

Gabrielle Lopiano

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EDUCATION

PhD	Emory University, Goizueta Business School Organization & Management	May 2021 (expected)
	<i>Dissertation title:</i> Rising Above Stigma: A Theoretical Model and Empirical Tests of Stigma-Based Assets and Organizational Outcomes <i>Committee:</i> Melissa Williams (chair), Jill Perry-Smith, Erika Hall, Karen Hegtvedt	
MBA	The University of Tampa, Sykes College of Business	May 2013
BS	Drexel University, College of Engineering Civil Engineering, Minor in Business Administration	June 2010

RESEARCH INTERESTS

- Stigma and identity management
- Organizational diversity
- Social hierarchy

RESEARCH PUBLICATIONS AND INVITED REVISIONS

Lopiano, G. & Williams, M. J. (*Under 3rd review at Academy of Management Review*).
Organizational assets arising from learning to cope with stigma (title disguised).

Negro, G., Williams, M. J., Pontikes, E., & **Lopiano, G.** (*Under 3rd review at Management Science [minor revisions requested]*). Destigmatization in the labor market (title disguised).

Williams, M. J., **Lopiano G.**, & Heller, D. (*In revision for invited resubmission to Organizational Behavior and Human Decision Processes*). Structural power, responsibility, and engagement in unpleasant work tasks (title disguised).

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*, guest edited by Mikki Hebl, Juan Madera, and Whitney Botsford Morgan).

SELECTED 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. *Target: Organization Science*

Lopiano, G. & Williams, M. J. Experienced stigma, socioemotional skills, and work outcomes. Data collection in progress. *Target: Academy of Management Journal*

Lopiano, G. & Williams, M. J. Stigmatized individuals' prosocial and self-protective motivations for organizational citizenship behavior. Data collection in progress. *Target: Journal of Applied Psychology*

Lopiano, G. & Williams, M. J. Daily fluctuations in identity- and non-identity-related work stressors among LGBTQ employees. Design stage. *Target: Journal of Applied Psychology*

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

Chaired Symposium:

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. (March 2020). Is there a positive side to stigma? A model of organizational assets arising from the experience of stigma. Paper accepted for presentation at the *East Coast Doctoral Conference* (cancelled due to COVID-19). Columbia Business School, New York, NY.

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

TEACHING EXPERIENCE

Primary Instructor, Goizueta Business School, Emory University

Negotiations (undergraduate elective), Spring 2021

- Official teaching evaluations available in May 2021

Instructor, Executive Education Program, Goizueta Business School, Emory University

Executive leadership training for The Nielsen Company, program on adversity and resilience, June 2019

Instructor, The 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

Attendee, Master Teacher Workshop, Certificate granted May 2018, Robinson College of Business, Georgia State University

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

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, 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

SERVICE & PROFESSIONAL AFFILIATIONS

Ad hoc reviewer

- *Personnel Assessment and Decisions*
- Annual meeting of the Academy of Management (GDO Division)
- Annual convention of the Society for Personality and Social Psychology

University service

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

Professional affiliations

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

OTHER EMPLOYMENT

- 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

REFERENCES

Melissa J. Williams

(faculty advisor, dissertation chair, & co-author)
Associate Professor of Organization & Management
Associate Professor of Psychology (by courtesy)
Goizueta Business School
Emory University
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