

ANDREA G. DITTMANN

Goizueta Business School | Emory University
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ACADEMIC POSITIONS

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

EDUCATION

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

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

PUBLICATIONS

Dittmann, A. G., Stephens, N. M., & Townsend, S. S. M. (2024). Interdependent behavior only benefits employees from working-class backgrounds when it is both enacted and valued. *Journal of Experimental Psychology: General*. doi.org/10.1037/xge0001516

Birnbaum, H. J., **Dittmann, A. G.**, Stephens, N.M., Carey, R. M., Reinhart, E., & Markus, H. R. (2023). Personal harm from the Covid-19 pandemic predicts advocacy for equality. *Journal of Experimental Social Psychology*, 104, 104400. doi.org/10.1016/j.jesp.2022.104400

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. doi.org/10.1016/j.jesp.2020.104056

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 (for contribution to research at the intersection of business and 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

- 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
- 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
- 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 *joint first authorship

- Dittmann, A. G.**, Birnbaum, H. J., Stephens, N.M., Carey, R. M., Markus, H. R., & Reinhart, E. (Under 2nd round review at *Journal of Organizational Behavior*). Gig workers, interdependent relational behaviors, and wellbeing during the COVID-19 pandemic.
- Waldfoegel, H. B., **Dittmann, A. G.** & Birnbaum, H. J. (Under 2nd round review at *Proceedings of the National Academy of Sciences*). Reframing voting as a duty to others reduces social class gaps in voting.
- Dittmann, A. G.***, Dobson, K. S. H.*, & Yeager, D. (R&R at *Academy of Management Journal*). [Coercive power disparities & rapport].
- Dobson, K. S. H.*, **Dittmann, A. G.***, & Yeager, D. (R&R at *Nature Communications*). A transparency statement improves community-police interactions. doi.org/10.21203/rs.3.rs-2239643/v1
- **Best Conference Paper Award, International Association for Conflict Management**
- Dittmann, A. G.*** & Dobson, K. S. H.* (Proposal accepted at *Behavioral Science & Policy*). Perspective-getting interventions to mitigate law enforcement bias in the utilization of A.I.
- Dietze, P.* & **Dittmann, A. G.*** (Under review at *Journal of Experimental Psychology: General*). When and why working together benefits individuals from working-class contexts: A registered report.
- Fendinger, N., Dittmann, A. G., & Knowles, E. D. (Under review at *Proceedings of the National Academy of Sciences*). Reasoning about other people's minds attenuates social class gaps in logical reasoning performance.

SELECT WORKING PAPERS

Dittmann, A. G., Stephens, N. M., Townsend, S. S. M., & Rivera, L. (*In preparation*). Elite preparation does not smooth the transition to professional workplaces for upwardly mobile people.

Dittmann, A. G., Goldstein, E., & Kantor, S. (*In preparation*). Social class wage gaps in professional scientists: Evidence from U.S. census data.
Target: Administrative Science Quarterly

Truong, M., Birnbaum, H. J., **Dittmann, A. G.**, Stephens, N. M., & Townsend, S. S. M. (*Revising for submission*). Feminine defaults and gender participation gaps.
Target: Journal of Experimental Psychology: General

SELECT RESEARCH IN PROGRESS ⁺denotes mentee

Vo, K.⁺ & **Dittmann, A. G.** (*Data collection*). Mentorship and social class.

Dittmann, A. G.* & Dobson, K. S. H.* (*Data collection*). How officer transparency and integrity affect trust in enforcement interactions. *joint first authorship

Dittmann, A. G.*, Dobson, K. S. H.*, & Shah, A. (*Data collection*). Evaluation of a conflict de-escalation training program in the Baltimore Police Department. *joint first authorship

Dittmann, A.G.*, Jordan, D.*, Owen, M.*, & Pfeiffer, K.* (*Data collection*). From bedside to boardroom: Evaluation of an interprofessional program to enhance resiliency in pre-professional students. *authors listed alphabetically

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

ARTICLES FOR A POPULAR AUDIENCE

Dittmann, A. G., Stephens, N. M., & Townsend, S. S. M. (July 20, 2021). Research: How our class background affects the way we collaborate. *Harvard Business Review*.

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*.

HONORS & AWARDS

2023	Best Conference Paper Award, International Association for Conflict Management
2022	Best OB Division Symposium, Academy of Management Annual Conference <i>Symposium organized by Shawn Quan</i>
2019	Wheeler Institute Award, Trans-Atlantic Doctoral Conference, London Business School
2018	Organizational Behavior Doctoral Consortium Nominee (1 candidate selected per school)
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

FUNDED GRANTS

2024-	Arnold Ventures Research Planning Grant <i>An RCT to Improve Trust in Police through Transparency in Communications</i> Co-Principal Investigator (\$98,840)
2022-23	Goizueta Ad Hoc Research Award (\$16,000)
2021-23	Emory University Synergy Nexus II Grant <i>From Bedside to Boardroom: Enhancing Professional Fulfillment and Meaning in Work by Promoting Pandemic-Driven Resilience and Growth</i> Co-Principal Investigator (\$98,456)
2019	Dispute Resolution Research Center Grant, Kellogg School of Management (\$4,950)
2018	Dissertation Research Grant, Kellogg School of Management (\$2,970)

INVITED TALKS, PRESENTATIONS, AND SEMINARS

2024	Washington University in St. Louis, Olin School of Business (<i>scheduled</i>)
2024	First-Generation Student Conference, University of Victoria
2023	University of California Berkeley, Haas School of Business
2023	University of California Berkeley, Institute for Personality & Social Research
2023	University of Wisconsin Madison, Wisconsin School of Business
2023	University of Wisconsin Madison, Social Psychology
2023	National University of Singapore, NUS Business School
2022	University of Minnesota, Carlson School of Management
2022	University of Texas System Chiefs of Police Annual Conference
2022	AOM OB Plenary Symposium, Social Class Research in Management
2022	Veteran Transition Research Initiative, Duke University
2022	University of California, Irvine
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
2019	Emory University Goizueta Business School
2019	University of Zurich, Department of Business Administration
2019	IESE Business School, Managing People in Organizations

ORGANIZED SYMPOSIA AND WORKSHOPS

- 2023 Social class in organizations: Bridging macro and micro perspectives. (Professional Development Workshop Co-Chair with Michelle Lee, Jean Oh, and Shawn Quan). Academy of Management Conference, Boston, MA.
- 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 *denotes presenter

“A transparency statement improves community-police interactions”

- Society for Personality and Social Psychology Conference (2024), San Diego, CA*
- Society for Experimental Social Psychology Conference (2023), Madison, WI*
- International Association for Conflict Management (2023), Thessaloniki, Greece*
 - **Winner of the Best Conference Paper Award**
- European Group on Organizational Studies (2023), Cagliari, Italy*

“Interdependent behavior only benefits employees from working-class backgrounds when it is both enacted and affirmed”

- Society for Personality and Social Psychology Conference (2023), Atlanta, GA*
- Academy of Management Conference (2022), Seattle, WA*
- Self & Identity Preconference at the Society of Personality and Social Psychology Conference (2022), San Francisco, CA (virtual)*
- Berkeley Culture Conference (2022), virtual*
- Academy of Management Conference (2021), virtual*
 - **Showcase Symposium, Academy of Management Annual Conference**
- European Group on Organizational Studies Conference (2020; canceled due to COVID-19), Hamburg, Germany*

“Women from working-class backgrounds in professional workplaces”

- Academy of Management Conference (2023), Boston, MA*, *scheduled*
- Talk at the Society for Personality and Social Psychology Conference (2021), virtual

“Social class and class inequality in organizations: Facing and fighting classism in the workplace”

- Academy of Management Conference (2022), Seattle, WA*
 - **Recipient of the 2022 OB Division Best Symposium Award**

“Paying it forward: How previous protégé experiences contribute to social class gaps in mentorship”

- Academy of Management Conference (2022), Seattle, WA
 - **Showcase Symposium, Academy of Management Annual Conference**

“From bedside to boardroom: Evaluation of an interprofessional program to enhance resiliency in pre-professional nursing and business students”

- Intervention Science Preconference at the Society of Personality and Social Psychology Conference (2022), San Francisco, CA (virtual)*
- Sigma’s 33rd International Nursing Research Congress (2022), Edinburgh, Scotland
- Beyond Flexner Conference (2022), Phoenix, AZ

“Upwardly mobile employees continue to face unique challenges compared to their counterparts from more advantaged social class backgrounds”

- Society for Experimental Social Psychology Conference (2021), Santa Barbara, CA*
- Society of Personality and Social Psychology Conference (2021), virtual*

“Employees from different social class backgrounds use distinct toolkits to navigate the workplace”

- Academy of Management Conference (2021), virtual*
 - **Showcase Symposium, Academy of Management Annual Conference**
- Academy of Management Conference (2017), Atlanta, GA*

“When getting more makes groups worthless: How groups’ actions can inadvertently signal low self-worth”

- Conflict Resolution Preconference at the Society for Personality and Social Psychology Conference (2020), New Orleans, LA*
- International Association for Conflict Management Conference (2018), Philadelphia, PA*
- International Society for Political Psychology Conference (2016), Warsaw, Poland*

“Working together benefits people from working-class contexts, but not people from middle-class contexts”

- Society for Experimental Social Psychology (2019), Toronto, ON*
- Trans-Atlantic Doctoral Conference (2019), London, UK*
- Society of Personality and Social Psychology Conference (2019), Portland, OR*
- Academy of Management Conference (2018), Chicago, IL*
- Academy of Management Conference (2017), Atlanta, GA*
- Cultural Psychology Preconference at the Society for Personality and Social Psychology Conference (2017), San Antonio, TX*

“Cultural mismatch in professional organizations: How organizational culture shapes the fit and retention of employees from working-class contexts”

- Academy of Management Conference (2019), Boston, MA*

“Interdependent teams promote greater person-team fit and performance among working-class individuals”

- Academy of Management Conference (2016), Anaheim, CA*
- Kellogg-Booth Student Symposium (2016), Chicago, IL*

“How school rank and cultural match impact underrepresented students’ academic outcomes”

- Society for Personality and Social Psychology (2016), San Diego, CA*

ADVISING EXPERIENCE

Graduate Student Advising

First-Year Paper Committees

- Sharvika Kherde (O&M, Goizueta Business School, Expected 2027)

Dissertation Committees

- Sara Kaplan (O&M, Goizueta Business School, Expected 2024)

Undergraduate Student Advising

Research Assistants and Honors Students

- Abigail Dubinski (Emory Class of '25)
- Chloe Kuo (Emory Class of '24)
- Michael McCandless (Emory Class of '24)
- Anna Yan (Emory Class of '24)
- Harrison Goldberg (Emory Class of '24)
- Garrett George (Emory Class of '23; Associate Product Manager at Better Earth)
- Adele Pereira (Emory Class of '23)
- Shreya Mohandas (Emory Class of '23; Postbaccalaureate Student at University of Virginia)
- Jordan Zelikoff (Emory Class of '23; Investment Banking Analyst at HSBC)
- Esha Talati (Emory Class of '22; Corporate Strategy Analyst at Humana)
- Cherice Chan (UCLA Class of '22; Program Coordinator at University of Michigan)
- Artemis Kelly (Emory Class of '22; Business Technology Solutions Analyst at Deloitte)
- Joe Collica (Emory Class of '22; Associate at EY Parthenon)
- Aila Jiang (Emory Class of '21; Medical Student at Florida State University College of Medicine)
- Matt Santos (Emory Class of '21; Consulting Analyst at Deloitte)

TEACHING EXPERIENCE

Emory University, Goizueta Business School

Negotiations (BBA), Spring 2024 –

Principles of Organization & Management (BBA), 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

Life and Letters, March 22, 2023

Kellogg Insight, December 1, 2022

The Hill, October 13, 2022

The Atlantic, August 2, 2021

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

WORKSHOPS

2023	Fostering Inclusion: A Workshop to Advance Research on Diversity, Equity, and Inclusion, University of Washington Foster School of Business, Seattle, WA
2022	Bringing ‘Class’ into the Business Classroom: Addressing Social Class in Management Education PDW, Academy of Management Conference, Seattle, WA
2021	Gender and Group Composition Paper Session, INGRoup Conference (<i>Co-Facilitator with Elizabeth Campbell</i>), virtual
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

PROFESSIONAL WRITING EXPERIENCE

2021-	Author, <i>Psychology Today</i> Inequality Interrupted blog
2017-	Founding Columnist, <i>Behavioral Scientist</i> online magazine

PROFESSIONAL SERVICE

2022-	New Blue, Director of Research https://newblue.org/ Leading and cultivating collaborations between researchers and law enforcement fellows aimed at organizational reform and policy change to improve community trust.
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Ad-hoc Reviewer (Journals):

Academy of Management Review
Administrative Science Quarterly
Collabra: Psychology
Frontiers in Psychology

International Journal of Social Psychology
Journal of Experimental Psychology: General
Journal of Experimental Social Psychology
Journal of Personality and Social Psychology
Journal of Social Issues
Organizational Behavior and Human Decision Processes
Organization Science
Organization Studies
Personality and Social Psychology Bulletin
Proceedings of the National Academy of Sciences
Psychological Science
Social Psychological and Personality Science
Social Psychology and Personality Compass
Self and Identity
Social Influence

Ad-hoc Reviewer (Conferences):

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

Service to Emory University

Co-Organizer, Emory Goizueta O&M Hightower Speaker Seminar Series (2023-)
Committee Member, University New Faculty Institute Planning Committee (2023)
Faculty Panelist, Emory Goizueta Pathway to the C-Suite Event (2023)
Faculty Speaker, Emory Goizueta O&M PhD Visit Day (2023)
Faculty Research Sponsor, Emory Impact Investing Group (2022-)
Faculty Panelist, Emory Impact Investing Group Research Panel (2022)
Workshop Leader, Emory Empowering First Resume & Interviewing Workshop (2022)
Committee Member, Emory First Generation Faculty Committee (2021-)
Faculty Panelist, Goizueta Organization & Management PhD Information Session (2021)
Faculty Panelist, Learning About Laney Visitation, Emory University (2020, 2022)
Case Competition Judge, Emory BBA Case Competition (2020)
Guest Speaker, Business Over Breakfast Webinar Series, Emory Executive Education (2020, 2023)

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, SPSP Mentoring Lunch (2023)
Reviewer, Organization Science Dissertation Proposal Competition (2022)

Faculty Mentor, Harvard BIG Ideas Doctoral Workshop (2020)

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM)

European Group on Organizational Studies (EGOS)

International Association for Conflict Management (IACM)

Society for Personality and Social Psychology (SPSP)

OTHER RESEARCH & PROFESSIONAL EXPERIENCE

2013-14	Lab Manager, Kellogg School of Management, Northwestern University
2012-13	Lab Manager, University of Chicago Booth School of Business
2011	Summer Undergraduate Research Fellow, Carnegie Mellon University
2010	Observational Coding Assistant, University of Minnesota