

# Angelica Leigh

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## **ACADEMIC POSITIONS**

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### **Duke University, Durham, NC**

Fuqua School of Business

Assistant Professor of Management and Organization

July 2020 – present

## **EDUCATION**

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### **University of North Carolina at Chapel Hill, Chapel Hill, NC**

Kenan Flagler School of Business

PhD in Organizational Behavior

2020

Master of Science in Management

2018

### **Michigan State University, East Lansing, MI**

Eli Broad College of Business

Bachelor of Arts in Finance, Honors College

2010

## **RESEARCH INTERESTS**

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My research centers upon topics related to race and other important social identities 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, as well as the behaviors that employees engage in to promote equity.

## **HONORS, AWARDS AND GRANTS**

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<i>Academy of Management Journal's</i> 2022 Best Paper Award	2023
Saroj Parasuraman Outstanding Paper Published on DEI Award, AOM – DEI division	2023
Responsible Research in Management Award	2023
Kenan Institute Distinguished Fellow	2023
Dorothy Harlow Best Conference Paper Award, AOM – GDO division	2021
Best Student Paper Award, AOM – GDO division	2021
Anti-Racism Research Grant, SIOP	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 PhD Student Fellowship Award, Kenan-Flagler Business School	2019
Outstanding Reviewer Award, AOM – GDO division	2019
Outstanding Student Researcher Award, SPSP	2019
Diversity Student Travel Award at SPSP	2019
Best Student Poster, Self & Identity Preconference, SPSP	2018
Outstanding Graduating FMP, GE Healthcare	2012
Bernice Sumlin AKA Outstanding Undergraduate Semester Average	2010
Undergraduate Research Fellows Scholarship	2009

Distinguished Freshman Scholarship, Full-tuition scholarship

2006

**REFEREED JOURNAL PUBLICATIONS**

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

**Leigh, A.** & Desai, S. (2023) What's Race Got to Do with It? The Interactive Effect of Race and Gender on Negotiation Offers and Outcomes. *Organization Science*, 35(2), 935-955.

Pearsall, M., Christian, J., Burgess, R.\*, & **Leigh, A.** (2023) Preventing Success: How a Prevention Focus Causes Leaders to Overrule Good Ideas and Reduce Team Performance Gains. *Journal of Applied Psychology*, 108 (7), 1121-1136.

Prengler, M.\*, Chawla, N., **Leigh, A.** & Rogers, K. (2023) Challenging Racism as a Black Police Officer: An Emergent Theory of Employee Anti-Racism. *Journal of Applied Psychology*, 108(2), 249-272.

- Responsible Research in Management Award recipient

**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.

- *Academy of Management Journal's* 2022 Best Paper Award and Saroj Parasuraman Outstanding Paper Published on DEI Award recipient

**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.

- Responsible Research in Business and Management [honor roll](#)

**REFEREED JOURNAL ARTICLES UNDER REVIEW**

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

Roberson, Q., Avery, D. & **Leigh, A.** *Topic: Moving Beyond Performative Diversity in Organizations to Drive Change. (Conditionally Accepted at the *Academy of Management Perspectives*)*

Preston, M.\*, Boyd, T.\*, **Leigh, A.**, Burgess, R\*. & Marsh, V. *Topic: Race, Allyship and Leadership Evaluations in Organizations. (invited for 2<sup>nd</sup> round R&R at *Organizational Behavior and Human Decision Processes Journal*)*

**BOOK CHAPTERS AND OTHER PUBLICATIONS**

Prengler, M., Rogers, K., Chawla, N. & Leigh, A. (2023) How Black Police Officers Combat Systemic Racism at Work. *Harvard Business Review*. [[online article](#)]

Prengler, M., Rogers, K., Chawla, N. & Leigh, A. (2023) How to be an Ally to Colleagues after Violence Against their Community. *Harvard Business Review*. [[online article](#)]

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.

- Authors Arena Jr. through Zipay contributed equally and are listed in alphabetical order.

### **WORK IN PROGRESS (in order of journal submission proximity)**

**Leigh, A.**, Nwadei, T.\*, White, M.\*, Johnson, E\*. & Marsh, V. *Topic*: Refining the Definition of Mega-Threats and Examining Differences in Event Reactions Across Racial Groups. *Target Journal: Psychological Science* (Data Collection Phase)

**Leigh, A.**, Sitzmann, T., Muir, C. & Hall, A. *Topic*: Racial Minority Employees' Motivations and Consequences of DEI Job Crafting. *Target Journal: Academy of Management Journal*. (Data Collection Phase)

Yan, A.\* & **Leigh, A.** *Topic*: Diversity Commodification within Diversity Hiring. *Target Journal: Journal of Applied Psychology*. (Data Collection Phase)

**Leigh, A.** & Melwani, S. *Topic*: Workplace Cross-Race Friendships: Are Discussions of Racism the Key? *Target Journal: Academy of Management Journal* (Data Collection Phase)

### **REFEREED CONFERENCE PRESENTATIONS AND PROCEEDINGS**

\*Denotes graduate student co-author.

Yan, A.\* & **Leigh, A.** More Bang for your Buck? The Effect of Multiple Marginalized Identities on Hiring. (2023) Paper Presented during a Symposium at the 81<sup>st</sup> Academy of Management Conference, Boston, MA.

Preston, M.\*, Boyd, T.\*, **Leigh, A.**, Burgess, R\*. & Marsh, V. An Ally by Any Other Name: Examining the Effects of Racial Minority Leaders as Allies for Advancing Racial Justice. (2023) Flash Talk Presented at the Harvard Business School, Race, Gender and Equity Symposium, Cambridge, MA.

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.

- AOM GDO Division Showcase Symposium

Prengrer, 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 award

**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 Dorothy Harlow Best Conference Paper and Best Student Paper Award for the AOM GDO division
- Published in the Academy of Management conference proceedings

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.

- AOM MOC 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 SPSP

**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.

- Best Student Poster Award at the Self and Identity SPSP 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.

- *GDO AOM* 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 PRESENTATIONS AND CONFERENCE PANELS**

#### 2023

University of North Carolina Chapel Hill, Kenan Center Distinguished Fellow presentation  
University of Washington, Foster School of Business  
New York University, Stern School of Business

#### 2022

University of California Berkeley, Institute of Personality and Social Research  
Columbia University, Columbia Business School  
University of Michigan, Positive Organizational Scholarship conference (main stage presenter)  
University of Southern California, Marshall School of Business  
Northwestern University, Kellogg School of Management

#### 2021

Wharton School of the University of Pennsylvania, OID Department  
University of Virginia, Social Psychology Department Brown Bag  
University of Connecticut, Management Department Research Seminar  
University of Illinois at Chicago, Management Research Incubator  
Ohio State University, Management Department

#### 2020

University of California Berkeley, Haas School of Business  
University of North Carolina Chapel Hill, Social Psychology Department  
Duke University, Social Psychology Department

#### 2019

Wharton School of the University of Pennsylvania, Management Department  
Yale University, Yale School of Management  
Emory University, Goizueta Business School  
University of Illinois, Gies College of Business  
Duke University, Fuqua School of Business  
University of British Columbia Sauder School of Business

University of Texas at Austin McCombs, School of Business  
 London School of Economics  
 University of Georgia, Terry College of Business

**TEACHING EXPERIENCE**

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**Duke University, Fuqua School of Business**

Leadership, Ethics and Organizations, Daytime MBA Program Summer 2023-present  
 Leadership and Development, Weekend Executive MBA Program Spring 2021-present

**University of North Carolina, Kenan-Flagler Business School**

Leading and Managing, Undergraduate, course instructor Fall 2017, Spring 2020  
 Leading and Managing, Executive MBA program, TA Spring 2016-Spring 2020  
 Negotiations, Executive MBA/Masters in Accounting, TA Spring 2016-Spring 2020  
 Applied Research Methods, PhD Program, TA Spring 2016-Fall 2019

**SERVICE**

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**Dissertation Committees**

Charles Lewis, Duke University 2024 (expected)  
 Daniela Goya-Tocchetto, Duke University 2023  
 Richard Burgess, University of North Carolina at Chapel Hill 2023

**Duke University**

Summer Faculty Research series, Fuqua School of Business (co-organizer) 2023  
 Management Area research series (organizer/co-organizer) 2020-present  
 WRAP Duke University Black faculty writing retreat (co-organizer) 2022-present  
 Management Area admitted PhD student visit day (organizer) 2022, 2023  
 Fuqua Fast Pitch competition (selection committee member) 2022, 2023  
 Fuqua Minority Alumni (presentation) 2022  
 PhD student recruiting at the PhD Project annual conference 2022  
 Communita with Prof. Greg Samanez-Larkin and Duke undergraduate students 2022  
 Mary Lou Williams Black woman professionals (panelist) 2021  
 Fuqua PhD student women’s day research talk (presenter) 2021  
 Fuqua LinkedIn Live research series (presenter) 2020

**University of North Carolina Chapel Hill**

Kenan-Flagler Alumni week (research presentation) 2021  
 OB/GYN Residents IDEAS workshop (research presentation) 2020  
 Department of Psychiatry (research presentation) 2020  
 Clinical Protocol Office (research presentation) 2020  
 Kenan-Flagler Dean Administrative Review Committee (member) 2019  
 Kenan-Flagler Business School diversity committee (member) 2017, 2019  
 PhD student recruiting at the PhD Project annual conference 2016-2019  
 Black Graduate Student Association (mentor/member) 2015-2019

**The PhD Project**

Management Doctoral Student Association (MDSA) Junior Faculty Advisor 2021-2023

MDSA, Becoming Junior Faculty (panelist)	2022, 2023
MDSA, Moderation and Mediation in R (workshop lead)	2022
MDSA, publishing in AMR (panelist)	2020
Management Faculty of Color Association ( <i>MFCA</i> ) (mentor/member)	2020-present
MDSA/MFCA research collaboration (project lead)	2020-present
MDSA (conference planning committee member)	2019-2020
MDSA (student association President)	2018-2019
MDSA (member/committee co-chair)	2015-2018

**Academic Profession**

Academy of Management

DEI division, Best Student paper award (selection comm. member)	2022, 2023
OB division, Halfway there doctoral consortium (panelist)	2021, 2023
Organizational statements and social justice (symposium discussant)	2022
DEI micro-community meet-up host for OB division	2022
Work-Life OB division PDW (panelist)	2022
OB division, Best Dissertation paper award (selection comm. Member)	2022
OB Division, New Doctoral Student consortium (panelist)	2022
OB division doctoral consortium (panelist/presenter)	2020, 2021, 2022

Research media coverage in podcasts/news articles

- The Lit Review, An Academy of Management Journal [podcast](#)
- The Institute for Gender and the Economy, Busted [podcast](#)
- Time.com, [news article](#)
- FiveThirtyEight, [news article](#)
- WRAL, [news article](#)
- Project [Re]work, [podcast](#)

**Editorial Review Boards**

Academy of Management Journal	2023-present
Organization Science	2023-present

**Ad-hoc/Conference Reviewer**

- Academy of Management Review
- Academy of Management conference
- Administrative Science Quarterly
- American Sociological Review
- INFORMS dissertation competition
- Journal of Experimental Social Psychology
- Journal of Business Ethics
- Journal of Management
- Management Business Review
- NSF – Early career grant
- Organizational Behavior and Human Decision Processes
- Organization Science
- Southern Academy of Management conference

**Professional Memberships**

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

**NON-ACADEMIC WORK EXPERIENCE**

**General Electric Healthcare, Waukesha, WI**

Global Finance Manager, CT/PET	2014-2015
Financial Management Program (FMP) Intern program (co-lead)	2013-2015
Global Operations Finance Manager, MICT	2013-2014
Global Operations Finance Manager, CT	2012
Financial Management Program	2010-2012
<ul style="list-style-type: none"> <li>Awarded Outstanding Graduating FMP award</li> </ul>	
Financial Management Program (intern)	2009

**General Electric Corporate, Stamford, CT**

Financial Management Program (intern)	2008
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