

Erika V. Hall

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EDUCATION

- **KELLOGG SCHOOL OF MANAGEMENT 2009-PRESENT**
NORTHWESTERN UNIVERSITY
M.A. In Management & Organizations, Spring 2012
Ph.D. In Management & Organizations, Expected Spring 2014
Dissertation Proposal: *Gender matching 2.0: Gendered persons and positions in person-position fit*
- **ROBERT H. SMITH SCHOOL OF BUSINESS 2003-2007**
UNIVERSITY OF MARYLAND
Bachelor of Science in Finance, June 2007

WORK EXPERIENCE

- **HARVARD BUSINESS SCHOOL, BOSTON, MA 2007-2009**
Research Associate to Mukti Khaire and Edward Riedl

PUBLICATIONS

- Galinsky, A., Hall, E.V., & Cuddy, A. (2013). Gendered races: Implications for interracial marriage, leadership selection, and athletic participation. *Psychological Science*, 24(4), 498-506.
- Hall, E.V. & Livingston, R. (2012). The hubris penalty: Biased responses to “Celebration” displays of black football players. *Journal of Experimental Social Psychology*, 48, 899-904.

MANUSCRIPTS UNDER REVIEW

- Khaire, M. & Hall, E.V. (2013). Disposition vs. diffusion: Globalization and the spread of innovation in the production field of Indian fashion. *Under second round review at Organization Studies*.
- Hall, E.V., Galinsky, A., & Phillips, K.W. (2013). Gender profiling: A gendered-race perspective on person-position fit. *Invited resubmission at Journal of Personality and Social Psychology*.
- Hall, E.V., Phillips, K.W., & Townsend, S.M. (2013). A rose by any other name? “Blacks” are more negatively evaluated than “African-Americans.” *Under first round review at Journal of Experimental Social Psychology*.
- Hall, E.V., Phillips, K.W., Glick, P., Livingston, R.W., Rudman, L., & Washington, E. (2013). Laying the groundwork for future research in intersectionality: Descriptive and prescriptive stereotypes for Black and White women and men. *Under first round review at Personality and Social Psychology Bulletin*.

PUBLISHED CHAPTERS AND CONFERENCE PROCEEDINGS

- Thompson, L. Lucas, B., & Hall, E.V. (in press). “Negotiator Bandwidth” To appear in Neal M. Ashkansay, Oluremi B. Ayoko, and Karen Jehn, Eds. *Handbook of Research in Conflict Management*. Edward Edgar Publishing, UK.
- Hall, E.V. & Phillips, K. (2012). Optimal masculinity: Gendered races and prescriptions of dominance. *Academy of Management Best Paper Proceedings*, Boston, MA.
- Thompson, L. Lucas, B., & Hall, E.V. (2012). “Upstream and Downstream Negotiation Research.” In R. Croson and G. Bolton (Eds.). *Oxford Handbook of Economic Conflict Resolution*. New York: Oxford University Press.
- Thompson, L., Richardson, E.V., & Lucas, B. (2012). “Integrating Negotiation Research with Team Dynamics.” In Goldman and D. Shapiro (Eds.). *The Psychology of Negotiations in the 21st Century Workplace*. SIOP Frontiers Series.

RESEARCH IN PROGRESS

- Hall, E.V., Phillips, K.W., & Galinsky, A.D. Exploring gender beyond biological sex: A contemporary approach to gendered person-position fit. Writing stage. (Target: *Academy of Management Review*)
- Hall, E.V., Thompson, L., & Apfelbaum, E. Seeing racism and forecasting worth: Perceived prejudice decreases Black professionals’ propensity to negotiate. Data Collection. (Target: *Journal of Applied Psychology*)
- Hall, E.V., Phillips, K.W., Williams, J. Gendered cultural norms and cultural misalignments: A mixed-methods analysis of Asian, Black, White, and Latina females in masculinized occupations. Data collection. (Target: *Academy of Management Journal*)
- Hall, E.V., Johnson, K., Galinsky, & A.D., Phillips, K.W. Perceptions of gender optimality: Gendered race stereotypes affect the representation of Asians and Blacks in love, war, and work. Writing stage (Target: *American Psychologist*)

POSTERS AND PRESENTATIONS

- Hall, E.V., Phillips, K.W., Townsend, S.M. (2013, September). A rose by any other name? “Blacks” are more negatively evaluated than “African-Americans.” To be presented in ‘Confronting Stigmatizing Labels: The Role of Re-Naming, Re-Labeling, and Self-Labeling’ Symposium at the Society of Experimental Social Psychology conference, Berkeley, CA.
- Hall, E.V., Phillips, K.W., Williams, J. (2013, August). Gender prescriptions and cultural misalignments: An analysis of multicultural female scientists in STEM. Presented in the ‘New Leaders in a Changing World? Elaborating on the Challenges of Ethnic/Minority Leadership’ OB Division Showcase Symposium at the Academy of Management meetings, Orlando, FL.

- Phillips, K.W. & Hall, E.V. (2013, August). Advancing the research on stereotypes in the management field: What is shared and what is different across diverse groups? Presented as a Panel Symposium at the Academy of Management meetings, Orlando, FL.
- Hall, E.V., Thompson, L., & Apfelbaum, E. (2013, July). Seeing racism and forecasting worth: Perceived prejudice decreases Black professionals' propensity to negotiate. Presented at the International Association for Conflict Management conference, Tacoma, WA.
- Galinsky, A.* & Hall, E.V.* (2013, January). Transcending race: How gender, status, and essentialism help to explain the effects of race. Presented at the Society for Personality and Social Psychology conference, New Orleans, LA.
*Symposium Co-chair
- Hall, E.V., Phillips, K. (2012, August). Optimal masculinity: Gendered races and prescriptions of dominance. Paper presented at the Academy of Management Annual Meeting, Cross Divisional Paper session, Boston, Massachusetts. **Included in the Best Paper Proceedings.*
- Hall, E.V., Phillips, K. & Galinsky, A. (2012, July). Optimal masculinity: Gendered races and prescriptions of dominance. Paper presented at the Annual Conference of the International Association for Conflict Management in Stellenbosch, South Africa.
- Hall, E.V., Phillips, K., & Galinsky, A (2012, May). Optimal masculinity: Gendered races and prescriptions of dominance. Poster presented at the Association for Psychological Science conference, Chicago, IL.
- Hall, E.V., Phillips, K., & Galinsky, A (2012, May). Optimal masculinity: Gendered races and prescriptions of dominance. Paper presented at the Annual London Business School Trans-Atlantic Doctoral Conference, London, England.
- Hall, E.V., Phillips, K., & Galinsky, A (2012, January). Gender (in)congruence and gender role expectations: Consequences of the race and gender overlap. Poster presented at the Society for Personality and Social Psychology conference, San Diego, CA.
- Richardson, E.V., Phillips, K.W, Rudman, L.A., Glick, P. (2011, August). Double jeopardy or Greater latitude: Black women escape backlash for dominance displays. Paper presented in the 'Black Faces in White Places: Redefining the Black Experience in Organizations & Management' GDO Showcase Symposium at the Academy of Management meetings, San Antonio, TX.
- Richardson, E.V., Phillips, K.W, Rudman, L.A., Glick, P. (2011, August). Double jeopardy or greater latitude: Black women escape backlash for dominance displays. Paper presented in the 'Black Faces in White Places: Redefining the Black Experience in Organizations & Management' Professional Development Workshop at the Academy of Management meetings, San Antonio, TX.
- Khaire, M. & Richardson, E.V. (2010, August). Medium and message: The role of the media in establishing institutional logics. Paper presented at the Academy of Management meetings, Montreal, Canada.

- Khaire, M. & Richardson, E.V. (2010, June). Medium and message: The role of the media in establishing institutional logics. Paper presented at European Group of Organization Studies (EGOS) conference, Lisbon, Portugal.

ACADEMIC HONORS AND AWARDS

- Received the 2013 Promising Young Scholar Research Excellence Award, The PhD Project
- Travel Grant Award, Dispute Resolution Research Center, 2013 - \$1,500
- Travel Grant Award, Dispute Resolution Research Center, 2012 - \$1,000
- Travel Grant Award, Society for Personality and Social Psychology, 2012 - \$500
- Northwestern University Travel Scholarship, Northwestern University, 2010, 2012 -\$700
- Buffett Center Conference Travel Grant Award - \$300

TEACHING EXPERIENCE

- SOLE INSTRUCTOR, KELLOGG SCHOOL OF MANAGEMENT, FULL-TIME MBA
Leading and Managing Teams, Winter 2013
- TEACHING ASSISTANT, KELLOGG SCHOOL OF MANAGEMENT
 - *Negotiations* – (Prof. Ersner-Hershfield, Winter 2011, Spring 2011; Prof. Kim, Summer 2012; Prof. Thompson, Fall 2012, Executive Education Program)
 - *Leadership in Organizations* – (Prof. Galinsky, Fall 2010; Prof. Rivera, Spring 2011)
 - *Leading and Managing Teams* – (Prof. Thompson, 2010-2011, Winter 2012, Miami Kellogg Campus, Executive Education Program; Winter 2013, Evanston Campus, Executive Education Program; Prof. Townsend, Spring 2012, Fall 2012)
 - *Bargaining* – (Prof. Murnighan, 2012)

INVITED PRESENTATIONS

- Wisconsin School of Business, University of Wisconsin - Madison, WI, Fall 2013
- Prentice Women's Hospital, Chicago, IL, Summer 2013
- Columbia Business School, Columbia University, New York, NY, Winter 2012

SELECTED MEDIA MENTIONS

- *PsychCentral.com*, "Study Finds Overlap in Race-Gender Stereotypes." December 4, 2012
<http://psychcentral.com/news/2012/12/04/study-finds-overlap-in-race-gender-stereotypes/48553.html>
- *HeraldOnline.com*, "Gender and Race: How overlapping stereotypes affect interracial dating, leadership selection, and athletic participation." December 3, 2012
<http://www.heraldonline.com/2012/12/03/4456690/gender-and-race-how-overlapping.html>
- *WGN Radio, Sports Night*, live guest. November 14, 2012
<http://www.wgnradio.com/shows/wgnsportsnight/wgnam-sn-hall-20121114,0,6011024.mp3file>
- *The New York Times*, "Study looks at bias in celebration penalty calls." November 7, 2012 (Online and in print)

http://www.nytimes.com/2012/11/07/sports/football/experiment-examines-racial-bias-in-penalties-for-touchdown-celebrations.html?_r=0

- *Phys.org*, “How race and touchdown celebrations affect football player rewards.” November 1, 2012
<http://phys.org/news/2012-11-touchdown-celebrations-affect-football-player.html>
- *UPI.com*, “Study: Racism may affect sports penalties.” October 31, 2012
http://www.upi.com/Sports_News/2012/10/31/Study-Racism-may-affect-sports-penalties/UPI-65541351725906/

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

- Ad-hoc reviewer for the Journal of Experimental Social Psychology
- Reviewer, IACM conference
- Reviewer, Academy of Management Conference
- Academy of Management 2006 - Present
- PHD Project 2009 - Present
- SPSP Member 2011- Present
- APS Member 2011- Present
- Ph.D. MORS Admissions committee

DISSERTATION COMMITTEE

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ABSTRACTS OF DISSERTATION & PUBLICATIONS

Hall, E.V. (dissertation). Gender matching 2.0: Gendered persons and positions in person-position fit.

Numerous studies on gender matching have explored how females and males are funneled into sex-typed positions due to perceived differences in attributes and capabilities (Bielby & Baron, 1986; Eagly, Wood, & Diekmann, 2000; Eagly & Karau, 2002; Rudman, 1999). Traditionally, gendered individuals have been defined by their biological sex (i.e. female and male). The current research takes a broader approach to both gender and perceptions of person-position fit and explores how the perception that demographic groups are perceived to be gendered (nationalities and races) contributes to the demographic diversity within gender-typed occupations. I propose a process model to explain how personnel selection, self-selection, attrition, and socialization create and sustain gendered organizational environments. The model is then empirically tested through experimental, archival, survey, and qualitative interview methods.

Galinsky, A., Hall, E.V., & Cuddy, A. (2013). Gendered races: Implications for interracial marriage, leadership selection, and athletic participation. *Psychological Science*, 24(4), 498-506.

Six studies explored the overlap between racial and gender stereotypes, and the consequences of this overlap for interracial dating, leadership selection, and athletic participation. Two initial studies captured the explicit and implicit gender content of racial stereotypes: Compared with the White stereotype, the Asian stereotype was more feminine, whereas the Black stereotype was more masculine. Study 3 found that heterosexual White men had a romantic preference for Asians over Blacks and that heterosexual White women had a romantic preference for Blacks over Asians; preferences for masculinity versus femininity mediated participants' attraction to Blacks relative to Asians. The pattern of romantic preferences observed in Study 3 was replicated in Study 4, an analysis of the data on interracial marriages from the 2000 U.S. Census. Study 5 showed that Blacks were more likely and Asians less likely than Whites to be selected for a masculine leadership position. In Study 6, an analysis of college athletics showed that Blacks were more heavily represented in more masculine sports, relative to Asians. These studies demonstrate that the gender content of racial stereotypes has important real-world consequences.

Hall, E.V. & Livingston, R. (2012). The hubris penalty: Biased responses to "Celebration" displays of black football players. *Journal of Experimental Social Psychology*, 48, 899-904.

We posit that pride and arrogance are tolerated for high-status group members but are repudiated for low-status group members. Thus, we predict that Blacks, but not Whites, who behave arrogantly will be penalized. Specifically, we investigated the context of penalties against football players for "celebrating" after touchdowns. We propose that such celebrations reflect a racially biased "hubris penalty" because: (1) celebrations are primarily perceived as displays of arrogance (rather than exuberance), and (2) arrogance is penalized for Black but not White players. Three experiments demonstrate that all players who celebrated after touchdowns were perceived as more arrogant than those who did not celebrate. Although celebratory Black and White players were perceived as being equally arrogant, Black players were penalized with lower compensation whereas White players were not. Mediation analyses show that perceived arrogance mediated the effect of celebration on compensation, even when controlling for perceived aggression.