

**Curriculum Vita**  
**Arielle N. Lewis**

Organization & Management PhD Student  
Centennial Scholars Fellow  
Robert W. Woodruff Fellow  
1300 Clifton Rd, Atlanta, GA 30322  
Goizueta Business School,  
Emory University  
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**Education**

**Doctor of Philosophy**, Organization & Management Expected May 2025  
*Emory University, Goizueta Business School, Atlanta, GA*  
Cumulative GPA: 3.81/4.00

**Master's of Science**, Industrial-Organizational Psychology May 2020  
*Indiana University-Purdue University Indianapolis, Indianapolis, IN*  
Cumulative GPA: 3.80/4.00

**Bachelor of Science**, Psychology May 2018  
*Xavier University College of Professional Science, Cincinnati, OH*  
Minor: Gender and Diversity Studies  
Major GPA: 3.89/4.00

**Awards/Scholarships**

<b>Robert W. Woodruff Fellowship</b> , Laney Graduate School	Fall 2020 – Spring 2023
<b>Centennial Scholars Fellowship</b> , Laney Graduate School	Fall 2020 – Spring 2023
<b>Top 10 highest rated poster of SIOP annual conference</b>	Spring 2021
<b>Kabat Fellowship</b> , Indiana University- Purdue University Indianapolis (\$24,000)	Fall 2018 – Spring 2020
<b>Diversity Travel Award</b> , Midwestern Psychological Association (\$500.00)	Spring 2019
<b>Dean's List</b> , Xavier University	Fall 2016 – Spring 2018
<b>Dean's Award Scholarship</b> , Xavier University	Fall 2014 – Spring 2018

**Research Interests**

Race/ethnicity; Social Status; Intersectionality; Intragroup Differences; Interpersonal Relations

**Publications**

*In press*

Lewis, A. N., Pietri, E. S., & Johnson, I. R. (in press). Close but not quite: Exploring the role of shared discrimination in racial outgroup identity-safety cues for Black women. *Journal of Experimental Social Psychology*.

Pietri, E. S., Drawbaugh, M., **Lewis, A. N.**, & Johnson, I. R (2019). Who encourages Latina women to feel a sense of identity-safety in STEM environment? *Journal of Experimental Social Psychology*, 84.

Amber, B., Dinh, T. K., **Lewis, A. N.**, Trujillo, L., & Stockdale, M. S. (2019). High-Profile Sexual Misconduct Media Triggers Sex Harassment Recall. *Equality, Diversity and Inclusion: An International Journal*.

*In Preparation*

Nwadei, T., **Lewis, A. N.**, & King, E. (2022). *Weight of the crown: Hair-based stigma at work among Black (but not non-Black) women*. In preparation to be submitted target journal to the Academy of Management Journal.

Lewis, A. N., Dupree, C. H., & Hall, E. V. (2022). *Interracial self-presentation: White liberals downshift warmth to high-status (but not low-status) Black Americans*. In preparation to be submitted target journal TBD.

Hall, E. V., & **Lewis, A. N.** (2022). *Exploring the consequences of gendered race: The role of gendered stereotypes in race and gender segregation in employment*. In preparation to be submitted to Organization Science.

### **Research Talks**

**Lewis, A. N.**, Dupree, C. H., & Hall, E. V. (2022, June). *Same race, but different experiences: White liberals downshift warmth to high (vs. low) status Black partners*. Paper accepted for a presentation in Nwadei, T. (organizer) “We are not the same: Intersectionality and inequity in organizations” symposium at the annual conference for the Academy of Management. Seattle, WA.

Nwadei, T., **Lewis, A. N.**, & King, E. B. (2022, August). *Weight of the crown: Hair-related stigma at work among Black (but not non-Black) women*. Paper accepted for a presentation in Nwadei, T. (organizer) “We are not the same: Intersectionality and inequity in organizations” symposium at the annual conference for the Academy of Management. Seattle, WA.

**Lewis, A. N.** & Hall, E. V. (2022, August). *Gender-stereotypic perceptions predict occupational segregation among White (vs. non-White) Americans*. Paper accepted for a presentation in Lewis, A.N., & Hall, E.V. (co-chairs) “Investigating social consequences of gender prescriptions: An intersectional approach” symposium at the annual conference for Society for the Psychological Study of Social Issues Annual Conference. San Juan, PR.

**Lewis, A. N.**, Dupree, C. H., & Hall, E. V. (2022, April). *Same race, but different experiences: White liberals downshift warmth to high (vs. low) status Black partners*. Paper accepted for a presentation at the virtual East Coast Doctoral Conference hosted by the Columbia Business School and the Stern School of Business.

Lewis, A., N., Dupree, C. H., & Hall, E. V. (2021, October). *You’re still stereotyping: Liberals downshift warmth to counterstereotypical Black Americans*. Paper accepted for a virtual presentation in Lewis, A. & Hall, E. (co-chairs) “The well-intentioned, yet ironic, consequences of social egalitarianism”

symposium at the Society for the Society of Personality and Social Psychology annual conference. San Francisco, CA.

- Nwadei, T., **Lewis, A. N.**, & King, E. B. (2021, October). *Weight of the crown: Hair-related stigma at work among Black (but not non-Black) women*. Paper presented at the virtual Rising Scholars Conference at the Harvard Business School.
- Lewis, A., N., Dupree, C. H., & Hall, E. V. (2021, October). *White downshift warmth to high- (but not low-) status Black partners*. Paper presented at the virtual Rising Scholars Conference at the Harvard Business School.
- Nwadei, T., **Lewis, A. N.**, & King, E. B. (2021, July). *Weight of the crown: Hair-related stigma at work among Black (but not non-Black) women*. Paper presented in Norris, K. (organizer) "Don't Forget My Story: Shining the Light on Within-Group Differences" symposium at the virtual annual conference for the Academy of Management.
- Lewis, A., N., Dupree, C. H., & Hall, E. V. (2021, July). *Self-presentation in intergroup settings: White liberals downshift competence to low-status and Black interaction partners*. Paper presented in Norris, K. (organizer) "Don't Forget My Story: Shining the Light on Within-Group Differences" symposium at the virtual annual conference for the Academy of Management.
- Lewis, A. N., & Ashburn-Nardo, L. (2021, July). *Is simply being included enough?: A comparative analysis of hierarchical and numerical organization*. Paper presented in McCluney, C. (digital chair) "Black in America" symposium at the virtual annual conference for the Academy of Management.
- Nwadei, T., **Lewis, A. N.**, & Williams, M. J. (2021, April). *Getting inclusion straight: Natural hairstyles as a diversity cue in recruitment material*. Paper presented at the Greater Boston Business School's virtual symposium.
- Nwadei, T., **Lewis, A. N.**, & Williams, M. J. (2021, May). *Getting inclusion straight: Natural hairstyles as a diversity cue in recruitment material*. Paper presented at the Association for Psychological Science's virtual annual convention.
- Lewis, A. N., Pietri, E. S., & Johnson, I. R. (2020, October). *Intersectional identity-cues: Comparing qualitatively vs. quantitatively similar bias*. Paper presented at the inaugural virtual Rising Scholars conference at the Graduate School of Stanford Business.
- Lewis, A. N., Trujillo, L. D., Pietri, E. S., & Johnson, I. R. (2019, June). *Intersectional allies: Exploring whether non-White women act as allies and promote belonging for Black women*. Paper presented at the annual conference for the Society of Personality and Social Psychology, New Orleans, LA.
- Lewis, A. N., Porter, C. O. L. H., Amber, B., Stoverink, A.C., & Burrows, D. (2019, August). *Collective efficacy dispersion in teams: Variation on a shared construct*. Paper presented at the annual Academy of Management conference, Boston, MA.
- Lewis, A. N., Trujillo, L. D., Pietri, E. S., & Johnson, I. R. (2019, June). *An examination of intersectional organizational identity-safety cues for Black women*. Competitive early-career talk to be presented at the Ohio State University Weary Symposium on Diversity and Social Identity, Columbus, OH.

- Amber, B., Dinh, T. K., **Lewis, A. N.**, Trujillo, L., Stockdale, M. S. (2019, June). *The Trump Effect: Media Triggers Recall and Reinterpretation of Personal Sexual Harassment Experiences*. Paper to be presented in Amber, B. & Stockdale, M. S. (chairs) "Sex Harassment Research in the Era of #MeToo" symposium at the Society for the Psychological Study of Social Issues Annual Conference. San Diego, CA.
- Lewis, A. N., Wolfred, B., & Williams, J. (2019, June). *Antecedents to feedback-seeking: Does race matter?* Paper to be presented at The Society for the Psychological Study of Social Issues Conference, San Diego, CA.
- Pietri, E.S., & **Lewis., A. N.** (2019, June). *"Who will do?": Predicting effective identity-safety cues for Latinas*. Paper to be presented in Trujillo, L. & Stockdale, M. S. (chairs) "Gender and Race Matter in Promoting STEM Inclusivity" symposium at the summer conference for The Society for the Psychological Study of Social Issues, San Diego, CA.
- Lewis, A. N., & Pietri, E. S. (2019, April). *"Is she good enough?"; Examining intersectional organizational identity safety-cues for Black women*. Paper to be presented at the annual Midwestern Psychological Association Conference, Chicago, IL.
- Lewis, A. N. (2017, April). *Anything they can do we can do better: The effects of race on the perceived likelihood of success in peers*. Paper presented at the annual Ohio Undergraduate Psychology Research Conference, Cleveland, OH.

### **Research Posters**

- Schneider, J., Wolfred, B., **Lewis, A. N.**, & Williams, J. R. (2021, April). *Feedback seeking between groups: The cost of minority status on trust perceptions*. Poster to be presented at the annual conference of the *Society for Industrial and Organizational Psychology*, New Orleans, LA.
- Lewis, A. N., & Pietri, E. S. (2019, February). *She just doesn't get it: Predicting Effective Identity Safety-Cues for Latinas in STEM*. Poster to be presented to the Group Processes and Intergroup Relations Pre-conference at the annual conference of the Society for Personality and Social Psychology. Portland, OR.
- Lewis, A. N. & Ghee, A. (2018, April). *Openness to constructive feedback given to a White ally: does race really matter?* Poster presented at the annual Midwestern Psychological Association Conference, Chicago, IL.
- Lewis, A. N., D'Anniballe, V., Jarmusik, S., Rake, S. A., Scott, B., & Hart, K. (2018, March). *Delinquent behavior in a college sample: The role of callousness, unemotionality, risk-taking, and empathy*. Poster presented at the annual Southeastern Psychological Association Conference, Charleston, SC.
- Jarmusik, S., **Lewis, A. N.**, D'Anniballe, V., Rake, A., Scott, B., & Hart, K. (2018, April). *Online versus in-person data collection and response variation on measures of personality and behavior*. Poster presented at the annual conference of the Midwestern Psychological Association, Chicago, IL.
- D'Anniballe, V., **Lewis, A. N.**, Jarmusik, S., Rake, S. A., Scott, B., & Hart, K. (2018, April). *The relation of callousness to risk-taking and delinquent behavior in a college sample*. Poster presented at the annual Midwestern Psychological Association Conference, Chicago, IL.

Ottmar, H., Zuccherro, R., Bodkin, L., Fredriksen, L., Koveleskie, M., Anderson, R., Davis, M., **Lewis, A. N.**, & Stets, M. (2017, April). *Resilience among long-term care nurses: A literature review*. Poster presented at the annual Ohio Psychological Association Conference, Columbus, OH.

Ottmar, H., Zuccherro, R., Bodkin, L., Fredriksen, L., Koveleskie, M., Anderson, R., Davis, M., **Lewis, A. N.**, & Stets, M. (2017, April). *Effects of patient aggression on nursing staff*. Poster presented at the annual Ohio Psychological Association Conference, Columbus, OH.

### **Current Projects**

Social Status x Local Status (1 <sup>st</sup> author)	Spring 2022
Intersectionality and Anger (3 <sup>rd</sup> author)	Fall 2022
Gendered Race and Cultural Values (2 <sup>nd</sup> author)	Spring 2021
The effects of Race and Status on Self-Presentation (1 <sup>st</sup> author)	Fall 2020
Hair as an Identity-Safety Cue for Black women (2 <sup>nd</sup> author)	Fall 2020
Awareness of Black Hair Stigma (2 <sup>nd</sup> author)	Fall 2020
Race and Feedback-Seeking (1 <sup>st</sup> author)	Fall 2018

### **Professional Affiliations**

Society for Personality and Social Psychology	Fall 2018 – Spring 2023
Academy of Management	Fall 2021 – Spring 2023
Society for Industrial- Organizational Psychology	Fall 2019 – Spring 2020
The Society for the Psychological Study of Social Issues	Fall 2018 – Spring 2023
Midwestern Psychological Association	Fall 2017 – Spring 2019

### **Ad hoc Journal Reviews**

*Industrial and Organizational Psychology: Perspectives on Science and Practice*  
*Africa Journal of Management*  
*Law and Human Behavior*  
*Gender in Management: An International Journal*

### **Teaching Experience**

<b>Bias in the Workplace</b> , Teaching Assistant	Spring 2022
<i>Undergraduate BBA program and Graduate MBA program</i>	
<b>Teaching Assistant Training and Teaching Opportunity</b>	Fall 2021
<b>Leading and Managing Human Capital in Healthcare</b> , Teaching Assistant	Summer 2019
<i>Business of Medicine MBA program</i>	

### **Relevant Coursework**

#### *Research Methods & Statistical Analysis*

Advanced Topics in Statistical Analysis	Fall 2021
Intro to R for Non-BIOS majors	Fall 2021
Qualitative Methods (in MAXQDA)	Spring 2021
Survey of Business Research	Fall 2020
Statistical Methods I with Lab (in SAS)	Fall 2020

Measurement Theory & Interpreting Data (in SPSS)  
 Experimental Design (in SPSS)  
 Statistical Inference (in R)

Fall 2019  
 Spring 2019  
 Fall 2018

*Seminars*

Organizational Theory  
 Organizational Behavior  
 Race, Culture, Science, and Justice  
 Comparative Perspectives on Race, Ethnicity, and Colorism  
 Social Psychology  
 Human Resource Development  
 Organizational Diversity & Intergroup Relations  
 Organizational Psychology  
 Seminar in I-O Research Methods  
 Staffing  
 Diversity Science

Spring 2022  
 Spring 2022  
 Fall 2021  
 Spring 2021  
 Fall 2020  
 Spring 2020  
 Fall 2019  
 Fall 2019  
 Spring 2019  
 Fall 2018  
 Fall 2018

**Research Experience**

**Indiana University-Purdue University**, Lab Member  
*Women in Work Laboratory*  
 Faculty Advisor: Peggy Stockdale, Ph.D.

Aug. 2018 – May 2020

**Indiana University-Purdue University Indianapolis**, Lab Member  
*Pietri's Social Intervention and Attitudes Lab*  
 Faculty Advisor: Evava S. Pietri, Ph.D.

Aug. 2018 – May 2020

**Indiana University-Purdue University**, Lab Member  
*Ashburn-Nardo's Stereotyping, Prejudice, and Intergroup Relations Lab*  
 Faculty Advisor: Leslie Ashburn-Nardo, Ph.D.

Aug. 2018 – May 2020

**Xavier University**, Lab Member  
*Culture-Ethnicity-Race Research Lab*  
 Faculty Advisor: Anna Ghee, Ph.D.

Dec. 2016 – Fall 2018

**Cincinnati Children's Hospital Medical Center**, Student Volunteer  
*Division of Behavioral Medicine and Clinical Psychology*  
 Supervisors: Natasha Yanes, B.S., Shealan McAlister, B.S.

Aug. 2017 – May 2018

**Xavier University**, Lab Member  
*Personality, Characteristics, and Behavior Research Lab*  
 Faculty Advisor: Kathleen J. Hart, Ph.D.

Jan. 2016 – May 2018

**Work Experience**

**Typist**, Law Office of Gregory S. French  
**Unit Lead**, Stepping Stones Inc.  
**Academic Assistant**, Xavier's Office of Athletic Academic Services  
**Independent Provider**, Ohio's Department of Medicaid

May 2018 – July 2018  
 May 2017 – April 2018  
 Aug. 2016 – April 2018  
 Oct. 2015 – Aug. 2016

**Sales Associate/Cashier, Windsor Fashion**  
**Sales Associate, Loveworn Repurposed Clothing Company**

May 2015 – Aug. 2015  
Sept. 2014 – May 2015

**Internships**

**YWCA, House of Peace**  
**Queen City Hospice and Palliative Care**

April 2017 – July 2017  
Sept. 2016 – Dec. 2016

**Volunteer**

**Champions for Children**  
2016

June 2016 – Aug.