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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

Hierarchies; Diversity, equity, and inclusion; Race, gender, and intersectionality; Leadership; Backlash; Discrimination; Social norms; Intergroup relations

Publications

Peer-Reviewed Publications

Xiao, V.L. & Lowery, B.S. Who is She to Me?: A Relational Approach to Examining Race-Gender Associations. *Under review, Journal of Experimental Social Psychology.*

Xiao, V.L., Lowery, B.S., & Stillwell, A. (in press). Gender Backlash and the Moderating Role of Shared Racial Group Membership. *Personality and Social Psychology Bulletin.*

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

Book Chapters

Xiao, V.L. (in press). 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*). Charlotte, NC: Information Age Publishing.

Xiao, V.L. (in press). 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>

Working Papers

(* denotes shared first authorship, authors listed in alphabetical order)

Xiao, V.L., Corrington, A.R., Hebl, M.R., & Phillips, C. Knowing Your Worth: Race and Gender Differences in Personal Entitlement. *Preparing for submission*.

Xiao, V.L. & Lowery, B.S. Setting Him Up for Success (or Failure): Motivated Evaluations of Racial In-group and Out-group Male Leaders' Effectiveness. *Working paper*.

Xiao, V.L. & Lowery, B.S. Is She Worthy?: The Impact of Shared Racial Group Membership on Helping Behaviors towards Women. *Working paper*.

Stillwell, A.*, Xiao, V.L.*, Lowery, B.S. & Reit, E.S. Racial Group Status Predicts Benevolent Sexism. *Working paper*.

Selected Works in Progress

(* denotes shared first authorship, authors listed in alphabetical order)

Stillwell, A.*, Xiao, V.L.*, & Martin, A.E. *A Comparative Study of Masculinity and Femininity Beliefs Across Racial Groups*.

Fa-Kaji, N.M.*, Xiao, V.L.*, Lide, C., & Flynn, F.J. *The Impact of Employee Voice on Perceived Inclusion and Performance*.

Presentations

Organized Symposia

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., 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>

Refereed Conference Presentations

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.** & Lowery, B.S. (August 2021). *Setting Him Up for Success (or Failure): Motivated Evaluations of White and Black Male Leaders' Effectiveness*. 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. & Stillwell, A. (August 2020). *Gender-norm Violation and Backlash: The Moderating Role of Shared Racial Group Membership*. 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

Xiao, V.L. (March 2022). *Gender Backlash and the Moderating Role of Shared Racial Group Membership*. Organization Studies Area, Owen Graduate School of Management, Vanderbilt University.

Xiao, V.L. (February 2022). *Gender Backlash and the Moderating Role of Shared Racial Group Membership*. Management and Organizations Department, Questrom School of Business, Boston University.

Xiao, V.L. (January 2022). *Gender Backlash and the Moderating Role of Shared Racial Group Membership*. Management Area, School of Business, University of California Riverside.

Xiao, V.L. & Lowery, B.S. (April 2018). *Who Can Be a Leader?: How Race Moderates the Expression of Sexism*. Bridging Research on Group Processes and Intergroup Relations. Stanford, CA.

Xiao, V.L. & Lowery, B.S. (March 2018). *Who Can Be a Leader?: How Race Moderates the Expression of Sexism*. Fundamentals of Management and Organizational Behavior, San Jose State University. San Jose, CA.

Teaching Experience

2021-2022 OB 581: Negotiations, Course Assistant
Stanford Graduate School of Business

2020 OB 205: Managing Groups and Teams, Lead Course Assistant
Stanford Graduate School of Business

2017-2021 OB 205: Managing Groups and Teams, Course Assistant
Stanford Graduate School of Business

2018-2019 OB 333: Acting with Power, Course Assistant
Stanford Graduate School of Business

2018-2019 Teacher
Stanford Prison Education Project

2018 Teacher
Stanford Educational Studies Program

2015 Teacher
Rice Splash, Rice University

2014-2016 Will Rice College Academic Fellow
Will Rice College, Rice University

Academic Awards, Honors, and Grants

- 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 Distinction in Research and Creative Work
Rice University
- 2016 Honors in Psychology
Rice University
- 2016 Phi Beta Kappa
Rice University
- 2016 NSF Graduate Research Fellowship Program Honorable Mention
National Science Foundation
- 2015 – 2016 Rice Undergraduate Scholars Program (RUSP) research grant
Rice University
(Received \$1124)
- 2014 – 2016 Will Rice College Society of Academic Fellows
Rice University
- 2014 Psi Chi National Psychology Honor Society
Rice University
- 2012 – 2016 President's Honor Roll (awarded to top 30% of undergraduates, 5 semesters)
Rice University
- 2012 Cum Laude Society (awarded to top 20% of graduating class)
The College Preparatory School
- 2012 National Merit Scholar

Service

- 2018 – 2019 President
Stanford GSB PhD Student Association
- 2017 – 2018 Social Chair
Stanford GSB PhD Student Association

2017 – 2019 Mentor
Stanford GSB PhD Mentors Program

Professional Memberships

Academy of Management
International Association of Conflict Management
Society for Personality and Social Psychology

References

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