

March 10, 2023

# Vivian L. Xiao

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Owen Graduate School of Management  
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## Academic Appointments

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

## Education

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- 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

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

## Publications

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### **Peer-Reviewed Publications**

Xiao, V.L. & Lowery, B.S. Who are You 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. (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>

### **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*). 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>

### **Working Papers**

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

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

Xiao, V.L. & Lowery, B.S. Gendered Helping, Hierarchy Maintenance, and Race. *Working paper*.

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*.

### **Selected Works in Progress**

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

Xiao, V.L., Triana, M., & Upadhyay, A. *Trump's Election and Selection of Women as Board Directors*.

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

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

## **Presentations**

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### **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. (February 2022). *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. & 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**

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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**

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- 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**

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- 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**

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

## **References**

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Walter Kenneth Kilpatrick Professor of  
Organizational Behavior  
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