

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, Intragroup and Intergroup Processes, Interventions

PUBLICATIONS

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

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](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

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

Dittmann, A. G., Stephens, N. M., Townsend, S. S. M., & Rivera, L. (*Under review*). People from different social class contexts utilize distinct strategies to navigate professional workplaces. (Dissertation Chapter 2) (title disguised)

SELECT WORKING PAPERS

Birnbaum, H. J., **Dittmann, A. G.**, Stephens, N.M., Carey, R. M., Reinhart, E., & Markus, H. R. (*In preparation*). Adversity from COVID-19 shapes beliefs about inequality in the U.S. over time. *Target: Psychological Science*

Reinhart, E., Carey, R. M., Birnbaum, H. J., **Dittmann, A. G.**, Markus, H. R., & Stephens, N. M. (*In preparation*). One country, two pandemics: The differential experience of the COVID-19 pandemic across U.S. social class contexts. *Target: Proceedings of the National Academy of Sciences*

Dittmann, A. G.* & Dobson, K. S. H.* (*Working paper*). 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

SELECT RESEARCH IN PROGRESS

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

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

ARTICLES FOR A POPULAR AUDIENCE

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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| 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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| 2020 | University of Virginia Darden School of Business, CBSI Lab Group |
| 2019 | IESE Business School, Managing People in Organizations, Barcelona, Spain |
| 2019 | University of Zurich, Chair of HRM and Leadership, Zurich, Switzerland |
| 2019 | Emory University, Goizueta Business School, Organization & Management, Atlanta, GA |

ORGANIZED SYMPOSIA

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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

- 2021 **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

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

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

2017-20 Founding Columnist, *Behavioral Scientist* blog

WORKSHOPS

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

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

Ad-hoc Reviewer (Journals):

Frontiers in Psychology, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Journal of Social Issues, Organization Studies, Self and Identity, Social Influence

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

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

Analytical Software: LIWC, MPlus, R, SPSS

Design Software: Adobe Creative Suite (Dreamweaver, InDesign, Illustrator, Photoshop)