

## ANDREA G. DITTMANN

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### ACADEMIC POSITIONS

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2020 – **GOIZUETA BUSINESS SCHOOL**, Emory University, Atlanta, GA  
Assistant Professor of Organization & Management

### EDUCATION

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2020 **KELLOGG SCHOOL OF MANAGEMENT**, Northwestern University, Evanston, IL  
Ph.D. in Management & Organizations (Minor: Social Psychology)

2012 **ST. OLAF COLLEGE**, Northfield, MN  
B.A. in Psychology (Minor: Statistics), *summa cum laude*

### RESEARCH INTERESTS

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Diversity and Inequality, Social Class, Intragroup and Intergroup Processes, Interventions

### PUBLICATIONS

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**Dittmann, A. G.**, Kteily, N., & Bruneau, E. (2021). When getting more makes group worth less: Negotiating a ‘better’ deal in prisoner swaps can ironically signal low self-regard and engender disrespect. *Journal of Experimental Social Psychology*, *92*, 104056.

**Dittmann, A. G.**, Stephens, N. M., & Townsend, S. S. M. (2020). Achievement is not class-neutral: Working together benefits people from working-class contexts. *Journal of Personality and Social Psychology*, *119*(3), 517–539. <https://doi.org/10.1037/pspa0000194>  
▪ **Wheeler Institute Award Winner at the 2019 Trans-Atlantic Doctoral Conference at London Business School (for contribution to the field of business for development)**

Stephens, N. M., Townsend, S. S. M., & **Dittmann, A. G.** (2019). Social class disparities in higher education and professional workplaces: The role of cultural mismatch. *Current Directions in Psychological Science*, *28*(1), 67-73. [doi.org/10.1177/0963721418806506](https://doi.org/10.1177/0963721418806506)

**Dittmann, A. G.** & Stephens, N. M. (2017). Interventions aimed at closing the social class achievement gap: Changing individuals, structures, and construals. *Current Opinion in Psychology*, *18*, 111-116. [doi.org/10.1016/j.copsyc.2017.07.044](https://doi.org/10.1016/j.copsyc.2017.07.044)

Maner, J. K., **Dittmann, A. G.**, McNulty, J., & Meltzer, A. (2017). Implications of life-history strategies for obesity. *Proceedings of the National Academy of Sciences*, *114*(32), 8517–8522. [doi:10.1073/pnas.1620482114](https://doi.org/10.1073/pnas.1620482114)

**Dittmann, A. G.** & Maner, J. K. (2017). A life-history theory perspective on obesity. *Behavioral and Brain Sciences*, 40. doi:10.1017/S0140525X16001400

Stephens, N. M., **Dittmann, A. G.**, & Townsend, S. S. M. (2017). Social class and models of competence: How gateway institutions disadvantage working-class Americans and how to intervene. In C.S. Dweck, A.J. Elliot, & D. Yeager (Eds.), *Handbook of Competence and Motivation (2nd Edition): Theory and Application*. New York, NY: Guilford Press.

Nie, A., Griffin, M., Keinath, A., Walsh, M., **Dittmann, A. G.**, & Reder, L. (2014). ERP profiles for face and word recognition are based on their status in semantic memory not their stimulus category. *Brain Research*, 1557, 66-73.

## MANUSCRIPTS IN REVISION AND UNDER REVIEW

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**Dittmann, A. G.**, Stephens, N. M., & Townsend, S. S. M. (*Revise and Resubmit at OBHDP*). Interdependent organizations promote the strengths of employees from working-class contexts. (title disguised)

Birnbaum, H. J., **Dittmann, A. G.**, Stephens, N.M., Carey, R. M., Reinhart, E., & Markus, H. R. (*Under review*). Adversity from COVID-19 shapes beliefs about inequality in the U.S. over time. (title disguised)

## SELECT WORKING PAPERS

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**Dittmann, A. G.**, Stephens, N. M., Townsend, S. S. M., & Rivera, L. (*In preparation*). People from different social class contexts utilize distinct strategies to navigate professional workplaces. *Target: Organization Science (revising for submission)*

**Dittmann, A. G.\*** & Dobson, K. S. H.\* (*In preparation*). Promoting more positive community-police interactions: The role of authentic and transparent self-expression. \*joint first authorship  
*Target: Proceedings of the National Academy of Sciences (writing stage)*

## SELECT RESEARCH IN PROGRESS

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Waldfoegel, H. B., **Dittmann, A. G.** & Birnbaum, H. J. (*Data analysis*). Duty or choice? How social class shapes construal of political participation.

**Dittmann, A. G.**, Birnbaum, H. J., Stephens, N.M., Carey, R. M., Reinhart, E., & Markus, H. R. (*Data analysis*). Gender, social class, and the differential effect of the COVID-19 pandemic on workplace experiences and outcomes.

**Dittmann, A. G.**, & Stephens, N. M. (*Data collection*). Job application framing and applicant social class background.

**Dittmann, A. G.\*** & Dobson, K. S. H.\* (*Data collection*). Attributional processes of police officers and de-escalation in interactions with civilians. \*joint first authorship

Birnbaum, H. J.\*, **Dittmann, A. G.\***, & Stephens, N. M. (*Data collection*). Gender, social class background, and workplace burnout. \*joint first authorship

**Dittmann, A. G.**, & Stephens, N. M. (*Data collection*). Social class background and negotiations.

**Dittmann, A. G.**, Birnbaum, H. J., Stephens, N. M., & Townsend, S. S. M. (*Data collection*). School financial resources shape the impact of a cultural match for working-class students.

## ARTICLES FOR A POPULAR AUDIENCE

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**Dittmann, A. G.**, Stephens, N. M., & Townsend, S. S. M. (*Under review at HBR*). Research: To level the playing field for people from lower-class backgrounds, we need to take teamwork seriously.

**Dittmann, A. G.** (March 20, 2021). What can we do to interrupt inequality? *Psychology Today*.

**Dittmann, A. G.** (September 28, 2020). How focusing on individual achievement favors the upper class. *Behavioral Scientist*.

- Reprinted: Dittmann, A. (October 8, 2020). Focusing on individual achievement favors the upper class. *Minnesota Reformer*.

**Dittmann, A. G.** (June 8, 2017). Challenges for working-class students don't end at commencement. *Behavioral Scientist*.

**Dittmann, A. G.** (August 12, 2016). Understanding social class as culture. *The Psych Report*.

## GRANTS, HONORS, & AWARDS

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2021	GDO Division Showcase Symposium, Academy of Management Annual Conference <i>Symposium organized by Catherine Owsik and Jieun Pai</i>
2021	GDO Division Showcase Symposium, Academy of Management Annual Conference <i>Symposium organized by Gabrielle Lopiano</i>
2019	Dispute Resolution Research Center Grant, Kellogg School of Management (\$4950)
2019	Wheeler Institute Award, Trans-Atlantic Doctoral Conference, London Business School
2018	Organizational Behavior Doctoral Consortium Nominee (1 candidate selected per school)
2018	Dissertation Research Grant, Kellogg School of Management (\$2970)
2018	Student Travel Award Grant, Society for Personality and Social Psychology
2016	Student Travel Grant, Harvard BIG Ideas Doctoral Workshop
2015	Interdisciplinary Research Award Honorable Mention, Kellogg School of Management
2012	Phi Beta Kappa, St. Olaf College
2012	Departmental Distinction in Statistics, St. Olaf College
2011	Gordon Allport Award (awarded for excellence in psychology), St. Olaf College

## INVITED TALKS

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2021	University of North Carolina, Kenan-Flagler School of Business
2021	Carnegie Mellon University, Tepper School of Business
2020	University of Virginia, Darden School of Business

## ORGANIZED SYMPOSIA AND WORKSHOPS

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- 2021 Reaching the hard-to-reach: Conducting high-impact research with underrepresented populations. (Professional Development Workshop Co-Chair with Mindy Truong). Society for Personality and Social Psychology Conference (virtual).
- 2018 Harnessing research on the effects of economic and social class inequality to improve lives. (Symposium Co-Chair with Mindy Truong). The Academy of Management Conference, Chicago, IL.
- 2017 Reducing inequality in organizations. (Symposium Co-Chair with Edward Chang). The Academy of Management Conference, Atlanta, GA.

## SELECT CONFERENCE PRESENTATIONS

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- 2021 Birnbaum, H. J., **Dittmann, A. G.**, & Stephens, N. M. Women from working-class backgrounds in professional workplaces. Talk at the Society of Personality and Social Psychology Conference (virtual).  
**Dittmann, A. G.**, Stephens, N. M., & Townsend, S. S. M. Upwardly mobile employees continue to face unique challenges compared to their counterparts from more advantaged social class backgrounds. Talk at the Society of Personality and Social Psychology Conference (virtual).
- 2020 **Dittmann, A. G.** Organizational cultures that promote working together benefit employees from working-class backgrounds. European Group on Organizational Studies Conference, Hamburg, Germany. \*canceled due to COVID-19.  
**Dittmann, A. G.**, Kteily, N., & Bruneau, E. When getting more makes groups worthless: How groups' actions can inadvertently signal low self-worth. Data blitz at the Conflict Resolution Preconference at the Society for Personality and Social Psychology Conference, New Orleans, LA.
- 2019 **Dittmann, A. G.**, Stephens, N. M., & Townsend, S. S. M. Working together benefits people from working-class contexts, but not people from middle-class contexts. Paper at the Society for Experimental Social Psychology, Toronto, ON.  
**Dittmann, A. G.**, Stephens, N. M., & Townsend, S. S. M. Cultural mismatch in professional organizations: How organizational culture shapes the fit and retention of employees from working-class contexts. Paper at the Academy of Management Conference, Boston, MA.  
**Dittmann, A. G.** An interdependence advantage: Working together leads groups from working-class contexts to outperform groups from middle-class contexts. Paper at the Trans-Atlantic Doctoral Conference, London, UK.  
**Dittmann, A. G.**, Stephens, N. M., & Townsend, S. S. M. In interdependent performance situations, people from working-class contexts outperform their counterparts from middle-class contexts. Paper at the Society of Personality and Social Psychology Conference, Portland, OR.
- 2018 **Dittmann, A. G.**, Stephens, N. M., & Townsend, S. S. M. Interdependent organizations promote fit and retention in employees from working-class contexts. Paper at the Academy of Management Conference, Chicago, IL.

**Dittmann, A. G.,** Kteily, N., & Bruneau, E. Unequal and worth less? Unequal prisoner swaps influence perceived self-value, direct perceptions, and future treatment of outgroups. Paper at the International Association for Conflict Management Conference, Philadelphia, PA.

**Dittmann, A. G.,** Stephens, N. M., & Townsend, S. S. M. Interdependence promotes fit and performance among working-class individuals. Poster at the Society for Personality and Social Psychology Conference, Atlanta, GA.

2017

**Dittmann, A. G.,** & Stephens, N. M. Interdependence promotes greater fit and performance among working-class individuals. Paper at the Academy of Management Conference, Atlanta, GA.

**Dittmann, A. G.,** & Stephens, N. M. Working in middle-class organizations but still working class: How social class background impacts workplace experience. Paper at the Academy of Management Conference, Atlanta, GA.

Ruttan, R. L. & **Dittmann, A. G.** Rivalry and (public) prosociality. Paper at the Academy of Management Conference, Atlanta, GA.

**Dittmann, A. G.,** Stephens, N. M., & Townsend, S. S. M. Interdependence promotes greater fit and performance among working-class individuals. Data blitz at the Cultural Psychology Preconference at the Society for Personality and Social Psychology Conference, San Antonio, TX.

2016

**Dittmann, A. G.,** Stephens, N. M., & Townsend, S. S. M. Interdependent teams promote greater person-team fit and performance among working-class individuals. Paper at the Academy of Management Conference, Anaheim, CA.

**Dittmann, A. G.** & Kteily, N. The downsides of a “good” deal?: The effect of unequal prisoner swaps on perceptions of worth. Paper at the International Society for Political Psychology Conference, Warsaw, Poland.

**Dittmann A. G.,** Stephens, N. M., & Townsend, S. S. M. Interdependent teams promote greater person-team fit and performance among working-class individuals. Paper at the Kellogg-Booth Student Symposium, Chicago, IL.

**Dittmann, A. G.,** Nelson, J. E., Stephens, N. M., & Townsend, S. S. M. How school rank and cultural match impact underrepresented students’ academic outcomes. Paper at the Society for Personality and Social Psychology, San Diego, CA.

## **TEACHING EXPERIENCE**

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### **Emory University, Goizueta Business School**

*Principles of Organization & Management*, BBA Core, Fall 2020 – present

### **Northwestern University, Kellogg School of Management**

*Identity and Motivation*, Guest Lecturer on Social Class at Work, Spring 2020

*Negotiations Fundamentals*, Guest Lecturer on Disputes, Summer 2017

*Leadership in Organizations*, Teaching Assistant, Summer 2014—Winter 2020

*Negotiations*, Teaching Assistant, Spring 2016—Spring 2020

*Leading and Managing Teams*, Teaching Assistant, Winter 2015—Fall 2016

## SELECTED MEDIA COVERAGE

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*Fox 5 Atlanta*, April 19, 2021  
*Medium*, August 6, 2020  
*National Affairs*, May 22, 2020  
*Poets & Quants*, December 18, 2019  
*APS Observer*, January 22, 2019  
*Politico*, January 16, 2019  
*Harvard Business Review*, September 5, 2018  
*Christian Science Monitor*, May 30, 2018 (lead article)  
*U.S. News & World Report*, July 24, 2017  
*Harvard Business Review*, May 22, 2017

## PROFESSIONAL WRITING EXPERIENCE

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2021-            Author, *Psychology Today* Inequality Interrupted blog  
 2017-20        Founding Columnist, *Behavioral Scientist* blog

## WORKSHOPS

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2018            Developing Organizational Research on Financial Precarity, Economic Inequality, and  
 Socio-Economic Status PDW, Academy of Management Conference, Chicago, IL  
 2016            Harvard BIG Ideas Doctoral Workshop, Harvard Business School, Boston, MA

## OTHER RESEARCH & PROFESSIONAL EXPERIENCE

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2013-14        Lab Manager, Kellogg School of Management, Northwestern University  
 2012-13        Lab Manager, University of Chicago Booth School of Business  
 2011-12        Research Fellow, Center for Interdisciplinary Research, St. Olaf College  
 2011            Summer Undergraduate Research Fellow, Carnegie Mellon University  
 2010            Observational Coding Assistant, University of Minnesota

## PROFESSIONAL SERVICE

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### Ad-hoc Reviewer (Journals):

Journal of Experimental Psychology: General  
 Journal of Experimental Social Psychology  
 Journal of Personality and Social Psychology  
 Journal of Social Issues  
 Organization Studies  
 Personality and Social Psychology Bulletin  
 Self and Identity

Social Influence  
Frontiers in Psychology

**Ad-hoc Reviewer (Conferences):**

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

**Service to Emory University**

*Faculty Panelist*, Learning About Laney Visitation, Emory University (2020)  
*Case Competition Judge*, Emory BBA Case Competition (2020)  
*Guest Speaker*, Business Over Breakfast Webinar Series, Emory Executive Education (2020)

**Service to Kellogg School of Management**

*MORS Doctoral Student Admissions Committee: Visit Weekend Organizer* (2015-16),  
Admissions Committee Member (2016-17), PhD Student Interviewer (2018), PhD Student Panelist  
(2015, 2019)

**External Service**

*Faculty Mentor*, Harvard BIG Ideas Doctoral Workshop (2020)

**PROFESSIONAL AFFILIATIONS**

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Academy of Management (AOM)  
International Association for Conflict Management (IACM)  
Society for Personality and Social Psychology (SPSP)  
Society for the Psychological Study of Social Issues (SPSSI)

**ADDITIONAL SKILLS**

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*Analytical Software*: LIWC, MPlus, R, SPSS  
*Design Software*: Adobe Creative Suite (Dreamweaver, InDesign, Illustrator, Photoshop)