Communicating organizational change: A case study on Interface Inc.
Academy of Management, Orlando, FL, August 2013.

INVITED PRESENTATIONS (Academic & Practitioner Audiences)

Alliance of Women in Workers' Compensation, October 2022
Diversity and Identity Management Research Lab, University of Colorado Boulder, February 2021
Owen Graduate School of Management, Vanderbilt University, February 2021
Tuck School of Business, Dartmouth University, February 2021
Rady School of Business, University of California at San Diego, November 2020
Smeal College of Business, Pennsylvania State University, November 2020
Center on Budget and Policy Priorities, Annual IMPACT Conference, December 2019
LGBTQ Institute Business Forum, National Center for Civil and Human Rights, October 2019
Executive Education Program, Goizueta Business School, Emory University, June 2019

TEACHING EXPERIENCE

Owen Graduate School of Management, Vanderbilt University

Negotiation (Executive MBA), Instructor of record Fall 2023

- Overall instructor rating (4.6/5.0)

Negotiation (Full-time MBA), Instructor of record Spring 2022–present

- Overall instructor rating (4.4/5.0)

Organizational Behavior (Undergraduate business minor), Instructor of record Fall 2021–present

- Overall instructor rating (4.5/5.0)

Goizueta Business School, Emory University

Negotiations (undergraduate elective), Instructor of record Spring 2021
Negotiations (MBA elective), Teaching assistant Fall 2018–2019
Leading Organizations and Strategy (MBA core), Teaching assistant Fall 2017

PROFESSIONAL SERVICE & AFFILIATIONS

Ad hoc reviewer:

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

Service to Vanderbilt:

- Organizer, Organization Studies Speaker Series, 2023–Present
- Member, Owen Undergraduate Business Minor Committee, 2024–Present

- Member, Owen Diversity & Inclusion Advisory Board, 2022–2025
- Faculty advisor, Owen Out & Allied, 2024–Present
- Faculty panelist, “Women of Owen” MBA annual recruiting event, 2022–2023
- Faculty advisor, undergraduate Immersion project, 2023–2024

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)

AWARDS & FELLOWSHIPS

- Negotiation and Team Resources Research Grant, \$10,024, awarded June 2024
- Vanderbilt University Owen Graduate School Brownlee O. Currey Jr. Dean's Faculty Fellowship, \$2,500 annually, awarded June 2023
- New Jersey Policy Research Organization Foundation Bright Idea Award in Management, awarded December 2020
- Emory University Laney Graduate School Research Award, \$3,000, awarded March 2020
- Emory University Laney Graduate School Research Award, \$2,500, awarded October 2018
- Emory University Laney Graduate School Fellowship, awarded annually 2015–2020
- Goizueta Business School Sheth Fellowship, awarded March 2018
- North American Case Research Association “Best Student Authored Case” award, October 2013

NON-ACADEMIC 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