

Erika V. Hall

Organization & Management | Goizueta Business School | Emory University
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ACADEMIC EMPLOYMENT

- **GOIZUETA BUSINESS SCHOOL, EMORY UNIVERSITY** 2021 - Present
Associate Professor of Organization & Management, with tenure
- **GOIZUETA BUSINESS SCHOOL, EMORY UNIVERSITY** 2014 - 2021
Assistant Professor of Organization & Management
- **HARVARD BUSINESS SCHOOL, BOSTON, MA** 2007-2009
Research Associate to Mukti Khaire and Edward Riedl

EDUCATION

- **KELLOGG SCHOOL OF MANAGEMENT, NORTHWESTERN UNIVERSITY** 2009-2014
Ph.D. in Management & Organizations, May 2014
- **ROBERT H. SMITH SCHOOL OF BUSINESS, UNIVERSITY OF MARYLAND** 2003-2007
Bachelor of Science in Finance, May 2007

PUBLICATIONS

- Kellar, S.* & Hall, E.V. (2021). Measuring Racial Discrimination Remotely: A Contemporary Review of Unobtrusive Measures. In press at *Perspectives on Psychological Science*.
*Graduate Student Co-Author
- Hall, E.V., Townsend, S. & Carter, J. (2021). What's in a Name? The Hidden Historical Ideologies Embedded in the Black and African American Racial Labels. In press at *Psychological Science*.
- Hall, E.V., Hall, A.V., Galinsky, A.D., & Phillips, K.W. (2019). MOSAIC: A Model of Stereotyping through Associated and Intersectional Categories. *Academy of Management Review*, 44(3), 643-672.
*Winner of the 2020 Academy of Management Review Best Article Award.
- Hall, E.V., Avery, D.R., McKay, P., Blot, J., & Edwards, M. (2019). Composition and compensation: The moderating effect of individual and team performance on racial stigma-by-association and salary. *Journal of Applied Psychology*, 104(3), 448-463.
- Holmes, Oscar IV; Lopiano, Gabrielle; and Hall, E.V. (2019) "A Review of Compensatory Strategies to Mitigate Bias," *Personnel Assessment and Decisions*: Vol. 5 : Iss. 2, Article 4.
*New Jersey Policy Research Organization Foundation Bright Idea Award for Academy of Management Annals Publication (2020)
- Bianchi, E., Hall, E.V., Lee, S. (2018). Reexamining the link between economic downturns and racial antipathy: Attitudinal and cultural evidence that prejudice against Blacks rises in recessions. *Psychological Science*, 29(10), 1584-1597.

- Hall, A.V., Hall, E.V., & Perry, J.L. (2016). Black and blue: Exploring racial bias and law enforcement in the killings of unarmed Black male civilians. *American Psychologist*, 71(3), 175-186.
- Khaire, M. & Hall, E.V. (2016). Medium and message: Globalization and innovation in the production field of Indian fashion. *Organization Studies*, 37(6), 845-865.
- Hall, E.V., Galinsky, A., & Phillips, K.W. (2015). Gender profiling: A gendered race perspective on person-position fit. *Personality and Social Psychology Bulletin*, 41(6), 853-868.
- Hall, E.V., Phillips, K.W., & Townsend, S.M. (2015). A rose by any other name? The consequences of subtyping “African-Americans” from “Blacks.” *Journal of Experimental Social Psychology*, 56, 183-190.
*Reprinted in Giner-Sorolla, R. (Ed.). (2020). Racism and Justice for Black Lives [Special Issue]. *Journal of Experimental Social Psychology*, 91.
- Galinsky, A., Hall, E.V., & Cuddy, A. (2013). Gendered races: Implications for interracial marriage, leadership selection, and athletic participation. *Psychological Science*, 24(4), 498-506.
- Hall, E.V. & Livingston, R. (2012). The hubris penalty: Biased responses to “Celebration” displays of black football players. *Journal of Experimental Social Psychology*, 48, 899-904.

RESEARCH IN PROGRESS OR UNDER REVIEW

- Hall, E.V., Lopiano, G., Washington, E.F., Hall, A.V. & Avery, D.R. (2021). Diversification or devaluation? Understanding the effect of stigma by association in performance appraisals. Writing Stage. (Target: *Journal of Applied Psychology*)
- Hall, E.V. (2021). Exploring the Consequences of Gendered Race: Gender-Stereotypic Perceptions of Occupations Correspond to Racial Segregation in Employment. Data Collection. (Target: *Journal of Applied Psychology*)
- Hall, E.V. & Hall, A.V. (2021). An Empirical Investigation of the MOSAIC hypothesis. Data Collection. (Target: *Journal of Personality and Social Psychology*)

BOOK CHAPTERS

- Thompson, L. Lucas, B., & Hall, E.V. (2014). “Negotiator Bandwidth” In Neal M. Ashkansay, Oluremi B. Ayoko, and Karen Jehn, Eds. *Handbook of Research in Conflict Management*. Edward Edgar Publishing, UK.
- Thompson, L. Lucas, B., & Hall, E.V. (2012). “Upstream and Downstream Negotiation Research.” In R. Croson and G. Bolton (Eds.). *Oxford Handbook of Economic Conflict Resolution*. New York: Oxford University Press.
- Thompson, L., Richardson, E.V., & Lucas, B. (2012). “Integrating Negotiation Research with Team Dynamics.” In Goldman and D. Shapiro (Eds.). *The Psychology of Negotiations in the 21st Century Workplace*. SIOP Frontiers Series.

OTHER PUBLICATIONS

- Washington, E.F., Hall-Birch, A., *Hall, E.V.* (January 7, 2021) “How to Talk with Your Team About the Violence at the U.S. Capitol,” *Harvard Business Review*. Published online at https://hbr.org/2021/01/how-to-talk-with-your-team-about-the-violence-at-the-u-s-capitol?fbclid=IwAR3R-cwz1gkdV_MvTz9kxhfVzWiygEgkGvMFUEHEfN08gt9osL7ph7M0x_k
- Williams, J.C, Phillips, K.W., & *Hall, E.V.* (2015). *Double Jeopardy: Gender Bias Against Women of Color in Science*. Published online at www.worklifelaw.org.
- *Hall, E.V.* & Phillips, K. (2012). Optimal masculinity: Gendered races and prescriptions of dominance. *Academy of Management Best Paper Proceedings*, Boston, MA.

PRESENTATIONS

- *Hall, E.V.* (2020, August). MOSAIC: A Model of Stereotyping through Associated and Intersectional Categories. Presented at the Academy of Management Meeting (AOM), Virtual.
- *Hall, E.V.* (2020, June). MOSAIC: A Model of Stereotyping through Associated and Intersectional Categories. Presented at the International Association of Conflict Management (IACM), Virtual.
- *Hall, E.V.* (2020, February). MOSAIC: A Model of Stereotyping through Associated and Intersectional Categories. Presented at the Society of Personality and Social Psychology (SPSP), New Orleans, LA.
- *Hall, E.V.* (2018, November). Authenticity as a necessary catalyst for numerical diversity’s effectiveness. Presented for the Science of Diversity & Inclusion Initiative (SODI) at the University of Chicago (Department of Economics).
- *Hall, E.V.* (2018, July). MOSAIC: A Model of Stereotyping through Associated and Intersectional Categories. Presented at the International Association for Conflict Management Conference, Philadelphia PA.
- *Hall, E.V.* (2018, March). Authenticity as a necessary catalyst for numerical diversity’s effectiveness. Presented in Moving beyond diversity to inclusion: Building inclusive schools and workplaces symposium at the Society for Personality and Social Psychology conference, Atlanta, GA.
*Symposium Co-Chair
- *Hall, E.V.** (2016, August). Assessing the “income inequality” vs. “racial discrimination” frame: Validity, misperceptions, and support for the black community. Presented in Finding your place: New insights on how people navigate and jockey for positions in hierarchies symposium at the Academy of Management Conference, Anaheim, CA.
- Townsend, S. & *Hall, E.V.**, (2016, January). What’s in a name? The powerful effects of labels for others and the self. Co-chaired the symposium at the Society for Personality and Social Psychology conference, San Diego, CA.
*Symposium Co-Chair
- *Hall, E.V.**, Galinsky, A.D., Phillips, K.W. (2015, August). Exploring the consequences of gendered race for person-role fit. Presented in ‘Gendered Race: From Cause to Consequence’ Symposium at the Society for Experimental Social Psychologists’ conference, Denver, CO.
*Symposium Chair

- Vinkenburg, C, Janssens, M., Atewologun, D. Gagnon, S. *Hall, E.V.*, Loyd, D., Ossenkop, C, Romani, L., Ekelund, B. (2015, August). Writing (and Talking) Differently about Diversity: Addressing the Normalization of Othering. Panel Member in PDW at the Academy of Management conference, Vancouver, CA.
- *Hall, E.V.**, Phillips, K.W., Townsend, S.M. (2014, August). A rose by any other name? “Blacks” are more negatively evaluated than “African-Americans.” Presented in ‘Confronting Stigmatizing Labels: The Role of Re-Naming, Re-Labeling, and Self-Labeling’ Symposium at the Academy of Management conference, Philadelphia, PA.
**Symposium Co-chair*
- *Hall, E.V.*, Phillips, K.W., Townsend, S.M. (2014, July). A rose by any other name? “Blacks” are more negatively evaluated than “African-Americans.” Presented at the International Association for Conflict Management conference, Leiden, The Netherlands.
- *Hall, E.V.*, Phillips, K.W., Townsend, S.M. (2013, September). A rose by any other name? “Blacks” are more negatively evaluated than “African-Americans.” Presented in ‘Confronting Stigmatizing Labels: The Role of Re-Naming, Re-Labeling, and Self-Labeling’ Symposium at the Society of Experimental Social Psychology conference, Berkeley, CA.
- *Hall, E.V.*, Phillips, K.W., Williams, J. (2013, August). Gender prescriptions and cultural misalignments: An analysis of multicultural female scientists in STEM. Presented in the ‘New Leaders in a Changing World? Elaborating on the Challenges of Ethnic/Minority Leadership’ OB Division Showcase Symposium at the Academy of Management meetings, Orlando, FL.
- Phillips, K.W. & *Hall, E.V.* (2013, August). Advancing the research on stereotypes in the management field: What is shared and what is different across diverse groups? Presented as a Panel Symposium at the Academy of Management meetings, Orlando, FL.
- *Hall, E.V.*, Thompson, L, & Apfelbaum, E. (2013, July). Seeing racism and forecasting worth: Perceived prejudice decreases Black professionals’ propensity to negotiate. Presented at the International Association for Conflict Management conference, Tacoma, WA.
- Galinsky, A.* & *Hall, E.V.** (2013, January). Transcending race: How gender, status, and essentialism help to explain the effects of race. Presented at the Society for Personality and Social Psychology conference, New Orleans, LA.
**Symposium Co-chair*
- *Hall, E.V.*, Phillips, K. (2012, August). Optimal masculinity: Gendered races and prescriptions of dominance. Paper presented at the Academy of Management Annual Meeting, Cross Divisional Paper session, Boston, Massachusetts.
**Included in the Best Paper Proceedings.*
- *Hall, E.V.*, Phillips, K. & Galinsky, A. (2012, July). Optimal masculinity: Gendered races and prescriptions of dominance. Paper presented at the Annual Conference of the International Association for Conflict Management, Stellenbosch, South Africa.
- *Hall, E.V.*, Phillips, K., & Galinsky, A (2012, May). Optimal masculinity: Gendered races and prescriptions of dominance. Paper presented at the Annual London Business School Trans-Atlantic Doctoral Conference, London, England.

- *Richardson, E.V.*, Phillips, K.W, Rudman, L.A., Glick, P. (2011, August). Double jeopardy or Greater latitude: Black women escape backlash for dominance displays. Paper presented in the ‘Black Faces in White Places: Redefining the Black Experience in Organizations & Management’ GDO Showcase Symposium at the Academy of Management meetings, San Antonio, TX.
- *Richardson, E.V.*, Phillips, K.W, Rudman, L.A., Glick, P. (2011, August). Double jeopardy or greater latitude: Black women escape backlash for dominance displays. Paper presented in the ‘Black Faces in White Places: Redefining the Black Experience in Organizations & Management’ Professional Development Workshop at the Academy of Management meetings, San Antonio, TX.
- Khaire, M. & *Richardson, E.V.* (2010, August). Medium and message: The role of the media in establishing institutional logics. Paper presented at the Academy of Management meetings, Montreal, Canada.
- Khaire, M. & *Richardson, E.V.* (2010, June). Medium and message: The role of the media in establishing institutional logics. Paper presented at European Group of Organization Studies (EGOS) conference, Lisbon, Portugal.

HONORS AND AWARDS

- Received the 2020 Best Academy of Management Review Article, 2020
- Elected into Society of Experimental Social Psychology as a Fellow, 2019
- Received the MFS Young Alumni Award, 2019
- Received the Goizueta Business School Alumni Award for Excellence in Research, 2017
- Elected Representative-at-large for the GDO Division of Academy of Management, 2017
- Received the MBA Teaching Excellence Award – Junior Faculty, 2016
- Honored in Poets & Quants’ “The World’s Best Business Professors under 40,” 2016
- Honored in Atlanta Business Chronicle’s “30 under 30” list, 2016
- Selected into LEAD Atlanta, Class of 2016
- Received the 2013 Promising Young Scholar Research Excellence Award, The PhD Project, 2013

INVITED TALKS

- Tuck School of Business, Dartmouth College, Scheduled for Winter 2021
- Carlson School of Management, University of Minnesota, Scheduled for Fall 2021
- TEDx Speaker, TEDx Poncey-Highland, Summer 2021
- The Fuqua School of Business, Duke University, Spring 2021
- Stanford Graduate School of Business, Stanford, California, Spring 2021
- Haas School of Business, University of California at Berkeley, Fall 2020
- USC Marshall School of Business, Los Angeles, California, Winter 2020
- Yale Department of Psychology, New Haven, Connecticut, Spring 2019
- Forte Foundation Speaker for the 2018 MBA Women’s Leadership Conference, Atlanta, Summer 2018
- Lunch Colloquium, Emory Emeritus College, Winter 2018
- Atlanta Dream (WNBA), Inspiring Women Keynote, Atlanta, GA, Summer 2015
- Anderson School of Management, University of California, Los Angeles, CA, Fall 2014
- McDonough School of Business, Georgetown University, Washington DC, Fall 2013
- Goizueta Business School, Emory University, Atlanta, GA, Fall 2013
- Stanford Graduate School of Business, Stanford University, Stanford, CA, Fall 2013

- Department of Psychology, University of Maryland, College Park, MD, Fall, 2013
- Department of Management, University of Toronto, Mississauga, ON, Fall 2013
- Fox School of Business, Temple University, Philadelphia, PA, Fall 2013
- Wisconsin School of Business, University of Wisconsin, Madison, WI, Fall 2013
- Prentice Women's Hospital, Chicago, IL, Summer 2013
- Columbia Business School, Columbia University, New York, NY, Winter 2012

TEACHING EXPERIENCE

- PROFESSOR, GOIZUETA BUSINESS SCHOOL, BBA AND FULL-TIME MBA PROGRAMS
Negotiations, Fall 2014-2021
- PROFESSOR, KELLOGG SCHOOL OF MANAGEMENT, FULL-TIME MBA
Leading and Managing Teams, Winter 2013
- TEACHING ASSISTANT, KELLOGG SCHOOL OF MANAGEMENT
 - *Negotiations* – (Prof. Ersner-Hershfield, Winter 2011, Spring 2011; Prof. Kim, Summer 2012; Prof. Thompson, Fall 2012, Executive Education Program)
 - *Leadership in Organizations* – (Prof. Galinsky, Fall 2010; Prof. Rivera, Spring 2011)
 - *Leading and Managing Teams* – (Prof. Thompson, 2010-2011, Winter 2012, Miami Kellogg Campus, Executive Education Program; Winter 2013, Evanston Campus, Executive Education Program; Prof. Townsend, Spring 2012, Fall 2012)
 - *Bargaining* – (Prof. Murnighan, 2012)

PROFESSIONAL SERVICE AND DEVELOPMENT

University and Departmental Service

- Facilitated DEI Workshop, AntiiBias Session #2, Goizueta EMBA Program, 2021
- Mellon Faculty Workshop, DEI Lecture, Oxford College, Emory University, 2021
- Invited Speaker, *Perspectives on our Nation's Current Crisis: Community Fireside Chat*, 2021
- Panelist, *A CFO's Role in Shaping Diversity & Inclusion*, CFO Forum (Emory Partner), 2020
- Podcast Guest, Goizueta Effect Podcast, Goizueta Business School, 2020
- Panelist, Racism and Social Justice Webinar Series, Emory School of Medicine, 2020
- Co-facilitated CHRO Roundtable, Emory Executive Education, Goizueta Business School, 2020
- Conducted Webinar on Unconscious Biases for Business over Breakfast Webinar Series, Emory Executive Education, Goizueta Business School, 2020
- Presenter, Goizueta Online Teaching Academy, Goizueta Business School, 2020
- Co-Organizer, Organization and Management Hightower Speakers Series, Goizueta Business School, 2016 – 2020
- Emory College SURE Program Advisor, Shelby Holmes, Emory University, 2019
- Search Committee, Chief Diversity Officer, Office of the Provost, Emory University, 2019
- Faculty Marshal for Commencement, Goizueta Business School, 2016, 2018, 2019
- Presenter, Lunch Colloquium, Emory University Emeritus College, 2018
- Presenter and Co-Host, *Diversity but no Inclusion?*, Black MBA Association, 2018
- Trained as University Facilitator for Implicit Bias Training, Emory University, Office of Equity and Inclusion, 2018
- Presenter, Negotiation Workshop, Goizueta Women in Business, Goizueta Business School, 2018
- Focus Group Participant for GBS External Review, Goizueta Business School, 2018
- Lecturer, LEAD Program, Goizueta Business School, 2015, 2016, 2017

- SIRE Mentor, Emory College, Jocelyn Hong, 2015 – 2016
- Faculty Advisor, Goizueta BBA Multicultural Organization, 2014-2016
- Participant, Goizueta Alumni Diversity & Inclusion Reception, Goizueta Business School, 2017
- Speaker, Emory Faculty Giving Breakfast, Goizueta Business School, 2017
- Presenter, Engage Goizueta Women’s Conference, Goizueta Business School, 2016
- Presenter, Goizueta Summer Business Institute, Goizueta Business School, 2016
- Welcoming Presenter, 21st Century Leaders Event, 2016
- Welcoming Presenter, BLACK Orientation, Emory Campus Life, 2016
- Panelist, *Crucial Conversations: A Social Justice Discussion*, Black MBA Association, Goizueta Business School, 2015
- Presenter, Negotiation Workshop, Goizueta Women in Business, Goizueta Business School, 2015
- Developed Materials and Co-Hosted Ethics Training for PhD students, Goizueta Business School, 2015
- Lecturer, University-wide course, “The Ferguson Movement,” Emory University, 2015
- Panelist, Ferguson Movement, Emory University School of Law, 2015
- Participant, Inside Goizueta Breakfast (Recruiting Event), Goizueta Business School, 2015
- Panelist, Emory NAACP’s Annual Meet the Black Professors Event, Emory College, 2015
- Participant, Inside the Ph.D. (Minority Doctoral Student Event), Goizueta Business School, 2014
- Participant, Inside Goizueta Breakfast (MBA Recruiting Event), Goizueta Business School, 2014

Advising

- Sarah Jeong Lee (Independent Study, Ph.D. Committee)
- Gabrielle Lopiano (Ph.D. Committee)
- Arielle Lewis (Primary Advisor)

PROFESSIONAL SERVICE

- Guest Editor, *Academy of Management Discoveries*, Spring 2022, Special Research Forum on “The Human Side of the Future of Work: Understanding the Role People Play in Shaping a Changing World.”
- Elected Representative-at-large for Gender and Diversity in Organizations Division of the Academy of Management, 2017 -2020
- Ad-hoc reviewer for the *Academy of Management Review*, *Nature Human Behavior*, *Journal of Personality and Social Psychology*, *Psychological Science*, *Journal of Applied Psychology*, *Organization Science*, *Organizational Behavior and Human Decision Processes*, *Journal of Management*, *Journal of Experimental Social Psychology*, *Personality and Social Psychology Bulletin*, *Social Psychology and Personality Science*, *Social Cognition*, *Group Processes & Intergroup Relations*, *Journal of Applied Social Psychology*, *Leadership Quarterly*, *Psychology of Popular Media Culture*
- Reviewer, IACM conference
- Reviewer, Academy of Management Conference

ASSOCIATIONS AND MEMBERSHIPS

- PhD Project Panelist and Presenter, 2014 – 2017
- Academy of Management 2006 - Present
- PhD Project 2009 - Present
- SPSP Member 2011- Present
- APS Member 2011- Present
- Ph.D. MORS Admissions committee

SELECTED MEDIA MENTIONS

- Prime w/ Charles Blow, “African American vs. Black,” May 27th, 2021
<https://bnc.tv/fuel/2021-05-28-prime-with-charles-blow-5/?fbclid=IwAR3zQw8T31ZpA63V-qt1ftp9dq0O1AGnrNI-UVtNdnunlJtmj9jhujEL0>
- USA Today, “Armour: The real reason behind criticism of Cam Newton,” January 29th, 2016
<http://www.usatoday.com/story/sports/columnist/nancy-armour/2016/01/28/cam-newton-dabbing-black-quarterback-super-bowl-racism/79485258/>
- *Salon.com*, “The world only has ugliness for black women. That’s why Serena Williams is so important,” July 7th, 2015
http://www.salon.com/2015/07/15/why_serena_williams_is_so_important_the_world_only_has_ugliness_for_black_women—and_she_is_the_black_womans_champion/
- *Salon.com*, “It’s the Blackness that scares everybody: Why white people favor ‘African-Americans,’” March 4th, 2015
http://www.salon.com/2015/03/04/it%E2%80%99s_the_blackness_that_scares_everybody_why_white_people_favor_african_americans/
- *NPR - Marketplace (Interview)*, February 17th, 2015
<http://www.marketplace.org/topics/economy/research-shows-hiring-bias-based-self-identification>
- *Georgia Public Broadcasting*, January 12th, 2015.
<https://soundcloud.com/onsecondthought/emory-study-looks-at-perceptions-of-black-vs-african-american?in=onsecondthought/sets/january-12-2015>
- *The Karen Hunter Show, Sirius XM Radio*, January 14th, 2015
<https://soundcloud.com/siriusxm-news-issues/the-power-of-labels-the-reality-of-racial-term-bias-w-dr-erica-v-hall?in=siriusxm-news-issues/sets/karen-hunter-show>
- *The Atlantic*, “The financial consequences of saying ‘black’ vs. ‘African-American,’” December 30th, 2014
<http://www.theatlantic.com/business/archive/2014/12/the-financial-consequences-of-saying-black-vs-african-american/383999/>
- *The Washington Post*, “The landmine in labeling someone Black,” December 25th, 2014
http://www.washingtonpost.com/opinions/esther-cepeda-the-landmine-in-labeling-someone-black/2014/12/25/7425e72a-8c9b-11e4-8ff4-fb93129c9c8b_story.html
- *NPR – On the Media (Interview)*, “The distinctions between black and African-American,” December 19th, 2014
<http://www.onthemedial.org/story/black-vs-african-american/>
- *The Washington Post (Op-Ed)*, “Whites view the term “African-American” more favorably than “black,” November 18th, 2014
<http://www.washingtonpost.com/blogs/wonkblog/wp/2014/11/18/whites-view-the-term-african-american-more-favorably-than-black/>
- *Harvard Business Review*, “Hacking Tech’s Diversity Problem.” October, 2014
<http://hbr.org/2014/10/hacking-techs-diversity-problem/ar/2>

- *Inc.com*, “When sensitivity training doesn’t cut it: 4 ways to stop sexism.” October, 2014
<http://www.inc.com/kimberly-weisul/how-to-stop-gender-bias-at-your-company.html>
- *WGN Radio, Sports Night*, live radio guest. November 14th, 2012
<http://www.wgnradio.com/shows/wgnsportsnight/wgnam-sn-hall-20121114,0,6011024.mp3file>
- *The New York Times*, “Study looks at bias in celebration penalty calls.” November 7th, 2012 (Online and in print)
http://www.nytimes.com/2012/11/07/sports/football/experiment-examines-racial-bias-in-penalties-for-touchdown-celebrations.html?_r=0