

**DANIELA GOYA-TOCCHETTO**

School of Management | University at Buffalo, The State University of New York  
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**ACADEMIC APPOINTMENTS**

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2023 - Assistant Professor of Organization and Human Resources  
**University at Buffalo, The State University of New York**

**EDUCATION**

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2018 - 2023 **Duke University, Fuqua School of Business, United States**  
Ph.D. in Business Administration

2009 - 2014 **Federal University of Rio Grande do Sul, Brazil**  
Ph.D. in Political Philosophy

2008 - 2009 **London School of Economics, England**  
M.Sc. in Philosophy & Public Policy

2005 - 2008 **Federal University of Rio Grande do Sul, Brazil**  
M.Sc. in Economics

2001 - 2005 **Federal University of Rio Grande do Sul, Brazil**  
B.Sc. in Economics

**PUBLICATIONS**

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\*Lawson, M. A., \***Goya-Tocchetto, D.**, Davidai, S., Larrick, R., and Payne, B. K. Income inequality depresses support for higher minimum wages. *Journal of Experimental Psychology: General*.  
\*Denotes equal authorship. *Forthcoming*.

\***Goya-Tocchetto, D.**, \*Paek, J. J. W., & Wade-Benzoni, K. A. From Telling a Life Story to Creating One: Finding Meaning and Supporting Prosocial Action Through Legacy Motive Activation. *Academy of Management Perspectives*. \*Denotes equal authorship. *Forthcoming*.

Voelkel, J. G., Stagnaro, M. N., Chu, J. Y., Pink, S. L., Mernyk, J. S., Redekopp, C., ... **Goya-Tocchetto, D.**, ... & Willer, R. (2024). Megastudy testing 25 treatments to reduce antidemocratic attitudes and partisan animosity. *Science*, 386(6719).  
Selected media coverage: [New York Times](#), [Washington Post](#), [Atlantic](#).

Davidai, S., **Goya-Tocchetto, D.**, & Lawson, M. A. (2024). Economic segregation is associated with reduced concerns about economic inequality. *Nature Communications*, 15(1), 5655.

- Goya-Tocchetto, D.,** Kay, A. C., & Payne, B. K. (2024). System justification makes income gaps appear smaller. *Journal of Experimental Social Psychology*, 115, 104646.  
Selected media coverage: [Market Watch](#)
- Goya-Tocchetto, D.,** de Leon, R. P., & Jost, J. T. (2024). A system justification perspective on law, human behavior, and society. In *Research Handbook on Law and Psychology* (pp. 83-106). Edward Elgar Publishing.
- Goya-Tocchetto, D.,** Kay, A. C., & Payne, B. K. (2024). Can selecting the most qualified candidate be unfair? Learning about socioeconomic advantages and disadvantages reduces the perceived fairness of meritocracy and increases support for socioeconomic diversity initiatives in organizations. *Journal of Experimental Psychology: General*.
- Paek, J. J., **Goya-Tocchetto, D.,** & Wade-Benzoni, K. A. (2024). The Andrew Carnegie Effect: Legacy Motives Increase the Intergenerational Allocation of Wealth to Collective Causes. *Social Psychological and Personality Science*.
- Jost, J. T., **Goya-Tocchetto, D.,** & Kay, A. C. (2023). The Psychology of Left-Right Political Polarization; and an Experimental Intervention for Curbing Partisan Animosity and Support for Antidemocratic Violence. *The ANNALS of the American Academy of Political and Social Science*, 708(1), 46-63.
- Goya-Tocchetto, D.** and Davidai, S. (2022) Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. *Academy of Management Proceedings*. \*Best Paper
- Goya-Tocchetto, D.,** & Payne, B. K. (2022). How economic inequality shapes thought and action. *Journal of Consumer Psychology*, 32(1), 146-161.
- Jachimowicz, J. M., Davidai, S., **Goya-Tocchetto, D.,** Szaszi, B., Day, M. V., Tepper, S. J., ... & Hauser, O. P. (2022). Inequality in researchers' minds: Four guiding questions for studying subjective perceptions of economic inequality. *Journal of Economic Surveys*.
- Goya-Tocchetto, D.,** Kay, A. C., Vuletich, H., Vonasch, A., & Payne, K. (2022). The partisan trade-off bias: When political polarization meets policy trade-offs. *Journal of Experimental Social Psychology*, 98, 104231.  
Selected media coverage: [Politico](#), [The New York Times](#)
- Amira, K., Wright, J. C., & **Goya-Tocchetto, D.** (2021). In-group love versus out-group hate: Which is more important to partisans and when? *Political Behavior*, 43(2), 473–494.  
Selected media coverage: [The New York Times](#)

## SELECTED PUBLICATIONS IN PHILOSOPHY & PUBLIC POLICY

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**Goya-Tocchetto, D.**, Echols, M., & Wright, J. (2016). Luck, Desert, and Fairness: An Empirical Investigation. *Philosophical Psychology*, 29, 1112-1127.

**Goya-Tocchetto, D.** (2016). A Defense of Non-ideal Theories of Justice. *Estado e Sociedade*, 47, 64-90. \**Leading Law Review in Brazil*.

## MANUSCRIPTS UNDER REVIEW

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Phillips, L. T., Tepper, S. J., **Goya-Tocchetto, D.**, Jachimowicz, J. M., Davidai, S., Szaszi, B., Day, M. V., Mirza, M. U., Ordabayeva, M., and Hauser, O. P. [Topic: Review of inequality perceptions literature and proposal of new framework for the study of these perceptions]. **2<sup>nd</sup> Round Revise & Resubmit** at *Personality and Social Psychology Review*.

\***Goya-Tocchetto, D.**, \*Lawson, M. A., \*Davidai, S. From high compensation to perceived representation: Counter-stereotypical income distributions lead to overestimating gender and racial diversity. **3<sup>rd</sup> Round Revise & Resubmit** at *Journal of Applied Psychology*.  
\*Denotes equal authorship.

Manalili, M. M. C., Law, K. F., Signorini, A., Chukwudebe, A., Amormino, P., Goya-Tocchetto, D., ... Syropoulos, S. (2025, February 11). The Motivation to Protect Future Generations as a Source of Meaning and Mental Well-Being.  
Under review at *Personality and Individual Differences*.

Womick, J., Kubin, E., **Goya-Tocchetto, D.**, Restrepo Ochoa, N., Rebollar, C., Kapsaskis, K., Pratt, S., Payne, B. K., Vaisey, S., and Gray, K. Liberals and conservatives make different assumptions of vulnerability, explaining moral disagreement.  
Under review at *Personality and Social Psychology Bulletin*.

## WORKING PAPERS

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**Goya-Tocchetto, D.**, Munguia Gomez, D. M., Xu, W., and Davidai, S. Helping Low Socioeconomic Status Applicants Overcome Social Class Bias in Hiring Evaluations. In preparation for submission at *Organizational Science*.

Fayaz, S., **Goya-Tocchetto, D.**, Payne, B. K., and Lawson, M. A. Cross-cultural variability in how people talk about inequality is associated with attitudes towards redistribution across forty-seven languages in thirty-seven countries. In preparation for submission at *Proceedings of the National Academy of Sciences*.

**Goya-Tocchetto, D.** and Wade-Benzoni, K. A. Meaning at work. In preparation for submission at *Journal of Experimental Social Psychology*.

**\*Goya-Tocchetto, D., \*Thompson, P. S., Payne, B. K., and Kay, A. C.** Racial Hierarchy Discrimination. In preparation for submission at *Academy of Management Journal*. \*Denotes equal authorship.

## POPULAR WRITING

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Why American Politics Is So Stuck — and What New Research Shows About How to Fix It (November 2021). *Politico Magazine*.

We Have a Rare Opportunity to Create a Stronger, More Equitable Society (June 2020). *Behavioral Scientist*.

## INVITED TALKS & PRESENTATIONS

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**Goya-Tocchetto, D.** (November 2025). Invited speaker at the *Rethinking the Future III: Fostering Social Equality*. São Paulo, Brazil.

**Goya-Tocchetto, D.** (July 2025). Negotiating Salary at Work. Invited presentation for the *Collegiate Science and Technology Entry Program (CSTEP)* at the University at Buffalo, The State University of New York, Buffalo, New York.

**Goya-Tocchetto, D.** (May 2025). Redefining Merit: overcoming inequality to identify talent. Talk presented at *Buffalo Niagara Partnership*, Buffalo, NY.

**Goya-Tocchetto, D.** (April 2025). Redefining Merit: overcoming inequality to identify talent. Talk presented at *Center for Leadership and Organizational Effectiveness Conference*, Buffalo, NY.

**Goya-Tocchetto, D.** (March 2025). Talking about Inequality: How socioeconomic inequalities can lead to more equitable organizations. Talk presented at the *Department of Psychology and Neuroscience, The University of North Carolina at Chapel Hill*, Chapel Hill, North Carolina.

**Goya-Tocchetto, D.** (January 2025). Noticing Inequality. Invited presentation for the *Global Leadership Program*, University at Buffalo, The State University of New York, Buffalo, New York.

**Goya-Tocchetto, D.** (October 2024). Liberals and conservatives make different assumptions of vulnerability, explaining moral disagreement. Invited presentation at the *Organizational Behavior PhD Course* taught by Emma Levine, *Yale University*, New Haven, Connecticut.

**Goya-Tocchetto, D.** (September 2024). Rethinking the merit of meritocracy. Talk presented at *The Costello College of Business, George Mason University*, Fairfax, Virginia.

**Goya-Tocchetto, D.** (August 2024). Negotiating Salary at Work. Invited presentation for the *Collegiate Science and Technology Entry Program (CSTEP)* at the University at Buffalo, The State University of New York, Buffalo, New York.

**Goya-Tocchetto, D.** (April 2024). Racial Hierarchy Discrimination. Talk presented at *Ethical Issues of Our Time*, organized by McKenzie Rees (BYU) and Emma Levine (Chicago Booth), Salt Lake City, Utah.

**Goya-Tocchetto, D.** (January 2023). When do we notice inequality? Invited presentation for the *Global Leadership Program*, University at Buffalo, The State University of New York, Buffalo, New York.

**Goya-Tocchetto, D.** (November 2023). Preference for correcting for advantages versus disadvantages. Talk presented at *Organizational Behavior Lab, Yale University*, New Haven, Connecticut.

**Goya-Tocchetto, D.** (October 2023). Can selecting the most qualified candidate be unfair? Learning about socioeconomic advantages and disadvantages reduces the perceived fairness of meritocracy and increases support for socioeconomic diversity initiatives in organizations. Invited presentation at *Deepest Beliefs Lab (Kurt Gray), The University of North Carolina at Chapel Hill*, Chapel Hill, North Carolina.

**Goya-Tocchetto, D.** (October 2022). Talking about inequality: How socioeconomic inequalities can lead to more equitable organizations. Talk presented at *The State University of New York at Buffalo*, Buffalo, New York.

## CONFERENCE PRESENTATIONS

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**Goya-Tocchetto, D., Paek, J., and Wade-Benzoni, K.** (August 2024). The Legacy Induction as a Catalyst for Social Change. Talk presented at the *Academy of Management Annual Conference*, Chicago, Illinois.

**Goya-Tocchetto, D., Munguia Gomez, D. M., Xu, W., and Davidai, S.** (August 2024). Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. Workshop presentation at the *Diversity Research Publishing Workshop at the Academy of Management Annual Conference*, Chicago, Illinois.

**Goya-Tocchetto, D.** (July 2024). Invited participation and workshop presentation at the *Moral Psychology and Behavioral Ethics Conference*, London Business School, London, UK.

**Goya-Tocchetto, D., Munguia Gomez, D. M., Xu, W., and Payne, B. K.** (June 2024). Cumulative Inequality Aversion. Talk presented at the *International Association for Conflict Management*, Singapore.

**Goya-Tocchetto, D.**, and Munguia Gomez, D. M. (June 2024). People prefer to address inequalities by reducing disadvantage over advantage. Poster presented at the *International Association for Conflict Management*, Singapore.

**Goya-Tocchetto, D.**, Kay, A. C., and Payne, B. K. (June 2024). Racial Hierarchy Discrimination. Talk presented at the *Diversity in Management and Organizations Conference*, Singapore.

**Goya-Tocchetto, D.**, Kay, A. C., and Payne, B. K. (February 2024). Racial Hierarchy Discrimination. Poster presented at the *Annual Meeting for the Society for Personality and Social Psychology*, San Diego, California.

**Goya-Tocchetto, D.**, Paek, J., and Wade-Benzoni, K. (August 2023). The Andrew Carnegie Effect: Thinking About Your Legacy Shifts Intergenerational Wealth Allocations to the Collective. Talk presented at the *Academy of Management Annual Conference*, Boston, Massachusetts.

Davidai, S., **Goya-Tocchetto, D.** & Lawson, M. A. (July 2023). Economic segregation reduces concerns about inequality. Talk presented at the *International Association for Conflict Management*, Thessaloniki, Greece.

**Goya-Tocchetto, D.** & Davidai, S. (August 2022). Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. Talk presented at the *Academy of Management Annual Conference*, Seattle, Washington.

\*AOM Conference Best Paper

**Goya-Tocchetto, D.** & Davidai, S. (July 2022). Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. Talk accepted at the *International Association for Conflict Management*, Ottawa, Canada.

**Goya-Tocchetto, D.**, Paek, J., and Wade-Benzoni, K. (June 2022). Here's Something You Won't Forget: The Power of Legacies. Talk presented at the *POS Research Conference*, Ann Arbor, Michigan.

**Goya-Tocchetto, D.**, Davidai, S., and Martin, S. (June 2022). Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. Talk presented at the *EASP-SPSSI Small Group Meeting, Society in the Classroom: Integrating perspectives on how socioeconomic disparities unfold in educational settings*, London, England.

**Goya-Tocchetto, D.**, Kay, A. C., Vuletich, H., Vonasch, A., & Payne, K. (June 2022). The partisan trade-off bias: When political polarization meets policy trade-offs. Talk presented at the *Annual Conference for Center for the Science of Moral Understanding*, Durham, North Carolina.

**Goya-Tocchetto, D.,** Davidai, S., and Martin, S. (May 2022). Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. Talk presented at the *Emerging Scholars Symposium at the Questrom School of Business, Boston University*.

**Goya-Tocchetto, D.,** Kay, A. C., and Payne, B. K. (February 2022). Can selecting the most qualified candidate be unfair? Learning about inequalities in people's backgrounds reduces the perceived fairness of meritocracy. Talk presented at the *Annual Meeting for the Society for Personality and Social Psychology*, San Francisco, California.

**Goya-Tocchetto, D.** and Davidai, S. (February 2022). Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. Talk presented at the *Justice and Morality Pre-conference at Annual Meeting for the Society for Personality and Social Psychology*.

**Goya-Tocchetto, D.,** Kay, A. C., and Payne, B. K. (August 2021). Learning About Past Socioeconomic Advantages and Disadvantages Can Undermine the Perceived Fairness of Meritocracy. Talk presented at the *Academy of Management Annual Conference*.

**Goya-Tocchetto, D.,** Kay, A. C., and Payne, B. K. (July 2021). Learning About Past Socioeconomic Advantages and Disadvantages Can Undermine the Perceived Fairness of Meritocracy. Talk presented at the *International Association for Conflict Management*.

**Goya-Tocchetto, D.,** Kay, A. C., and Payne, B. K. (May 2021). Learning About Past Socioeconomic Advantages and Disadvantages Can Undermine the Perceived Fairness of Meritocracy. Talk presented at *John Jost's Lab*.

**Goya-Tocchetto, D.,** Kay, A. C., and Payne, B. K. (April 2021). Inequality Insensitivity: The Influence of System Justifying Ideologies on the Perceived Magnitude of Economic Inequality. Talk presented at *John Jost's Lab*.

**Goya-Tocchetto, D.** and Davidai, S. (March 2021). Running a longer race: When emphasizing low socioeconomic background can boost perceptions of merit. Talk presented at *Sandra Matz's Lab*.

**Goya-Tocchetto, D.,** Paek, J., and Wade-Benzoni, K. (February 2021). The Andrew Carnegie Effect: Thinking About Your Legacy Shifts Intergenerational Wealth Allocations to the Collective. Talk presented at the *Annual Meeting for the Society for Personality and Social Psychology*.

**Goya-Tocchetto, D.,** Kay, A. C., Vuletich, H., Vonasch, A., and Payne, B. K. (February 2021). The Partisan Trade-off Bias: When political polarization meets policy trade-offs. Talk presented at the *Annual Meeting for the Society for Personality and Social Psychology*.

**Goya-Tocchetto, D.,** Kay, A. C., and Payne, B. K. (August 2020). System Justification and the Motivated Perception of Economic Inequality. Talk presented at the *Academy of Management Annual Conference*.

*\*Chaired symposium.*

**Goya-Tocchetto, D.,** Kay, A. C., and Payne, B. K. (August 2020). The Role of Economic Inequality in Perceptions of Process and Outcome Fairness in the Workplace. Talk presented at the *Academy of Management Annual Conference*.

**Goya-Tocchetto, D.** and Wade-Benzoni, K. (August 2020). Legacy Motives at Work: creating meaning and increasing job satisfaction in organizations. Talk presented at the *Academy of Management Annual Conference, OB Division*.

**Goya-Tocchetto, D.,** Ochoa, N. R., Kapsaskis, K., Vasey, S., and Gray, K. (May 2020). Liberals and conservatives see different victims: understanding moral disagreement through assumptions of vulnerability. Talk accepted at the *Annual Meeting for the Association for Psychological Science*. [conference canceled due to COVID-19 pandemic]

**Goya-Tocchetto, D.,** Kay, A. C., and Payne, B. K. (February 2020). System Justification and the Motivated Perception of Economic Inequality. Poster presented at the *Justice and Morality Pre-conference at Annual Meeting for the Society for Personality and Social Psychology*, New Orleans, Louisiana.

**Goya-Tocchetto, D.,** Ochoa, N. R., Kapsaskis, K., Vasey, S., and Gray, K. (February 2020). Liberals and conservatives see different victims: understanding moral disagreement through assumptions of vulnerability. Talk presented at the *Justice and Morality Pre-conference at Annual Meeting for the Society for Personality and Social Psychology*, New Orleans, Louisiana.

**Goya-Tocchetto, D.,** Kay, A. C., and Payne, B. K. (November 2019). System Justification and the Motivated Perception of Economic Inequality. Talk presented at the *Economic Inequality Pre-conference at the Annual Meeting for the Society for Judgment and Decision Making*, Montreal, Canada.

**Goya-Tocchetto, D.,** Horta, E., and Montgomery, M. (March 2017). Economic Inequality and Decision-Making. Talk presented at the *Annual Meetings of the Public Choice Society*, New Orleans, Louisiana.

**Goya-Tocchetto, D.,** Brock, S., and Wright, J. (March 2016). Markets and Fairness: Folk Intuitions about Economic. Talk presented at the *Annual Meetings of the Public Choice Society*, Fort Lauderdale, Florida.

**Goya-Tocchetto, D.,** Echols, M., and Wright, J. (April 2015). The Lottery of Life and Moral Desert. Talk presented at the *SSPP*, New Orleans, Louisiana.

**Goya-Tocchetto, D.** and Wright, J. (March 2015). Varieties of Humility Worth Wanting. Talk presented at the *International Convention of Psychological Science*, Amsterdam, The Netherlands.

**Goya-Tocchetto, D.**, Echols, M., and Wright, J. (January 2015). The Lottery of Life and Moral Desert. Talk presented at the *Economics Research Workshop at the College of Charleston*, Charleston, South Carolina.

**Goya-Tocchetto, D.**, Echols, M., and Wright, J. (January 2015). The Lottery of Life and Moral Desert. Talk presented at the *1st PHILOSOFEST at the College of Charleston*, Charleston, South Carolina.

**Goya-Tocchetto, D.** (October 2012). Government Intervention and Education: An Analysis of the Strategies Nudge and Think. Talk presented at the *Education and Capabilities International Conference*, Porto Alegre, Brazil.

**Goya-Tocchetto, D.** (April 2010). The Economic Costs of Traffic Accidents related to the Abuse of Alcohol in Porto Alegre. Talk presented at the *Economics Graduate Program of the Federal University of RGS*, Porto Alegre, Brazil.

**Goya-Tocchetto, D.** (August 2009). Judgments of Distributive Justice in Rawls and Nozick: An Experimental Investigation. Talk presented at the *Economics Graduate Program of the Federal University of RGS*, Porto Alegre, Brazil.

## TEACHING

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**Assistant Professor, *University at Buffalo*** 2023 -

Organizational Behavior (Spring 2025 MGB 301, 3 sections, 182 undergrads)

\* Overall course ratings: TBA

Organizational Behavior (Spring 2024 MGB 301, 3 sections, 167 undergrads)

\* Overall course ratings: 4.5/5, 4.5/5, 4.6/5

**Teaching Assistant, *Duke University, Fuqua School of Business***

2018 - 2023

Navigating Organizations (1 section)

Women & Leadership (2 sections)

Foundations of Management & Organizations (2 sections)

Negotiation (3 sections)

Power & Influence (3 sections)

Business & Common Purpose (1 section)

**Adjunct Professor, *College of Charleston*** 2014 - 2017

Macroeconomics (9 sections)

Microeconomics (6 sections)  
Economic Theory, Social Justice, & Public Policy (1 section)  
Nudge: designing policies for real people (2 sections)  
Introduction to Analytical and Critical Reasoning (4 sections)  
Ethics, 3 sections

## **ADVISING**

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Vinod Kumar Kothapalli, Supervised Research. (2024). Political Polarization and Decision-Making at Work, University at Buffalo, The State University of New York.

Abby Forgarty, Bachelor's Thesis. (2019). The Impact of Inequality on Perceived Need, University of North Carolina at Chapel Hill.

Zach Sturman, Bachelor's Thesis. (2017). Nudges in the restroom: How handwashing can be impacted by environmental cues, College of Charleston.

## **FELLOWSHIPS, AWARDS, AND HONORS**

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Kenan Institute of Ethics Fellowship at Duke University (\$3,000; 2022-2023)

Strengthening Democracy Challenge, Stanford University, awarded intervention for reducing partisan animosity (\$650; 2022)

NTR-IACM Early Career Scholars Program (\$2,000; 2022-2024)

Best accepted papers in the 2022 Academy of Management Meeting (2022)

Doctoral Student Fellowship, Fuqua School of Business, Duke University (2018 – present)

Distinguished Adjunct Teaching Award in the School of Business, College of Charleston (2017)

Center for Public Choice & Market Process Research Fellowship: "Economic Inequality and Decision-Making" (\$5,000; 2016-2017)

Center for Public Choice & Market Process Research Fellowship: "Markets and Fairness: Folk Intuitions about Economic Justice" (\$2,000; 2015-2016)

CNPq Research Fund for the Social Sciences: "Theories of Justice in Philosophy, Economics, and the Law." (\$150,000; 2012-2015)

Capes Graduate Research Program (CNPq), PhD Scholarship (2011-2014)

Brazilian National Council of Drugs Policy Scholarship (2007-2008)

Brazilian Association of Technological Research Institutions Scholarship (2007)

United Nations Development Program Millennium Goals Scholarship (2006)

CNPq Graduate Research Program: MSc in Economics Scholarship (2006)

CNPq Undergraduate Research Program Scholarship (2003-2005)

## SERVICE

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### University at Buffalo, SUNY

Mini-Conference on Social Inequality at Work (Spring 2025, Fall 2025)

- \* Organized the conference at the University at Buffalo

Lunch with a Leader (Spring 2025)

- \* Conversation with management undergraduates at the University at Buffalo

Next Level Leadership Mentoring Conference (Spring 2025)

- \* Invited participation as a mentor in this 1-day event at the University at Buffalo

Psychology at Work Lab (Fall 2024, Spring 2025)

- \* Helped Min-Hsuan Tu with creation of PAW lab and participation in meetings

Leading Diverse Teams Syllabus Development (Fall 2024 – Spring 2025)

- \* Helped Tim Maines design new course and select topics and readings

OHR Department Speaker Series (Fall 2024)

- \* Invited and hosted David Munguia Gomez, Yale University

Virtual PhD Showcase, Tippie College of Business, University of Iowa (Fall 2024)

- \* 2-hour event to showcase our OHR PhD Program to prospective students

OHR Research Brownbag Series (Fall 2023 - ongoing)

- \* Organized research workshops for OHR faculty

VITAL Program (2023)

- \* Meetings with VITAL scholar to introduce her to the School of Management's teaching and research.

Behavioral Lab at the School of Management (Fall 2023 - Spring 2024)

- \* Assisted with the implementation of the lab.

### Duke University

PhD Brownbag Series (Fall 2020 - Spring 2021)

Fuqua Interdisciplinary Brownbag Series (Fall 2018 - Spring 2019)

STAGE, Initiative for Gender Equality in Business Schools (2019 - 2020)

### Ad hoc reviewer (Conferences)

Academy of Management Annual Meetings (2020 - present)

International Association for Conflict Management (2024 - present)

Society for Personality and Social Psychology Annual Meetings (2020 - present)

Secret Judge for the SPSP Graduate Student Poster Award (2019)

Management Doctoral Student Association (MDSA) sessions committee (2019 - 2020)

### Ad hoc reviewer (Journals)

Journal of Experimental Social Psychology

Management Science

Journal of Personality and Social Psychology

Group & Organization Management

British Journal of Social Psychology

Journal of Business Research  
Ad hoc reviewer (Research Proposals)  
National Science Foundation  
Time-sharing Experiments for the Social Sciences (TESS)

## PROFESSIONAL DEVELOPMENT

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The conversation workshop (September 2024)  
\* Workshop about popular press writing  
Teaching workshop at UB School of Management (October 2023)  
\* Brightspace training

## PROFESSIONAL AFFILIATIONS

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Management Faculty of Color Association	2024 - present
Academy of Management	2018 - present
Society for Personality and Social Psychology	2018 - present
International Association for Conflict Management	2021 - present
The PhD Project	2019 - 2023

## REFERENCES

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Aaron C. Kay

*J Rex Fuqua Professor of Management*  
*The Fuqua School of Business, Duke University*  
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Richard Larrick

*Hanes Corporation Foundation Professor of Management*  
*The Fuqua School of Business, Duke University*  
[rick.larrick@duke.edu](mailto:rick.larrick@duke.edu)

Kimberly Wade-Benzoni

*Professor of Management & Organizations*  
*The Fuqua School of Business, Duke University*  
[kimberly.wadebenzoni@duke.edu](mailto:kimberly.wadebenzoni@duke.edu)