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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; The future of work

Publications and Work Under Review

Peer-Reviewed Publications

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

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., Upadhyay, A., & Triana, M. Gender Bias in Context: A Multi-Level Analysis of Women's Representation on Boards Before and After Donald Trump's Election. *Under review, Journal of Applied Psychology.*

Xiao, V.L., Corrington, A.R., Kinias, Z., & Hebl, M. (Still) Overworked and (Still) Underpaid: Gender Differences in Personal Entitlement, Revisited and Broadened. *Under review, 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. *Gendered Helping, Hierarchy Maintenance, and Race*. Target journal: *Journal of Personality and Social Psychology* [Working paper]

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.** (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

- 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
Rice University, Department of Psychology
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