

# Angelica Leigh

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## ACADEMIC POSITIONS

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**Assistant Professor of Management and Organization** **July 2020 – Present**  
*Fuqua School of Business, Duke University*

## EDUCATION

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**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

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**INTERESTS:** My research centers upon topics related to race in organizations. I employ both quantitative and qualitative research methods to understand the unique experiences and perceptions of underrepresented racial minority employees within diverse organizations. For example, in several research projects I examine how *mega-threats*, highly publicized identity-relevant societal events, like the death of Black civilians at the hands of police and mass shootings that target racial minority communities influence work behaviors for racial minority employees. Furthermore, I also examine the behaviors that racial minority employees engage in to combat racism and further diversity, equity and inclusion at work.

## REFEREED JOURNAL PUBLICATIONS

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\*Denotes graduate student author at time of initial submission.

Pearsall, M., Christian, J., Burgess, R.\*, & **Leigh, A.** (2022) Preventing Success: How a Prevention Focus Causes Leaders to Overrule Good Ideas and Reduce Team Performance Gains. *Journal of Applied Psychology*, forthcoming.

Prengler, M.\*, Chawla, N., **Leigh, A.** & Rogers, K. (2022) Challenging Racism as a Black Police Officer: An Emergent Theory of Employee Anti-Racism. *Journal of Applied Psychology*, forthcoming.

**Leigh, A.** & Desai, S. (2022) What's Race Got to Do with It? The Interactive Effect of Race and Gender on Negotiation Offers and Outcomes. *Organization Science*, in-press.

**Leigh, A.** & Melwani, S. (2022) "Am I Next?" The Spillover Effects of Mega-Threats on Avoidant Work Behaviors. *Academy of Management Journal*, 65(3), 720-748.

Media coverage: [Time.com](https://www.time.com)

**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*, 44(3), 564-591.

### **REFEREED JOURNAL ARTICLES UNDER REVIEW**

\*Denotes graduate student author at time of initial submission.

Roberson, Q., Avery, D. & **Leigh, A.** *Topic: Moving Beyond Performative Diversity in Organizations to Drive Change.* (1<sup>st</sup> round revision submitted at the *Academy of Management Perspectives*)

Preston, M.\*, Boyd, T.\*, **Leigh, A.**, Burgess, R\*. & Marsh, V. *Topic: Race, Allyship and Leadership Evaluations in Organizations.* (Under review at *Organizational Behavior and Human Decision Processes Journal*)

### **PUBLISHED PROCEEDINGS**

**Leigh, A.** & Melwani, S. (2021) Am I Next? The Spillover Effects of Mega-Threats on Identity Threat, Identity Labor and Withdrawal. *Proceedings of the Seventy Ninth Annual Meeting of the Academy of Management.* Online ISSN: <https://journals.aom.org/doi/abs/10.5465/AMBPP.2021.221>

### **BOOK CHAPTERS AND OTHER PUBLICATIONS**

Leigh, A. & Melwani, S. (2022) Supporting Employees After Violence Against their Community. *Harvard Business Review.* [[online article](#)]

Gabriel, A. S., Arena Jr., D. F., Calderwood, C., Campbell, J. T., Chawla, N., Corwin, E. S., Ezerins, M. E., Jones, K. P., Klotz, A. C., Larson, J. D., **Leigh, A.**, MacGowan, R. L., Moran, C. M., Nag, D., Rogers, K. M., Rosen, C. C., Sawyer, K. B., Shockley, K. M., Simon, L. S., & Zipay, K. P. Building thriving workforces from the top down: A call and research agenda for human resource management to proactively support employee well-being. *Research in Personnel and Human Resource Management*, forthcoming.

*Note: Authors Arena Jr. through Zipay contributed equally and are listed in alphabetical order.*

### **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)

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

**Leigh, A.**, Nwadei, T.\*, White, M.\*, Johnson, E\*. & Marsh, V. *Topic: Mega-Threats and Differences in Perceptions of Racism across Racial Groups. Target Journal: Journal of Applied Psychology* (Idea Generation Phase)

### **REFEREED PRESENTATIONS**

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\*Denotes graduate student author at time of submission.

Preston, M.\*, Boyd, T.\*, **Leigh, A.**, Burgess, R\*. & Marsh, V. (2022) Who's Expected to be an Ally? An Examination of Allyship and Leadership Evaluations. Paper Presented during a Symposium at the 80<sup>th</sup> Academy of Management Conference, Seattle, WA.

*Gender and Diversity in Organizations Division Showcase Symposium*

Prengler, M.\*, Chawla, N., **Leigh, A.** & Rogers, K. (2021) Combatting Racism from the Inside: Understanding Black Law Enforcement Officers' Anti-Racism Efforts at Work. Paper Presented during Paper Session at the 2021 Annual Meeting of the Southern Management Association, New Orleans, LA.

*Paper was a finalist for the OB track Best Doctoral Student Paper*

**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 79<sup>th</sup> 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 79<sup>th</sup> 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 78<sup>th</sup> 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 77<sup>th</sup> 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 75<sup>th</sup> 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 California Berkeley, Institute of Personality and Social Research	November 2022
Columbia University, Columbia Business School	September 2022
University of Michigan, Positive Organizational Scholarship conference	June 2022
University of Southern California, Marshall School of Business	March 2022
Northwestern University, Kellogg School of Management	January 2022
Wharton School of the University of Pennsylvania, OID Department	October 2021
University of Virginia, Social Psychology Department Brown Bag	September 2021
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 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, Management Department	November 2019
Yale University, 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-Present

### **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**

Outstanding Reviewer Award, Academy of Management GDO division	2022
Dorothy Harlow GDO Best Conference Paper Award at AOM	2021
GDO Best Student Paper Award at AOM	2021
SIOP Anti-Racism Research Grant	2021
Outstanding Graduating PhD Student, Kenan-Flagler Business School	2020
2 <sup>nd</sup> 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***

Duke Fuqua Management Department Speaker Series, <i>co-organizer</i>	2020-Present
Duke Fuqua Management Department PhD student recruitment, <i>organizer</i>	2021

Duke Fuqua Fast Pitch Selection Committee Member	2021
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***

KPMG PhD Project, Management Doctoral Student Association <i>Junior Faculty Student Association Advisor</i> <i>MDSA conference faculty presenter</i>	2021-Present
Management Faculty of Color <i>Faculty Mentor</i>	2020-Present
Academy of Management <i>DEI micro-community host for OB division</i> <i>Work-Life PDW Panelist</i> <i>Roundtable Discussant: Acing the Job Talk</i> <i>AOM GDO Division Best Student Paper Award Selection Committee member</i> <i>AOM OB Division Best Dissertation Paper Award Selection Committee member</i> <i>Presenter: Acing the Job Talk</i> <i>Roundtable Discussant: New Doctoral Student Consortium</i> <i>Roundtable Discussant: Halfway there Doctoral Student Consortium</i> <i>Annual Conference Submission Reviewer</i>	2016-Present
KPMG PhD Project, Management Doctoral Student Association <i>Student Association President</i>	2018-2019
<i>Sessions Committee Co-chairman</i>	2017-2018
<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

***Service to Community***

Alpha Kappa Alpha Sorority, Inc.	2009-Present
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**INVITED CONFERENCES**

Wharton OB Junior Faculty Conference	November 2021
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

**JOURNAL REVIEWING**

**Ad Hoc Journal Reviewing**

- Academy of Management Journal
- Administrative Science Quarterly
- Organization Science
- Academy of Management Review

- Journal of Experimental Social Psychology
- Organizational Behavior and Human Decision Processes
- NSF Early Career Research Proposal
- Journal of Management
- American Sociological Review
- INFORMS Dissertation Proposal Competition

### **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**

<b>General Electric Healthcare</b>	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>	