

Angelica Leigh

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ACADEMIC POSITIONS

Assistant Professor of Management and Organization

July 2020 – Present

Fuqua School of Business, Duke University

EDUCATION

PhD in Organizational Behavior

2020

University of North Carolina, Kenan-Flagler Business School; Chapel Hill, NC

Master of Science in Business Administration

2018

Organizational Behavior

University of North Carolina, Kenan-Flagler Business School; Chapel Hill, NC

Bachelor of Arts in Finance (Honors)

2010

Michigan State University, Eli Broad College of Business; East Lansing, MI

RESEARCH

INTERESTS: My research centers upon topics related to race, gender, and emotions in organizations. I employ both quantitative and qualitative research methods to understand the unique experiences of underrepresented racial minorities within diverse organizations. For example, in several research projects I take a dynamic approach to studying the effects of race in organizations by examining how *mega-threats* influence progroup behaviors and withdrawal for racial minority employees. Finally, I also examine the effects of often overlooked emotions, such as workplace grief, on organizational outcomes.

PUBLICATIONS AND MANUSCRIPTS UNDER REVIEW

Leigh, A. & Melwani, S. (2019) #BlackEmployeesMatter: Mega-threats, Identity Fusion, and Enacting Positive Deviance in Organizations. *Academy of Management Review*, Special Topic Forum Diversity at a Critical Juncture

Leigh, A. & Desai, S. *Topic: The Intersectional Influence of Race and Gender on Negotiations. (Writing 3rd round review at *Organization Science*)*

Leigh, A. & Melwani, S. *Topic: The Spillover Effects of Mega-Threats on Individuals at Work. (Submitted for 2nd round review at the *Academy of Management Journal*)*

Pearsall, M., Christian, J., Burgess, R., & Leigh, A. *Topic: Trickle-down effects of leader prevention focus on team outcomes. (Writing 3rd round review at the *Journal of Applied Psychology*)*

Prengler, M., Chawla, N., **Leigh, A.** & Rogers, K. *Topic: Qualitative Study of Black Law Enforcement Officers' Anti-Racism Efforts in both Organizations and in the Community.* (Writing 2nd round review at *Journal of Applied Psychology*)

WORK IN PROGRESS (in order of journal submission proximity)

Leigh, A., O'Neill, O., & Stillwell, E. *Topic: Workplace Loss, Work-Related Grief and its outcomes.* *Target Journal: Administrative Science Quarterly* (Writing phase)

Leigh, A. & Melwani, S. *Topic: The Spillover Effects of Presidential Elections on Employees' Work Behaviors.* *Target Journal: Journal of Personality and Social Psychology* (Data Analysis phase)

Burgess, R., Leigh, A., Melwani, S. & Christian, M. *Topic: Antecedents and Consequences of Bystander Intervention within Workplace Racial Discrimination.* *Target Journal: Journal of Applied Psychology.* (Data Collection Phase)

REFEREED PRESENTATIONS

Leigh, A. & Melwani, S. (2021) Am I Next? The Spillover Effects of Mega-Threats on Identity Threat, Identity Labor, and Withdrawal Behaviors at Work. Paper presented during Paper Session at the 79th Academy of Management Conference (virtual conference).

Awarded GDO Division Dorothy Harlow Best Conference Paper and GDO Best Student Paper Award

Burgess, R., **Leigh, A.**, Christian, M., Melwani, S. (2021) Antecedents and Consequences of Bystander Intervention within Workplace Discrimination. Paper presented during a Symposium at the 79th Academy of Management Conference (virtual conference).

Leigh, A., O'Neill, O., & Stillwell, E. (2020) Song of Sorrow: A longitudinal study of work-related grief and its impact on work relationships during organizational change. Paper presented during a Symposium at the 78th Academy of Management Conference (virtual conference).

Leigh, A. & Melwani S. (2020) Am I Next? Mega-Threats, Identity Labor and the Buffering Effect of Close Work Relationships. Poster Presented at the Annual Society for Personality and Social Psychology Convention, New Orleans, LA.

Leigh, A. & Desai, S. (2019). (Symposium organizer) What's Race Got to Do With It? The Interactive Effect of Race and Gender on Negotiation Outcomes. Paper presented during a Symposium at the 77th Academy of Management Conference, Boston, MA.

Managerial and Organizational Cognition Division Showcase Symposium

O'Neill, O., **Leigh, A.**, & Stillwell, E. (2019) Song of Sorrow: A longitudinal study of work-related grief and its impact on work relationships during organizational change. Paper presented at the Positive Organizational Scholarship Research Conference, Ann Arbor, Michigan.

Leigh, A. & Desai, S. (2019). What's Race Got to Do With It? The Interactive Effect of Race and Gender on Negotiation Outcomes. Paper presented during a Symposium at the Annual Society for Personality and Social Psychology Convention, Portland, OR.

Paper Awarded Outstanding Student Researcher Award at the SPSP Convention

Leigh, A. & Desai, S. (2018). What's Race Got to Do With It? The Interactive Effect of Race and Gender on Negotiation Outcomes. Paper presented during a Symposium at the Annual International Association of Conflict Management Conference, Philadelphia, PA.

Leigh, A. & Desai, S. (2018). What's Race Got to Do With It? The Interactive Effect of Race and Gender on Negotiation Outcomes. Flash Talk Presented at the Harvard Business School Annual Gender and Work Symposium, Cambridge, MA.

Leigh, A. & Melwani S. (2018) Election Hangover: The Influence of Societal Events on Motivation at Work. Poster Presented at the Annual Society for Personality and Social Psychology Convention, Atlanta, GA.

Awarded Best Student Poster Award at the Self and Identity Pre-conference

Leigh, A. (2017) (Symposium Organizer) Should Black Women get Angry? The Impact of Race and Gender on Perceptions of Women and Counterstereotypic Behavior. Paper Presented at a Symposium during the 75th Academy of Management Conference, Atlanta, GA.

Gender and Diversity in Organizations Division Showcase Symposium

Leigh, A. & Melwani, S. (2017) Did you Read the News Today? Evidence from the 2016 Presidential Election on the Influence of Mega-Events on behaviors at work. Paper Presented at the Carolina Research in Social and Personality Psychology Conference, Durham, NC.

INVITED RESEARCH TALKS

University of Connecticut, Management Department Research Seminar	April 2021
University of Illinois at Chicago, Management Research Incubator	April 2021
University of North Carolina, Kenan-Flagler Business School Alumni Week	April 2021
Ohio State University, Management Department	January 2021
University of North Carolina Chapel Hill, OB/GYN IDEAS Lecture	November 2020
University of California, Berkeley, Haas School of Business	October 2020
University of North Carolina Chapel Hill, Social Psychology Department	October 2020
Duke University, Social Psychology Department	October 2020
Wharton School of the University of Pennsylvania	November 2019
Yale School of Management	November 2019
Emory University Goizueta Business School	October 2019
University of Illinois Gies College of Business	October 2019
Duke University Fuqua School of Business	October 2019
University of British Columbia Sauder School of Business	October 2019

University of Texas at Austin McCombs School of Business	October 2019
London School of Economics	October 2019
University of Georgia Terry College of Business	September 2019

TEACHING EXPERIENCE

Leadership and Development, Fuqua School of Business

Course Instructor for Weekend Executive MBA Program Spring 2021

Leading and Managing, Kenan-Flagler Business School

Course Instructor for Undergraduate Business Students Fall 2017, Spring 2020
Teaching Assistant for Executive MBA Program Spring 2016-Spring 2020

Negotiations, Kenan-Flagler Business School

Teaching Assistant for Executive MBA Program Spring 2016-Spring 2020
Teaching Assistant for Masters in Accounting Program Spring 2016-Spring 2018

Applied Research Methods I and II, Kenan-Flagler Business School

Teaching Assistant for PhD Program Spring 2016-Fall 2019

AWARDS AND GRANTS

Dorothy Harlow GDO Best Conference Paper Award at AOM	2021
GDO Best Student Paper Award at AOM	2021
SIOF Anti-Racism Research Grant	2021
Outstanding Graduating PhD Student, Kenan-Flagler Business School	2020
2 nd place, INFORMS/Organization Science Dissertation Proposal Competition	2019
Jenessa Shapiro Graduate Research Student Award, SPSP	2019
M. Wayne DeLozier UNC PhD Student Fellowship Award	2019
Outstanding Reviewer Award, Academy of Management GDO division	2019
Outstanding Student Researcher Award at SPSP conference	2019
Diversity Student Travel Award at SPSP conference	2019
Best Student Poster, Self & Identity Preconference at SPSP	2018
Outstanding Graduating FMP, GE Healthcare	2012
Bernice Sumlin Outstanding Undergraduate Semester Average	2010
Undergraduate Research Fellows Scholarship	2009
Distinguished Freshman Scholarship (Full-tuition scholarship)	2006

SERVICE

Service to University

Kenan-Flagler Dean Administrative Review Committee, <i>Member</i>	2019
Kenan-Flagler Business School Diversity Committee, <i>Member</i>	2017-2019
Doctoral Student Recruiting at PhD Project Conference	2016-2019
UNC Black Graduate Student Association, <i>Student Mentor</i>	2016-2017

Service to Academic Community

Management Faculty of Color <i>Faculty Mentor</i>	2020-Present
Academy of Management Conference	2016-Present

<i>Annual Conference Submission Reviewer</i>	
KPMG PhD Project, Management Doctoral Student Association <i>Student Association President</i>	2018-2019
KPMG PhD Project, Management Doctoral Student Association <i>Sessions Committee Co-chairman</i>	2017-2018
KPMG PhD Project, Management Doctoral Student Association <i>Sessions and Membership Committee Member and Student Mentor</i>	2015-2017
Southern Academy of Management Conference <i>Annual Conference Submission reviewer</i>	2015-2016
<i>Service to Community</i>	
Alpha Kappa Alpha Sorority, Inc.	2009-Present

INVITED CONFERENCES

AOM OB Doctoral Consortium	August 2019
HBS Gender and Work Symposium	March 2018
PhD Summer School on Diversity in Tel Aviv, Israel	June 2017
HBS BIG Ideas Doctoral Workshop	August 2016
AOM GDO Doctoral Consortium	August 2016

PROFESSIONAL MEMBERSHIPS

Management Faculty of Color Association	2020 – Present
Society for Personality and Social Psychology, Member	2017 – Present
Academy of Management Association, Member	2016 – Present
Beta Gamma Sigma International Business Honors Society, Member	2008 – Present
PhD Project Management Doctoral Student Association, Member	2015 – 2020
International Association for Conflict Management	2018 – 2019
Association for Psychological Science, Member	2016 – 2017
Southern Academy of Management Association, Member	2015 – 2016

PROFESSIONAL WORK HISTORY

General Electric Healthcare	2010-2015
Global Finance Manager, CT and PET/CT <i>Waukesha, WI</i>	
Global Operations Finance Manager, MICT <i>Waukesha, WI</i>	
Financial Management Program, GE Healthcare <i>Waukesha, WI</i> <i>Awarded Outstanding FMP in GE Healthcare in 2012</i>	