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Vivian L. Xiao

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Academic Appointments

2022 – Present **Vanderbilt University, Owen Graduate School of Management**
Postdoctoral Fellow

Education

- 2022 **Stanford Graduate School of Business**
Ph.D. in Business Administration (Organizational Behavior)
Dissertation: *Intersectionality at Work: Penalties and Rewards for Breaking or Adhering to Gender Norms Across Race*
Committee: Brian S. Lowery (advisor), Cecilia Ridgeway (chair), Ashley E. Martin, Francis Flynn, Saumitra Jha
- 2016 **Rice University**
B.A. in Psychology, with Honors, and English
Magna cum laude
Psychology Honors Thesis: *Do Asian Americans Know Their Worth?: An Examination of Racial Differences in Personal Entitlement*
Advisor: Mikki R. Hebl

Research Interests

Social hierarchies; Diversity, equity, and inclusion; Race, gender, and intersectionality; Leadership; Backlash; Discrimination; Social norms; Intergroup relations; The future of work

Publications and Work Under Review

Peer-Reviewed Publications

Xiao, V.L. & Lowery, B.S. (in press) Who are You to Me?: A Relational Approach to Examining Race-Gender Associations. *Journal of Experimental Social Psychology*.

<https://doi.org/10.1016/j.jesp.2023.104562>

Xiao, V.L., Lowery, B.S., & Stillwell, A. (2023). Gender Backlash and the Moderating Role of Shared Racial Group Membership. *Personality and Social Psychology Bulletin*, 49(4), 544-570.

<https://doi.org/10.1177/01461672221074543>

Work Under Review

Xiao, V.L., Corrington, A.R., Kinias, Z., & Hebl, M. (Still) Overworked and (Still) Underpaid: Gender Differences in Personal Entitlement, Revisited and Broadened. *Revise & Resubmit, Academy of Management Discoveries*.

Book Chapters

Xiao, V.L. (2022). Deliberate Inclusion: Considering Underrepresented Perspectives in Psychology. In King, E., Roberson, Q.M., & Hebl, M.R. (Eds.), *Research on Social Issues in Management* (Vol. *The Future of Diversity & Inclusion*), 351-373. Charlotte, NC: Information Age Publishing.

Xiao, V.L. (2022). Gender, Race, and Intersectionality in the Workplace. In Gurung, R.A.R. (Ed.), *Routledge Encyclopedia of Psychology in the Real World*. Cambridge, UK: Routledge.

<https://doi.org/10.4324/9780367198459-REPRW208-1>

Selected Works in Progress

Xiao, V.L. & Lowery, B.S. *Gender-Based Benevolence and Race*. Target journal: *Journal of Applied Psychology* [Working paper]

Xiao, V.L., Upadhyay, A., & Triana. *Mega-threats and Board Gender Diversity*. Target journal: *Organization Science*

Xiao, V.L., Wiwad, D., Talaifar, S., Chu, C., Puente, L., Lagaron, A., & Lowery, B.S. *Remote Work, Worker Wellbeing, and Perceived Discrimination*. Target journal: *Proceedings of the National Academy of Sciences* [Working paper]

Xiao, V.L. & Lowery, B.S. *Motivated Evaluations of Racial In-group and Out-group Male Leaders' Effectiveness*. Target journal: *Journal of Personality and Social Psychology* [Writing phase]

Xiao, V.L., Li, M., Triana, M., Byun, S., & Chapa, O. *CEO Gender and Double Standards in Appearance*. Target journal: *Strategic Management Journal* [Data collection phase]

Xiao, V.L., Liu, H.F., Triana, M., & Wang, J. *Board Political Ideology, CEO Compensation, and Environmental Innovation*. Target journal: *Academy of Management Journal* [Data analysis phase]

Academic Awards and Grants

2023 Best Paper Based on a Dissertation, DEI Division
Academy of Management

2021 Best Symposium, OB Division
Academy of Management

2020 Graduate Travel Award
Society for Personality and Social Psychology
(Received \$500)

2019 Diversity Dissertation Research Opportunity
Stanford University
(Received \$2500)

2018 Student Research Award Honorable Mention
Association for Psychological Science

- 2016 NSF Graduate Research Fellowship Program Honorable Mention
National Science Foundation
- 2016 Distinction in Research and Creative Work
Rice University
- 2015 – 2016 Rice Undergraduate Scholars Program (RUSP) research grant
Rice University
(Received \$1124)

Refereed Conference Presentations

- Xiao, V.L.,** Wiwad, D., Talaifar, S., Chu, C., Puente, L., Lagaron, A., & Lowery, B.S. (February 2024). *The Impact of Remote Work on Perceived Racial Discrimination*, in the symposium “How Technology Shapes Women and Racial Minorities’ Experiences at Work.” Paper will be presented at the annual conference of the Society for Personality and Social Psychology in San Diego, California.
- Xiao, V.L.,** Wiwad, D., Talaifar, S., Chu, C., Puente, L., Lagaron, A., & Lowery, B.S. (November 2023). *The Impact of Remote Work on Perceived Racial Discrimination*. Paper presented at the Tech Economics Conference for the National Association for Business Economics in Santa Clara, California.
- Xiao, V.L.** (August 2023). Help to Harm: Gendered Helping, Hierarchy Maintenance, and Race. *Academy of Management Proceedings*, 2023(1).
<https://doi.org/10.5465/AMPROC.2023.16153abstract>
****Received DEI Division Best Paper Based on a Dissertation Award, AOM 2023**
- Xiao, V.L. & Lowery, B.S.** (July 2023). *Gendered Helping, Hierarchy Maintenance, and Race*, in the symposium “Pluralizing Gender’s Barriers and Boosts: Intersections with Race and Age.” Paper presented at the annual conference of the International Association of Conflict Management in Thessaloniki, Greece.
- Xiao, V.L. & Lowery, B.S.** (February 2023). *Help to Harm: Gendered Helping and Hierarchy Maintenance*. Data blitz talk presented at the annual conference of the Society for Personality and Social Psychology at the Gender preconference in Atlanta, Georgia.
- Xiao, V.L. & Lowery, B.S.** (July 2022). *Is She Worthy?: The Impact of Shared Racial Group Membership on Helping Behaviors towards Women*. Presented at the annual conference of the International Association of Conflict Management in Ottawa, Canada.
- Xiao, V.L. & Lowery, B.S.** (February 2022). *Setting Him Up for Success (or Failure): Motivated Evaluations of White and Black Male Leaders’ Effectiveness*. Poster presented at the annual conference of the Society for Personality and Social Psychology.
- Xiao, V.L.,** Jun, L., Shnabel, N., Stillwell, A., Glick, P., Hur, J.D., Lowery, B.S., & Ramati-Ziber, L. (August 2021). (Symposium organizer). One Step Forward, Two Steps Back: The Unintended Consequences of Subordinate Group Members’ Success. *Academy of Management Proceedings*, 2021(1). <https://doi.org/10.5465/AMBPP.2021.14442symposium>
****Received OB Division Best Symposium Award, AOM 2021**

- Xiao, V.L.** & Lowery, B.S. (August 2021). *Setting Him Up for Success (or Failure): Motivated Evaluations of White and Black Male Leaders' Effectiveness*, in the symposium "One Step Forward, Two Steps Back: The Unintended Consequences of Subordinate Group Members' Success." Presented at the annual conference of the Academy of Management.
- Xiao, V.L.** & Lowery, B.S. (February 2021). *Is She Worthy?: The Impact of Shared Racial Group Membership on Helping Behaviors towards Women*. Poster presented at the annual conference of the Society for Personality and Social Psychology.
- Xiao, V.L.** & Lowery, B.S. (February 2021). *Who is She to Me?: Exploring Individuals' Implicit Associations between Race and Gender Roles*. Data blitz talk presented at the annual conference of the Society for Personality and Social Psychology at the Gender preconference.
- Xiao, V.L.**, Lowery, B.S., Hall, E.V., Lee, S.J.S., Stillwell, A., Hall, A.V., & Koval, C.Z. (August 2020). (Symposium organizer). Intersectionality at Work: Broadening Understanding of Gender, Race, and Social Penalties and Boosts. *Academy of Management Proceedings*, 2020(1). <https://doi.org/10.5465/AMBPP.2020.11451symposium>
- Xiao, V.L.**, Lowery, B.S. & Stillwell, A. (August 2020). *Gender-norm Violation and Backlash: The Moderating Role of Shared Racial Group Membership*, in the symposium "Intersectionality at Work: Broadening Understanding of Gender, Race, and Social Penalties and Boosts." Presented at the annual conference of the Academy of Management.
- Xiao, V.L.** & Lowery, B.S. (July 2020). *Setting Him Up for Success (or Failure): Motivated Evaluations of White and Black Male Leaders' Effectiveness*. Presented at the annual conference of the International Association of Conflict Management.
- Xiao, V.L.**, Lowery, B.S., & Stillwell, A. (February 2020). *Gender-norm Violation and Backlash: The Moderating Role of Shared Racial Group Membership*. Data blitz talk presented at the annual conference of the Society for Personality and Social Psychology at the Gender preconference in New Orleans, LA.
- Xiao, V.L.**, Lowery, B.S., & Stillwell. (February 2020). *Gender-norm Violation and Backlash: The Moderating Role of Shared Racial Group Membership*. Poster presented at the annual conference of the Society for Personality and Social Psychology in New Orleans, LA.
****Received Graduate Travel Award, SPSP 2020**
- Xiao, V.L.** & Lowery, B.S. (August 2019). *Are You Man Enough?: Backlash Against Communal Men at the Nexus of Race and Gender*. Presented and workshopped at the annual conference of the Academy of Management at the OB Research Incubator Professional Development Workshop in Boston, MA.
- Xiao, V.L.**, Lowery, B.S., & Stillwell. (March 2019). *Race, Gender, and the Expression of Backlash*. Presented at the annual Stanford-Berkeley Doctoral Conference in Berkeley, CA.
- Xiao, V.L.**, Lowery, B.S., & Stillwell. (February 2019). *Not Our Women: How Race Moderates the Expression of Backlash*. Poster presented at the annual conference of the Society for Personality and Social Psychology at the Group Processes and Intergroup Relations preconference in Portland, OR.

Xiao, V.L. & Lowery, B.S. (July 2018). *Who Can Be a Leader?: How Race Moderates the Expression of Sexism*. Blitz talk presented at the annual conference of the International Association of Conflict Management in Philadelphia, PA.

Xiao, V.L. & Lowery, B.S. (May 2018). *Who Can Be a Leader?: How Race Moderates the Expression of Sexism*. Poster presented at the annual conference of the Association for Psychological Science in San Francisco, CA.

****Received Student Research Award Honorable Mention, APS 2018**

Xiao, V.L. & Lowery, B.S. (March 2018). *Who Can Be a Leader?: Sanctioning of In-group Gender Deviants*. Poster presented at the annual conference of the Society for Personality and Social Psychology in Atlanta, GA.

Xiao, V.L. & Hebl, M.R. (May 2016). *Do Asian Americans Know Their Worth?: An Examination of Racial Differences in Personal Entitlement*. Poster presented at the annual conference of the Association for Psychological Science in Chicago, IL.

Invited Talks

2023 Fisher College of Business
The Ohio State University

2022 Diversity Dilemmas: Defining, Measuring, and Accessing Diverse Samples
Invited Panelist
Academy of Management

2022 Owen Graduate School of Management
Vanderbilt University

2022 Questrom School of Business
Boston University

2022 School of Business
University of California Riverside

2018 Bridging Research on Group Processes and Intergroup Relations (Conference)
Stanford Graduate School of Business

2018 Lucas College and Graduate School of Business
San Jose State University

Teaching Experience

Instructor

2023 MGMT 821: Diversity, Equity, and Inclusion in Business
Rice University, Jones Graduate School of Business
Rating: 9.08/10 (2 sections)

2018-2019 Taught four classes over four semesters:
- What Is A Good Life? (Course focused on self and identity)
- Great Innovations (Course focused on “wise interventions” in psychology)

- History and Repetition (Course focused on the replication crisis)
 - Invisible Forces (Course focused on the nature of free will)
- Stanford Prison Education Project*

2018 Star Power (Course focused on social hierarchy and group dynamics)
Stanford Educational Studies Program

Course Assistant

- 2021 – 2022 OB 581: Negotiations
Stanford Graduate School of Business
Rating: 4.97/5 (3 sections)
- 2017 – 2021 OB 205: Managing Groups and Teams
Lead Course Assistant in 2020
Stanford Graduate School of Business
- 2018 – 2019 OB 333: Acting with Power, Course Assistant
Stanford Graduate School of Business

Professional Service

- 2019 – 2023 Academy of Management
Reviewer
Member
- 2018 – 2023 International Association of Conflict Management
Reviewer
Member
- 2016 – 2023 Society for Personality and Social Psychology
Member
- 2016 – 2018 Association for Psychological Science
Member
- 2017 – 2019 Stanford GSB PhD Student Association
President
Social Chair
- 2017 – 2019 Stanford GSB PhD Mentors Program
Mentor

References

Brian S. Lowery

Walter Kenneth Kilpatrick Professor of
Organizational Behavior
Stanford Graduate School of Business
Best way to reach: pmattish@stanford.edu

María del Carmen Triana

Cal Turner Chair in Moral Leadership
Professor of Management
Owen Graduate School of Management
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Michelle “Mikki” Hebl

Martha and Henry Malcom Lovett Professor

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