

# 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 racial minority employees within diverse organizations, as well as the behaviors that employees engage in to combat racism and 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
UNC Kenan Institute Distinguished Fellow	2023
Dorothy Harlow Best Conference Paper Award, AOM – GDO division	2021
Best Student Paper Award, AOM – GDO division	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
MSU Distinguished Freshman Scholarship, Full-tuition scholarship	2006

## **REFEREED JOURNAL PUBLICATIONS**

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

Preston, M.\*, Boyd, T.\*, **Leigh, A.**, Burgess, R\*. & Marsh, V.\* (2024) An Ally by Any Other Name: Examining the Effects of Racial Minority Leaders as Allies for Advancing Racial Justice. *Organizational Behavior and Human Decision Processes Journal*, in-press.

Roberson, Q., Avery, D. & **Leigh, A.** (2024) Lights, Camera Action: Moving Beyond Performative Diversity Management to Drive Change. *Academy of Management Perspectives*, in-press.

**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.

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

- Responsible Research in Business and Management honor roll

## **BOOK CHAPTERS AND OTHER PUBLICATIONS**

Roberson, Q., Avery, D. & **Leigh, A.** (2024) How Woke was the Symposium on Woke Organizations? An Insider Perspective. *Academy of Management Perspectives - Exchange*, in-press.

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. (2022) 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*, 205-272.<sup>8</sup>

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

## **POPULAR PRESS PUBLICATIONS**

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**Leigh, A.** (2023). Mega-threats as Workplace Disruptors: How Can Organizations Respond to the Effects of Mega-threats on Employees? *Kenan Institute for Private Enterprise: Workforce Disrupted Series*. [[online article](#)]

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](#)]

## **SELECT WORK IN PROGRESS**

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\*Denotes graduate student or post-doc co-author at time of idea generation and data collection.

**Leigh, A.**, Nwadei, T.\*, White, M.\*, Lattimore, B.\* & Marsh, V.\* *Topic:* The cross-group effects of mega-threats on members of different racially stigmatized groups. *Target Journal: Journal of Personality and Social Psychology* (Writing Phase)

**Leigh, A.**, Sitzmann, T., Muir, C. & Hall, A. *Topic:* “DEI job crafting”: The of DEI job crafting on employee effectiveness and well-being. *Target Journal: Academy of Management Journal*. (Data Collection Phase)

Yan, A.\* & **Leigh, A.** *Topic:* Diversity commodification and the effect of multiple marginalized identities on hiring within the context of diversity selection decisions. *Target Journal: Journal of Applied Psychology*. (Data Collection Phase)

**Leigh, A.**, Melwani, S. & Herndon, A.\* *Topic:* Cross-race workplace friendships and discussions of racism. *Target Journal: Academy of Management Journal* (Data Collection Phase)

## **REFEREED CONFERENCE PRESENTATIONS AND PROCEEDINGS**

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\*Denotes graduate student or post-doctoral 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.\* (2023) 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

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 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 co-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**

### 2024 (Actual/Scheduled talks)

Harvard Business School, OB Unit Research Seminar

University of Chicago, Center for Decision Research Seminar

Boston University, Management and Organization Department Research Seminar

Dartmouth University, Management Department Research Seminar (May 2024)

### 2023

Rutger University, School of Management and Labor Relations

UNC Carolina Chapel Hill, Kenan Center Distinguished Fellow Keynote research 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**

### **Duke University, Fuqua School of Business**

Micro Organizational Behavior Seminar, PhD Program	Spring 2024-present
Leadership, Ethics and Organizations, Daytime MBA Program	Summer 2023-present
Leadership and Development, Weekend EMBA Program	Spring 2021-Fall 2022

### **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**

### **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 (MFCA) (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
OB division doctoral consortium (panelist/presenter)	2020, 2021, 2022
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

#### 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/Organization Science dissertation proposal 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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